



Developing and Implementing a Sustainable Compassion Fatigue Program That Meets Your Institutional Needs

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DARE 2 CARE

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Caringness in Science



THE ONLY THING
I LOVE MORE
THAN BEING A
GOLFER
IS BEING A
GRANDPA



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OBJECTIVES

- Illustrate Compassion Fatigue (CF) Program Development
- Follow the Implementation of Dare 2 Care: Compassion in Science
- See What Successful Sustainability Looks Like at an Institutional Level



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HOW DID WE GET HERE

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IMPLEMENTATION



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IDENTIFICATION

Failed past attempts to establish/sustain a CF program
Need something
Nowhere to turn
No one to talk to
Isolation



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SIGNIFICANCE



To provide laboratory animal professionals with support, guidance, training, and validation

Affects care for laboratory animals



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ASSESSMENT

Anneke Keizer, Founder, Copeplus

Mission: Setting up sustainable compassion fatigue support programs for people working with laboratory animals to strengthen their coping mechanism

150 interviews across the University of Washington's Comparative Medicine and WaNRPC (2016-2017)



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MISSION STATEMENT

To assist all members of the research team to recognize compassion fatigue and raise awareness, provide tools, strategies and resources for managing human emotions in working with and caring for laboratory animals

DARE 2 CARE:
COMPASSION IN SCIENCE

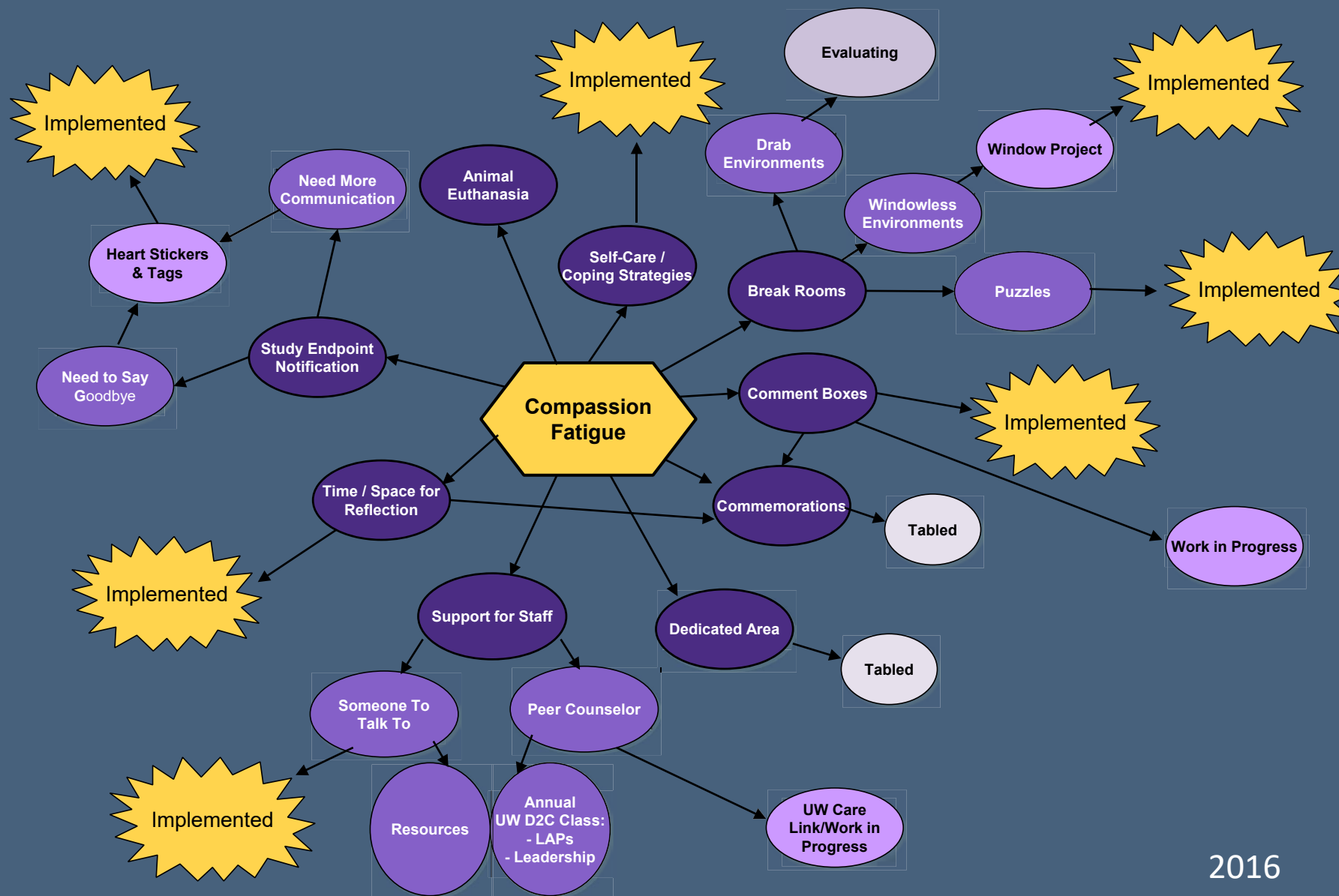


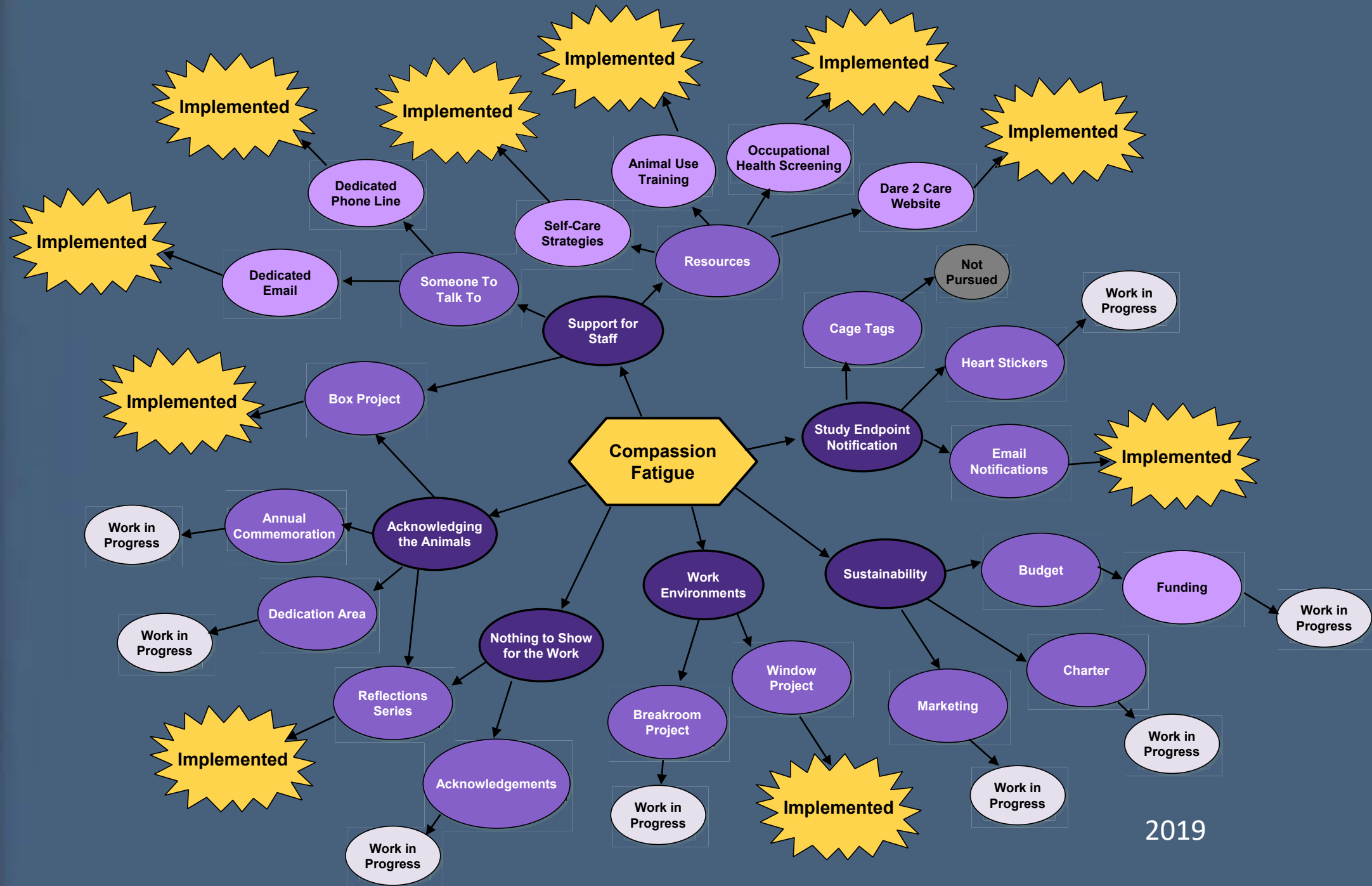
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CONCEPTUALIZATION







