



2024 SGA Awards Finalists: Safety & Health

Entry: Energy Transfer Safety Olympics

Your Company: Energy Transfer

Linking people, ideas and information

The challenge: How do we emphasize our strengths with regards to safety and drive our safety culture in a positive way?

The solution: The Safety Olympics at Energy Transfer brought together employees from every division of the company. Through a communication campaign of verbal conversations at monthly safety meetings and leadership calls, videos, emails, and electronic newsletter stories both before and after the event, employees from around the company shared in the purpose and intent of this event. Leaders from within the Operations and Measurement teams rose to the challenge to create something special that caught the interest of all employees. What resulted was a new level of safety excellence for the company in 2023.

Name of Your Project / Initiative

Energy Transfer Safety Olympics

The solution

During the week of October 24, 2022, the first Energy Transfer (ET) Safety Olympics took place at Globe Life Field, home of the Texas Rangers. Operations employees came from each division of the company to participate in the Safety Olympics.

The Safety Olympics was an idea developed by ET's Safety Task Force lead by Dave Shellhouse, VP of Southeast Division Gas Operations. The concept was to promote the culture of safety with hands on "challenges" developed around six "LifeSavers" critical safe work practices. The goal was to drive positive safety energy throughout the whole company by celebrating safety and the skills/passion ET employees have around safety.

The hands-on challenges were developed by employees from each Division and the competitors were selected by each Division as well to attend and represent their areas. Videos and promotions were developed and shared companywide leading up to the Safety Olympics and following the event with a heavy focus on those that created the challenges and

the underlying critical safe work practices. This communication campaign helped deliver the message and enthusiasm to all employees.

The Safety Olympics in October of 2022 brought a next level energy and excitement to working safely and established a momentum that took ET's safety culture to a new high leading into 2023.

2023 Energy Transfers safety performance was the best in the company's history with a Total Recordable Injury Rate (TRIR) of 0.77 and a Preventable Vehicle Incident Rate (PVIR) of 0.96!

Results of your project / initiative.

Energy Transfer's (ET) Safety Task Force, which was comprised of Operations, Measurement, and Operations Support personnel from each part of the company were challenged with how to move the safety culture of the company to the next level. Through the leadership of Safety Task Force chairman, Dave Shellhouse, VP of the Southeast Gas Division there was a vision created by the team to take hands-on training materials that were used at local levels around the company, and to find the best of the best from each part of the company and to bring them together in one event - a Safety Olympics.

The original plan was to have the event coincide with the 2020 International Summer Olympics, but the Safety Olympics, as were the 2020 Summer Olympics, were derailed due to the Covid pandemic. The initial momentum for the Safety Olympics was slowed to an almost complete stop due to Covid, but there was a belief in the idea and through the persistence of Dave and the ET leadership team the green light came in mid-2022 to make the Safety Olympics happen.

ET's Organizational Excellence (OE) Team and several field safety leaders were asked to take the lead on getting the Safety Olympics scheduled and executed, with a directive to "make it happen" with only a few short months to get it done. Operations employees in each Division responded to a call for help and brought their energy and passion for safety to develop and fine tune safety challenges around what ET calls it LifeSaver critical safe work practices: (1) Defensive Driving, (2) Safe Work Permits, (3) Energy Isolation (LOTO), (4) Electrical Safety, (5) Excavation Safety, and (6) Confined Space Entry.

The Operations personnel that created their challenges took pride and ownership of their work and were in every sense of the word "Leaders".

The event itself was a success for the several days it occurred, but more importantly it was an example for everyone in the company of the passion for safety that exists with the employees and company leadership and provided an actual view in a tangible way of the Safety Culture in its purest form. As opposed to highlighting the lagging indicators of safety and safety incidents, the Safety Olympics were an opportunity to celebrate the strengths of the employees in how to work safely. As in sports, the ultimate goal of all athletes is to win an Olympic gold medal. At Energy Transfer, the opportunity to have participated in the Safety Olympics was a pinnacle of

success and employees around the company are all looking for their shot at the next ET Safety Olympics being planned for 2025.

[Program photos](#)

Entry: See You Tomorrow: Suicide Awareness & Prevention

Your Company: The Williams Companies, Inc.

