



DISTRICTS MUTUAL INSURANCE
& RISK MANAGEMENT SERVICES

| Collaborators in Risk Management |



2021-2022 Innovation in Progress Report

BETTER TOGETHER

CONTENT

WELCOME FROM THE BOARD.....	1
PROGRAM STRUCTURE.....	2
A BIENNIAL REVIEW.....	4
WISCONSIN TECHNICAL COLLEGES	6
THE VALUE OF DMI	7
DMI'S 2022 RISK MITIGATION FORUM	8
BETTER TOGETHER	9
CAMPUS SECURITY	10
A NEW VIEW OF CAMPUS PUBLIC SAFETY.....	12
INVESTMENT MANAGEMENT YIELDS ADDITIONAL MEMBER BENEFITS.....	14
THE LEGAL BRIEF	15
ACCOMPLISHMENTS.....	16
CREATING A POSITIVE SAFTEY CULTURE.....	18
THE J. TIMOTHY GREENE RISK IMPACT AWARD	20
RISK MANAGEMENT PROJECT AWARDS.....	21



WELCOME

From the Board

It is a privilege to serve as the Board Chair of Districts Mutual Insurance and Risk Management Services. DMI is a truly unique company focused on finding solutions to mitigate risks and the related financial impact to the sixteen Wisconsin Technical Colleges that formed DMI in 2004. For nearly two decades it has been one of the premier collaborative efforts of the WTCS. I want to thank all of you for your ongoing support, and thank Steven and the DMI staff, past and present, for their continued efforts to provide high-quality products and services.

Since its inception, DMI has saved the colleges nearly \$21 million in premium when compared to the commercial marketplace. DMI invests dollars into the colleges through prevention and risk mitigation efforts. DMI is a financially stable organization with strong strategic partner relationships. As a Board, we are thrilled to continue investing in value-added services to our colleges. Since inception, we've estimated an investment of more than \$8 million in services to the colleges. A few examples include College Foundation donations, Risk Management Project Awards (RMPA), legal services, driver record checks, and crisis call center support.

In early 2021, DMI funded \$1.2 million in support for the Colleges to provide premium relief and funding for the RMPA. The majority of this funding was provided to support the Risk Management Project Awards, specifically to harden our colleges against the ever-growing cyber security threat. For 2022, the Board approved another \$500,000 in Risk Management Project Award funding and additional premium relief related to the cyber renewal; reducing the impact from a 60% increase to 20%. As members of a mutual insurance company, the Colleges receive these valuable services in addition to our core insurance products.

As we celebrate the start of our 19th year of service, I'm humbled to be a member of the Board of Directors. I look forward to seeing what future innovations will come to pass and, again, on behalf of the Board of Directors and staff want to thank you for your continued collaboration.

