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Session Objectives

- Examine compassion fatigue and its impact on our community (*lab animal caretakers, IACUC & researchers*)
- Reflect on compassion fatigue for you
- Evaluate compassion fatigue at your institution
- Illustrate D2C program development
- Develop a sustainable compassion fatigue program
Compassion Fatigue

The emotional residue or strain of exposure to working with those suffering from the consequences of traumatic events.
The Cost of Caring

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet” (Remen, 1996)
In the 1970’s

- When I started to work in the field of laboratory animal sciences, I was overwhelmed by emotions.
- Nobody told me about these feelings of
  - Guilt…
  - Sadness…
  - Regrets…
We all Experience it

Not only the people who work directly with animals but also the IACUC members and administrative personnel, who review protocols, experience compassion fatigue.
It is important

To provide people with proper guidance and care because this will also have an effect on the animals.
Self Reflection
Self Care Strategies
Institutional Level

• What does compassion fatigue look like at your Institution?
Sharing Concept Map
# Strategies for Coping

## Concensogram exercise

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<tr>
<th>Commemoration</th>
<th>Person to talk to</th>
<th>Time to Reflect</th>
<th>Place to Reflect</th>
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Sharing UW’s Experience

• Needs Assessment
  – Interviews

D2C
Compassion
Fatigue

Stress
Pressure
Anxiety
Frustration
Sadness
Guilt
Emotion
Tired

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University of Washington
Defining Moment

Stop thinking too much, it’s alright not to know the answers. They will come to you when you least expect it.
D2C Sustainability Concept Map

Implemented
- Euthanasia Stickers
- Need to say goodbye
- Study Endpoint

Implemented
- Window Project

In process
- Currently evaluating all break rooms
- Windowless Environments
- Comment Boxes

In process
- Time/Space for Reflection
- Self care
- Someone to Talk to
- Commmemorations

Implemented
- Break Rooms
- Drab Environments
- Puzzles

Implemented
- Animal Euthanasia
- Need More Communication
- Dedicated Area
- Support Group
- Peer Counselor

Fatigue

Compassion
Break Rooms
D2C Toolkit

- **OAW Owns It** (management/exec leadership supports but stays out of way)
- Expect challenges
- In-Person Interviews
  - Needs Assessment
  - Identify trends and immediate objectives
  - Challenges
- Form Compassion Fatigue Committee (CFC)
  - Identify immediate goals/objectives
  - Identify other goals/objectives that are important (i.e. low hanging fruit)
- Establish Baseline
  - All user survey - Research Faculty/Staff, ATs, IACUC, Admin
- Human Subjects Protocol?
- Funding Opportunities/Sponsorships

- **Develop**

- OAW Owns it (management/exec leadership supports but stays out of way)
- Monthly D2C:CFC Meetings
- Time for Reflection - Quarterly Basis/As Needed

- **Implement**

- OAW Owns it (management/exec leadership supports but stays out of way)
- Survey - Annually
- Establish “Baseline” (metrics)
- Find a way to measure what’s working and what’s not

- **Sustain**

If need help, reach out to us!
Acknowledgments

• D2C Compassion Fatigue Committee

• University of Washington Leadership
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Questions?
Thank you!