

2023 Winter Newsletter

AIHA Potomac Local Section

From the President's Desk – “Be a Goldfish!”



Not long ago, I started hearing rave reviews about a new sports-themed comedy-drama television series with an uplifting tone called “Ted Lasso” so I decided to check it out. The main character, Ted Lasso, is a successful college football coach in the U.S. who gets hired by a professional English Premier League soccer team as their new manager despite not knowing anything about the sport. He frequently throws out a witty one liner; a pearl of wisdom for his players and just about anyone he interacts with. My favorite motivational quote is heard early in the [series](#) during practice when a defensive player has a bad practice. Coach Lasso asks the young man if he knows what the happiest animal on Earth is. *“It’s a goldfish. You know why? It’s got a ten second memory. **Be a Goldfish!**”* Coach Lasso used this metaphor to help his player shake it off as dwelling on bad experiences or mistakes can be unhealthy.

“For me, success is not about the wins and losses. It’s about helping these young fellas be the best versions of themselves on and off the field.” answers Coach Lasso when asked about the lack of wins. This reminded me of my high school soccer coach, Gene Baker, who had an incredible impact on me and my fellow teammates. Unlike Ted Lasso, Coach Baker was a brilliant soccer strategist, an astute student of the game who played for the 1965 NCAA National Champion St. Louis Billikens. Coach Baker taught us the importance of prioritizing academics, good sportsmanship, being gracious in victory and defeat, being disciplined, showing respect to our parents, siblings, referees, players we were competing against, teammates and most importantly, ourselves. Coach prepared us for success on the field and in life. I would like to share some of my favorite lessons from Coach Baker.

“Preparation precedes performance.”

Coach Baker was meticulous in his preparation and employed an army of soccer alumni who would scout games of upcoming opponents. Armed with a treasure trove of intel on the other team, he would spend hours devising a well thought out game plan. Starting players would receive a detailed assignment, a set of instructions to execute during the game. We knew the physical characteristics of players, their strengths and even some weaknesses that we could exploit. During a high-profile game against our crosstown rivals my senior year, one of our star players scored a goal off a free kick that he chipped in from about 15 yards. The goalie had a weakness catching balls that were kicked toward the goal in an arcing trajectory, a finding in one of the scouting reports. We always had a tremendous amount of quiet confidence before the starting whistle because we knew that Coach Baker had us so well prepared. I must give credit to Coach Baker for his inspiration whenever I’m complimented on my *attention to detail*. Ironically, I never feel that I’m prepared enough for anything.

“What we do in practice, we are going to do in games.”

Coach instilled discipline in his players. He had us in top physical condition, only team captains were allowed to ever talk to a referee and all non-starting players were instructed to sit on the bench the entire game unless they were asked to go into the game as a substitute. Coach demanded that we stay focused and attentive during practice. His philosophy was simple: if we had a bad practice, we would likely have a bad game.

“Try and elevate the game every time you go onto the field.”

Coach Baker was all about getting the most out of each player teaching us that we should strive to have an impact on the game whenever we walked onto the pitch. No matter how small or large your role, do whatever you can to have a positive influence on the outcome of the game. He would often tell us, *“You don’t have to win; but do your best to try to win.”* I’ve tried to carry this theme into my personal and professional lives.

“True champions earn bragging rights, but never use them. Only chumps use bragging rights.”

Whenever we would win a big game, Coach would do his best to make sure that we didn’t reflect poorly on the soccer program or the high school we represented. He never wanted to hear any of his players bragging about

a victory in public, over celebrating a goal, or beating their chest about how good the team was. He always reminded us that someday, the role could be reversed (which was a valuable lesson in empathy and humility).

“In order to be successful, you must take risks.”