- John Will, Northwood Technical College, Chair of the DMI Board of Directors



John Will



David Brown



Valarie Wunderlic



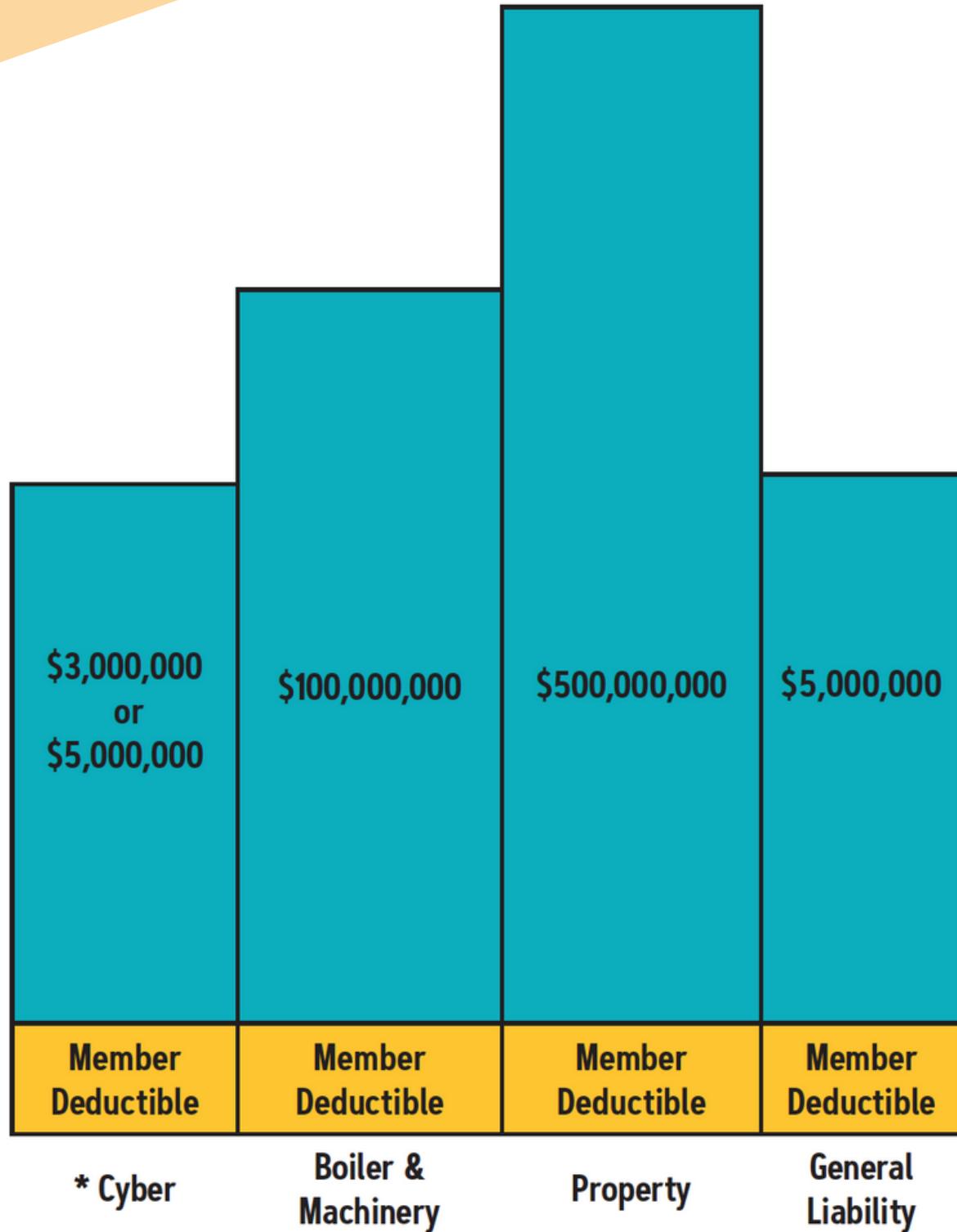
Susan Debe



Carrie Kasubaski

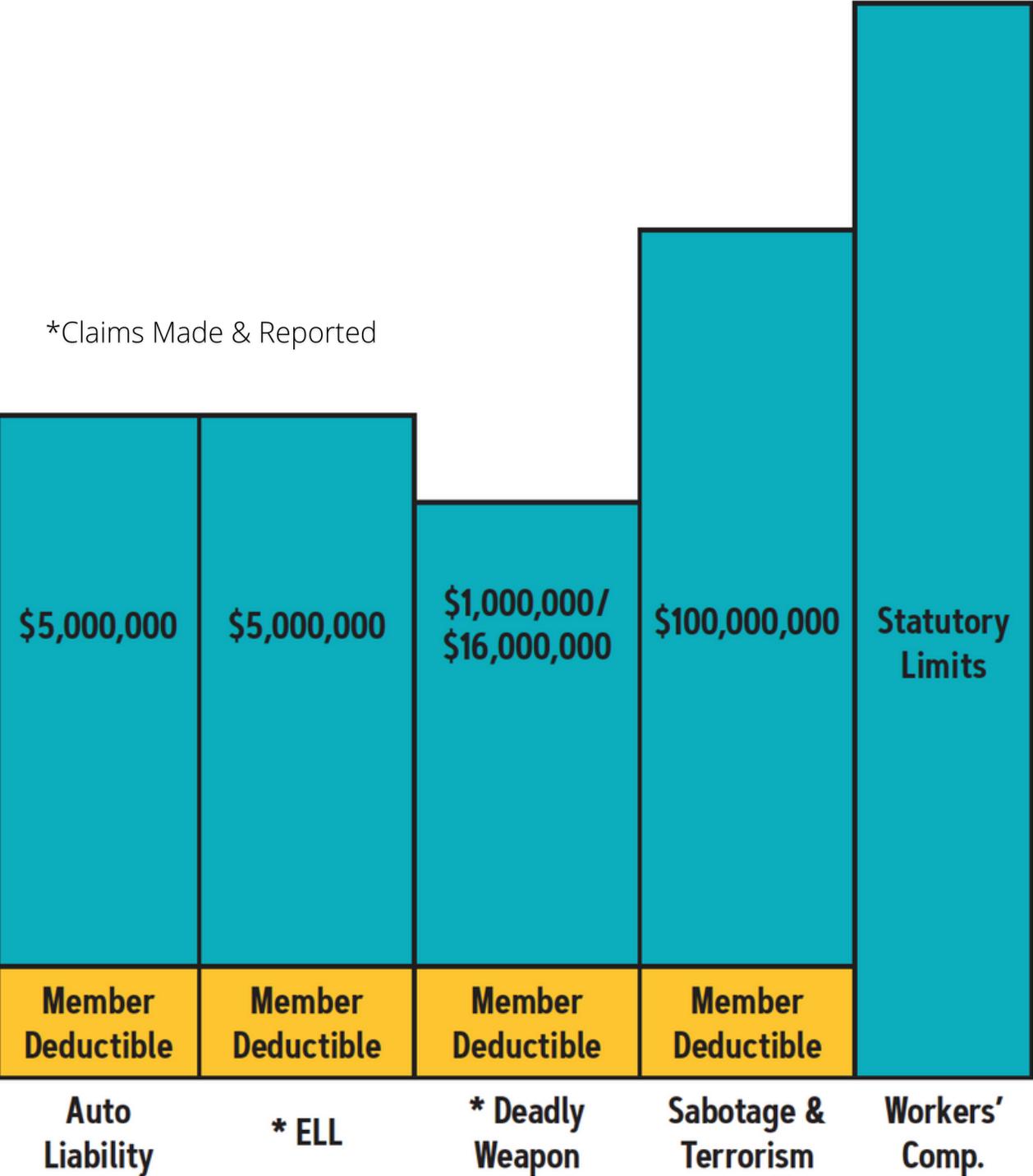
2022-2023

DMI PROGRAM STRUCTURE



The bar chart below shows the insurance policies issued by Districts Mutual Insurance.

*Claims Made & Reported



A BIENNIAL REVIEW

By Steven Stoeger-Moore

Welcome to the DMI Innovation in Progress Report. Our biennial publication highlights the efforts of DMI serving as the “Collaborator in Risk Management” with our sixteen (16) Wisconsin Technical College partners. “Better Together” is the theme of this edition of the Innovation in Progress Report. By working together with our sixteen (16) member Colleges, DMI has assisted with the risk issues associated with a COVID-19 pandemic. Like the rest of the higher education community, the Technical Colleges needed to “pivot” to deliver quality instruction and protect the wellbeing of the college community. DMI was pleased to partner with college representatives by offering several templates, best practices, and virtual assessments. DMI established routine virtual meetings with college special interest groups that continue to meet on a monthly basis. The goal of these meetings is to share common themes under the “Rule of 16”. For an extended time period, DMI and the Colleges cooperatively focused our energy and expertise working with the various restrictions caused by Covid-19.

