

***"I could never do your job....
I love animals too much"***



**I think you meant to say:
Thank you for your service**

- ❖ ***Keeping me and my loved ones healthy.***
- ❖ ***Ensuring that laboratory animals are well cared for.***
- ❖ ***Supporting development of new discoveries.***

Dare 2 Care (D2C): Developing a Sustainable Compassion Fatigue Program

Friday, September 27th, 2019

1:00PM – 1:45PM

SDAALAS Fall Symposium

Salk Institute for Biological Studies

La Jolla, CA



J. Preston Van Hooser

Review Scientist & Compliance Manager

Office of Animal Welfare, University of Washington (UW)

Chair, UW Dare 2 Care (D2C) Compassion in Science Committee

Member, UW IACUC

Session Objectives

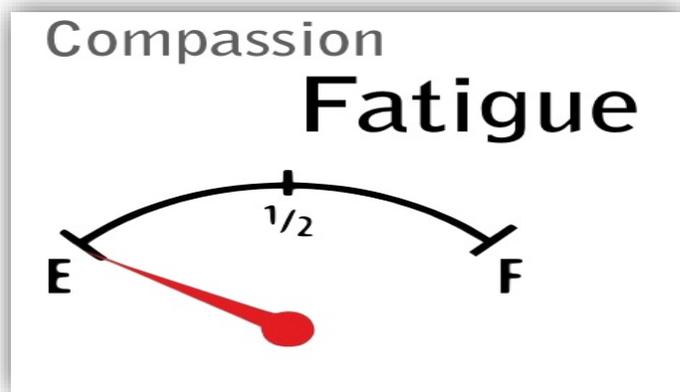
- What is Compassion Fatigue?
 - The Human-Animal Bond
- Examine compassion fatigue and its impact on our community
 - Animal caregivers, researchers, vets, vet techs, IACUC members and support staff, trainers
- Provide example coping strategies
- Illustrate compassion fatigue program development
- Develop and implement a sustainable compassion fatigue program



© Falkert Hindriks

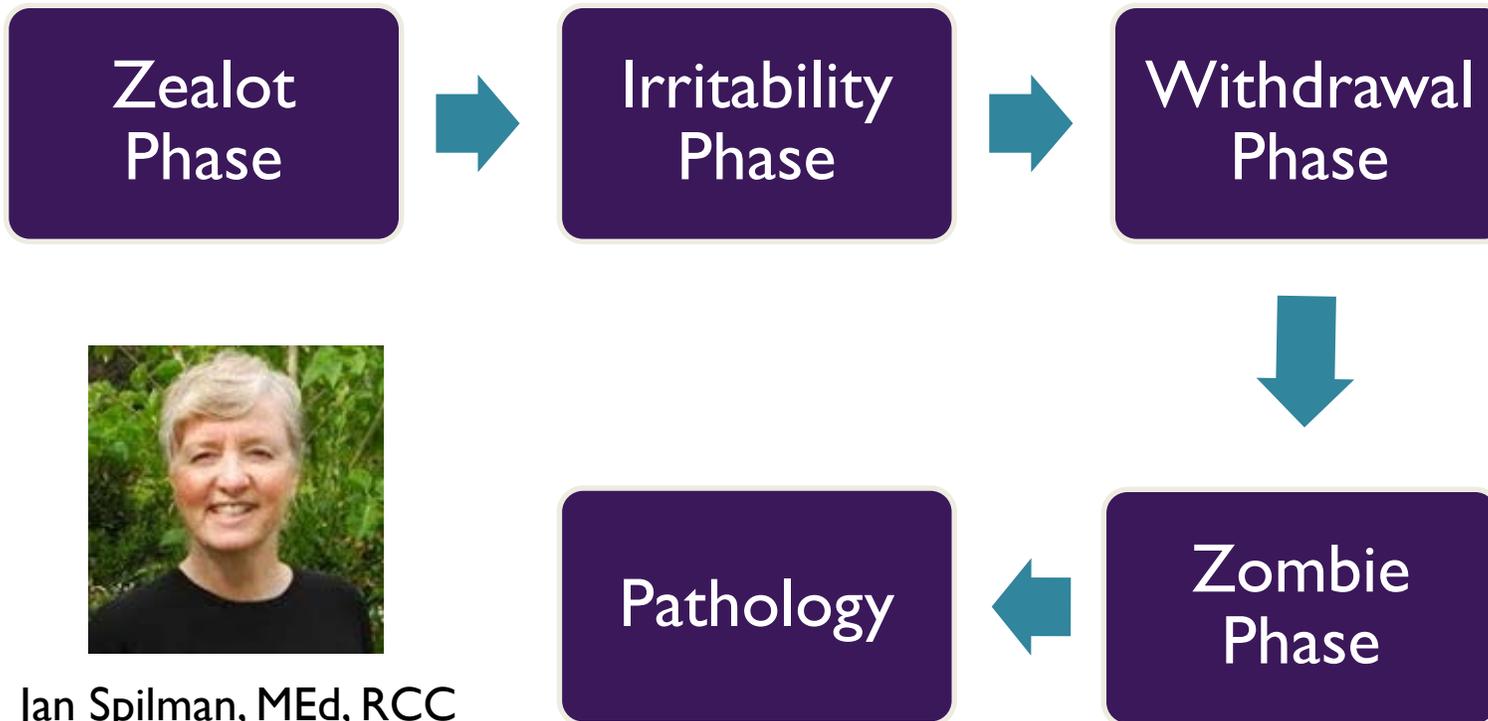
What is Compassion Fatigue?

In an animal care setting, Compassion Fatigue is a combination of physical, emotional and psychological depletion associated with working and caring for animals and their well-being in a captive environment.



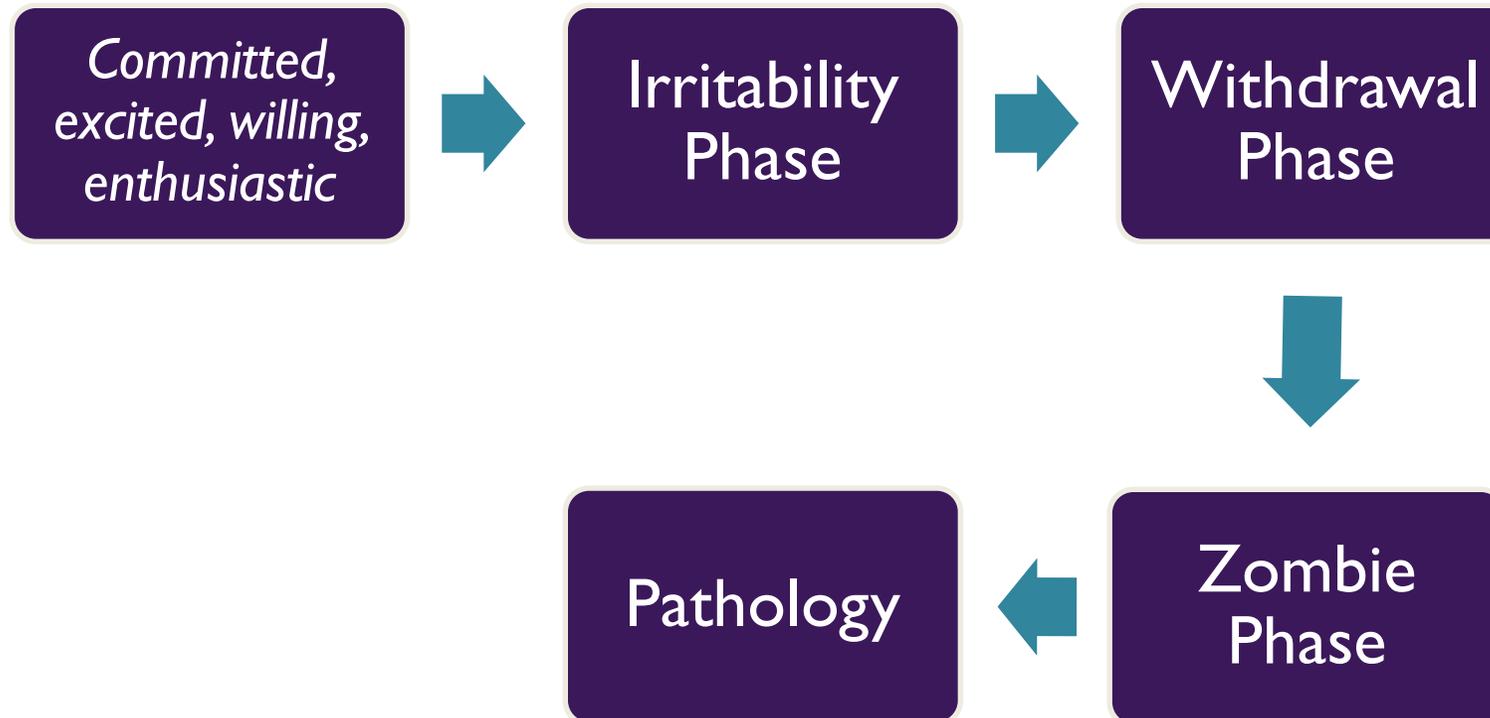
It's the negative aspect of our work. It may be related to providing care, working with colleagues, beliefs about self, system failure, burnout and/or any work-related trauma.

