Tenets of a Culture of Care

- Promote animal welfare and the 3Rs
- Support quality scientific outputs
- Ensure integrity and transparency of research oversight
- Promote compassion for and well-being of all personnel

Poster 119: Using a Culture of Care to Accelerate a 4Rs Approach in Biomedical Research
Culture of Care: Highlighting a Few Key Components

**Mental Health First Aid Training**
- Signs & Symptoms
- How to interact with someone in crisis
- How to connect a person to help/resources
- Self-care

**No Blame Culture**
- Learning Log
- RCA & CAPA
- Process vs. Person
- Psychological Safety

**Compassion Fatigue Resiliency**
- Mental, Emotional, and Physical health and well-being resources
- Educational seminars
- Process improvements
- Periodic surveys
- Brain breaks, team building, and honest sharing

For more information on Compassion Fatigue Resiliency, visit Poster #P130, and for No Blame Culture, visit Poster #P111.
OPENNESS AS PART OF OUR CULTURE OF CARE

Openness Talking Points:

- Connections between people and animals
  - Toys = Enrichment
  - Patient Stories
  - Disease model mice
- Housing – Mouse Condos
  - Imaging
- Tickling highlights the human animal bond

Outcomes:

- A true bond is undeniable – Technician enthusiasm!
- Creating a link to humanistic topics such as toys and play create a foundation for conversation
- Deliberately scheduling tickling sessions to improve compassion fatigue
- Promoting openness creates a safe environment to be proud of your work

For more information on Openness, visit Poster #138
Lab Animal Tributes
Western Pet and Service Animal Tributes
Starting to Catch Up
The possibilities for acknowledging the people who are involved in working with these animals
Nicole Duffee
1951 - 2023
Our Tribe!