COLORADO MOUNTAIN CLUB

COLORADO MOUNTAIN CLUB

LEADERSHIP SUMMIT

November 4, 2023

Agenda

1 PM	*Welcome & Announcements*
1:30 PM	*New Risk Management Standards* *5 Tenants of Belonging*
1:45 PM	*Equity, Inclusion, and Belonging in the Field*
1:55	*Break*
2:05	*Sharing Our Stories*
3 PM	*Break*
3:10 PM	*Lockwood Foundation*
3:55 PM	*Closing*

Our Objectives

1.) Participants feel welcome and safe.

2.) Participants can recognize that inclusivity and belonging are safety issues.

2.) Participants have increased awareness of how to recognize exclusive situations.

4.) Participants recognize the DEI training progression from previous Summits and are able to build on their knowledge.

FRIENDLY REMINDERS

01 You get out of this, what you put in.

02 Be mindful of the space you take & give.

03 Assume positive intent.

04 Be curious.

05 Have fun!

COLORADO MOUNTAIN CLUB

Announcements

Important updates for Trip Leaders and Instructors

WFA Policy
TL & Instructor requirements

Permits
Requirements for Courses & Trips

Scholarships
List a milestone or deadline.

CEO Search
In Progress!

Risk Management
A New Industry Standard

VIRISTAR

Age of systems think

Age of safety management

Age of human factors

Age of technology

1800s	1970s	1980s	1990s
Technology	**Human Factors**	**Safety Management**	**Systems Thinking**
Humans as cogs in an industrial machine	Humans as hazards to be controlled	Adapting dynamically to risk environment	Complex socio-technical systems
Domino Model, Root Cause Analysis	Rules-based safety	Integrated safety culture	Resilience engineering

OutdoorEd.com - Adventure Tourism and the Science of Risk Management
Jeff Baierlein

Adventure Tourism and the Science of Risk Management

Safety Theories and Models for Managing Risk in Adventure Tourism Programs Author: Jeff Baierlein It was the second day of a four-day ice-climbing course based out of the town of Field, British Columbia, in Yoho National Park in the...

OutdoorEd.com / May 11

Complex sociotechnical systems theory combines a recognition of the profound complexity of “systems”—whether they be a nuclear power plant or a heli-skiing outfit. It attempts to understand how people and their behavior influence safety, and how technology—from pressure release valves in a reactor, to high-altitude medical protocols on an alpine trek—influence safety outcomes. And it seeks to understand the interaction of people—the “socio-”—with the technologies and items they interact with—the “technical”—within a system that also has outside influences and is constantly in flux.

Systems thinking—the application of complex sociotechnical systems theory—represents the most current and most advanced approach to risk management. It is, however, more abstract and challenging to understand than simpler, albeit less effective models. It’s therefore important to invest in understanding what complex STS theory means, and how it can be applied to the adventure tourism setting.

One of the principal ideas of systems thinking is the recognition that we cannot have full awareness of, let alone control of, the complex system of an airplane, a hospital operating room, or a backcountry ski touring expedition. We therefore need to build in extra safeguards and capacities so that when an inevitable breakdown in our safety system occurs, the system is resilient enough to withstand that breakdown without catastrophic failure.

Complex systems are characterized by:

- Difficulty in achieving widely shared recognition that a problem even exists, and agreeing on a shared definition of the problem.
- Difficulty identifying all the specific factors that influence the problem.
- Limited or no influence or control over some causal elements of the problem.
- Uncertainty about the impacts of specific interventions.
- Incomplete information about the causes of the problem and the effectiveness of potential solutions.
- A constantly shifting landscape where the nature of the problem itself and potential solutions are always changing.

Leadership From the Top. Top leaders actively support safety.

Inclusion. Everyone is involved in safety.

Suffusion. Safety spreads through all values, tasks, & processes.

Culture of Questioning. It's okay to question authority on safety.

Collaboration. Staff work together on safety.

Effective Communication. Staff communicate about safety between all levels.

Just Culture. Individuals are not punished for honest mistakes.

“We’ve seen how safety science has evolved over the last 100 years from simplistic linear models of incident causation, to seeing incidents as springing unpredictably out of a complex system involving people and technology—complex sociotechnical systems.”

The Intersection Of Risk Management And DEI
Jade Nikolaou

“Rather than viewing DEI as a “nice to have,” saved for optimal circumstances, creating a framework where DEI is integrated into each decision is essential in good decision-making, and in essence critical for effective enterprise risk management. “

“When all voices in the room are included, heard and understood in an equitable and equal fashion (thus bringing forward all vantage points), your team can then deduce what the best decision is to achieve the organization's objectives.”

Council Post: The Intersection Of Risk Management And DEI

DEI is everyone’s responsibility.