The Trajectory of Compassion Fatigue

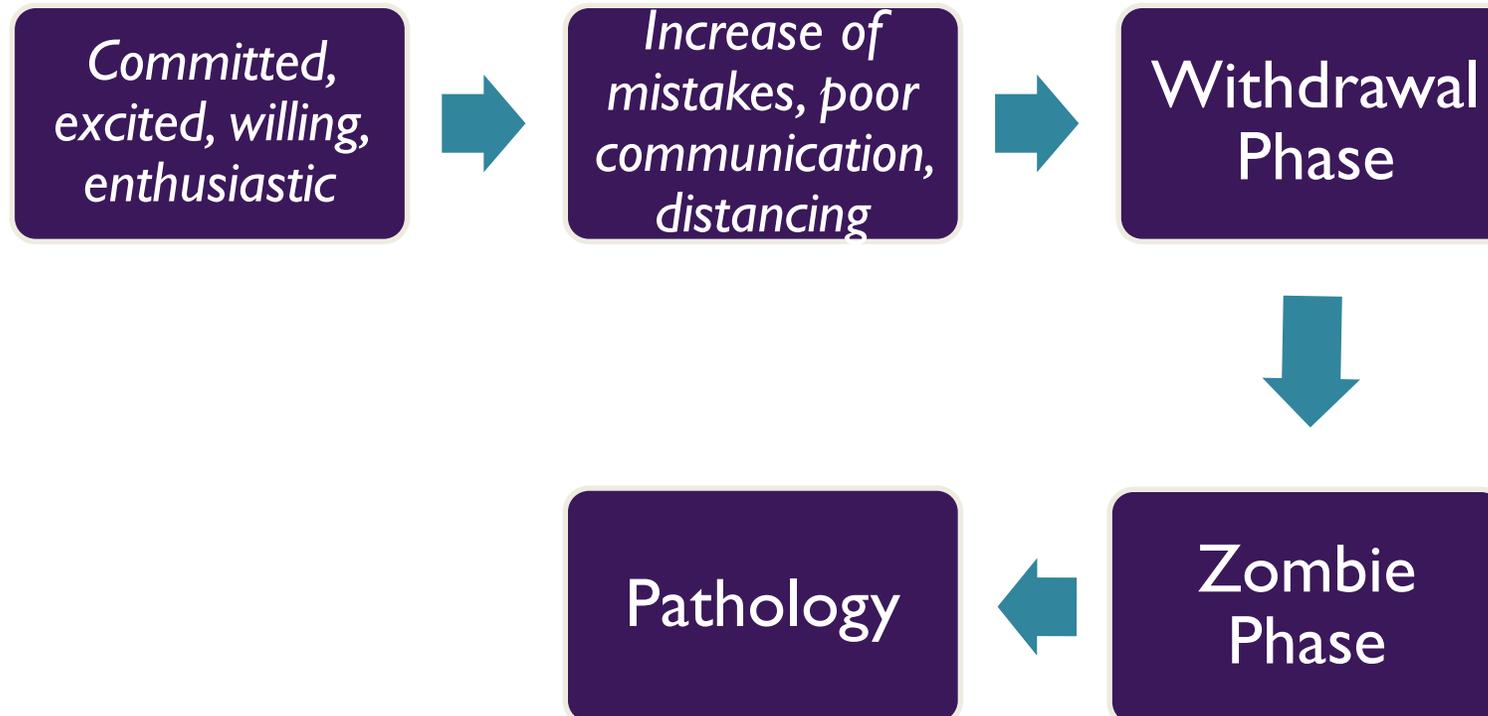


Jan Spilman, MEd, RCC

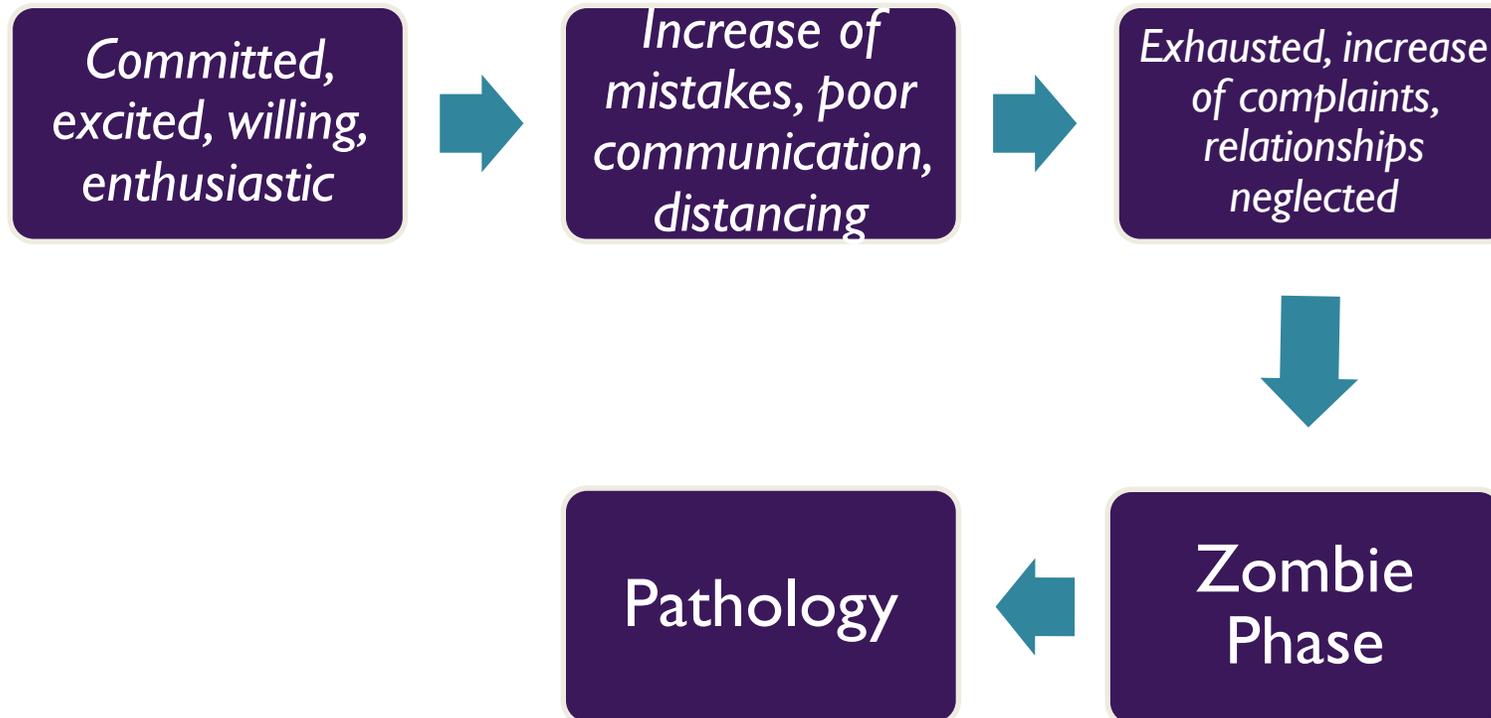
The Trajectory of Compassion Fatigue



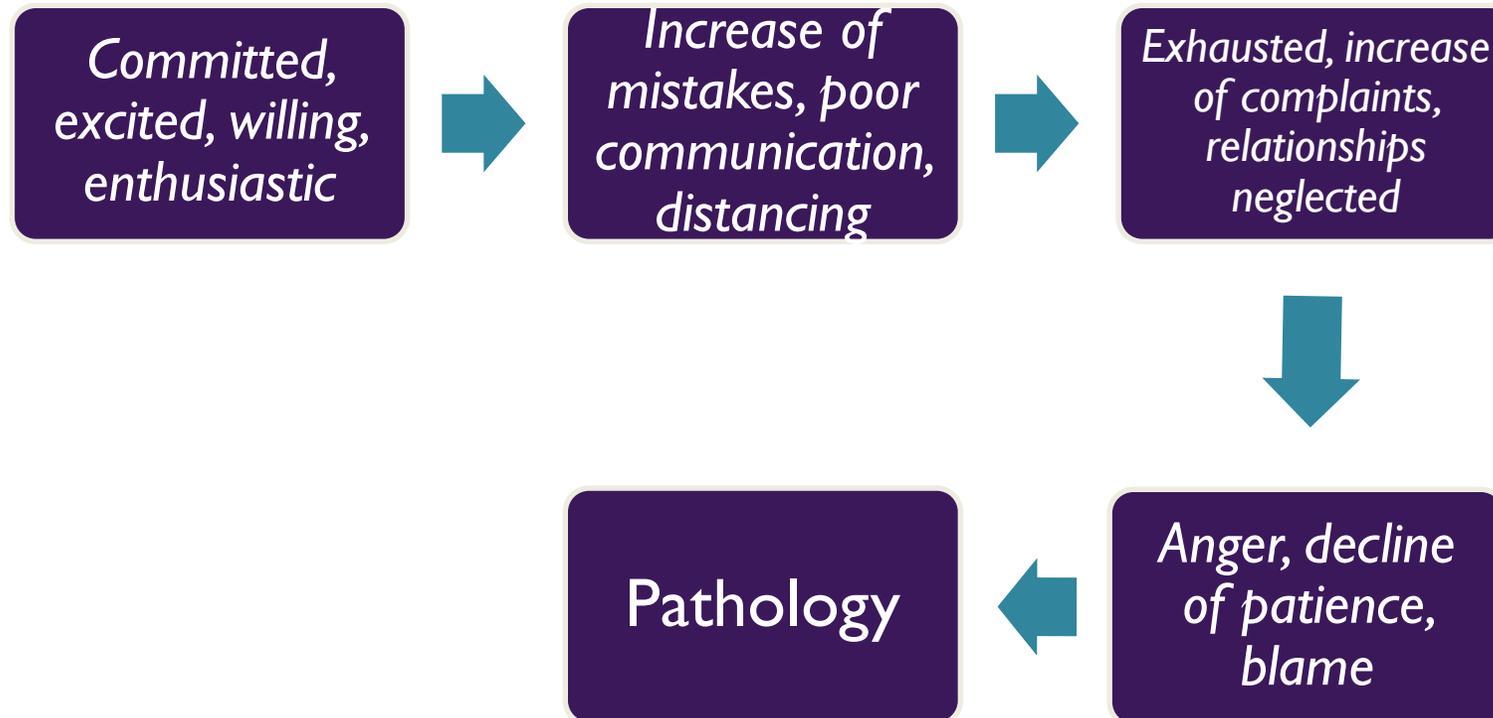
The Trajectory of Compassion Fatigue



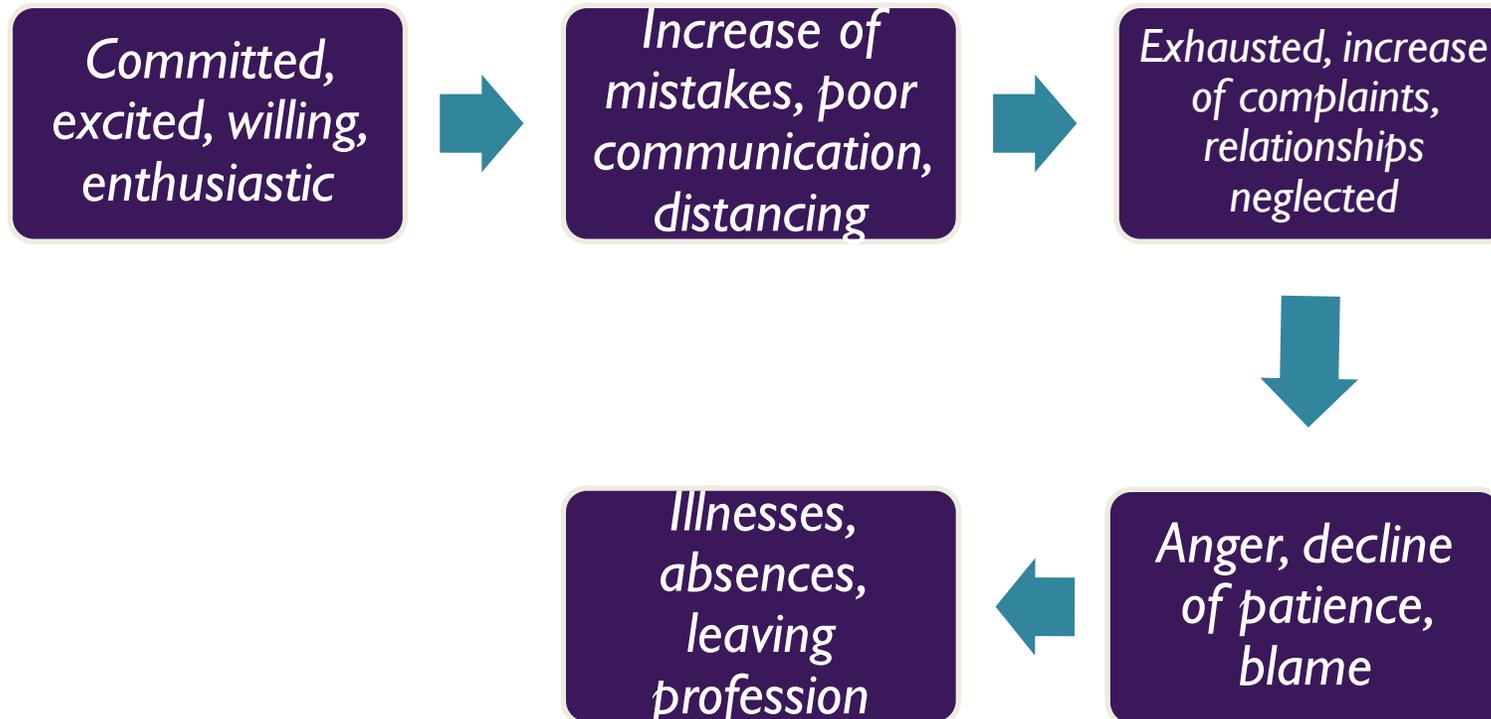
The Trajectory of Compassion Fatigue



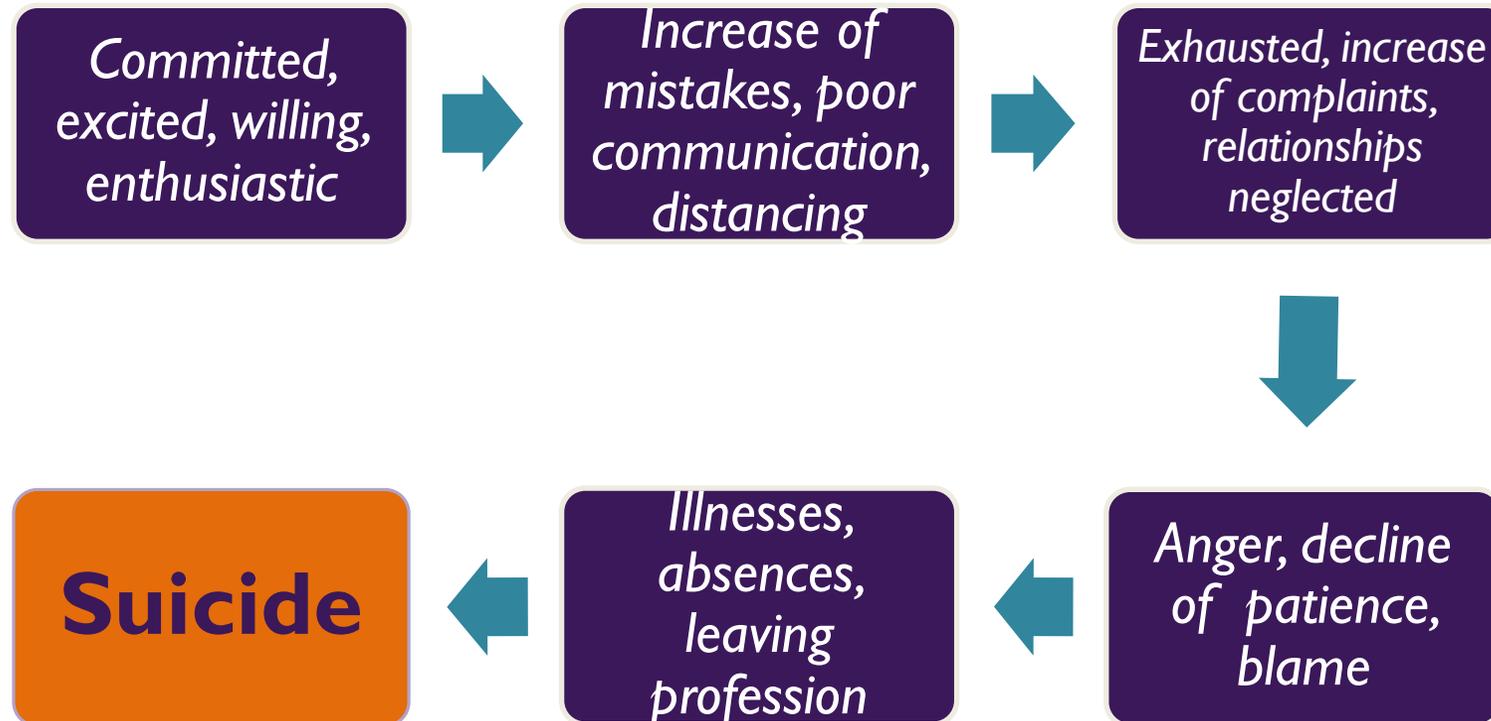
The Trajectory of Compassion Fatigue



The Trajectory of Compassion Fatigue



The Trajectory of Compassion Fatigue



The Human-Lab Animal Bond

- The human-lab animal bond exists in many forms and it can improve both human and animal welfare.
- Close contact with animals can create feelings of satisfaction and affection.



“Every technician I interviewed for this study experienced some form of attachment to a laboratory animal at least once in his or her career.” ~Arnold Arluke

Human-Lab Animal Bond

- Animals depend on us: a contract
 - Food/water/housing/environment
 - Interaction
 - Enrichment
 - Humane treatment
- Animals seek out contact



Human-Lab Animal Bond

- Animals have
 - Personalities
 - Distinct attributes
 - Friendly, intelligent, courageous, amusing,
 - Ability to distinguish among people
- Many are long-term
 - Close, frequent contact



We all know...

- Most research animals will be euthanized
 - Protocol needs
 - Illness
 - Unsuitable
 - Not needed



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)



Compassion Fatigue: The Cost of Caring

Human emotions in the face of suffering animals

