



# AMERICAN SOCIETY OF SAFETY PROFESSIONALS

Heart of America Chapter

Edition 83, Volume 4  
November 10, 2021

## President's Message November 2021

### *President's Message*

#### *Greetings HOA Members:*

*Now that it's November, I'm wondering what happened to the year. In talking with several of you, we're in the same boat – 2021 was a blur and nobody is ready for the cold, winter months.*

*As you saw in my prior communication, both our President Elect and Secretary positions were recently vacated. I was pleased when Mindy Prichard offered to step up and finish the Secretary's term. We are thrilled to have her join the Board. We're also continuing to actively seek candidates for the President Elect position. Please contact me if you'd consider throwing your hat in the ring.*

*In addition to serving as the Chapter's Diversity, Equity and Inclusion (DEI) chair, Dr. Dan Snyder has also volunteered to be our Student Section Liaison. The Board and Executive Committee are excited for the opportunity to interact, mentor and welcome emerging professionals into our industry.*

*As a reminder about Day Light Saving, now is the time to check the batteries in your smoke and carbon monoxide detectors. Also, when testing your detectors, check the expiration date. Manufacturers of both smoke and CO detectors frequently recommend replacing them after 10 years.*

*With that said, please take a couple of minutes and read through the newsletter that Laurie Wolfe worked so hard on to make it pertinent for our members.*

Tom Metzner

Heart of America President

## Officers List

### **President**

Tom Metzner CSP, ARM-P, CFPS

### **Vice President**

**OPEN**

### **Secretary**

Mindy Prichard, ASP

### **Treasurer**

Ravi Narayan, CSP, ARM

### **Past President**

Tom Metzner, CSP, ARM-P, CFPS

### **Diversity, Equity and Inclusion**

Daniel Snyder, CSP, CHST, OHST

### **Website/Social Media**

Dave Hallerud, ALCM

### **Member Engagement**

Kristin Danner, CSP

### **Newsletter Coordinator**

Laurie Wolfe

### **Liaison for Student Sections**

Daniel Snyder, CSP, CHST, OHST

### **Members at Large**

David Hallerud, ALCM

## Safety Spotlight: Member Interview

### **Bruce K. Lyon, P.E., CSP, ARM, SMS, CHMM**



**The November Spotlight is Bruce K. Lyon, P.E., CSP, ARM, SMS, CHMM**

**Where did you go to school?** I received my bachelor's in Industrial Safety (1981) and my master's in Occupational Safety Management (1999) from Central Missouri State University.

**How long have you been in the safety industry?** I have had the great fortune of working in risk management consulting over 40 years, within the insurance industry and consulting industry.

**How long have you been in your current position?** I have been with Hays Companies for over 13 years. Hays is a commercial insurance brokerage owned by Brown & Brown, and our name will change to Brown & Brown in 2022.

**What is your current position and from a safety standpoint what are your primary responsibilities?** My current position is Vice President and Director of Risk Management Services. My responsibilities primarily include working with clients in identifying and assessing ergonomic related issues, and developing and implementing risk reduction plans; however, I do get involved in regulatory compliance, workplace audits, facilitating safety meetings, and training such as supervisory safety leadership, and causal factors analysis among other things. Our clients vary from construction, oil and gas, healthcare, manufacturing, food processing, agri-business, transportation, and technology, so it is always interesting and different from one day to the next. Most of all, I enjoy helping clients solve problems to reduce overall risk.

**What made you decide to go into safety?** Like many others, I did not initially plan on a career in safety. I started out as an Art major, and then changed to Graphic Arts. As luck would have it, I took an elective in safety since a number of my friends were safety majors, and really enjoyed it. I ended up getting a double major in graphic arts, and industrial safety. When I graduated, I received a call from Wausau Insurance asking if I would be interested in interviewing for a position (I was surprised to find out that the insurance industry had safety/risk control positions). I accepted the offer and the rest is history.