This was probably my all-time favorite Coach Baker saying. Coach Baker would always have a strategic game plan that included risk-taking. Be it trick plays, trying something new every now and then, making halftime adjustments to the game plan or even getting into the head of opposing players such as the time he had our home field named “The Gauntlet”. I believe the desired effect Coach Baker wanted was for opposing players to recognize that if they were to walk away with a victory on our home field, it wasn’t going to be easy! The key takeaway for me was that nothing worth winning or achieving happens by accident. You must leave your comfort zone and learn to take calculated risks. And perhaps, this was the best life lesson of all!

Gene Baker coached the boys soccer team for 27 years and the girls team for 13 years. He was twice awarded National High School Soccer Coach of the Year. He compiled an overall record of 777 wins, 197 losses, and 53 ties in 1,027 games as head coach at Granite City (Illinois) and Riverview Gardens (Missouri). The teams he coached won 14 regional titles, 20 sectional titles, six super-sectionals, and a state-record nine state championships at Granite City (Illinois).

What lesson from Coach Lasso and Coach Baker can we apply to industrial hygiene or occupational and environmental health and safety (OEHS)? Both men were exceptional at teaching their players humanistic skills: how to be better people; not just how to win a soccer match. Oftentimes, there are EHS Managers who place too much importance on illness and injury metrics or other safety related measures of performance. Obviously, metrics play an important role in the success of any robust EHS program. However, in my opinion managers need to spend more time developing their employees, building the organization’s safety culture, and promoting psychological safety.

I suggest that we need to think differently in our profession. Developing people and the workplace to be more humanistic should be a priority. An investment in improving skills such as empathy, civility, communication, teamwork, listening, and patience, if done properly and consistently, can have a positive ripple effect on the desired outcomes of any health and safety program. Obviously, workforce development doesn’t fall under the purview of the safety and health organization. But there needs to be more dialogue and a joining of forces between Human Capital/Human Resources and the Safety and Health organization. Think of it as a synergistic partnership. We should be hiring people based on human skills instead of solely vetting job candidates on technical skills alone. Additionally, a workplace that prioritizes psychological safety will see a more open and inclusive environment that encourages people to submit their ideas for process improvement and to feel empowered to speak up when there is a legitimate safety concern. Senior leadership and middle managers need to learn how to be more empathetic to employees. Fearless organizations become better and are more likely to achieve their business objectives when they focus on humanizing the workplace, cultivating meaningful work and meaningful relationships. In other words, teach workers to be more *human*. Unless you make a mistake, get scolded by your boss or just have a bad day. Whenever that happens, be a goldfish!



Coach Gene Baker

December Technical Meeting – Toys for Tots

The Potomac Local Section had a great in-person meeting on December 6th. The meeting was held in the shared meeting space in the building where the AIHA offices have moved. 20 attendees enjoyed a social hour with a pizza dinner. Attendees also brought in toys which were donated to Toys for Tots after the meeting. The presentation for the night was delivered by Mark Ames, AIHA's Director of Government Relations. Ames emphasized the efforts of AIHA members on the local, State, and National levels. He recommended that Potomac Local Section members and other AIHA members should consider joining his Government Affairs Committee. The committee focuses on research and lobbying efforts not just on federal levels but on state levels too, where Ames said most legislative action on health and safety resides.



Brent Sharrer, Janice Ruggles, David Hicks



AIHA Potomac Local Section Members at AIHA HQs – December Technical Meeting/Toys for Tots

**Contributed by David Hicks;
Past President, AIHA Potomac LS**

Working Smarter, Not Harder in 2023

If you're like me, you don't have enough time or energy to do all you want to do with your profession and your personal life. With that in mind, what would you like to do differently this next year? Research conducted by Harvard University, the Carnegie Foundation and Stanford Research Center found that 85 percent of workplace success is attributed to soft skills, and only 15 percent of job success comes from technical (hard) skills (ref: <https://stlpolished.com/eight-essential-soft-skills-for-career-success/>). Soft skills include self-awareness, emotional intelligence, communicating effectively and managing conflict. You are NOT born with these skills, and they can be learned, just as the technical (hard) skills can be learned.