The human-animal bond exists in many forms. Emotional and sensory ties between humans and animals are characterized by mutual care and reciprocal affection. Practices of gentle handling, companionship, and patience serve to build the bond between humans and animals. The strengthening of the human-animal bond can improve animal welfare by reducing stress, enhancing a sense of safety and security, and providing comfort. Close contact with animals can create feelings of satisfaction and affection in those who care for the animals.

People in the field who experience pain or discomfort on behalf of animals and compassion fatigue can experience a sense of emotional exhaustion, a loss of interest in their work, and a sense of being overwhelmed. This can lead to a decrease in the quality of care provided to the animals. It is important to recognize the signs of compassion fatigue and seek support when needed. This can include taking breaks, talking to colleagues, and seeking professional help. It is also important to practice self-care and maintain a healthy work-life balance. By recognizing the signs of compassion fatigue and seeking support, people in the field can continue to provide the best care for the animals.



<https://www.aalas.org/education/educational-resources/cost-of-caring>

We All (can or may) Experience It!

Not only do the individuals that work directly with the animals, but IACUC members, administrative support staff, vendors and facilities services personnel may indirectly experience compassion fatigue.



*We don't get compassion fatigue because we are weak, can't handle the work, aren't "cut out" for it, etc.
We get compassion fatigue because we care, deeply. And we ignore our own needs.*

Signs & Symptoms

Individual

- Depression
- Anxiety
- Apathy
- Irritability
- Sleep disturbance
- Poor self-care
- An increase in mistakes
- Diminished career enjoyment
- Substance abuse
- Problems in relationships

Organization

- Substandard level of care
- Absenteeism
- High turnover
- Lack of teamwork
- Team conflict
- Low morale
- Blaming and complaining
- Increased cynicism
- Poor quality control
- Deterioration of the mission

What are the symptoms?

WORK RELATED

- Avoidance or dread of working with certain patients
- Reduced ability to feel empathy towards patients or families
- Frequent use of sick days
- Lack of joyfulness

PHYSICAL

- Headaches
- Digestive problems: diarrhea, constipation, upset stomach
- Muscle tension
- Sleep disturbances: inability to sleep, insomnia, too much sleep
- Fatigue
- Cardiac symptoms: chest pain/pressure, palpitations, tachycardia (elevated heart rate)

EMOTIONAL

- Mood swings
- Restlessness
- Irritability
- Oversensitivity
- Anxiety
- Excessive use of substances: nicotine, alcohol, illicit drugs
- Depression
- Anger and resentment
- Loss of objectivity
- Memory issues
- Poor concentration, focus and judgment

¹⁾ List Courtesy of "Compassion Fatigue: A Nurse's Primer."

In the mid-1990's



- When I started to work in the field of laboratory animal science, I was overwhelmed by emotions.
- Nobody told me about the feelings of
 - Guilt...
 - Sadness...
 - Regrets...

And nobody told me (or warned me) how difficult it would be to talk about my work/research.