**What are some of your memorable experiences or accomplishments related to your time in the safety field?** I've been very fortunate in my career. I've had the opportunity to work for/with a number of leading safety professionals and mentors-most notable Fred Manuele, and Dr. Georgi Popov. My involvement of the BSCP board, the Advisory Board to the safety science program at University of Central Missouri, and my work with Georgi co-authoring and presenting, have been very gratifying. Some of the most satisfying accomplishments have been to write three textbooks, the ASSP Technical Report on Risk Management and numerous articles on risk management and assessment with Georgi. He is a pleasure to work with, and we have enjoyed great feedback on our writings/work.

**What are some of your hobbies or favorite activities?** When I am not writing or working, I really enjoy being outdoors. I fly fish, primarily for trout in Colorado and Wyoming, and I also tie my own flies. We also own a family farm, where I did for a number of years grow grapes for wine making. I have recently 'retired' the vineyard, but I still drink wine!

**What does your ASSP Membership do for you?** Really, the benefits from ASSP membership are limitless. For me, ASSP has provided an opportunity to learn from other professionals, continue my lifelong education, participate as an instructor, speaker, and writer, contribute to the profession as well as my organization and clients, network and mentor younger professionals and students. I'm proud to be a part of such a great society in such an honorable professions.

*Member Spotlight was coordinated by Laurie Wolfe, KDOL*

## Upcoming Meetings:

[Heart of America ASSP Webinar](#) (control click to register)

Speaker- Andrew Brought

Topic- OSHA in a COVID-19 World

•November 12, 2021

12:00 pm – 1:00 pm

## Upcoming Safety & Health Events to Remember

November			
November 3, 2021	International Stress Day	National Today	<a href="https://nationaltoday.com/national-stress-awareness-day/">https://nationaltoday.com/national-stress-awareness-day/</a>
November 4-11, 2021	Drowsy Driving Prevention Week	National Safety Council	<a href="https://www.nsc.org">https://www.nsc.org</a>
November 9, 2021	Great American Smokeout	American Cancer Society	<a href="https://www.cancer.org/healthy/stay-away-from-tobacco/great-american-smokeout.html">https://www.cancer.org/healthy/stay-away-from-tobacco/great-american-smokeout.html</a>

November 7<sup>th</sup> is the end of Daylight Savings Time. Remember to set your clocks back one hour.



**Diversity, Equity, and Inclusion (DEI) Initiative: The time is now for us to learn how.**

A quick google scholar key word search for DEI, safety, health professional, workplace yields many references. Many are related to education and health care, however, there are few reference citations specific to our profession. This glaring absence of research is an opportunity for our Society and community of practice to explore how exactly do we integrate DEI into our collective practice.

In addition to the necessity of complying with national antidiscrimination legislation and international human rights conventions, it is widely recognized that understanding, valuing, and effectively managing these differences can result in greater participation that can lead to benefits and success at an individual, team, organizational, and wider societal levels.

A recent article in the Harvard Business Review identifies, diversity, equity and inclusion (DEI) is far more than an “HR issue.” It should be a core ingredient in the design and execution of business strategy and embedded in the activities of the organization. Alex Gorsky, chair and CEO of Johnson & Johnson, who has embraced the value of DEI in creating a sustainable competitive advantage, states that “The best innovations can only come if our people reflect the world’s full diversity of individuals, opinions, and approaches.”

Interpersonal cultural competence is the ability of individual health care professionals to establish effective interpersonal and working relationships with patients and each other, that supersede cultural differences. ([Cooper, 2002](#)) A culturally competent organization is one with policies in place to address diversity, creating a culture of respect and support for patients, clinicians and administrative staff. ([Betancourt et al., 2002](#)) Several terms have more recently been debated in the literature to capture the fluidity of culture and the lifelong commitment to self-evaluation and institutional accountability, including *cultural humility*.

Consistent findings in research support the idea of DEI by design in work groups is more likely to create sustainable solutions to technical problems and adaptive challenges.