INITIAL TARGET OBJECTIVES



- Study Endpoint Notification
- Support for Staff
- Annual Commemoration
- Dedication Area



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Study Endpoint Notification

Support for Staff

Annual Commemoration

Dedication Area

Comparative



Medicine



WaNPRC

Pre-Endpoint (Research) Example A:

Dear colleagues,

For quite some time we have been working on the _____ study titled _____. This study investigates the interaction of _____ treatment to _____. As part of the study design, critical endpoint samples must be collected. The scientific knowledge gained in terminal tissue collection and analysis will further the understanding on how the _____ plays important role in _____. In order to thoroughly investigate this, we will need to humanely euthanize the animals for terminal collections. The pathologist and support staff will carry out this important procedure.

On behalf of the principal investigator, I would like to inform you that we have reached important study endpoints for the following animals:

(Animal #/ Date)

(Animal #/ Date)

We want to thank all the people that have made this very important research study successful. In particular, we would like to thank the animal care staff for providing humane care for the animals, BMS for ensuring the animal's social and behavioral needs are met, clinical staff in providing therapeutic support during the study, research staff in conducting ethical and compassionate research for our non-human primate patients and pathology staff for ensuring the endpoint is humane.

If you would like, please take some time to visit the animal prior to the date listed above.

Best regards

_____ Team



Study Endpoint Notification

Support for Staff

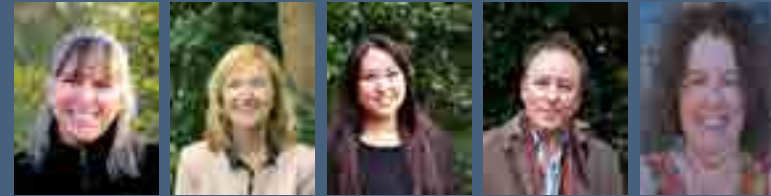
Annual Commemoration

Dedication Area

The Box Project



Someone To Talk To



Dedicated Phone Line & Dedicated Email

Animal Use Training

Occupational Health Screening

University of Washington **CAMPUS HEALTH SERVICES**
UW Employee Health

ANIMAL CONTACT HEALTH QUESTIONNAIRE

VI. ADDITIONAL HEALTH CONCERNS

Yes ✓ I have health or workplace concerns not covered by the questionnaire (e.g. Compassion Fatigue) that I feel may affect my occupational health and would like to discuss with the Employee Health provider.



Study Endpoint Notification

Support for Staff

Annual Commemoration

Dedication Area





SECONDARY TARGET OBJECTIVES

- Nothing to Show for the Work
- Self-Care Strategies
- Time for Reflection
- Work Environments



