

# **BEYOND COMPLIANCE: BUILDING SAFETY CULTURE AT UCLA**



# Brief History

- 1999 – UCLA Radiation Safety
- 2009 – Laboratory Death at UCLA
  - Several Policies put in place to establish the rules and expectations
  - A robust inspection process is put in place to set boundaries
- 2015 – AVC EH&S
- 2016 – Expiration of UC's Settlement Agreement

# Vision

- Opportunity to Advance the Safety Culture
  - Solid foundation of compliance
  - Additional flexibility post settlement
- What Characterizes Safety Culture?
  - Engagement

# Data Gathering

- Town Halls
  - Great opportunity to meet researchers and address concerns
  - A lot of confusion about what EH&S was
  - Attended by a core group of very involved individuals
- Faculty Meetings
  - Met with involved and distant faculty
  - Very candid with concerns, criticisms, and praise
  - Concerned about time and cost
  - “EH&S inspections are the worst day of the year”
- Laboratory Supervisors & Safety Leads
  - Need EH&S as a “bad cop”
  - Need their PI’s to support their authority and to serve as an example
  - Excited about Advanced Safety Training

# Data Gathering

- Shadowing Inspections
  - 120 each per year (plus follow ups, etc.)
  - Extremely efficient
  - Typically
    - ✓ 1 hour preparation
    - ✓ 1 hour records
    - ✓ 1 hour chemical storage
    - ✓ 15 minutes general safety
    - ✓ 2 hours reports
    - ✓ ~1.5 follow up inspections per inspection
  - Little to no actual work observed
  - Typically no staff working during inspections

# Challenging our Foundation

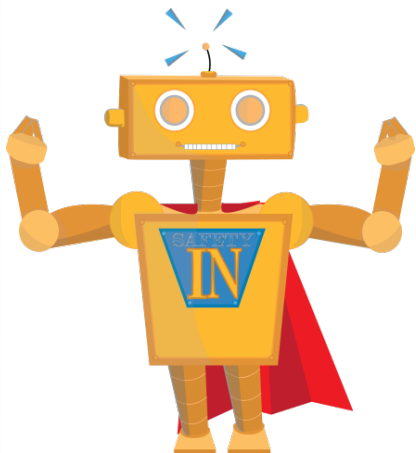
- SOPs
  - Banned by hazard – edit as needed
  - They do not know them – they do not know them
- EH&S Mandatory Training
  - Move to online training
  - Emphasize lab specific training
  - Very fast and dense – a survey course
- Lab Hazard Assessment Tool
  - Haz Comm
  - Ask for information that affects behaviors
- Inspections
  - Automate the paperwork
  - Engage safety contacts on their concerns
  - Focus on high/likely risks
  - Not risk assessment focused

# Engagement

- Positive Incentives – Safety Forward
  - Safety Initiative Nominee



- Nominations to recognize those that go above and beyond
- Quarterly – open ended
- Small gift card award

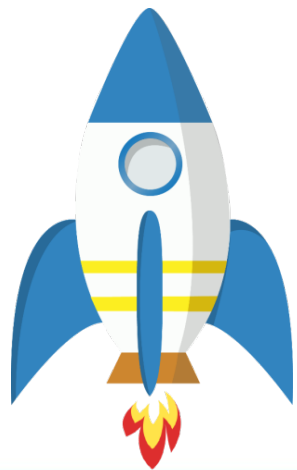


# Engagement

- Positive Incentives – Safety Forward
  - Safety Initiative Nominee
  - Lab Engage



- Based on Miguel A. Garcia-Garibay laboratory research
- Published in Journal of Chemical Education
- <http://pubs.acs.org/doi/pdf/10.1021/acs.jchemed.5b00299>



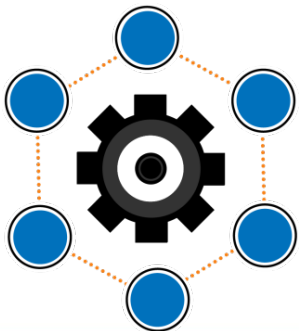


# Engagement

- Positive Incentives – Safety Forward
  - Safety Initiative Nominee
  - Lab Engage
  - Safety Theory



- Interactive workshop series focused on Risk Assessment
- Complete the series to gain Advanced Safety Training certification



# Engagement

- Positive Incentives – Safety Forward
  - Safety Initiative Nominee
  - Lab Engage
  - Safety Theory
- Hospitality
  - Engage PIs quickly – establish a relationship
- No Fault Consultations
  - Office Hours
  - Engage Departmental Safety Coordinators

# Final Thoughts

- Accident and Near Miss Sharing
- PI- Researcher Gap
- Lab Specific Training – Mentoring
- Onboarding
- Centralized Ordering/Receipt/Storage

# QUESTIONS AND COMMENTS



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