Another acute continuing challenge has been the state of the commercial insurance marketplace. Due to a variety of reasons including selective and restrictive underwriting; frequency and severity of loss; limited carrier/market options; poor investment returns and social engineering the market conditions “hardened” appreciatively. DMI rate increases were held to levels below our higher education peer group. Recognizing the budget challenges facing the Colleges, DMI provided a Premium Reduction Initiative fund to help offset increases.

DMI provides consultant services at “no cost” to the Colleges. DMI’s consultants are recognized subject matter experts who have taken a leadership role in assisting the Colleges with developing creative and innovative risk mitigation strategies. We are thought leaders in the areas of Environmental Health & Safety, Campus Security, Business Continuity and Crisis Response, and Risk Management. Our consulting team has extensive “real world” experience and expertise in our respective fields. As your consultants we plan to regularly visit the Colleges to work with and support your staff on local initiatives. We offer our expertise as a “go to” resource for the College.



Districts Mutual Insurance (DMI) was established in July 2004 to meet the insurance needs and risk and loss control service requirements of Wisconsin’s Technical Colleges. Steven Stoeger-Moore has served as the President and Chief Executive Officer of the company since inception. As such, he is responsible for all day-to-day activities of DMI along with serving as the risk resource contact for all college members.

Mr. Stoeger-Moore has devoted thirty-five years to working in higher education: in a large public university setting; private college; and the Wisconsin Technical College System. With a background in campus facilities and operations, student affairs, and finance – he assumed the risk management responsibilities at a large urban two-year college and began a protected self-insurance program. Concurrently, the Wisconsin Technical Colleges engaged Mr. Stoeger-Moore to advise on the options available from the alternative insurance marketplace that could be applicable to the Wisconsin Technical Colleges. His services were utilized to guide the Technical Colleges throughout the process of creating DMI. He is the architect of DMI’s Property/Casualty insurance program and the numerous Risk Management services available to DMI member colleges. He has served on several URMIA committees and currently is a member of the URMIA Executive Committee.

He enjoys spending his free-time with family, playing golf, and working on home improvement projects.

DMI continues to bring measurable value to our Technical College members both in cost savings and services. Regarding costs, over the past 18 years, DMI has saved the Colleges over \$21 million in premium when compared to the greater commercial marketplace. Additionally, to date, DMI has provided over \$8 million in risk management services at no cost to the Colleges.

Some examples of the services include the DMI Risk Management Project Award funding (in excess of \$4 million) to provide the Technical Colleges support for their local risk management initiatives; the J. Timothy Greene Risk Impact Award acknowledges the boots on the ground effort of individuals making outstanding contributions in the area of risk management for their respective college; by creating the COVID-19 Response and Recovery Fund (\$800,000) that directly supported the College's efforts for responding to the unforeseen COVID-19 health crisis; providing no cost training in hot topics for risk management; providing resources through stipends to attend URMIA's Annual Conference and the Community College Risk Management Consortia, and in donating \$738,000 to the Wisconsin's Technical College Foundations.

As the service component of DMI continue to expand, addressing the dynamic environment of technical education, DMI changed our official name to Districts Mutual Insurance and Risk Management Services. To further demonstrate this differentiation, DMI identified our core values represented by the acronym DMI CARES and defined it as :

C – Collaboration – partnering with member Colleges to manage risk.

A – Advocacy – assuming the role of “champion” of the Wisconsin Technical Colleges by working on behalf and in support of these institutions.

R – Resources – providing services, training, and funding for college risk mitigation initiatives.

E – Expertise – providing “cutting edge” knowledge and experience to the Colleges.

S – Solutions – assisting the Colleges with problem-solving.

DMI has demonstrated our “our forward thinking” introducing expanded services, a refreshed comprehensive website, and industry leading coverages.

