

YPD Mid-Year Meeting

Call to Order 11:00

- Safety Moment, Chris Osterhout, Vice-Chair

Chris shared a safety moment based on all things Spring Cleaning, clearing, (de)cluttering the safe way.

- Introductions

Tom Bell, Chief Marketing Officer, NSC, introduced himself to the division. Tom thanked the division for their participation as a key role and valuable feedback to NSC

NSC Update (Sarah)

- Communication Changes

Sarah shared that the NSC is moving toward a new web-based communications system. Historically, emails have been reported to not successfully reach division members. By moving to a web-based system, members can visit the site and always have access to update information. Sarah also mentioned she will be able to share industry specific content. She encouraged anyone to share ideas or resources for the site.

- Program Update
 - Rising Stars of Safety leadership Series
 - Spring Division Webinars, April 13-22
 - 12 webinars, Labor Division and Government and Public Sector Divisions meetings over two weeks. [Registration here.](#)
 - Leadership Communication Series

Sarah shared that YPD has an upcoming "Communication" series starting in April, which will be a 3-part series. Sarah mentioned that moderators needed, as well as a presenter to participate in a panel with Michael Jean on influencing without authority. Look for more information on each session coming soon.

- Impairment Training

The NSC impairment Team has just released a new definition of impairment in the workplace to include alcohol, drug, stress, and other more broad causes of work impairment. NSC is looking for pilot sites for training on impairment. This will be an impactful way to provide feedback to help council change course of safety, especially if you feel your company has ways to improve in this area. If your company/organization is interested, please contact Sarah.

Delegates Update

Division Delegate

- NSC Delegates Update

Chris Osterhout shared that the delegates have been working on several recommendations including return to work, vaccine, and motor vehicle safety.

2021 Emerging Division Issues

- Diversity, Equity & Inclusion Task Force

NSC has approximately 30 participants involved in this task force and is looking to expand their membership involvement. The team will be kicking off project work in the next few months and would like input from a variety of levels and industries.

Chris Osterhout added that if anyone has any experience in this realm, companies who have implemented any kind of policies or efforts to improve diversity, equity and inclusion, other companies would benefit from their experience or even trials.

Tom Bell expressed that all levels of employees are workers welcome, especially front-line workers who bring an important perspective of the workplace. NSC will look to this group when working on its own policies.

Vaughn Hayes asked if questions regarding diversity and inclusion will be included in questionnaires to companies. Sarah Van Huis responded that the NSC Assessment and Benchmarking Study includes questions regarding diversity, equity, and inclusion.

Sarah shared that examples of the task force could include policy positions on bullying and harassment, possible webinar series, and discussions regarding economically vulnerable employees.

Amanda Horner asked what the expected time commitment is for member of the task force. Sarah responded that the entire committee plans to meet quarterly while the working groups will likely meet monthly. She also added that NSC recognizes that this task force is run by volunteers and therefore does not expect anyone to attend every meeting, but hopes to have an engaged group that can help promote growth.

- Recruitment & Retention Kick Off (Vaughn)

Vaughn Hayes discussed recruitment and retention as an opportunity for NSC members to learn the purpose of the divisions and how to get involved. Vaughn mentioned that the Young Professionals Division brings an important perspective to NSC because it represents many industries and various levels of professional experience.

Sarah mentioned that NSC is exploring possible training and certificate opportunities, which Mark Baker expanded on to say that the pathways to certifications are part of the maturity models that NSC is working under to support organizational growth. One example could be to help demonstrate what events someone can attend to help lead to a certification and individual development.

YPD will invite someone from the Workplace Practice team to provide an update of this progress at the October meeting.