Postcolonial scholar Gayatri Spivak (1987) coined the term “strategic essentialism” to refer to the ways in which subordinate or marginalized social groups may temporarily put aside local differences to forge a sense of collective identity through which they band together in political movements. The social networking technologies familiar from that not only allow for forms of reflection and behavior modification but also links the individual into a broader coalition of interests. If social software works by, first, tying individuals and actions to groups and networks and, second, by providing a platform through which one acts as a member of a group (be that an institutional affiliation, an informal group, or simply a identifiable social type), then a similar approach can perhaps be harnessed in the domain of sustainability. Web 2.0 applications – as a means to connect people not only to environments and to actions but to other people; and, moreover, to do this in a way that helps them to see their way through the central questions around which political action might be initiated. The new goal of pervasive technology here, then, is to promote a form of strategic essentialism that is part of this process.

By integrating a strategic essentialism organization like ASSP that work for a diverse clientele, avoiding biased assumptions, generalizations, or shortcuts. When organizations test products and services on a diverse group of potential clients and employees, it’s easier to identify the variations necessary to enhance the adoption of the final offering. And, when a company has an enterprise-wide D&I strategy, leaders can use it to guide the selection of operating ecosystem partners that are aligned with its D&I intentions.

The time for safety and health professionals to challenge our ethics on this matter of DEI is now and our collective efforts are to define the how. In a recent blog article, "How to Rebound with Equity in 2020" featured author Kahlilah Guyah emphasizes how critical it is for organizational leadership to sincerely understand how DEI and belonging can facilitate achieving business goals, enhance workplace health and safety, and support a flourishing workplace ecosystem. Considering the epic business disruptions caused by the pandemic Guyah maintains that “organizations are sure to reduce risks and rebound with embedded equality”. She is challenging our community of practice to persevere and define the meaning of DEI. Reflect, meditate, cognitive map and make meaning of these profound words, “embedded equality”.

ASSP issued a statement in June 2020 calling for social change. ASSP has also created learning opportunities – such as a diversity and inclusion panel discussion at its virtual annual conference – to help safety professionals better understand how societal issues such as racism and systemic inequities impede career advancement, undermine workplace safety and disenfranchise workers.

The ASSP DEI Task Force was established at the end of 2020 with the mission to guide the development of a recommended strategy and action plan to help ASSP better support a diverse membership reflective of the occupational safety and health (OSH) profession. This **board-level task force** is directed to seek opportunities for improving diversity, equity and inclusion within the Society and throughout the OSH profession. The 14-member advisory group, which gathered virtually today for the first time, represents ASSP's commitment to principles of fairness, respect and equal opportunity for all.

The task force examined ASSP's operations, policies, culture and governance structure with a goal to improve diversity, equity and inclusion throughout the organization. The group informs the Society on how to establish accountabilities for creating an environment that welcomes and embraces all occupational safety and health professionals.

The DEI Task Force presented recommendations to the ASSP Board in April and approval was given for the following approach:

- Develop a comprehensive member communication strategy that would enhance member onboarding and understanding of the roles and responsibilities of ASSP communities in advancing DEI across the Society.
- Review and enhance ASSP's Code of Professional Conduct and CLEAR values to reflect DEI goals.
- Establish a working group to define a data collection approach that would inform metrics for evaluating progress in achieving DEI goals over time.

The next steps for the DEI task force are to inform the communication strategy for establishing workgroups designed for all member engagement. Members should engage in Society's Common Interest Groups. Our common interest group member communities provide an accessible, virtual, and diverse network of peers brought together by shared experiences, to become better safety professionals and promote inclusive safety cultures. These communities represent OSH professionals from different age groups, ethnic backgrounds and genders and facilitate their collaboration with one another, encourage their interest in the OSH profession, and promote their success and recognition within the industry. Find a common interest group for you:

- [Blacks in Safety Excellence](#)
- [Emerging Professionals in OSH](#)
- [Hispanic Safety Professionals](#)
- [Women in Safety Excellence](#)

Special recognition and appreciation to those professionals serving on the ASSP DEI Task Force: Deb Roy (Co-chair), Jennifer McNelly (Co-chair) Kristin Amlie, DeAundra Brabham, Ryan Clayton, Tiffany Felix, William Geddings, Bryce Griffler, Kahlilah Guyah, Krystle Hodge, Massimo Navarretta, Oscar Paredes, Monique Parker, Christine Waters.



