Welcome Back from the Readiness Training Team
We hope you had a great summer and offer our welcome back to campus and a few reminders.

1. You will want to look at your emergency notification fanout (call tree) and make sure it’s up to date, then test it with a text, a call, or whatever method your department is using.

2. You should review your emergency plan and update that as well as setting up a tabletop discussion or drill to make sure your colleagues all know how and where to evacuate and what to look for as they do.

3. With your planning team, set up some ‘Two Minute Reviews’ of your plan and possible issues you all may face. Talk through what should be done, by whom, by when, and how you will account for each other as you handle any event. Then – share for two minutes at every staff meeting so everyone in your department/unit is ‘up to date’ on the plan and has a chance to ask questions.

If you will follow these three quick (for the most part) and easy steps, you and your department should be off to a great, SAFE start to fall semester at one of the greatest universities in the country! Thanks for your interest and investment in a culture of safety, awareness, and preparedness for ‘those things that happen’!  

Bob and The Team

Reminder from Diane at Talent Development
You may have seen the announcement from HR in early August about returning to work and remote work. We’re sharing that notice and keeping up with what you need at Talent Development too and helping share information for your support!

There is a link on the Talent Development website to the new HR Telework Training that our Instructional Designer Babette
Kraft just set up. Q & A sessions took place in August and there is an FAQ section if you need more information on HR’s Reuniting Campus page.

Here is the site: [https://hr.colostate.edu/flexible-work-arrangements/](https://hr.colostate.edu/flexible-work-arrangements/)

As President McConnell and our HR colleagues remind us, please be safe!

*You’ll find lots of great suggestions about telework in the links and information provided. Thank you to our colleagues in HR. Enjoy!* Bob

____________

The Human Dimension: Identifying and Treating Disaster-Related Stress

by KAY C. GOSS Wed, December 10, 2008

Among the numerous and best-known indications of stress are difficulties in communicating, sleeping, maintaining regular activities and/or work routines, a lack of concentration, the use of drugs and/or alcohol, the fear of leaving home, the presence of crowds, and the onslaught of such physical and emotional symptoms as mood swings, crying, stomach pains, guilt feelings, headaches, depression and confusion, colds, and even the loss of hearing. The willingness to accept help from others is a healthy sign and should be emphasized over and over. Planning to deal with these and other symptoms is important both for the individual and for the community, state, and nation to which he or she belongs.

Following are some, but by no means all, of the more significant steps that both FEMA and SAMHSA – the Substance Abuse and Mental Health Services Administration – recommend to help both individuals and groups cope with the stress caused by sudden disasters:

- Talking to someone else about the deep feelings of anger or sorrow usually experienced;
- Seeking help from professional counselors experienced in post-disaster treatment;
- Resisting the temptation to hold themselves personally responsible for the emergency or disaster;
- Promoting physical and emotional healing by healthy eating, resting, and exercising;
- Maintaining as normal a routine as possible;
- Spending as much time as possible with family and friends, having fun;
- Joining and participating in support groups; and
- Spending additional time working to prepare for future disasters (taking such positive action is often therapeutic).
Interestingly, specially trained dogs are now frequently being used to provide emotional therapy for rescuers as well as for victims and survivors. There is a robust organization and effort in the Commonwealth of Virginia, for example, as well as in many other states and commonwealths throughout the nation. Since 1980, when Therapy Dogs International was founded, the use of dogs to help humans cope with stressful situations has broadened significantly, and now provides therapy for disaster rescuers, victims, and survivors.

In short, the handling of disaster-related stress requires long-term planning, an ongoing training program, robust collaboration, joint exercises, and trusting partnerships at all levels of the emergency-management community, including offices and agencies in the public, private, and nonprofit sectors.

Kay C. Goss, CEM, possesses more than 30 years of experience – as a federal and state administrator and in the private sector – in the fields of emergency management, homeland security, and both public finance and intergovernmental operations. A former associate FEMA director in charge of national preparedness training and exercises, she is a noted lecturer as well as the author of several books and numerous articles and reports in the fields of homeland defense and emergency management.


