

Southern Minnesota Regional Capacity Building for Positive Supports

March 13th, 12:00pm-1:00pm

Purpose:

Discussing the Culture of Safety and integrating safety science into our everyday work.

Attendees: Rachel L Freeman, Scott Schifsky, Melissa Hall, Cortney Kressin, Nate Clark, Jackie Caya, Randall, Di Marshall, Haley Turner, Kevin Tran, Stacy Danov

Agenda

- Introductions/Welcome
- Presentation: Culture of Safety Overview
- Discussion
- Action Items & Follow-Up

Meeting notes:

Culture of Safety Overview

- Scott Schifsky
- **Incident Review Context:** Examines how organizations typically respond to incidents and their impact on workplace culture.
- **Using Safety Science to Support Work:** Explores how a shift in approach can enhance learning and system improvement.
- **Common Pitfalls in Incident Reviews:**
 - Oversimplifying causation by assuming a single cause.
 - Focusing on individual blame rather than systemic issues.
 - Using counterfactuals that limit learning.
 - Over-relying on additional training, forms, and policies as solutions.
- **Systems Thinking Approach:**
 - Encourages understanding the interactions of system components rather than isolating issues.
 - Emphasizes learning from workers and their experiences.
 - Moves beyond individual decisions to examine broader influencing factors.
- **Incident Review Approach:**
 - Recognizing that all decisions make sense in context.
 - Identifying human, conditional, and control factors that shape decisions.
 - Avoiding language that assigns blame or implies judgment.
 - Adopting the "5 A's of Incident Review:"
 - All perspectives are valid.
 - Avoid counterfactuals.
 - Avoid blame.
 - Access local rationality.

- Analyze the system.

Randall: Asks for clarification on positive supports

Resources to better understand:

- <https://www.qualitycouncilmn.org/regionalcapacitybuilding/>
- <https://mnpsp.org/>

Action Item Tracking:

- We will now be using a spreadsheet to track our action items that were identified in the PATH process or during other conversations.
- We reviewed the document briefly in this meeting, and will reference it in future meetings as we fine tune action items.

Future Events:

- Upcoming meetings Regional Capacity Building Meetings
 - April 9th Statewide Meeting: Continuum of Person-Centered Trainings
 - ♣ Email CortneyKressin@ArcMinnesota.org if you don't have the invitation. Also feel free to share the invite with others.
 - May Southern Meeting: Continue Culture of Safety Conversation
- Upcoming related events
 - [April Subminimum Wage series](#)
 - [April 11th Culture of Safety training](#)
 - [June 23rd Great Minnesota Positive Supports Get Together](#)