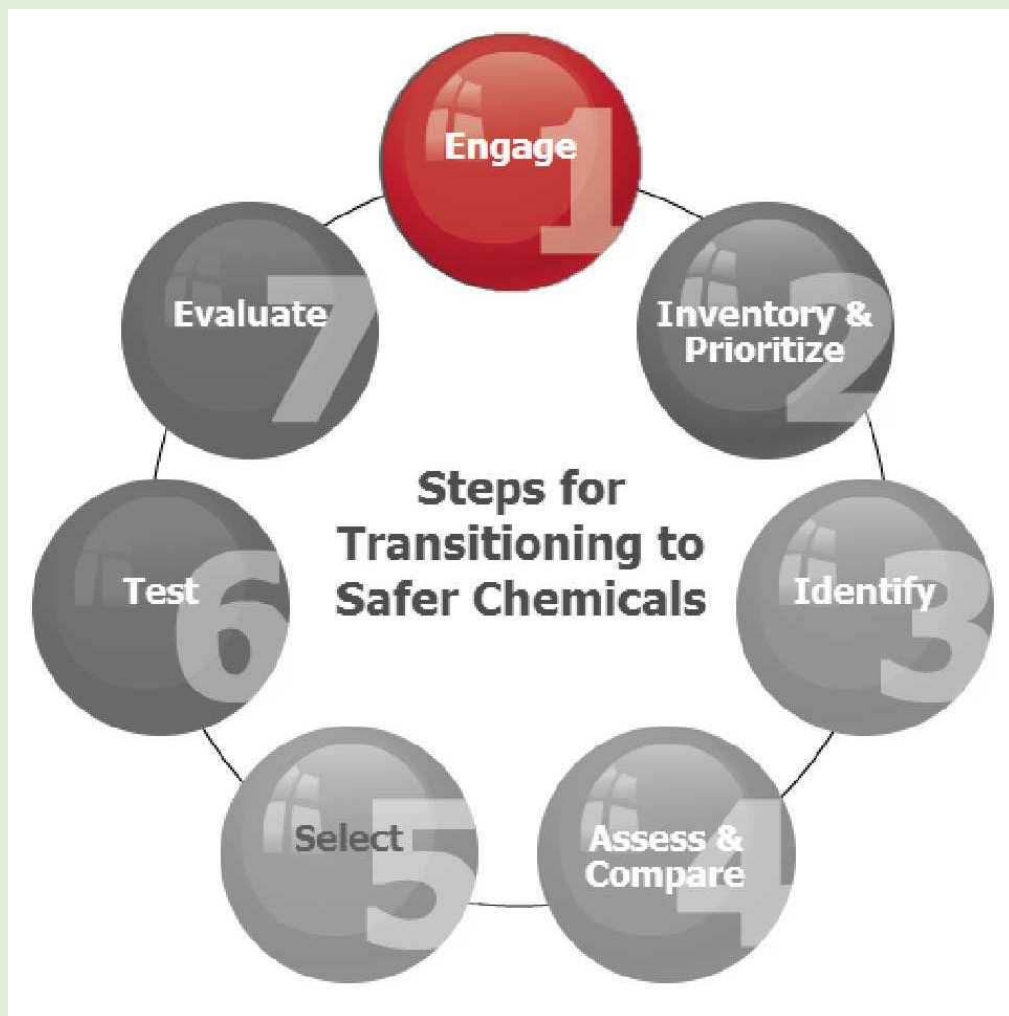


# Build a Team and Create a Plan



## Step 1

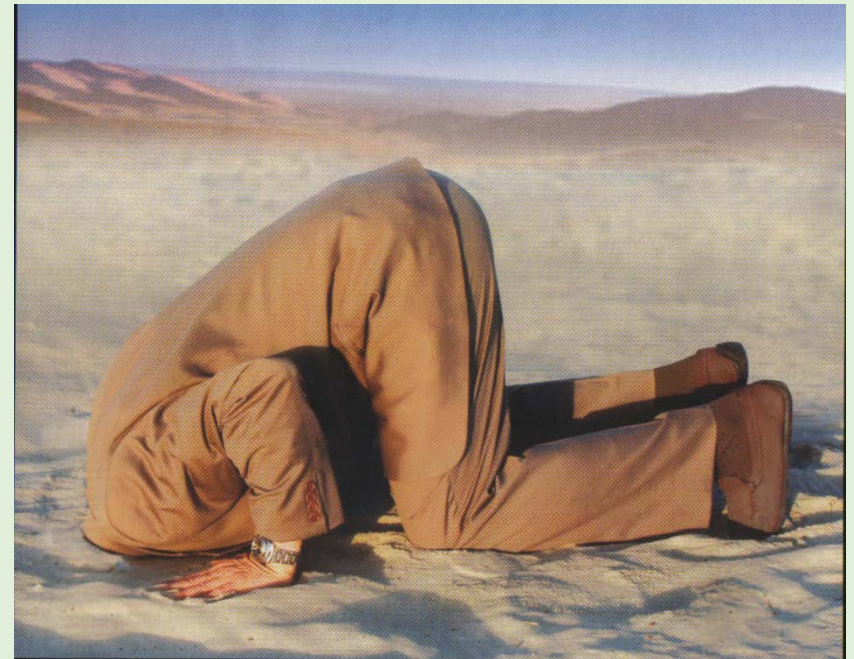
Form a Team to Develop a Plan

S.A.T.



# Overcoming Inertia

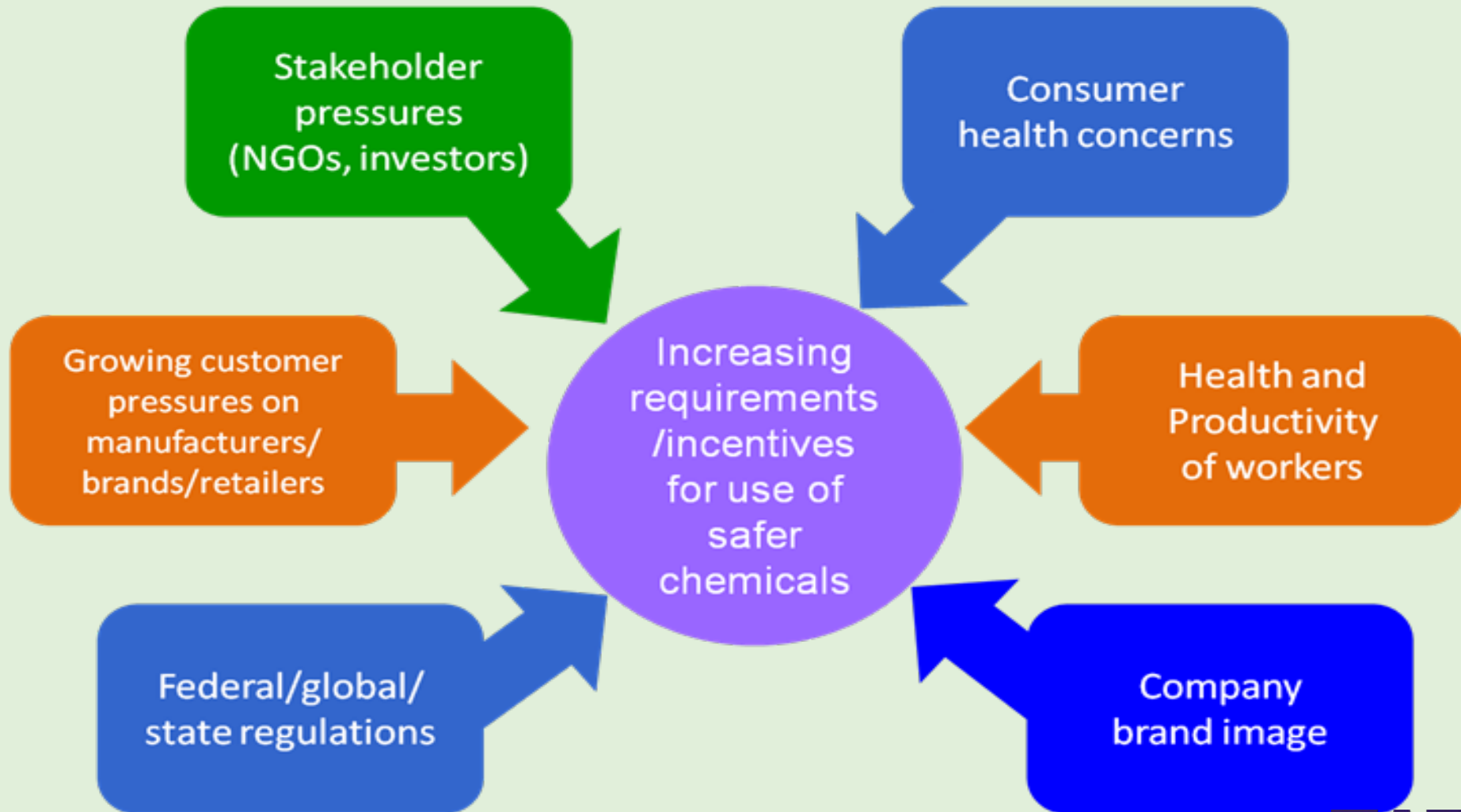
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# Develop a Plan of Action for Transitioning to Safer Alternatives

- Build an internal team with the responsibility for driving the transition to safer alternatives.
- Engage external stakeholders.
- Set goals for the reduction of chemical hazards.