Forbes / Nov 2, 2022

How to Spot Medical Gaslighting and What to Do About It

Cynthia Vinney, PhD

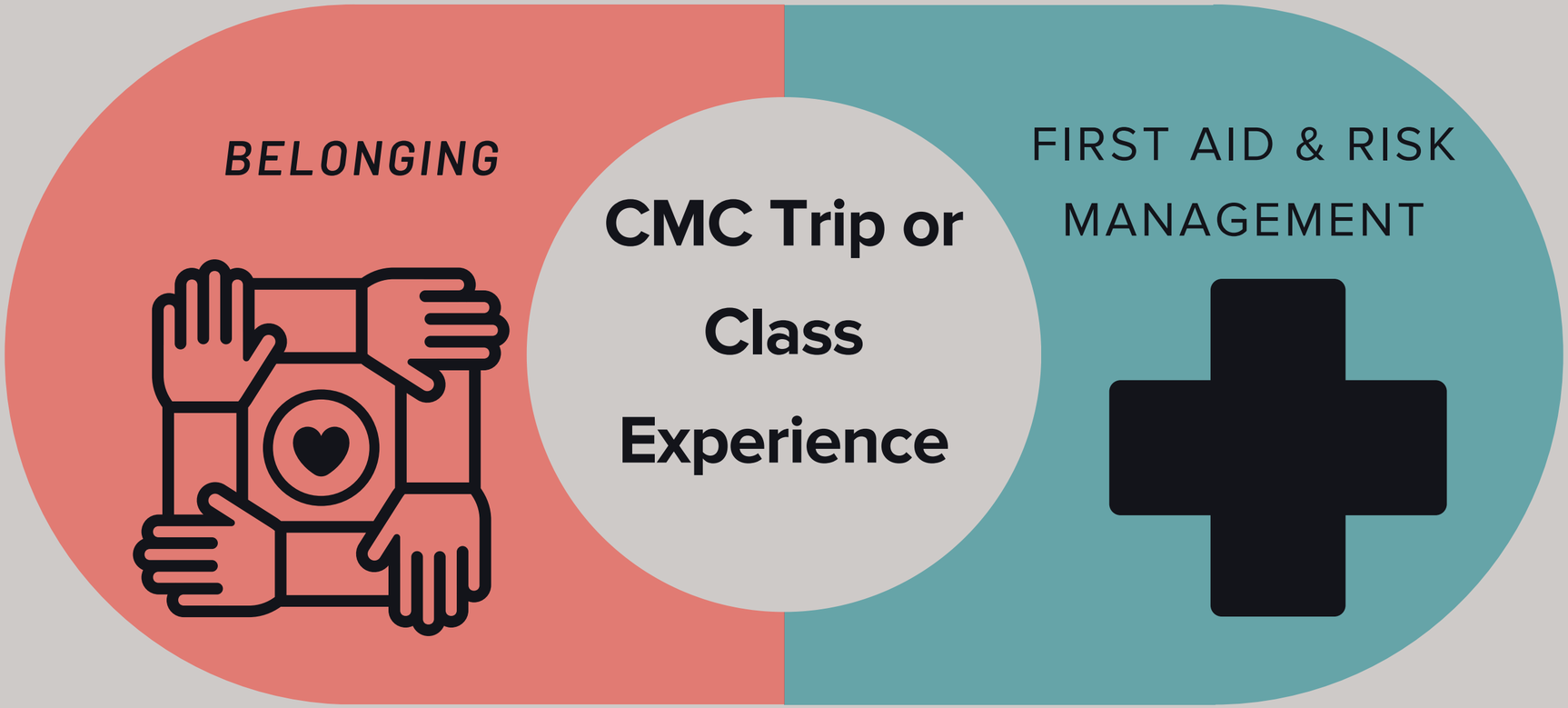
Medical gaslighting describes a behavior in which **a physician or other medical professional dismisses or downplays a patient's physical symptoms or attributes them to something else**, such as a psychological condition. Medical gaslighting is especially **likely to happen to women and people of color.**

There are several common ways that medical gaslighting happens, including when healthcare professionals:

- Dismiss the patient’s symptoms and fail to take their concerns seriously.
- Don't listen to the patient or constantly interrupt them.
- Laugh at their patients' concerns or suggest that what they’re experiencing is in their head.
- Lack empathy or sensitivity to a patient’s pain or concerns.
- Blame the patient for their condition.
- Attribute the cause of a medical issue to a mental health condition.

“an analysis of emergency department records from several U.S. states demonstrated that **Black, AAPI, and Latino people were more likely to have their stroke symptoms misdiagnosed.”**

Belonging as an Element of Risk Management



COLORADO MOUNTAIN CLUB

5 Tenets of Belonging

Carin Taylor

5 Tenets of Belonging

Carin Taylor

- Psychological Safety
- Empathy
- Acceptance
- Connection
- Embraced

The Power of Storytelling

Goal Setting

- What are your goals for today?
- What do you hope to get out of the Summit? Walk away with?
- How can you apply what you learn today in the field? What would it take to put it into practice?

Sharing Our Stories

DEI-B Committee

The Lockwood Foundation

Making Adventure Accessible

Adaptive Athlete Chris Layne Summits Colorado's Highest Peak, Mount Elbert
Share
Watch on YouTube

Jeffrey Lockwood- Founder/Executive Director

- WFR
- Avy 1
- Teaching at Ignite Adaptive Sports this winter
- Boulder OSMP Adaptive Mountain Biking Volunteer

Google Slides

THANK YOU

We Want Your Feedback!

Surveys Will Be Emailed.

Please Join Us For More Fun

-- 5PM --

Roder Dinner, Conference Rooms

-- 7PM --

TGR Film Fest, Foss Auditorium