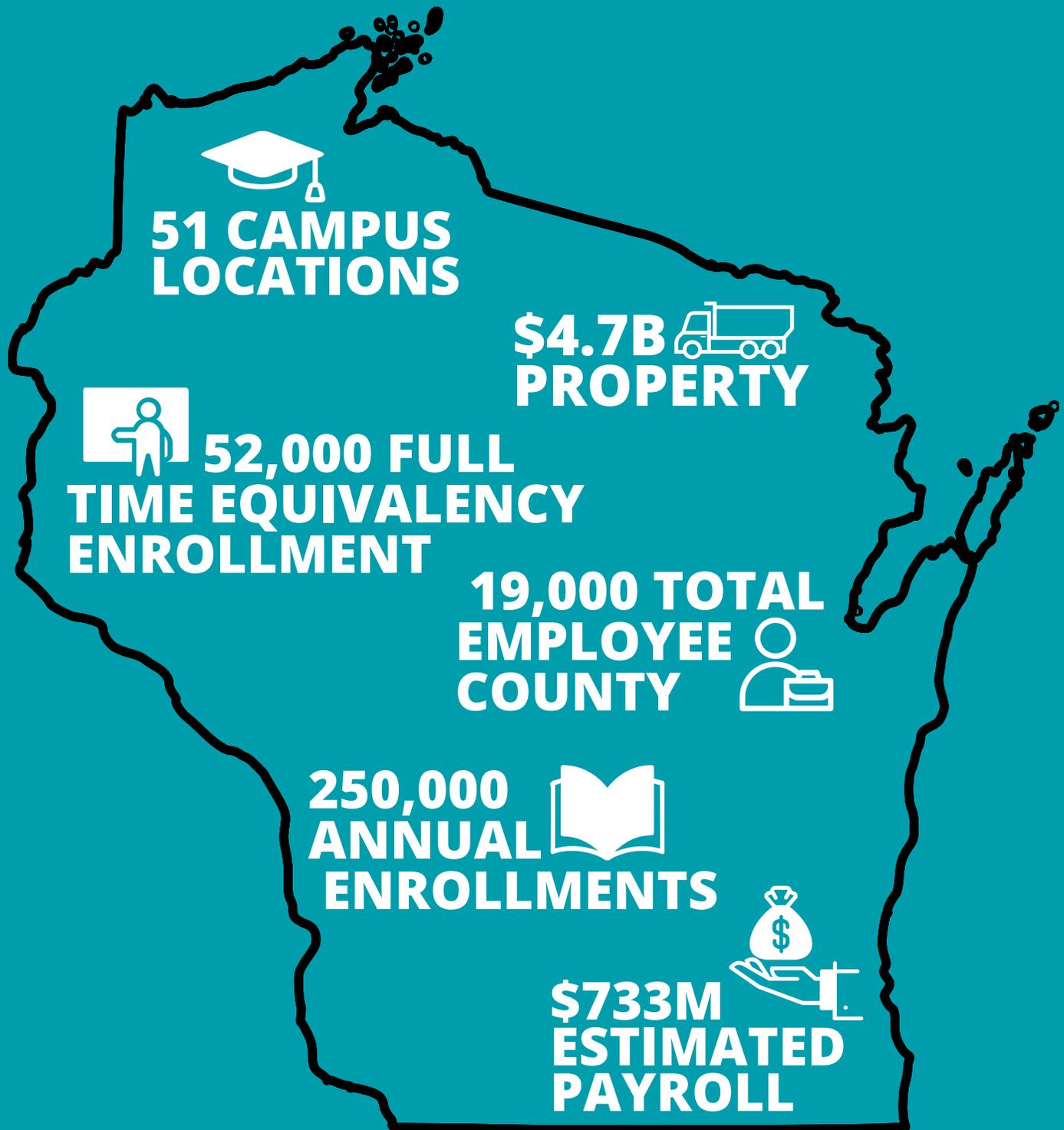
Going forward, DMI has set several strategic objectives:

1. Continue to be the Risk Management thought leader for the Wisconsin Technical Colleges.
2. Provide a variety of risk mitigation educational/consultative and guidance opportunities.
3. Create incentive opportunities encouraging the Colleges to recognize risk management efforts and develop innovative risk mitigation projects.
4. Continue to be a responsible fiscal advocate for the 16 Technical Colleges.

July 1, 2022 marked the beginning of our 19th year of operation. As DMI moves forward, our focus is to continue our mission to service as the member Colleges' “Collaborator in Risk Management”. DMI continues to set the bar high. DMI will achieve this goal by providing industry leading superior insurance coverage, enhanced specialty coverage, growing risk management resources, addressing loss control, continuity of operations and campus security in a proactive manner, aggressively managing claims expense, and maintaining price stability. At DMI, we look forward to even more opportunities to serve as a “Collaborator in Risk Management”.

WISCONSIN TECHNICAL COLLEGES

Over 500 industry – driven programs in essential sectors such as health care, protective services, skilled trades, transportation/logistics, information technology, agriculture, manufacturing, business and much more.



THE VALUE OF DMI

7 DISTINCT AND
COMPREHENSIVE LINES
OF COVERAGE PROVIDED
TO THE COLLEGES

SAVES COLLEGES OVER

\$21M

IN PREMIUMS.* (*COMPARED TO THE
GREATER COMMERCIAL
MARKETPLACE)

SUPPORTS LOCAL COLLEGE
RISK MANAGEMENT
INITIATIVES IN EXCESS OF

\$4M

PROVIDES COLLEGES

\$8M

IN NO-COST RISK
MANAGEMENT SERVICES.

DONATES

\$738,000

TO WISCONSIN'S TECHNICAL COLLEGE FOUNDATIONS.



DMI'S 2022 RISK MITIGATION FORUM

The Risk Mitigation Forum is a marquee biennial event sponsored by Districts Mutual Insurance and Risk Management Services. The Forum brings subject matter experts together to share their knowledge with our Wisconsin Technical College members. Topical presentations include the latest information and hot topics in higher education, risk management, and insurance. Risk mitigation best practices for Environmental Health & Safety, Campus Security, and Risk Management are included on the program agenda. The multi-day Risk Mitigation Forum is a wonderful opportunity for information sharing and relationship building.



BETTER TOGETHER

Steven Stoeger-Moore

Although it may sound like a cliché, being “Better Together” has relevance for DMI and our member Colleges. When the Colleges and DMI collaborate, there is great synergy. Through the process, using a collaborative and synergistic approach, the problem-solving ability is multiplied.

For example, recognizing the importance of good cyber health and data protection, DMI provided \$800,000 in Risk Management Project Award (RMPA) funding. The Colleges have utilized the funding opportunity to address local initiatives to help mitigate cyber liability exposures. All 16 Colleges received funding for their respective RMPA project.

With the shift in the changing cyber marketplace, DMI recognized the underwriting process would be highly selective. With the RMPA funding, along with the Colleges’ extensive IT efforts, a much-improved risk profile for cyber exposure was achieved. This process translated into an estimated network security/cyber liability premium reduction of approximately 40%.

The above is a great example of how DMI and the Colleges are “Better Together”.

Meet our Consultant Team:

The strength and effectiveness of planning, training and support for risk mitigation by Districts Mutual Insurance & Risk Management Services is found in its consultants. In 2009, DMI proactively began providing risk management services to the Colleges by employing a professional Risk and Loss Control Consultant, J. Timothy Greene. In 2015, DMI employed a second industry leading expert, Joe DesPlaines, to provide Business Continuity and Crisis Management consultant, followed in 2017, with the engagement of Tim McNulty as DMI’s first Campus Security Consultant. In 2019 a change in the team arrived with the retirement of J. Timothy Greene. Following an extensive recruitment and screening process, DMI employed Willie Henning as its new Environmental Health and Safety Consultant.