The Heart of America Chapter of ASSP BoD is dedicated to incorporating ideas that align with the Society on this important issue. There are several opportunities to promote diversity and inclusion, such as the Society adding language on diversity to guide the elections process, reaffirming Society Operating Guideline on diversity and hosting a summit to address issues related to gender in safety.

The Heart of America Chapter amplifies the Society issued statement calling for social change to stop violence against and to address racism and other systemic barriers that impact personal and professional lives. The Society has also created learning opportunities to help members better understand how societal issues such as racism and systemic inequities can impede career advancement, undermine workplace safety and disenfranchise workers.

We aim to provide an organizational culture that is diverse, inclusive and advances equity across all aspects of our Society. We know that bringing together, listening to and incorporating a wide range of perspectives makes us stronger and workplaces safer.

Aligned with the Society, the Heart of America Chapter echoes the commitment to create safe and welcoming environments where differences related to factors such as race, ethnicity, class, religion, age, sex, sexual orientation, gender identity, nationality, ability and education are not only accepted but celebrated. We want all chapter members to be treated with respect and to know their voices are heard — particularly those who are most frequently marginalized or silenced in other areas of their lives. The Heartland chapter fully supports the Societies commitment to nurture a culture in which all stakeholders embrace opportunities to learn and grow so everyone can explore their potential.

Our Society is a community of practice with shared values and established codes of conduct and ethics. The challenge to all OHS professionals, society members, and chapter leadership, is to endeavor exploration about how DEI opportunities create a sustainable maturation of an interdependent OHS culture. Together, let us define how DEI could be integrated into professional practice and our Chapters governance. Echoing the call to action for realization of “embedded equality” as part of our OHS Professional DNA. With a confluence of competencies, grounded in ethics and interdisciplinarity, we OHS scientists, artists and philosophers are the curators of safe, health, and sustainable learning ecosystems.


Questions about the ASSP DEI task force may be directed to [communities@assp.org](mailto:communities@assp.org).

**ASSP Scholarships:** Watch for the article in the December newsletter featuring the June 2021 Scholarship recipient, Samantha Decker, who is attending Pittsburg State University.

## **Newsletter Articles and Whitepapers**

The newsletter committee is always looking for helpful links, articles, and white papers. If you have a document that's appropriate for this format, please present your suggestions to our Newsletter Coordinator, Laurie Wolfe at [laurie.wolfe@ks.gov](mailto:laurie.wolfe@ks.gov).

## **ASSP Community Interest Group – Heart of America ChapterWISE**

 <p>Contact Laurel Harris for more information: <a href="mailto:lharris@chubb.com">lharris@chubb.com</a></p>	<p>ASSP's Women in Safety Excellence (WISE) is a common interest group that advances ASSP members and the safety profession through education, mentorship, networking, collaboration, research, and innovation. With over 2,000 members, WISE provides member and community support and collaborative opportunities within the profession. WISE works to bring awareness to the following industry topics:</p> <ul style="list-style-type: none"><li>• The need for proper fitting personal protective equipment for women in the workplace</li><li>• Workplace violence against women, which is the number one cause of fatal injuries to women in the workplace.</li><li>• To bring awareness to women in leadership roles in safety and to mentor others to help them achieve their goals</li></ul> <p><b>ChapterWISE</b></p> <p>The WISE member community has a Chapter level group known as ChapterWISE to help coordinate WISE events, including networking functions, technical talks, community and student outreach and local mentoring. The Heart of America Chapter has many WISE members (both women and men), but we do not have our own established ChapterWISE group. As President-Elect/Vice President, I would like to start a ChapterWISE group within our Chapter. Every safety professional has the opportunity to impact safety within their organization, including those issues that impact women directly in the workplace. If you are a member of WISE or would like to join the WISE community interest group, please help me establish a chapter level group that can continue to educate, support and to take action within the Heart of America. If you are interested in helping to establish our local ChapterWISE, please reach out to me at <a href="mailto:lharris@chubb.com">lharris@chubb.com</a></p> <p>Thank you, Laurel Harris</p>
---	---