With that in mind, I invite you to think about leadership soft skills that can help you in your career and your personal life. Below is some free learning on *LinkedIn* that might be of interest. Yes, it takes time, but not a lot, and it's free. And, if AIHA Potomac local section members are interested in more of this, I and 2 colleagues (Celia Booth and Tim Paz) have hosted an 8-hour professional development course on this topic that allows you to improve your skills in group setting. If you are interested in AIHA Potomac sponsoring a course, please send a note to the newsletter editor and best wishes for 2023!

Leadership Soft Skills – Free Learning on LinkedIn

Rachael Parnes, Free Courses to Help You Learn Essential Soft Skills (13 June 2020)

<https://www.linkedin.com/business/learning/blog/career-success-tips/free-courses-to-help-you-learn-essential-soft-skills>

Free Certificate Webinars (~10 hours): Master In-Demand Professional Soft Skills

<https://www.linkedin.com/learning/paths/master-in-demand-professional-soft-skills>

The 20 Most Popular LinkedIn Learning Courses of the Year (Many are Leadership Soft Skills), Tanya O., 1 Aug 2022 (**Note: these courses are only free for a one month trial**)

<https://www.linkedin.com/business/learning/blog/top-skills-and-courses/the-most-popular-linkedin-learning-courses>

Contributed by Joy Erdman, MS, CIH, CSP, FAIHA;
AIHA Potomac Board Member

Online Course: Making Accurate Exposure Risk Decisions

Free Online Course for AIHA Members

[Making Accurate Exposure Risk Decisions | AIHA](#)

9 Contact Hours (CM Points) | Taught by Leading Experts

Course Description: Accurate exposure risk decisions are critical to risk management programs that protect workers and optimize the use of limited resources. This video series will teach you a basic understanding of the properties of lognormally distributed exposure profiles and how to use traditional and Bayesian statistical analysis tools to make accurate exposure risk decisions based on monitoring data. The use of several freely available statistical tools will be demonstrated using multiple examples. Upon completion of the course video series, you will have the knowledge needed for the successful completion of the exam for the [AIHA Exposure Decision Analysis Registry](#).

Target Audience: This course is relevant for anyone seeking to improve their exposure risk decisions, including students, early-career professionals, and experienced practitioners.

Instructors: Andrew D. Perkins MS, CIH, CSP, COHC, Jérôme Lavoué Ph.D., MS, Paul Hewett Ph.D, MS, CIH, FAIHA & John Mulhausen Ph.D., MS, CIH, CSP, FAIHA

Planned Calendar 2022 – 2023

2022–2023 Schedule - AIHA Potomac LS

September 13	Depression, Anxiety, and Burnout Speaker: Dr. Megan Corley; FEMA Psychologist Location: Virtual (Zoom)
September 27	Topic: Heat Injury & Illness Prevention PDC* (with the American Chemistry Council) Speaker: Margaret Morrissey, PhD and Mike Schmoldt (ACGIH) Location: The American Chemistry Council (and Virtual Option)
October 11	Marijuana in the Workplace Speaker: Adele Abrams Location: Virtual (Zoom)
November	Topic: The Noise Manual, 6th Edition Speaker: Benjamin J. Roberts, MPH, PhD, CIH Location: Virtual (Zoom)
December 6	Topic: AIHA Government Affairs Update Speaker: Mark Ames; AIHA Director of Government Affairs Location: AIHA Headquarters, Fairfax VA
January 19	Topic: Great Expectations and Grand Challenges: Where do we take the practice of IH from here?" Speaker: Paul Wambach Location: Virtual (Zoom)
February 21	Do You Know How to Use That Thing? Framework for Ensuring Proper Use of Direct-Reading Instruments Speaker: Joselito Ignacio, MPH, MA, CIH, CSP, REHS Location: TBD (Restaurant Near AIHA HQ) and Virtual (Zoom) Option
February 28	EARLY BIRD ENDS FOR MARCH PDC
March (various)	Science Fairs (both in-person and virtual)
March 16	Regional PDC with Chesapeake AIHA and Chesapeake ASSP Location: Johns Hopkins – ERC (Hybrid)
March 28	Topics: An Evening with the NIOSH Chief of Staff Speaker: Frank Hearl, PE Location: In Person Event Only (somewhere near Rockville MD)
April 6	Topic: Lessons Learned from Safety & Cultural Heritage Summit Joint WCG/AIHA Meeting at Smithsonian American Art Museum Speakers: Kathryn Makos (Potomac AIHA) and Anne Marigza (WCG) (In-person only, no virtual streaming)
May	Technical Tour: Covanta Waste-to-Energy Facility Host: Don Cammarata Location: Alexandria, VA
June	Annual Meeting – Social/Networking Meeting Location: TBD