Further change came in 2021 with Tim McNulty announcing his intention to retire in July 2022. Again, DMI conducted an extensive recruitment process, and hired Brooke Bahr as the new Campus Security Consultant.

The DMI Consultants are all subject matter experts with extensive “real world” experience and expertise in their respective fields. Let’s meet them now...

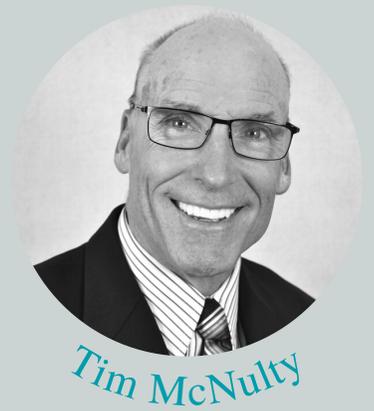
CAMPUS SECURITY

Tim McNulty, Campus Security Consultant

Despite the hiccups endured over the last two years of the pandemic, we seemed to have come out of it somewhat unscathed and much stronger for it. Our college security colleagues found new and efficient ways to manage staff, cameras, door access, and provide services while continuing to manage preventive patrols. Technology was put to the test and overall was successful from many perspectives! Managing door access systems and camera systems remotely became second nature to many of the security management teams. Remote management made them more effective in the process. All-in-all the college security teams successfully stepped up to the plate and made it work with the resources afforded them.

DMI understood visiting the colleges during the pandemic to conduct business was no longer feasible. In my case, I could no longer perform security assessments, provide training opportunities, or facilitate tabletop exercises. The services I provided to support the colleges were put on hold. As a team, the DMI consultants both realized the need for and developed new ways to address college issues and conduct business to support the colleges once again during the pandemic. Much like other businesses, we turned to technology. Through dedicated research and support from DMI's administrative assistant, Suzette Harrell, we conducted virtual meetings, virtual tabletop exercises, and yes, even virtual security assessments!

Obviously, these services were not the same as when we serviced the colleges in person and on campus. However, we provided necessary services and support to the colleges, albeit virtually.



Tim has been serving as DMI's Campus Security Consultant since 2015. Prior to coming to DMI, Tim retired as Commander from the Village of Ashwaubenon Department of Public Safety after 23 years of service. During his career he was selected as the first Police-School Liaison officer for the Ashwaubenon School District. Throughout his public safety profession, Tim has held numerous positions including a Brown County SWAT Team Negotiator and Crime/Fire Prevention Officer. After retirement from Ashwaubenon Public Safety, Tim proudly served as Safety and Security Manager at Northeast Wisconsin Technical College for nine years.

Tim is currently the President of the Village of Ashwaubenon Police and Fire Commission, President of the Village of Suamico Fire Commission, and a member of the Brown County Criminal Justice Board.



We learned going virtual is not as bad or as difficult as first thought; and it appears the virtual experience is not going away anytime soon. In fact, we have found virtual security meetings to be a successful and time productive tool for the college members. As DMI continues to move forward, be assured every possible resource is being explored and tested to ensure top notch risk mitigation practices are passed on to our college partners.

By the time you read this article, I will have been retired three months. It has been an honor to work with all the DMI service partners, Wisconsin Technical Colleges members, and most importantly the wonderful DMI team! I am so fortunate to have fond memories and experiences of working with all of you. Thank you so much and remain happy and healthy always!



“DMI provides Decision Making Information as it delivers great risk mitigation support/ guidance/ ideas/ resources for the 16 technical colleges!”

-Susan Debe, Gateway Technical College

A NEW VIEW OF CAMPUS PUBLIC SAFETY

Brooke Bahr, Campus Security Consultant

Recently there has been a focus on creating a new view of Public Safety and Security across the nation. Instead of a traditional enforcement role, campuses are creating a new view with the emphasis on “community” as the central focus. Finding ways to involve students and staff in the larger picture solution and moving away from stigmas around reporting have been central to this new philosophy. Campus Security professionals have a more complex duty than ever before in keeping campuses safe and secure.

Campus security and public safety are most effective when security personnel is seen as part of the campus community. By engaging face-to-face with students each day, security professionals facilitate a more human and personal approach that builds trust. Campuses using a model of engraining security into the campus community are seeing increased numbers of students reporting concerns and a decrease in stigma around reporting.

On-campus messaging has begun to focus on reporting to support one another and building a stronger community. There has been an additional focus on mental health self-care, mental health referrals, and depletion of stigmas around receiving help. The belief that we are all better together is visible in these foundations. The idea of building a stronger community and partnership go beyond campus walls in leading security professionals to collaborate and innovate. Their focus has shown concern for all areas of campus life, and the DMI consultants are providing insight through speakers and fostering open dialogue among colleagues.

DMI has worked with Campus Public Safety and Security in exploring ways of performing smarter with the use of advanced technologies. Artificially Intelligence (AI) has continued to develop in many ways that support security staff and aid campus safety through monitoring and identifying people of interest. Other areas of continued discussion include the use of better surveillance



Brooke Bahr

Brooke Bahr joined DMI in April of 2022 as the Campus Security Consultant. She previously spent 6 ½ years at Western Technical College developing the Security Department, which included responsibilities in Public Safety, Emergency Management, and initiatives on problem-oriented and community policing.

Prior to supporting the Technical College, Brooke worked for the US Department of Homeland Security (DHS) and US Department of Veterans Affairs. During her employment with DHS, she was a national trainer for inspections and investigation. Some of her work included negotiation strategies, conducting nation threat assessments, and specializing in surveillance and security technologies.