AMERICAN SOCIETY OF  
SAFETY PROFESSIONALS

Heart of America Chapter

## New Members

**Please welcome:** Clark Friesen, Nathaniel Parke, Stone Junod, Abby Gray, Loren Gretencord, Benjamin Hayford, Eric Coburn, Jeremy Brown, Josh Semeniuk, Matt Carroll, Paul Redden, Larry Davis, Matthew Schneider, Victor Vera.

Many of us are members of associations and groups that involve safety, health, environmental protection, and risk management advancement. As we engage with our member organizations, remember to network and share the opportunities and benefits available within the Heart of America Chapter of ASSP for members, non-members, and our community.

If you know someone who would like to join ASSP Heart of America Chapter please direct them [HERE!](#)



Pittsburg  
State  
University

## ASSP Community

Please take a moment to reach out and connect through ASSP Community.

## Job Openings

If you or someone that you know in the safety profession are looking for employment, jobs openings are posted on our Chapter website. Please check out our website for recent job postings. <https://kc.assp.org/>

## Looking for a Job?

If so, then send your resume to [president@kc.assp.org](mailto:president@kc.assp.org)

## Upcoming Events

The Chapter website provides information regarding upcoming events and training held by our Chapter, other ASSP Chapters, ASSP, and from other organizations with safety, health, environmental and risk management topics that may interest you. Please visit the website regularly to view upcoming events that may not be specifically listed in the newsletter. <https://kc.assp.org/>

**Connect with ASSP:**



## **COVID-19 Links**

**OSHA Interim Recording Keeping Guidance:** In a May 19, 2020 Enforcement Memo, OSHA provided updated interim guidance to Compliance Safety and Health Officers (CSHOs) for enforcing the OHA Record Keeping requirements of 29 CFR Part 1904 with respect to recording cases of Coronavirus Disease 2019 (COVID-19). The following is a link to the Interim Guidance.

<https://www.osha.gov/memos/2020-05-19/revised-enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19>

**National Safety Council Guidance regarding Safe Actions for Employee Return (SAFER):** NSC created a platform for COVID-19 guidance referred to as the SAFER Collection. The task force that supports the collection of information is made up of industry experts from a diverse group of organizations including ASSP, AIHA, NIOSH- CDC, ISSA, BCSP, health professionals, nonprofits, businesses and many more. For updated information to health employers safely return to work, please follow the link below:

<https://www.nsc.org/work-safety/safety-topics/safe-actions-for-employee-returns-safer>

**Centers for Disease Control and Prevention (CDC):** The CDC offers a resource page to keep up with current information regarding the Coronavirus Disease 2019. For evolving news regarding the virus, precautions for adults, forecasts, cleaning and disinfecting, and pandemic planning scenarios, please follow the link below:

<https://www.cdc.gov/coronavirus/2019-ncov/whats-new-all.html>

## **Covid-10 Healthcare ETS**

<https://www.osha.gov/coronavirus/ets>

## **OSHA Heat Illness Prevention Campaign**

<https://www.osha.gov/heat>

## **QUESTIONS ABOUT THE NEW ETS FOR EMPLOYERS WITH OVER 100 EMPLOYEES?**

<https://www.osha.gov/coronavirus/ets2/faqs>

## Executive Committee

Executive Committee contact information. We always welcome questions, comments and suggestions.



President – [president@kc.assp.org](mailto:president@kc.assp.org)  
Tom Metzner



Treasurer – [treasurer@kc.assp.org](mailto:treasurer@kc.assp.org)  
Ravi Narayan

**OPEN  
POSITION**

Vice-President – [vp@kc.assp.org](mailto:vp@kc.assp.org)



Member Engagement  
Kristin Danner

Secretary – [secretary@kc.assp.org](mailto:secretary@kc.assp.org)



Diversity, Equity and Inclusion Chair  
Dan Snyder