---

**Give Your Financial Privacy an Added Boost**

**LIFESTYLE AND TECHNOLOGY**

Your trusted financial institutions should have solid privacy protocols in place. But you can take steps to protect sensitive information on your end, too.

Many of our day-to-day activities leave a trail of data behind – every phone call, credit card swipe and website click adds a speck of new information to our digital presence. And service providers want as much of that data as they can get. They collect and monetize information about your habits, browsing history, purchases and more.

You’re probably familiar with some of the ways this data is used. Shopped for a particular clothing piece? Suddenly, your ads are full of similar styles. Left an item in your virtual cart? The retailer follows up with an email, perhaps with a small discount to entice you further.

These conveniences may seem harmless. But the fact that your trove of personal data can be shared with others – typically without your knowledge or consent – is reason to be wary, especially when more sensitive information is involved.

**Security and privacy**
Data security and data privacy are often used interchangeably, but there are distinct differences.

Data security relates to tools used to protect your data from external attackers and other bad actors. “We typically think of security as being that front-line perimeter for us,” says Raymond James financial advising company’s Chief Privacy Officer Rob Patchett. “Data privacy is more concerned with lawful collection and use of one’s personal information.”

Any company that you’re trusting with your information – especially personally identifiable information, or PII – should have robust policies and infrastructure around both privacy and security.

Examples of PII include:

- Your name
- Date of birth
- Home address
- Personal email address
- Social Security or Medicare number
- Identification cards such as a driver’s license or passport
- Financial, credit and debit account numbers
- Medical information and health records

Tips for protecting your financial privacy

The companies entrusted with your data should have strong privacy protocols in place, but there are small steps you can take on your end, too. “Individually, we have a responsibility to be mindful of how we’re sharing our information and are protecting it – not leaving it open for easy access,” says Patchett.

Here’s some guidance to get you started:

**Review your financial statements.** As soon as they arrive, look through your bank, brokerage, and credit card statements to confirm that the listed transactions were legitimate.

Tip: Requesting paperless delivery wherever possible can help provide easy, timely access to important documents.

**Update your contact information.** Be sure your financial institutions always have the most up-to-date mailing and email addresses to reach you.

**Secure confidential documents.** Keep all your financial documents in a secure place to further deter ransomware, theft, viruses, or technology failures. Your financial advisor may have access to tools for securely storing digital files.

**Don’t respond to requests for personal information.** Criminals often “phish” for PII by impersonating legitimate organizations through email, text message or advertisement. If you receive a request like
this – particularly via an unencrypted email – call your financial advisor or the bank, credit card company, etc. directly to confirm you’re speaking with the real deal. “Do not open those emails. Delete those emails immediately,” Patchett emphasizes.

Tip: If you use Gmail, the small downward-facing arrow beside the “to” field will reveal whether an email was received through an encryption method.

**Check for secured websites.** When you access your financial accounts online, check that the log-in page is a secured site. There should be a security protocol in the browser address – “https” rather than “http”, explains Patchett. Secured sites’ URLs will also display a key or closed padlock that, when clicked, confirms the identity of the site.

**Enable multi-factor authentication (MFA).** Many institutions require this safety measure already. But if given the choice, always turn on MFA – meaning you’ll provide an additional verification method such as a text, email, or fingerprint when logging in. Patchett adds, “Really make sure you’ve got a strong password in place, and don’t use the same password with your other accounts.”

**Ask the question.** If you’d like to know more about a financial company’s data privacy policies, ask – your financial advisor can provide more information, and many organizations often outline their account protection standards on their website. It’s one small step you can take to stay informed about the use of your personal data.