**DMI Protects
AND gives back!
- Russell Denk,
Strohm Ballweg**



technologies, management platforms, and threat detection considerations in advancing capabilities. Even compliance requirements are being streamlined using technology. Innovation in this area is likely to continue growing.

I have observed a very focused effort by the Wisconsin Technical College to increase mitigation efforts. These efforts have included messaging, drills, community partnerships, and increased training opportunities. DMI continues to support the Wisconsin Technical Colleges in these measures and has provided guidance on stepping up risk mitigating activities. Preventative actions are always the best approach to security, rather than reacting after an incident has occurred. DMI will continue, as in the past, to support the training of college members in security.

As public safety and security move forward with new challenges and opportunities, it becomes apparent that we do best when working collaboratively on solutions. We are truly better together! It has been an exciting transition joining the DMI team this year. As the DMI Security Consultant, I am grateful to serve the 16 Wisconsin Technical College Districts. I will continue to support the Campus Security and Public Safety Departments by conducting Security Assessments; providing the best emerging information to improve campus security postures; and assisting college partners with industry best practices. I will be delivering more information to the colleges through new platforms such as a podcast series utilizing field experts to discuss hot issues in the college environment. Some of the topics to tune into will include Narcan, student security staff, Department of Education audits, counter terrorism efforts, and much more. I look forward to supporting the innovative work the campuses are doing and look forward to seeing all of the Wisconsin Technical College campuses in person!



INVESTMENT MANAGEMENT YIELDS ADDITIONAL MEMBER BENEFITS

By Russ Denk, Strohm Ballweg and
Stephen Streff, Streff Insurance Services

We have talked many times about DMI's efficient management that has produced premium rates that have increased far less than the commercial marketplace during DMI's existence. Sound and effective management have led to consistent operating income allowing DMI to return millions back to member districts in the form of premium subsidies, risk management awards, maintaining a very capable staff of college risk management consultants, and other highly valued benefits.

While premium dollars from member colleges are the primary source of DMI's revenue utilized for paying claims and operating expenses. Earnings and value increase on bond and mutual fund investments over time are also critical to DMI's profitability and provide the funds to return to the colleges. Invested balances result from two sources: initial capital contributed by the colleges when DMI was formed provide the necessary capital to pay claims and expenses. The excess dollars are prudently invested to provide as much return as possible without accepting undue market risk.

Madison Investments (Madison) has been the investment manager and advisor to DMI since DMI's inception. Madison has a strong understanding of insurance company investing and the regulations and statutory rules impacting insurers, along with significant resources and experience managing insurance company invested funds. The first mandate in investing insurance company funds is the preservation of capital, which Madison has done very well over the years through investing in a conservative portfolio of bond investments. With accumulated capital from the first several years of operation, the Board authorized Madison to take a bit more investment risk by moving a responsible amount of bond investments into the stock market by investing in mutual funds beginning in 2011.

Due to prudent investment management, DMI has been fortunate in expanding its investment portfolio and extending its investment earnings and capital while minimizing market risk. This provided DMI with better than average investment returns over the past 10 years, allowing DMI to accumulate additional capital at no additional cost to the member colleges. The additional capital has contributed significantly to maintaining very modest premium increases over the last decade and providing the array of additional benefits to member colleges that other independent commercial insurers simply would not pass along to policyholders.

Madison is an industry leader, highly competent, and collaborative business partner serving the investment management needs of DMI and its member colleges over the company's lifetime.

THE LEGAL BRIEF

By Kirk Pelikan, Michael Best

Michael Best has served Districts Mutual Insurance & Risk Management Services (“DMI”) as general counsel since its inception 18 years ago. Our relationship over that time has involved much collaboration to take advantage of the “Rule of 16” – seeking ways to use DMI ideas to serve all of the Technical Colleges. DMI’s proactive approach to serving the Colleges has enabled cost savings in many areas, from coverage issues like cybersecurity and worker’s compensation to things no one could have imagined five years ago like mandatory vaccination policies and return to work challenges brought on by COVID. DMI adeptness to issue spot and respond provides a service level rarely seen in the insurance industry. As DMI approaches two decades of service to the Wisconsin Technical Colleges, we are certain that DMI will remain vigilant and nimble in its approach to whatever challenges lie ahead.



“Districts Mutual Insurance (DMI) – Distinct with a Multitude of services and Incredible customer focus.” Carrie Kasubaski, Moraine Park Technical College



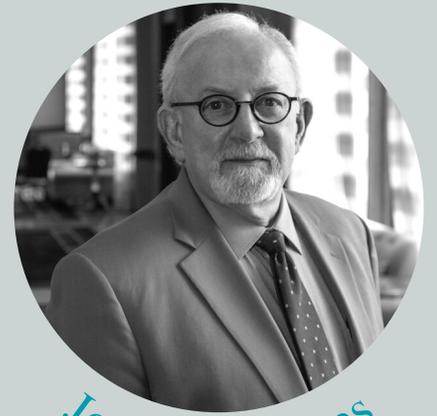
ACCOMPLISHMENTS

By Joe DesPlaines, Business Continuity and Crisis Response Consultant

As the DMI Business Continuity consultant, I have reviewed the past two years through a continuity of operations lens and I believe DMI took several actions that affirmed our continuing mission as a consistent collaborator in risk management, as well as a thought leader with the Wisconsin Technical Colleges. From a Business Continuity perspective, the DMI focus is on navigating the environment and providing effective risk management products and services to the colleges

To illustrate, I have put together the following list of accomplishments for the 2020 – 2021 period. These represent a list of Best Practices that DMI either created or existing practices we refined to meet the needs of our members and demonstrate our ongoing commitment to being a risk management partner:

1. DMI continued to provide significant funds to the colleges for risk mitigation projects. Of significance was a 2020 award of \$50,000 per college for COVID-19 relief. In 2021, DMI established a pool of \$800,000 for Risk Management Project Awards to the colleges to mitigate Cyber Crime Risk.
2. DMI continued to use technology to keep colleges connected. Regular virtual interactive meetings were conducted during 2020 and continue in 2021, including Campus Security, Environmental Health and Safety and Risk Management. As of this writing, these meetings continue, are well attended, and offer excellent networking opportunities.
3. DMI continued to provide creative, user-friendly ways to get risk management information to the colleges. An example is the monthly DMI Topical Snapshots – brief virtual presentations (10 to 15 minutes) on “Hot Topics” of interest to the colleges. These are recorded and available on the DMI website for viewing at any time.
4. DMI continued to receive national attention through publishing articles (originally appearing in DMI’s The Incident Report) in national publications as well as involvement with the University Risk Management and Insurance Association (URMIA). Colleges report that it is affirming to see DMI participating with 4-year institutions.



Joe DesPlaines

Joe DesPlaines joined Districts Mutual Insurance in 2014 as the Business Continuity and Crisis Response Consultant. Joe provides consultative support, training and crisis exercising services to the 16 technical colleges in Wisconsin.

Joe has held a variety of risk/crisis management positions of increasing responsibility over the past 30 years and he has been the chief executive of two private sector Risk Management companies. He was President and Chief Executive Officer of FEI Behavioral Health for 20 years. While at FEI, Joe served as a behavioral health and victim assistance consultant to a variety of private sector companies as well as public sector entities such as the National Transportation Safety Board, the US Department of Justice Office for Victims of Crime, and the Federal Bureau of Investigation. While serving as President of American Specialty Risk Services, he was the lead consultant in development of business continuity and crisis response plans for professional and amateur sports organizations including: Major League Baseball, the National Football League, Major League Soccer, the National Collegiate Athletic Association, and Special Olympics International.

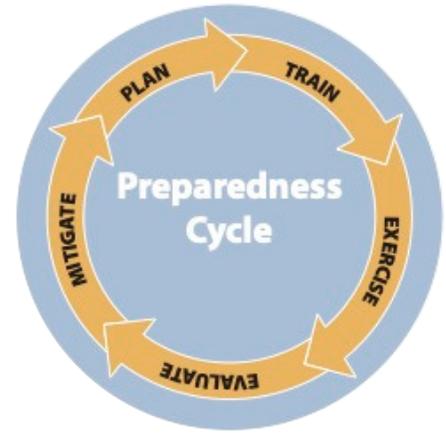
Joe responded “onsite” to seven major commercial aviation accidents, the 9/11 attacks, as well as numerous criminal acts, workplace emergencies, and natural disasters.

5. Throughout the past two years, DMI demonstrated its ability to respond with urgency to emerging risks and threats. Consultants provided risk mitigation guidance and support for threats such as severe weather, HAZMAT situations, Active Shooter, Cyber Crime, protest, and civil disobedience, as well as ongoing consultation for COVID-19 risks.

6. Consultants began visiting the colleges as soon as it was safe to do so. As we moved into 2022, consultant visits to colleges began to rival pre-pandemic levels.

7. DMI scheduled an in-person Risk Mitigation Forum, the first in-person since 2019, with an all-star lineup of presenters and recognition, as well as opportunities to renew relationships. National experts are scheduled for presentations in topics ranging from Cyber Security to Crime Risk Mitigation to innovations In Risk Management in Higher Education. In addition, the annual J. Timothy Greene Risk Impact Awards, recognizing college personnel who go above and beyond to identify and manage risk, and the 2022/2023 Risk Management Project Awards will be announced.

The above list highlights DMI's ability, with a small group of staff, to effectively continue supportive risk mitigation operations through a period of great adversity that included a pandemic, violent community protests, severe weather, and active threat events. Clearly the DMI Business Continuity Plan is working!



“Industry leader in risk services and coverage.”
Steven Stoeger-Moore,
DMI

CREATING A POSITIVE SAFETY CULTURE

Willie Henning, Environmental Health & Safety Consultant

Every college has a safety culture and the employee's behaviors, knowledge, habits and beliefs about safety are what create it.

Creating a strong, positive culture of safety is not easy, but the rewards are well worth the effort. Benefits of a strong safety culture include fewer incidents, happier employees, increased productivity and lower insurance and management costs. So, what are some key points to successfully creating a positive safety culture?

Lead by Example: For safety to be imbedded in the culture of the college, there needs to be support and belief from the top to the bottom of the organizational chart. The value of safety in the workplace must be communicated and demonstrated by all levels of management. Contradictions between what management says and their actions can make it difficult to encourage employees to adopt safety practices. It can't only come from the organization's safety professionals, when leaders talk the talk and also walk the walk, you will start getting some real momentum.

Provide Safety Training: Safety training is an important tool in developing a college wide safety culture. Employees need to be empowered with the knowledge to make smart decisions.

Employees should be aware of hazards in their specific work areas and how to minimize exposure to these hazards. Everyone at the college should know how and where to report a safety issue and how to gain the knowledge to manage that issue. While formalized training sessions are important, regular reminders and short topic refreshers are valuable in keeping safety top of mind. In order to move to a strong safety culture, all employees should be able to recognize hazards in the workplace and how to deal with the hazard.

Normalize Safety Discussions: Demonstrate the importance of safety at the college by making it the first topic of every meeting. Open the meeting with a minute or two of discussions around recent incidents, events or near misses and encourage group



Willie Henning joined DMI in January of 2019 as the Environmental Health & Safety Consultant. He previously spent five years as the Public Safety Manager at Chippewa Valley Technical College, which included responsibility for employee safety, college security, insurance and overall risk management. Prior to that position, he held the position of safety manager for Nestle Nutrition in Eau Claire, WI. This position focused mostly on employee safety. He holds an Associate Degree from Northeast Wisconsin Technical College and a Bachelor Degree from Cardinal Stritch University. He has obtained the Advanced Safety Certificate from the National Safety Council and is an OSHA General Industry Outreach Trainer.