We would be happy to post an FYI event for other local organizations. Just let one of the board members know. To see the whole month of events, click on “calendar view”.

Event calendar 

 [Switch to Calendar View](#)

FREE WEBINAR The Fundamentals of Successfully

Coming Attractions: What's in store for 2023

The Safety and Cultural Heritage Summit: Lessons from the Past 6 Years - Where Do We Go from Here?

Be sure to mark your calendars for 6 April 2023, when Potomac LS and the Washington Conservation Guild host a joint dinner and technical meeting at the Smithsonian American Art Museum to celebrate The Safety and Cultural Heritage Summit: Lessons from the Past 6 Years - Where Do We Go from Here?

Speakers Kathryn Makos (Potomac) and Anne Marigza (WCG) have been members of each year's Planning Team and, using a key example from each year, will explain its importance to OEHS and cultural heritage work, its impact on future case studies and the expansion of the Summit from 100 attendees to an international online audience of 700+. Anne and Kathy will then lead a discussion of what topics and H&S themes we want to focus on as we begin planning for the Fall 2023 Summit (now being offered every 2 years).

Contributed by Kathryn Makos and Anne Marigza

2023 Chesapeake AIHA and ASSP Educational Seminar: Current Topics in Safety, Health and Environmental Issues

Save the Date: This regional PDC will be held on Thursday, March 16, 2023

The morning keynote speaker will be Dr. Richard D. Fulwiler, CIH, CSHM who will discuss Leadership Driven Excellence – Transformational Leadership Drives H&S Excellence

You can access the seminar [website](#) to learn more and check out the full page add at the end of this newsletter.

Other Special Events:

- March 2023: Science Fairs Judging (some in-person, some virtual)
- Late Summer/Early Fall: CIH Exam Prep Course (in-person only)

NOTE: If you have taken the CIH exam in the past five years, we would love your input to verify the topics (rubrics) we teach in our CIH Exam Prep course are still relevant. We'd also like to know if you'd be willing to share your experience and expertise as instructors. Please contact Tim Paz at tpaz65@hotmail.com for more information.

Visit www.potomacaiha.org to see the most current updated list of events and to register. We expect to see you there online or in person!

Contributed by Thalia Garcia, Potomac LS Board Member and Webmaster

Membership and Website

Visit our website to check your directory entry and access your member benefits. If you have not logged in, use the email associated with your membership and select "forgot password". Instructions are posted.

If you have not renewed your membership for 2023 (most folks do it at the same time as National) please renew!

2022 – 2023 Board of Directors – Potomac LS AIHA

Tim Paz	President
David Hicks	Past President
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Kathy Makos	Secretary
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Joyce Brewer	At-Large Director
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Did You Know?