*Shared by David R. White on LinkedIn. Here’s the link:*

https://www.raymondjames.com/hendersonhuttergroup/resources/2021/06/17/give-your-financial-privacy-an-added-boost

---

**A Reminder From VPSA Blanche Hughes and Provost Mary Pedersen**

**Mental Health and Well-Being Support**

As we navigate yet another transition, it is more important than ever that mental health and well-being are top priorities. We all play a role in building a culture of care and support, and it starts by taking care of our own well-being needs and looking out for each other. There are many ways you can incorporate well-being into your interactions with students and each other:

- **Take care of your own well-being:** CSU offers multiple resources to support employee well-being, including the Employee Assistance Program, CARE Program, Commitment to Campus, Center for Mindfulness, SilverCloud Health online tools and well-being trainings offered by CSU Talent Development.

- **Recommend mental health messaging in your syllabus:** TILT provides a syllabus template that includes a helpful message for students about mental health help-seeking.

- **Connect students to support:** Your referrals make a difference. If you know a student who could benefit from support, please connect them with CSU Health Network resources.
• **Integrate well-being into your curriculum**: Consider easy ways you can infuse well-being practices into your teaching and work with students. Check out the pilot version of CSU’s [Well-Being in Academic Environments Toolkit](#).

• **Share well-being messaging during class**: Use [these PowerPoint slides](#) with students during class to help raise awareness about available support resources.

• **Tell Someone**: This university resource is available for students and employees to report concerns about safety and mental health – yours or someone else’s – by calling (970) 491-1350 or using the [online referral form](#). If you believe someone is at risk of immediate harm, call 911.

**Diversity, Inclusion and Belonging Module Launching for All Students**

Beginning August 16, incoming students will be invited to complete the new Diversity, Inclusion and Belonging online training module as part of the We Are CSU program at Ram Welcome. Returning students will be invited to take the module starting August 30. The module takes about 40 minutes and guides students through short videos, what-would-you-do scenarios, and reflections. Through this optional training experience, students will:

- Explore their own identities,
- Learn about key concepts related to inclusion, belonging, bias, power, privilege, and oppression,
- Understand the benefits of being part of a diverse community, and
- Develop skills related to allyship, bystander intervention, self, and community care, and creating inclusive spaces.

We encourage faculty and staff to consider integrating the module into coursework and engaging student groups you advise with follow-up discussions to deepen student learning of content in intentional spaces. Training sessions are available for registration now and a toolkit will be available soon to assist faculty and staff with leading discussions about the module. For more information about this initiative visit [https://racebiasandequityinitiative.colostate.edu/diversitymodule/](https://racebiasandequityinitiative.colostate.edu/diversitymodule/) or email diversitymodule@colostate.edu.

We hope the end of summer brings you an opportunity to rest, recharge, and prepare for this fall. We deeply appreciate your efforts to welcome and support students this fall!

Sincerely,

Blanche Hughes
Vice President for Student Affairs

Mary Pedersen
Provost and Executive Vice President
If You Have Children in School...  

Ready Tips  School Year in a New Normal

As kids will be heading back to school soon. Some haven’t set foot in a classroom for more than a year; others spent part of the year learning virtually and part in-person; and some students spent the majority of the school year in the classroom.

With many places getting back to “normal,” most learning may take place in person as schools open their doors once again. However, in-person learning could still look different than it did pre-pandemic. Some schools may still require masks and social distancing and have other new safety measures in place. No matter what your school’s protocols, follow these tips for a healthier and safer school year:

• Remind your child about the importance of handwashing to help avoid getting sick, not just from COVID-19, but the common cold as well. Singing the “Happy Birthday” song twice is still a good practice!

• Pack a small bottle of hand sanitizer in your child’s backpack if the school allows it.

• Know the emergency plan for your child’s school and/or childcare facility and practice it with your child.

• Review your family’s emergency plan together, and keep the information in a safe place like a backpack, wallet, or taped in a notebook, that way your child will know where to meet and whom to contact in case an emergency happens during the school day.

For more information on Children and Youth preparedness, please visit https://www.ready.gov/kids.

