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
  - Banded by hazard – edit as needed
  - They do not know them – we do not know them

• EH&S Mandatory Training
  - Difficult to schedule
  - Very fast and dense – a survey course

• Lab Hazard Assessment Tool
  - HazComm
  - Ask for information that affects behaviors

• Inspections
  - Compliance focused
  - Not collaborative
  - Not risk as a key risk
  - Move to online training
  - Emphasize lab specific training
  - Engage safety contacts on their concerns
  - Focus on high/likely risks
  - Automate the paperwork
  - Engage safety contacts on their concerns
  - Focus on high/likely risks
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](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

Colin Dimock
UCLA EH&S
dimockc@ehs.ucla.edu