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Classroom in Science

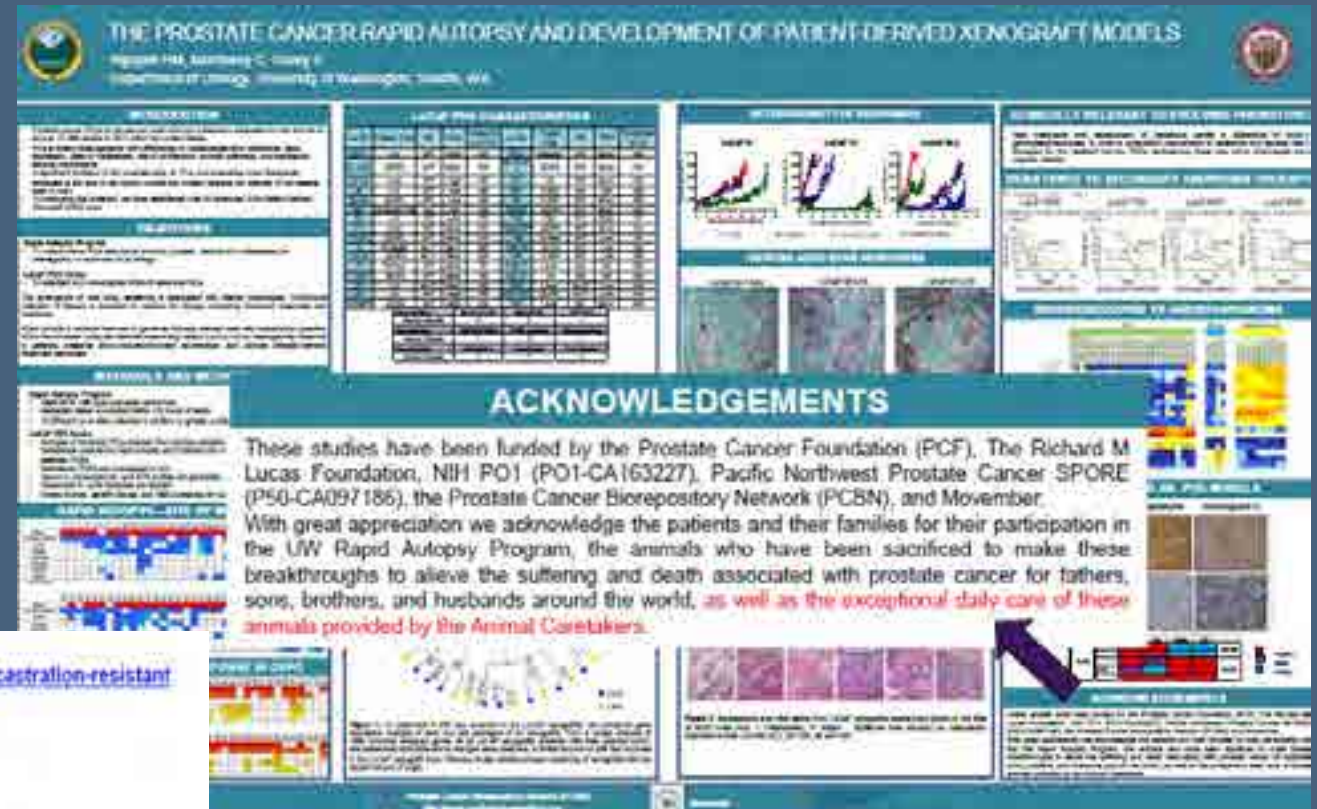


Nothing to Show for the Work

Self-Care Strategies

Time for Reflection

Work Environments



[Molecular profiling stratifies diverse phenotypes of treatment-refractory metastatic castration-resistant prostate cancer](#)

Mark P Labropoulos, Peter S Nelson, Colin Morrissey

Published July 30, 2019

Citation Information: J Clin Invest. 2019; <https://doi.org/10.1172/JCI128312>.

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Acknowledging high levels
of care by Animal
Caregivers and giving
them thanks