The BLS 2021 CFOI reports that Hispanic workers had 1,130 occupational fatal injury events, the highest number in five years for these workers. Other facts related to the 2021 occupational fatal injuries affecting Hispanic workers in the U.S.:

- Account for 21.7 % of all occupational fatal injuries.
- Hispanic population represent approximately 18.7% of the public in the U.S. and 17.3% of the nation's labor force according to the 2020 Census
- Had a fatal injury rate of 4.5 the highest for all race or ethnicity.
- Worker Origen: - 727 foreign-born - 403 native-born
- Top 2 causes of fatal injuries: - Transportation incidents - 383 - Falls, slips and trips – 272
- Top 2 industry sectors with fatal injuries events: - Construction – 366 - Transportation and warehousing - 168
- Hispanic workers contributing to the economy is growing steadily and projected to account for 78.8 % of net new workers between 2020 and 2030 according to the U.S. Department of Labor blog- 2021 Hispanics in the Labor Force states

Hispanic Workers in the United States continue to experience a disproportional number of occupational fatal injuries. Rixio E. Medina, a retired HSSE Executive and former Past President of ASSP states... “What is being done is not working. An integrated national approach is needed to obtain the desired results.”

Read more on this topic from Rixio E. Medina, a retired HSSE Executive and Past President of the ASSP...https://www.linkedin.com/posts/rixioemedina_occupational-fatal-injuries-to-hispanic-workers-activity-7014004012819648512-xYRZ?utm_source=share&utm_medium=member_desktop

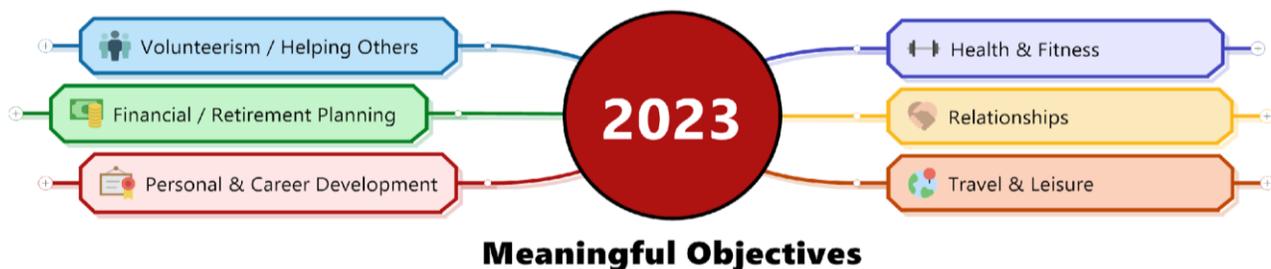


Map Your Strategy (or Just About Anything Else)

In a September 2000 Harvard Business Review [article](#), *Having Trouble with Your Strategy? Then Map It*, authors Robert S Kaplan and David P. Norton demonstrate the importance of mapping out an organization's strategy so that it can be more easily executed. They use the analogy of a general going into battle with a map to illustrate the terrain, important towns and villages and infrastructure like roads and bridges. Without the benefit of a map, the troops will likely have trouble succeeding on the battlefield. Likewise, if you are having trouble executing your strategic objectives, perhaps your employees do not fully understand what it is and how their jobs link to the overall objectives of the organization. This scenario makes it challenging for employees to work in a coordinated and collaborative fashion.

The first mind map I ever created was about six years ago to deliver a pitch to some colleagues. The message map was inspired by a YouTube [video](#) from Carmine Gallo. In the video, he demonstrates how to pitch a product (or anything else for that matter) in 15 seconds or less. Since then, I've created maps that guide me when I must introduce myself such as during a job interview, maps to summarize leadership book notes, maps for bringing structure to written AIHA Synergist articles, maps to help prepare for presentations, and developing process flows for issuing AIHA Potomac LS minutes, and much more.

My wife and I just finished our annual goal setting session during which we establish what it is we want to accomplish in areas of focus such as volunteerism, financial planning, health and fitness, etc. I created a mind map to help us keep track of what it is we would like to accomplish in 2023. I use special software to create my maps, but you can use old fashioned pad and pencil or even a whiteboard with erasable markers.