# Incentives for Reducing Hazardous Chemicals in Workplace



# Why Important?

- Regulatory Pressures
- Public Interests/Labor Group Pressures
- Supply Chain Pressures



# Regional Interests



# Concerns for Health and Productivity of Workers

- Safer workplaces affect worker recruitment.
- Worker health directly impacts worker productivity.
- Worker illnesses due to hazardous chemicals pose liability and other direct and indirect costs on companies.
- Company brand image linked to welfare of workers.

# Company Brand Image

**“Saving Money, Poisoning Workers”**

**By The Editorial Board, NYT**

**Published: April 4, 2013**

**n-propyl bromide in polyurethane foam**



**“Tidal Vision: From the Ocean, For the Ocean”**

**-Wallets and Belts made of salmon skin**

**-Tanning process with eco-friendly products**

**-Sourcing byproducts from sustainably managed fisheries**

<https://store.tidalvisionusa.com/>





# Launching a Safer Alternatives Process: Key Organizational Steps

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- 1) Build an internal team with the responsibility for driving the transition to safer alternatives.
- 2) Engage external stakeholders that can play a role in facilitating the process.
- 3) Set goals to reduce or eliminate the hazardous chemicals in the workplace.

# 1) Membership of Safer Alternatives Team

- Decide whether a new team is needed to drive safer alternatives planning and implementation, or whether an existing group can lead the effort (e.g., a health and safety committee)
- If an existing team takes on the safer alternatives planning role, ensure membership of the group is augmented with key people and functions from across the organization.
- Plan access of the team to corporate leadership for key points requiring product, process, material or financial decisions.
- Special challenges for small businesses.

# Seattle Bullitt Center: Living Building Challenge

## Engaged Stakeholder Team:

Architects  
Bullitt Center  
Formulators  
Suppliers  
Contractors  
Safety Professionals



# Selecting and Engaging Stakeholders

- To reach decisions on stakeholder engagement, the team should consider:
  - Who is affected by the team's prospective safer alternative assessments and decisions.
  - How potential chemical management decisions could affect them.
  - Particular concerns of specific external stakeholders.
  - Options for addressing or incorporating those particular concerns during planning or implementation.
  - Potential for any external stakeholders to collaborate in addressing all, or particular parts, of the assessment.

## 2) Identifying External Stakeholders

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- Ask questions to determine who should be invited:
  - Who is affected by the team's prospective safer alternative assessments and decisions?
  - What are their concerns or interests in this decision?
  - Are there external stakeholders that are specifically affected?
  - How can their concerns be properly addressed or mitigated?
  - Are there external stakeholders who are potential collaborators for addressing all, or particular parts, of the assessment?

# Think Broadly about Stakeholders



# Discuss

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**What Stakeholders  
do you see as  
important and why?**

# Initial **Safer Alternatives Team** Task:

## 3) Establish Goals for Hazard Reduction

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- Develop a consensus on hazards team should prioritize.
- **Determine** how to balance numbers of workers affected versus seriousness of health impacts.
- Establish desired outcomes/minimum requirements for alternatives.
- Prioritize alternatives based on resource constraints.



# Frame Change Rationale and Find Technical Support

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- **Define** reasons for undertaking assessment of current hazards and evaluation of alternatives:
  - Important for getting management buy-in to initiative.
  - Preliminary, incomplete business case.
- **Identify** available expert resources to support assessment of hazards and potential alternatives.

# Seek Technical Assistance: OR DEQ /WA DOE and Partners

Guidelines for state and local government purchasing of safer chemical alternatives.

Toxics reduction technical assistance for businesses.

*Eco-Biz* Certification Program – assistance and recognition of sustainable practices for auto, landscaping and (soon) dry cleaning.



# Developing a Plan of Action

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Based on goals, priorities and specific targets of safer alternatives team, the team develops a plan.

- **Goals**

- Targeted hazardous chemicals and % reductions
- Relative concerns of workers for specific health impacts

- **Action steps**

- **Metrics**

- **Milestones**



# Summary and Review

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- In this lesson, we learned how to develop a plan of action for transitioning to safer alternatives, which includes:
  - Building an internal team with the responsibility for driving the transition to safer alternatives.
  - Engaging external Stakeholders.
  - Setting goals for the reduction of chemical hazards.