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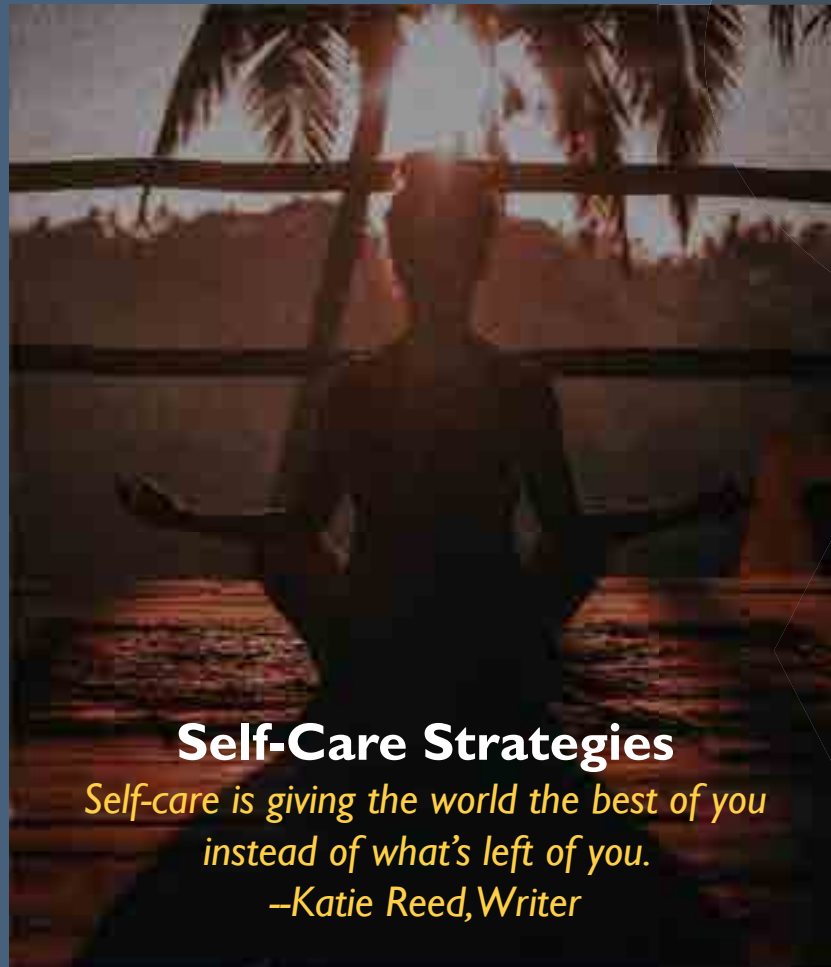


Nothing to Show for the Work

Self-Care Strategies

Time for Reflection

Work Environments



Rest and self-care are so important. When you take time to replenish your spirit, it allows you to serve others from the overflow. You cannot serve from an empty vessel.
—Eleanor Brown, Novelist

Physical
Psychological
Emotional
Social
Practical
Spiritual

W

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Gratias agere in Somno



Nothing to Show for the Work

Self-Care Strategies

Time for Reflection

Work Environments

Reflections provide an opportunity for individuals to come together in one place to pay tribute to our research animals and each other, and better understand the benefits of the research at our institution.



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DATE:
Tuesday
October 22, 2019

TIME:
7:00 - 3:00 PM

LOCATION:
Turner Conference Room
H5B E-100

CONTACT:
OWS@UW-2388

The Cost of Caring

The expenditure that cannot be measured in suffering that knowledge and hope be reached by a new generation as according to be able to walk through future without getting lost

**“REFLECTIONS”
DARE 2 CARE**

**A World Without Biomedical Research?
Why Transparency is Vitally Important!**

presented by

Ken Gordon
Executive Director
Northwest Association for
Biomedical Research

Please join us for the next **“Reflections”** hosted by the Dare 2 Care (D2C) Compassion in Science Committee and the Office of Animal Welfare (OAW). The purpose of this reflection is to provide an opportunity for individuals to come together in one place to pay tribute to our research animals and each other, and better understand the benefits of the research at our institution. We are honored to have Ken Gordon, Executive Director of NWABR, as our invited guest speaker. All are welcome!

light refreshments will be provided

<https://dare2care.uw.edu/d2c/>

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Nothing to Show for the Work

Self-Care Strategies

Time for Reflection

Work Environments



WaNPRC Breakroom



SUCCESSFUL

- Commitment
- Forward Vision
- Focus on Areas, Reinvention, Value
- Growth and Comfort do not Co-Exist
- Continue Raising Awareness
- Funding and Fundraising

NEVER GIVE UP



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<https://sites.uw.edu/d2c>



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National Academy of Sciences



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Institute of Laboratory Animal Research