Causes of Compassion Fatigue

Animal Husbandry & Vet Staff	Research Faculty & Staff	IACUC & Admin Staff
Isolation	Long hours	Program size and complexity
Observed morbidity and mortality	Regularly witness or induce disease in animals	Protocol and grant congruency reviews
Desensitization	Self-blame	Animal Numbers
Sadness over the loss of a particular animal	Desensitization	System Failure(s)
Animals will ultimately be euthanized	Unexpected outcomes	Ethical decisions
	Animals will ultimately be euthanized	Post-Approval Monitoring
	Targeted by animal rights activists/Negative Press	Targeted by animal rights activists - UW Kills/Negative Press

Hard to talk about work



Causes of Compassion Fatigue

Trainers / Training Staff

Volume of animals euthanized, workload, lack of discussion/support

Lack of understanding from upper management "just deal with it"

Trainees have issues with euthanasia and feel responsible for their feelings

Perception that established procedures can't be changed and hinder the quality of care

Mistakes leading to animal suffering

No formal program helping employees to deal with CF

Not knowing what specific research is being done (hard to justify the animal lives when you don't see the benefit to humanity)

No preparation of new workers for the emotionally difficult tasks

Failed euthanasia

Hard to talk about work

It Affects the Entire System

- Research Staff
- Lab staff, student helpers, and volunteers
- Veterinary Staff
- Trainers
- Husbandry Staff
- IACUC, AUTS, OH&S, EH&S, Animal Purchasing
- Building Management
- Facility Services
- Vendors
- Professional Transportation Services
- Government/Company

Research Animals

- Numerous interactions throughout it's life in a laboratory
- 100's of people involved in direct interaction and/or oversight of the animals

It is important

To provide Lab Animal Professionals (LAPs) with proper training, guidance, and care because this will also have an effect on the animals.



Employee Hazard Training



- Bites, scratches, kicks, physical trauma
- Ergonomics, noise
- Zoonoses, allergens, blood-borne pathogens
- Caustic, infectious, radioactive, toxic agents
- Sharps, hot surfaces, physical hazards
- Public safety, facility and computer security
- Disaster plans, fire, flood, bomb threat
- Harassment, discrimination, whistleblower
- **Emotional involvement?**

Typical Animal Use Training Courses (Online)

- Essentials for UW IACUC Members
- Animal Use Laws & Regulations Training
- Rodent User Course
- Non-Rodent User Course
- Working with Mice
- Working with Rats
- Introduction to Rodent Surgery
- Introduction to Surgery (Non-Rodent, USDA-Covered Animals)
- **Emotional involvement?**

Animal Use Training at UW (In-person)

- Mouse Hands-on Lab
 - Rat Hands-on Lab
 - Hands-on Training for Species of than Mice and Rats
 - Certification*
 - Lab-Managed Animal Care and Records
 - Lab-Managed Sick Rodent Recognition
 - Lab-Managed Animal Care and Records: Aquatic Animals
 - Surgery Lab Part IA
 - Surgery Lab Part IB
 - Surgery Lab Part II
 - 6th Floor Facility Orientation
 - 6th Floor Facility Behavior Room Orientation
 - T-wing Facility Orientation
 - K-wing Facility Orientation
 - Animal Research and Care Facility Orientation
 - Foege Facility Orientation
 - Harborview (HR&T) Facility Orientation
 - South Lake Union (SLU) Brotman Facility Orientation
 - South Lake Union (SLU) 3.1 Facility Orientation
 - Guthrie Facility Orientation
 - Roosevelt Facility Orientation
 - CHDD Facility Orientation
 - North Lake Diesel Facility Orientation
 - ABSL₂ Room Orientation
 - ABSL₃ Room Orientation
 - Gnotobiotic Animal Core (GNAC) Orientation
-
- **Emotional involvement?**

How it Affects the Workplace

- Decreased compassion
- Low quality of care
- Loss of productivity
- High job turnover
- Low morale
- Poor attendance
- Poor job performance
- Increase in errors
- Callous or uncaring attitude
- Leave the profession

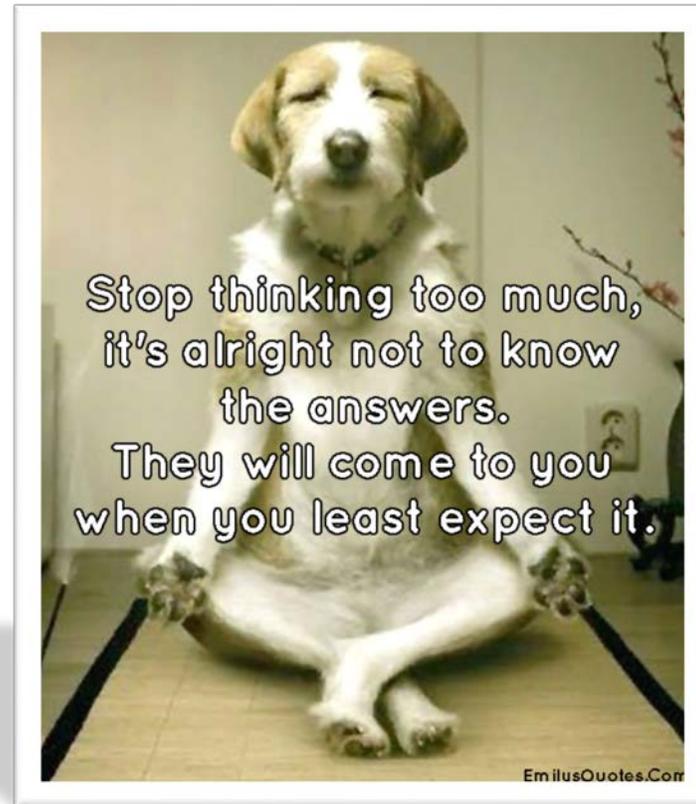


Sharing UW's Experience: How did we get here?

- Identify the Need
- Assess the Potential Demand
- Anneke Keizer, Founder, COPE+
 - Small company specializing in counseling services for people working with laboratory animals
- Needs Assessment (July 2016 & June 2017)
 - Interviews, one-on-one interactions, focus groups



Defining Moment



Dare 2 Care (D2C) Compassion Fatigue Committee



Developing a Compassion Fatigue Program

Management



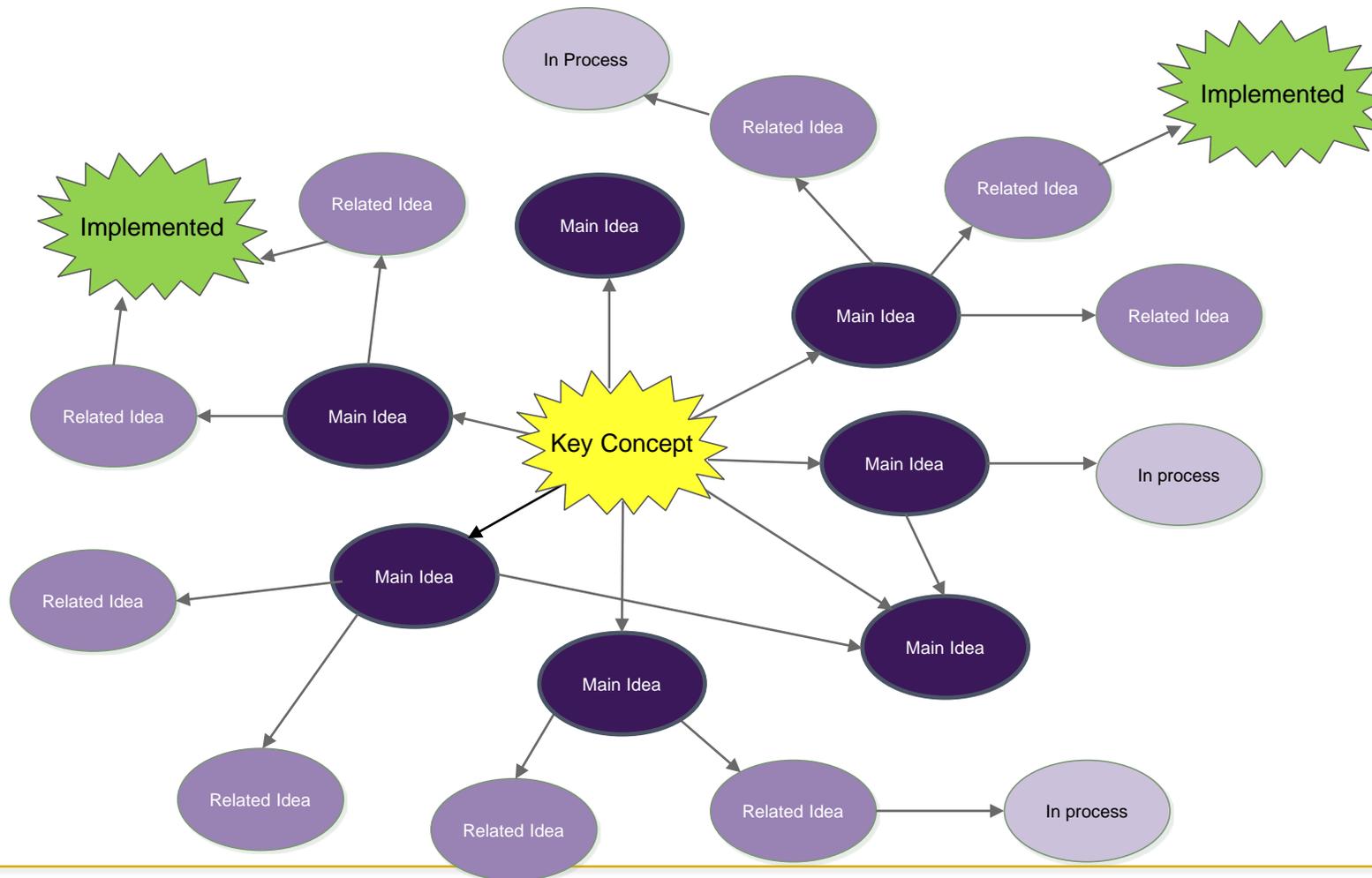
Those who say
it cannot be done
shouldn't interrupt
the people doing it