There are advantages and disadvantages to mind mapping that you should be aware of. Some advantages include their inherent flexibility and ability to capture complex topics in a highly visual, stimulating way or even breaking down projects into smaller bite sized chunks. Mind mapping can also be quite rewarding and fun. Mind Maps are an effective way to improve learning and memorization since they are more compatible

with the way the brain functions. On the downside, mind maps can get overly complex or disorganized, and sometimes information can be missed. Additionally, there are some individuals who are not visual learners. As such, they may not be as receptive as you are in digesting the information from your map.

I encourage everyone to explore mind mapping and see what it can do for you and your organization, especially when trying to execute your strategy. It may help you to identify what is missing in execution of your strategic objectives. And a word of caution, mind mapping can become addicting!

Contributed by Tim Paz

Potomac Local Section Website – Navigation Tips

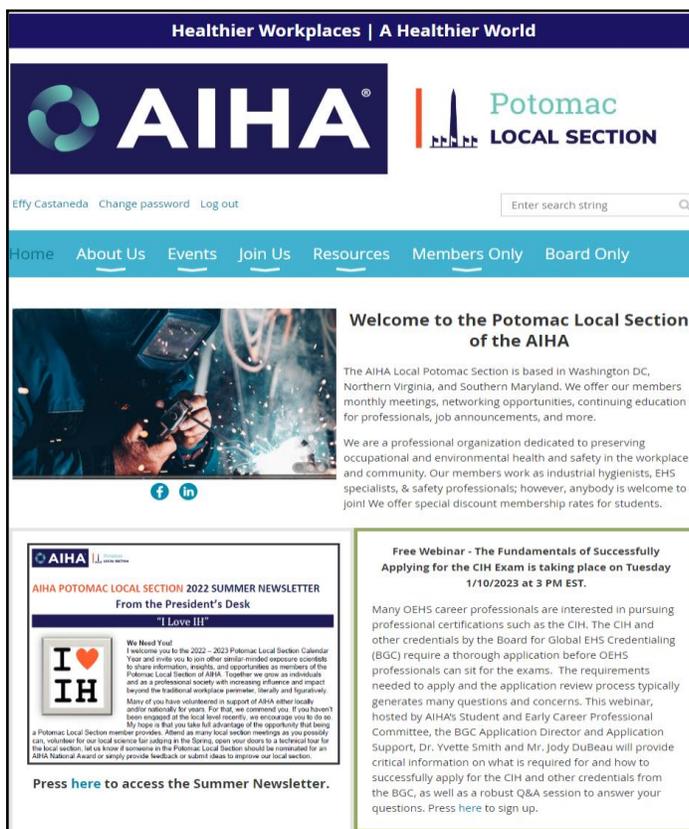
Home: Our “Home” page has the most up-to-date information about upcoming events, the latest newsletter, news and opportunities, and the option to subscribe to our mailing list.

About Us: The “About Us” page contains information about the Potomac Local Section’s current Board.

Join Us: Go to the “Join Us” page to become a Potomac Local Section member! Regular membership is \$30 and student membership is \$10. If you are a member of AIHA National, you can pay your local annual dues to them, and they pass them along to us.

Resources: Under “Resources,” there are links to resources and postings of news/opportunities and job listings from members.

Member Only: Sign to access the “Members Only” tab, and to get the ability to post jobs and opportunities, access presentations from prior technical sessions, read Board minutes, and view the member directory.



