

# Diversity, Equity and Inclusion (DEI) in Safety Management Systems

written by Lauri Moon | November 5, 2020

Diversity, Equity and Inclusion (DEI) is central to any safety management system that's actually going to work. There has been a renewed focus on DEI recently, and it is a consensus best practice as described in global standards such as ISO 45001, which emphasizes risk identification and the consultation and participation of all workers.

This webinar will review the importance of DEI and getting information relevant to safety from all workers. It will explore creating a culture in which our employees feel empowered to participate in safety management, and where all risks are visible. This includes psychosocial risks — anxieties originating from the way work is structured, aspects of job tasks, or feelings of exclusion — and risks associated with key aspects of employee identity. For example, incorporating employees with disabilities into emergency planning, or addressing the fact that most personal protective equipment (PPE) reflects the facial and body dimensions of the average male user, creating risks for women and men outside of the average size range.

Of course, the ongoing global COVID-19 pandemic has brought additional challenges, as it's shifted our attention away from "normal" safety management tasks, possibly causing us to overlook safety hazards, and adding to the psychosocial risks in the workplace.

Presenters will discuss the ways that integration of DEI with safety management increases our ability to identify and control all workplace risks, boosts buy-in to our EHS culture, and gives us the well-connected workforce we need to continue improving safety performance no matter what challenges the future may hold. The webinar will include both a slide presentation and an open conversation, including Q & A from attendees.

This webinar will cover:

- A review of the basics of safety management systems, especially as outlined by the global standard ISO 45001
- Discussion of real-world examples showing why DEI is crucial to doing safety management correctly, including statistics on the disproportionate impact of Katrina on disabled people in the community, due to gaps in emergency planning.
- An overview of “psychosocial risk,” including discussion of ISO’s draft standard on management of psychosocial risks.
- A review of the ways in which the current pandemic is creating the perfect storm of safety issues, because attention paid to restarting work and disinfecting schedules is shifting attention from other safety tasks. One indication of that is that employee whistleblower complaints to OSHA were up by over 30% in February-May of 2020 relative to the same time period in 2019.
- A discussion of the ways software can help, including the benefits of software managing mobile inspections, workplace incident/injury reporting, corrective actions, and JSAs, and the way that better visibility of and access to safety data leads promotes better inclusion and better safety performance.

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## **Speakers**



### **Phil Molé, EHS & Sustainability Expert, VelocityEHS**

Phil Molé holds a Masters in Public Health (MPH) from University of Illinois at Chicago, where he was a recipient of a National Institute of Occupational Safety and Health (NIOSH) traineeship. He has worked in the EHS Industry since 1995, including many years as a regulatory consultant, and a role as Global EHS Coordinator for a large manufacturing company. In his current position as an EHS & Sustainability Expert at VelocityEHS, Phil conducts webinars and develops content on a wide variety of EHS topics, and has spoken at safety conferences such as ASSP and NSC's Congress and Expo.



### **Kahlilah L. Guyah, CHMM, ASP, CSP, CEO, Founder and Principal Consultant at EHS Compliance Services Inc.**

Kahlilah L. Guyah is an Environmental, Health and Safety (EHS) Consultant, Certified Hazardous Materials Manager (CHMM) and Certified Safety Professional (CSP) with 20 years of comprehensive experience in delivering compliance solutions and implementing management systems. Her expertise include, but are not limited to: Environmental Protection Agency (EPA), Occupational Safety and Health Administration (OSHA), local and state regulatory requirements; EHS auditing; hazardous material storage, transportation and disposal; training development and administration; wastewater and stormwater management; emergency response; environmental permitting and reporting; and Safety Data Sheet (SDS) Authoring. Kahlilah has a reputation as a strong communicator, team leader and problem solver.