UW D2C Program Mission Statement

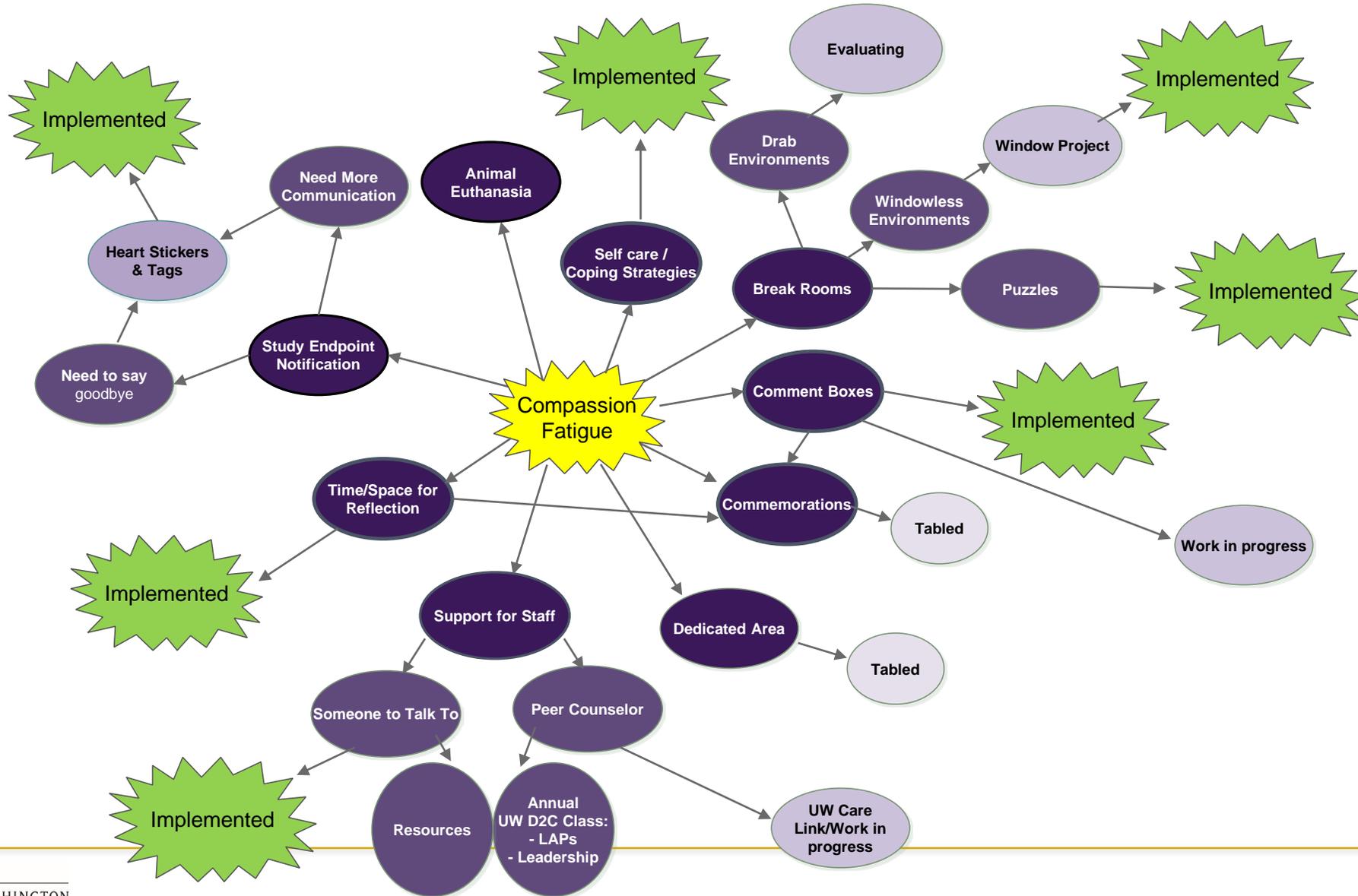
Assist all members of the research team to recognize compassion fatigue and raise awareness, provide tools, strategies and resources for managing human emotions in working with and caring for laboratory animals.



Example Concept Map



Compassion Fatigue at UW



Implementation: Initial Program Target Objectives

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



Study Endpoint Notification

WaNPRC CF Subcommittee formed 2017

Heart Stickers / Cage Tags

- *Decided not to pursue at WaNPRC*
- *(Heart stickers WIP at DCM Vivaria)*

E-mail Notification (NHP)

- Endpoint Distribution List
- E-mail Templates

Acknowledge high levels of humane care

Acknowledge the greater purpose the animal served





Hi everyone,

All animals in room ____ will reaching their endpoint soon.

Our animals are all part of a large study titled _____. We often refer to it as our ____ study.

This study's goal is to _____. As part of the study design, critical endpoint samples must be collected. The scientific knowledge gained in terminal tissue collections and analysis will further the understanding of targeting and eradicating viral reservoirs. In order to thoroughly investigate we will need to humanely euthanize the animals for terminal collections. The pathologist and research staff will carry out this important procedure.

We have worked with these 24 animals for a long time and they are certainly the most vocal, rowdiest group of monkeys we have encountered. Despite that, they have been a pleasure to work with. We have grown to love each of their individual personalities and will miss and remember them all. Endpoints will start ____ and end _____. If you would like specific endpoints for any animals please let me know.

Most everyone has had an important role in this large study. We want to thank all the people that have made this very important study successful. In particular we would like to thank the animal care staff for providing wonderful care for the animals. This is a very vocal group that loves food and treats and you can clearly tell from the animals' response that they prefer the husbandry technicians to anyone else. These animals were housed at Western and ARCF throughout their study and received excellent care. BMS did a great job ensuring the animal's behavioral needs are maintained. (They) setup the pairs which have remained stable throughout the study despite a few room changes. The clinical staff provided therapeutic support during the study and are continuing to do so in the most critical part of the study. Research support and surgery staff have also played a large role in this study. They've helped up performed ____ surgeries/tissue collections during the course of the study. All 24 animals have progressed through this intensive study and have had no major health issues. We thank the vet staff for keeping close watchful eye on them.

I would also like to make a special thanks to the Kiem lab research staff (particularly Erica and Kelvin) in conducting ethical and compassionate research for our non-human primate patients. This has been a long, difficult study and these animals are all still healthy and happy thanks to the dedication of the research staff making sure their needs are met.