This article from FEMA Daily Digest

From Safe Kids Coalition

Our Safe Kids Coalition in Larimer County, led by UCHealth, is made up of members from several agencies including law enforcement, fire services, school districts, libraries, and the local hospital systems. In gearing up for the new school year they are coordinating events and trainings for kids and parents throughout our area! The coalition mission is to prevent accidental injuries to children 0-19 years of age.

They provide education, resources, equipment, and coordination for the safety of our children and for parents and grandparents who are raising kids in our communities and in unincorporated areas of the county. Classes and information are provided on topics from
bicycle helmets, to driver safety and car seat safety and training, and water safety, to helping children with traumatic brain injuries, to family and home safety and baby sitter awareness. Clearly, this is a great resource for raising safety awareness in your families!

A recent review of trauma statistics revealed that...

The local Safe Kids team and resources can be reached at: www.sklarimer.org/

So please, make sure your children know about safety and the equipment they need. And, if you see a child entering a dangerous situation, please take action to keep them safe and make sure a parent or guardian knows as soon as possible! Thanks everyone!

Here’s the website for more information: https://www.safekids.org/coalition/safe-kids-larimer-county

--

JUST IN TIME!

The pandemic broke Just In Time (JIT).

I’ve seen many examples of this in the last year, starting off with the toilet paper shortage. Remember that?

It was ridiculous! It’s not like people started using a lot more TP. It’s just that it was in the wrong place, in the wrong format. When people noticed, they started hoarding … but that just made it worse.

The real problem is that we all became accustomed to having supplies readily available. Without having to stock extra.

When I was a kid, all orders seemed to take a standard “6-8 week” if it wasn’t in stock in the store. Now, Amazon has trained us to expect anything in 2 days, maybe 1.

I’m lucky that my own services are delivered in real time, with just a Zoom call. Anywhere in the world.

But, in 2021, we really don’t have the JIT that we’d love for physical goods. A tanker gets trapped in the Suez Canal and it stops billions of dollars of shipments. A storm develops in the Gulf of Mexico and brings deliveries to a halt. Or a heat wave in Canada. Or they run out of containers because too many are in transit across the Pacific.

We’re all too reliant on fragile supply chains – both personally and for our businesses. So, it’s time to rethink JIT.
Which means identifying which items really are critical to your business (or life) and arranging for a sensible amount of stockpiling – or alternate suppliers. Because it really shouldn't be such a surprise to us.

Article by Carl Dierschow used with permission. He’s at: www.smallfish.us

Last and Certainly Not Least, from American Red Cross

**FAST Now Available!**

It's here! We are thrilled to announce the release of **First Aid for Severe Trauma™ (FAST™)**, which equips participants with skills to handle life-threatening bleeding emergencies. FAST, which is compliant with STOP THE BLEED®, was developed with collaboration from the Red Cross, National Center for Disaster Medicine and Public Health at the Uniformed Services University, and the Department of Homeland Security Science and Technology Directorate (DHS S&T).

Thanks to a DHS S&T grant, the FAST course and digital materials are available at no charge for high school students under the age of 19.

We can never know when we may be ‘that person in the right place’ or the first responder to someone’s emergency. This would be a most useful skill for work, plan and home. Hope you can find the time, Bob
Ready Colorado State Newsletter is published six times each year – January, March, May, July, September, and November and distributed to subscribers. It includes information from Building Proctors, university staff and faculty, from businesses and professional groups and publications, government sources, and from other campuses throughout Colorado and Wyoming. These articles are put together by your Ready CSU Training Team, a university wide coalition of peers concerned about preparedness, safety, and YOU.

Check with your proctor to see what’s up in readiness here at CSU! Better yet, tell coworkers they can also subscribe to the newsletter at:

https://lists.colostate.edu/cgi-bin/mailman/listinfo/ready_csu_newsletter

This publication is intended to serve YOU, the folks who serve our students: if you have information that may be included here for the benefit of your colleagues, please send it to Bob Chaffee at Talent Development at this email address:

bchaffee@colostate.edu