DMI continues to take a proactive approach to Risk Management by collaborating with the sixteen technical colleges to identify risk and offer solutions to help reduce the potential results of risk.



participation and the creation of a proactive safety measures. By discussing safety as a group, everyone is able to view issues from multiple perspectives and are better able to identify hazards and their solutions quickly. And by making safety the first topic, the college is demonstrating its importance and putting the idea of safety in everyone's mind, which will hopefully carry with them throughout the day.

Foster Employee Participation: Safety at the college is a team effort and getting all employees involved is crucial when developing a safety culture. One possible way to involve everyone is by creating a hazard recognition program. Encourage employees to identify hazards in their work areas, fix or alert management to the hazard, record what they found and the steps they took. If possible, reward the best "catch" with a small prize each week or month. By offering simple incentives, the college can slowly start to create positive behaviors and build a proactive safety culture.

Communicate Policies Clearly: All employees must know their responsibilities concerning safety at work. The policies must be clear and available for every employee to read and understand. When a workplace safety policy is updated, it must be communicated widely and often until it becomes common knowledge. Confirmation that everyone is aware of the policies or changes to policies is vital, if employees don't know the rules, how can they be expected to follow them.

Emphasize Accountability: What does the college do when everyone knows the rules but some are still not complying? Leadership must support a formal safety accountability policy. This is an essential step when creating a culture of safety. If there are no consequences for employees who willfully violate the colleges' workplace safety policy, there is no incentive for them to change their behavior. A safety accountability policy clearly defines violation, their severity and how they will be handled. All employees must then sign the policy confirming their understanding and agreement.

It's Worth It: Building a safety culture is a lot of work, but it's worth it. Safe employees are happy employees and happy employees work harder to help the college meet its goals. By implementing these steps to creating a culture of safety, the college will be well on its way to improving safety in the workplace and taking the workplace to the next level.



THE J. TIMOTHY GREENE RISK IMPACT AWARD

DMI's Risk Impact Award was established in 2017 to recognize college employees who go beyond expectations to mitigate and eliminate risks on their campus, without seeking reward or recognition. Each and every year DMI receives nominations epitomizing the nature of the award created to honor those who would typically receive no recognition for their efforts or services to their respective colleges.

Due to the inability to meet face to face during the US pandemic health crisis – DMI's 2021 Risk Impact Award recipients were presented with individualized video presentations during ceremonies at their respective campuses. DMI 2022 Risk Impact Award recipients were honored during the July 2022 DMI Risk Mitigation Forum. 2021 saw the greatest number of nominations for the Award by the Wisconsin Technical Colleges. Thus proving, we are better together!

The following college nominations were selected and honored by both DMI and their respective colleges in 2021 and 2022. Congratulations to all of the Winners:

2021 Winners

- Covid 19 Rapid Response Team, Chippewa Valley Technical College – Nominated by Rod Bagley
- Thomas J. Cousino, Gateway Technical College - Nominated by Dr. Bryan Albrecht
- The Incident Management Team, Lakeshore Technical College – Nominated by Dr. Paul Carlsen
- Joshua Cotillier, Madison Area Technical College – Nominated by Laurie Griggs, Mark Thomas, and Sylvia Ramirez
- Matthew Schur, Nicolet Area Technical College – Nominated by John Van De Loo
- SDS Online Committee, Northeast Wisconsin Technical College – Nominated by Chet Lamers
- The Clery Committee, Northwood Technical College – Nominated by Steve Decker
- Door Screeners/Sanitizer Team (Safety Committee), Western Technical College – Nominated by Dan Murphy

2022 Winners

- Magan Perez, Gateway Technical College – Nominated by Jacqueline Morris and Susan Debe
- Dave Saunders & Mark Sieben, Lakeshore Technical College – Nominated by Sheila Schetter

RISK MANAGEMENT PROJECT AWARDS

2021 and 2022 marked a little different direction for the Risk Management Project Awards. The DMI Board of Directors approved \$800,000 in 2021 and \$500,000 in 2022 for projects specifically addressing needs for cyber health and data protection. As a dominant hot topic in higher education, the projects proved to be relevant and beneficial for the college's cyber protection. DMI received applications from each of the 16 Wisconsin Technical Colleges in both years. DMI fully funded 8 college application requests in 2021 and 3 college application requests in 2022. In 2022, the Risk Management Project Award funds were distributed during DMI's Risk Mitigation Forum Awards dinner.

RMPA Project Examples Included:

- Sophos Intercet X Endpoint Protection XDR
- Managed Detection and Response
- Network Penetration Testing
- Cyber Risk Assessments
- Backup Optimization for Disaster Recovery
- Cyber Incident Response Planning
- Security Assessment and Remediation
- Enterprise IoT Cybersecurity Enhancements
- Micro-segmentation
- PCI compliancy
- Implement Endpoint Detection and Response (EDR) System
- OneLogin
- Multifactor Authentication for Campus Employees
- KnowBe4 Cybersecurity Awareness Training and Phish ER Products
- DMARC Rollout
- IDS/IPS System Acquisition
- Ransomware Readiness Assessments
- WAN Redundancy
- Splunk Enterprise Security Development and Implementation
- Advanced Enterprise Email Security for Employees and Students
- Cyber Security Risk Remediation
- Cyber Security Awareness Training
- Cisco MDR Solutions
- BAS System Migration
- Zero-Trust Network Implementation
- Backup System Upgrades



“There is no limit to the good a person can do if they don't care who gets the credit.” – Charles Edward Montague, 1867, modified by Harry S. Truman, 1951



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