If you would like please take some time to stop by the animal's cage prior to the dates listed above.

Best regards, _____ Lab



Pre-Endpoint (Research) Example

Dear colleagues,

For quite some time we have been working on the _____ study titled _____
This study investigates the interaction of _____ treatment to enhance vaccine responses against _____ infection. 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 _____ infection. 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)

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



Post-Endpoint (Clinical) Example

Hello all,

was humanely euthanized yesterday afternoon due to her clinical condition,

_____.

On behalf of the veterinary staff, I would like to thank the animal care staff, veterinary technicians, research support and BMS for your care and attention to this animal during her time at the center.

Thank you,

_____, Veterinarian

Information to Include at the bottom if desired:

You can find out more information about the D2C Compassion in Science program here: _____ including a dedicated phone line, as well as a list of personnel you can reach out to if you want to talk about the loss of a particular animal.

Support for Staff

- When individuals experience grief, anxiety, or bereavement associated with animal loss, it's important that we:
 - Acknowledge that these feelings exist
 - Provide support in the workplace
- Addressing this in a safe and supportive environment allows individuals to:
 - Feel validated
 - Strengthen coping mechanisms
 - Reinforce ability to sustain or form new bonds



Support for Staff ~ continued

- Create open atmosphere
 - Encourages staff to acknowledge feelings
 - Free from the **shame** or **embarrassment** of emotional reactions
- Institute a safe open-door policy
- Provide a pleasant work environment
- Supply a comfortable break area for resting and reflecting
- Offer educational opportunities that address humane animal care and use, animal welfare and ethics



Animal Use Training (Online)

UNIVERSITY OF WASHINGTON

Animal Use Training Program

- Home
- Contact Us
- Training Requirements
- Online Courses
- In Person Courses
- FAQs
- Forms
- Links
- Courses Material

University of Washington: Animal Use Laws and Regulations Training: Compassion Fatigue

Other Lessons:

What is Compassion Fatigue?

Compassion fatigue is a form of burnout that manifests as emotional, physical, psychological and/or spiritual exhaustion. It can result when we are repeatedly exposed to emotionally challenging and stressful situations that call for our empathy and compassion towards another person or animal.

Laboratory Animal Care Professionals are at high risk for compassion fatigue due to the fact that they work with and care for the animals, and their well-being, on a daily basis for weeks, months and sometimes years, and then ultimately having to euthanize them.

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University of Washington: Animal Use Laws and Regulations Training: Compassion Fatigue

Other Lessons:

Dare 2 Care

The UW's Compassion Fatigue Committee is rolling-out a new program, Dare 2 Care (D2C), to introduce the topic of Compassion Fatigue and identify symptoms and recognize, raise awareness and provide tools and strategies to help laboratory animal professionals cope and manage the emotional challenges of lab animal research. While compassion fatigue is a normal consequence of caring, we can learn ways to become more resilient and avoid becoming overwhelmed, shutdown or leaving the work/profession altogether. For more information, please visit the [UW Compassion Fatigue Program website](#).

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Occupational Health (OH) Screening

- Annual Health Assessment for husbandry staff / animal users administered by UW Employee Health
- One of the first institutions to implement CF assessment as part of OH screening for Laboratory Animal Professionals



University of Washington CAMPUS HEALTH SERVICES

UW Employee Health**ANIMAL CONTACT HEALTH QUESTIONNAIRE***Confidential*____ *Initial* *Periodic*

Name (Last, First, MI): Employee ID Number: Male Female
 Job Title: Box Number: Work Phone:
 Department: Supervisor/PI:
 Work location: How many years have you worked in this position:
 Email (required): Birthdate: Today's Date:

STATEMENT OF DECLINATION

IF YOU CHOOSE TO DECLINE THE MEDICAL SCREENING, SIGN BELOW AND DO NOT COMPLETE THE REST OF THE FORM.

I, _____ (*Type or print name*), decline to participate in the Occupational Health program for animal contact workers. I realize that declining could lead to unforeseen medical concerns. I also understand that I can change my mind about participating by contacting the Employee Health Center.

SIGNATURE: DATE:

**Send To: Employee Health Center, Box 354410, Office
206-685-1026 Fax 206-221-5110**

I. LABORATORY ANIMAL USE *Check all boxes that apply to your work situation.*

I am working with live animals.

I do husbandry (care of animals) and/or veterinary services.

I do not work with animals, but work in an animal area.

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.

Yes I have reproductive concerns that I would like to discuss with the Employee Health Provider

Yes I have answered the questions truthfully and to the best of my recollection.

VII. SIGNATURE: _____ **DATE:** _____

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

[Mark P. Labrecque, ... , Peter S. Nelson, Colm Morrissey](#)

Published July 30, 2019

Citation Information: *J Clin Invest.* 2019. <https://doi.org/10.1172/JCI128212>.

ACKNOWLEDGEMENTS

This work was supported by a Department of Defense Idea Development Award-Partnering-PI (W81XWH-17-1-0414;W81XWH-17-1-0415), W81XWH-15-1-0430, PC170431, the Pacific Northwest Prostate Cancer SPORE (P50CA97186), the Department of Defense Prostate Cancer Biorepository Network (W81XWH-14-2-0183), Department of Defense Prostate Cancer Clinical Trials Consortium W81XWH-15-2-0008, NCI R01 CA230617, NCI P01 CA163227, the Prostate Cancer Foundation, the AACR NextGen Transformative Cancer Research Grant, the Institute for Prostate Cancer Research, and the Richard M. LUCAS Foundation.

We would like to thank the patients who generously donated tissue that made this research possible. **We would also like to thank** Jennifer Conner, Michiyo Dalos, Daniel Sondheim and **the Comparative Medicine Animal Caregivers for assistance with the LuCaP PDX work.** Additionally, we would like to thank Paul Lange, Robert Vessella, Funda Vakar-Lopez, Martine Roudier, Xiaotun Zhang, Belinda Nghiem, Jennifer Noteboom and the rapid autopsy teams in the Urology and Pathology Departments at the University of Washington.

Annual Commemoration / Dedication Area

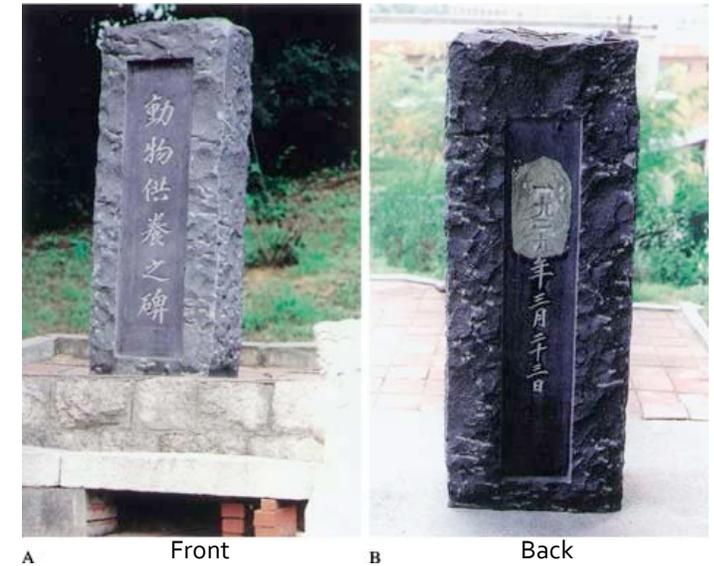


University of Rochester School of Medicine
Bronze casting, in place since the 1920's

In tribute
to research animals
whose contributions have
saved millions of human
and animal lives and
reduced suffering
worldwide.

From the animal technicians,
supervisors, managers,
veterinarians and research
scientists who care for
research animals.