Accessing your Potomac Local Section profile

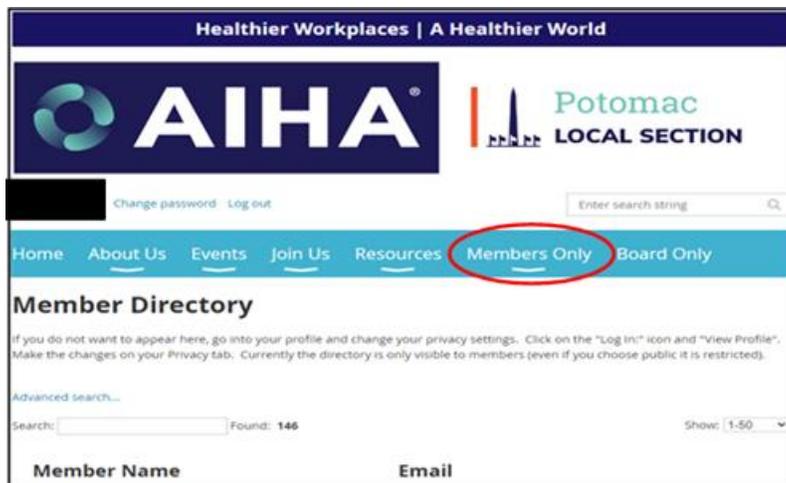


Press the “Login” button to access your profile, the member area, and other benefits. Use the email that is associated with your account (if you joined the local section through AIHA National use that email). If you have not logged in before, choose “forgot password”.

You can update your profile once you log in. To access, just click on your name. In your profile area, you can change your contact information, add a second email, review your privacy settings, email subscriptions (do you want an email every time a job is posted?), view prior events attended and more.

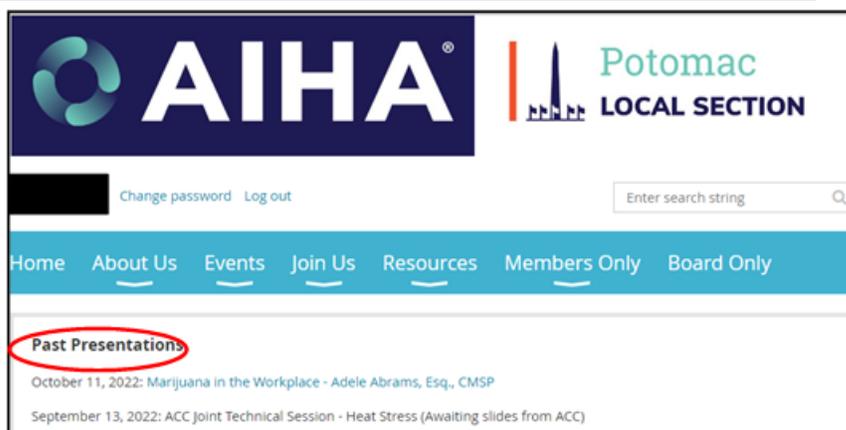
Accessing your Potomac Local Section profile

The membership directory is a member's only benefit. You can access this by going to "Members Only" and pressing on "Member Directory." You may change your privacy settings to adjust how much information is shown (if any) in the Member Directory on your profile.



Past Presentations

Access to past presentations is a member's only benefit. You can access this by going to "Members Only" and pressing on "Presentations from Past Meetings."



Email potomacaihals@gmail.com if you have any questions regarding the website

Effy Castaneda and Kay Dietrich
AIHA Potomac Board Members / Website Committee Members

[Join us on Thursday, March 16, 2023](#)

To find out more: [2023 Chesapeake AIHA/ASSP Educational Seminar](#)

Sign up here: <https://jhsph.jotform.com/223356103938961>



**2023 CHESAPEAKE AIHA/ASSP
ONE DAY EDUCATIONAL SEMINAR**

THURSDAY, March 16th, 2023
JHU Applied Physics Laboratory, Laurel, MD
8:00 am – 4:30 pm EST

Sponsored by:

-  AMERICAN SOCIETY OF SAFETY PROFESSIONALS
Chesapeake Chapter
- 
- 
- 

TECHNICAL TRACKS

- INDUSTRIAL HYGIENE
- SAFETY
- OCCUPATIONAL HEALTH
- CONSTRUCTION

Online Registration
<https://jhsph.jotform.com/223356103938961>

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*Virtual will be one selected presentation from each time frame, plus opening and closing keynotes.
Your choice.

CEU's to be offered!