Merck Research Laboratories



A Front B Back

Korean FDA, Seoul
Pagoda, site of annual ceremony

ILAR Journal V43(1) 2002, Iloff An Additional "R": Remembering the Animals

Annual Commemoration / Dedication Area



TO ACKNOWLEDGE AND REMEMBER ALL THE ANIMALS THAT HAVE BEEN USED IN OUR RESEARCH FACILITY, FOR THEY HAVE CONTRIBUTED TO A BETTER UNDERSTANDING OF SCIENCE AND ENABLED MEDICAL ADVANCEMENT.

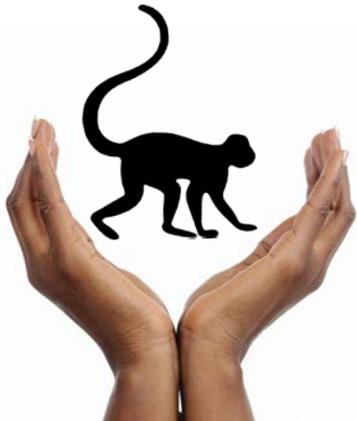
AND TO ACKNOWLEDGE ALL RESEARCH PERSONNEL WHO HUMANELY CARE AND USE ANIMALS; YOUR DEDICATION TO ANIMAL WELFARE AND TO SCIENCE IS ADMIRABLE.



Hospital for Special Surgery, Manhattan

Dedication Area (In Progress)

- Physical tribute
- Peaceful retreat where staff can go to reflect



Annual Commemoration (In Progress)

- The entire UW community can gather
- Acknowledge contributions to biomedical research and animal welfare



UW D2C Website



DARE 2 CARE (D2C)



One of the great challenges for laboratory animal professionals is acceptance and management of the demanding emotional effects from working with animals within the research field. The term that has been coined to describe this emotional toll is Compassion Fatigue (CF).

Compassion Fatigue is a manifestation of stress that presents as emotional, physical, and spiritual exhaustion associated with chronic exposure to stressful situations when working in the challenging environment of using animals in the research field. Laboratory animal professionals are at a high risk for CF due to the daily care they provide for research animals. Symptoms of CF range from depression, anxiety, cynicism and physical ailments to isolation, absenteeism, helplessness, substance abuse, and even suicide.

As Compassion Fatigue is a normal consequence of caring, this project of building the Dare 2 Care (D2C) Compassion in Science Program at the University of Washington has been designed to assist all members of the research team in understanding and coping with this common concern by managing the emotional challenges resulting from the care and use of laboratory animals.



DARE 2 CARE

UNIVERSITY of WASHINGTON
Compassion in Science

NEWS AND UPDATES

- J. Preston Van Hooser will be at the MWARR Annual IACUC Conference on April 8th at 4:15 pm presenting D2C updates. Come visit DARE 2 CARE at Booth #5 for fun giveaways and to purchase our new D2C 32 oz Halgene bottles where 100% of proceeds are given right back to D2C!
- D2C Boxes for The Box Project are currently being placed in vivaria and other locations- all are welcome to utilize these.



Impact! September 2019

5,804 visitors | 35 countries | 405 cities

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



Updates: Raising Awareness



Nalgene® Tritan™ 32oz Wide Mouth Bottle

Implementation: Additional Program Target Objectives

- Self Care Strategies
- Reflections
- Work Environments
- The “Box” Project
- Art of Compassion
- Sympathy Cards



Self Care Strategies



Rita & Zombie, Kayaking



Christina, volunteering
One Health in Malaysia



Holly, climbing Mt. Baker



Yuki, hiking to Camp Muir



Sara & Amber, at dog agility class



Non-negotiables of Self Care

Eat Well



Exercise and Fresh Air

Rest



Connect with others

Reflections

- Provide an opportunity for individuals to come together in one place to pay tribute to our research animals and each other.



**Martin K. (Casey) Childers,
DO, PhD**

Professor
Rehabilitation Medicine
University of Washington



Paul Frase

NFL Veteran
Co-Founder, Joshua Frase
Foundation

- Guest speakers share their research and acknowledge the contributions provided by Laboratory Animal Professionals
- Open to all animal caregivers, research faculty and staff



“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 MWABR, as our invited guest speaker. All are welcome!



light refreshments will be provided

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



DATE:

Tuesday,
October 22, 2019

TIME:

1:30 - 3:00 PM

LOCATION:

Turner Conference
Room
HSB E-202

CONTACT:

(206) 616-2386

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.

— Parnes, 1996



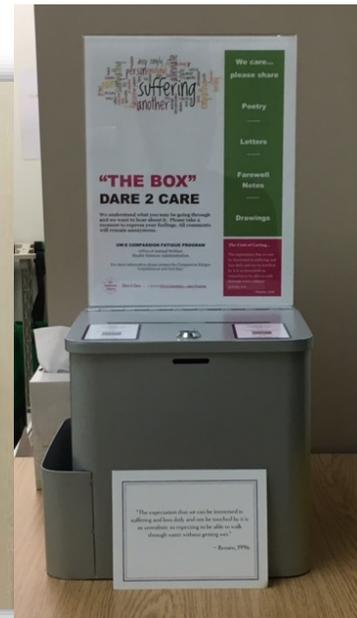
“The Box Project”

An innovative way to encourage staff to express themselves anonymously

Work Environment / Break Areas

Improving break rooms was frequently requested during our Needs Assessments

“Before” and “After” video of animal caregiver breakroom with completed renovations @ <https://sites.uw.edu/d2c> under **Special Projects** page



The Art of Compassion



"He is always happy and always rolls onto his side to have his belly rubbed... He always cheers me up if I'm having a bad day."

The Art of Compassion

"When I first got the study, Bert was the only one that truly stood out. He was the only monkey who would interact with anyone in the room by touching our gloves and taking prima treats out of our hands. He was the sweetest monkey in the cage, but as soon as he was pulled out he made sure everyone knew he was the boss. So naturally, we would all cling to him because he showed his personality right away. Isaac, on the other hand, was extremely submissive and timid to any human interaction. At the transfer, Isaac was placed with an aggressive, dominant mate who took advantage of him. They were eventually separated from each other with hopes of Isaac finding a friendlier mate at the random. As the study went from source to target, Bert and Isaac were paired together. Luckily, Bert took Isaac by the hand and showed him that human interaction isn't so bad. Isaac slowly progressed and began to touch gloves, gowns, and take treats. Of course, Bert advanced quickly from gloves and treats to gowns, face shields, and getting very excited to see any human. He has a tendency to grab the bottom of the cage with all fours and shake like a mad man when he is not getting any attention. Isaac would get on all fours and tilt his head down and just stare at you with his big eyes surrounded by his very large eyebrow. From their first day together, the two became best buds and would be lost without each other. Its unfortunate that my study is coming to an end, but Bert and Isaac will stay near and dear to our hearts."



Takeaways...

- Beyond knowledge and skill, empathetic and caring personnel ensure that animals are treated humanely and with respect.
- Emotionally supported individuals who are caring and respectful toward animals are best suited to promote and provide an enriching experience for animals.
- Allowing appropriate outlets for expression can reinforce the integrity of the human-animal bond.
- Compassionate animal care is a foundation of good science.



More to come at...

AALAS NM Oct 13-17th Denver, CO

One Health Approach for the Animal Caregiver: Occupational Health, Human-Animal Bond, and Compassion Fatigue

Wednesday, October 16th, 2019

2:45-5:00pm

ILAR Roundtable Oct 28-29th NIH Bethesda Campus, MD

Human-Animal Interactions in the Research Environment: A Workshop

<http://nas-sites.org/ilar-roundtable/roundtable-activities/human-animal-interactions-in-the-research-environment-a-workshop/>

Acknowledgments



University of Washington D2C Compassion Fatigue Committee

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Cindy Pekow, Andy Foster

The Jackson Laboratory

R&R Research



**Thank you for what you do.....
you truly make a difference!**

It is better to have a Compassion Fatigue Program and not need it –

.....than to need a Compassion Fatigue Program and not have it.

~ Anthony Gray, 2017