Linking people, ideas and information

The See You Tomorrow Campaign facilitated the connection of people, ideas and information by:

- Promoting mental health and resilience initiatives across the organization
- Encouraging help seeking and fostering community dialogue throughout the enterprise
- Reducing stigma associated with mental health issues and illnesses
- Raising Awareness about mental health issues and available support
- Providing a range of resources and tools to support mental health well-being

At the Annual Williams Contractor Safety Symposium, an ice breaker event, simply titled “Empathy Cards”, resulted in a rich and vulnerable discussion about mental health in our industry. The icebreaker asked our attendees to anonymously write down one thing that worries them about their work or what causes them anxiety. The purpose of this exercise was to showcase that everyone else has fears and vulnerabilities just like you.

The ice breaker resulted in a consensus among the attendees that mental health and the stigma around it was a major vulnerability that we all inherently have.

The empathy cards ice breaker set the tone for our safety moment which was on suicide prevention and the 988 Lifeline. When the speaker took the stage, their story was personal and left a lasting impact. We have a role to play in providing resources and a safe place that can foster conversations around mental health and suicide prevention with our employees. What went from a safety moment at an annual event turned into something much bigger that will have a lasting impact on Williams for years to come because, “We look forward to ”Seeing YOU Tomorrow!”

Name of Your Project / Initiative

See You Tomorrow: Suicide Awareness & Prevention

The solution

The idea for “See You Tomorrow” took flight after Williams’ chief operating officer saw a presentation at the Williams 2023 Contractor Safety Symposium in Tulsa, Oklahoma. This event brings together internal and external stakeholders to serve as a platform for safety leaders to share ideas, best practices and lessons learned. The safety moment for the day was a presentation around suicide prevention and the 988 Suicide & Crisis Lifeline. Among other details, the presenter shared an alarming statistic: Suicide is five times more likely than a jobsite fatality.

Connecting the learnings from this symposium with ongoing conversations from our Diversity & Inclusion Council and Employee Resource Groups, Williams recognized the need for continual conversations around mental health and suicide prevention. See You Tomorrow is an internal campaign that is intended to:

- Improve employees' awareness regarding suicide prevention and mental health resources available
- Overcome the stigma surrounding mental health issues and illnesses, specifically suicide awareness and prevention across the workplace; leading to an environment where it is safe to engage one another in dialogue on the topic
- Foster a culture of awareness, compassion and care for one's own and our teammates' mental health

The program highlights the mental health benefits associated with the Employee Assistance Program as well as other resources to assist employees with conversations around suicide and mental health. We value each employee and their families and we want to ensure we continue to see each of them for many more tomorrows.

Results of your project / initiative.

The See You Tomorrow Campaign included an enterprise-wide video from Micheal Dunn, executive vice president and chief operating officer, an internal resource website and multiple in-person field visits from our COO and others from his senior leadership team. These field visits sparked conversations about mental health and suicide prevention, tackling the stigma of discussion these critical topics at work. Employees were provided See You Tomorrow stickers to display on their hardhats, laptops, and work areas to keep the topic top of mind. The colors, purple and turquoise, in the logo are symbolic for suicide awareness.

As part of the campaign, the Williams Internal Communications team also posted short articles to its intranet news app, Loop, called "Mental Health Minute." These articles, posted every other month, cover a variety of mental health and well-being topics and point employees to resources to get more information and support.

Verbatim employee comments from the See You Tomorrow campaign kickoff:

- Thank you for bringing awareness to this issue.
- Thank you, Micheal, for bringing this topic to the forefront, and thank you to our entire company for being part of an organization that fosters a culture of care and support.
- Thank you so much for this caring message. Having lost a high school friend to suicide this topic is near to my heart. I am thankful that we have the national 988 line in place now for call or text. Each of us has a special place in this world and no one else can fill our shoes. We are each valuable and appreciated. Here's to seeing you tomorrow!
- Thank you, Micheal, for leading this initiative. It's important to continue to discuss alternatives and show compassion for those suffering.

- Great message Micheal and great program name! I had no idea the levels were so high in our country or within Williams. Thank you, Micheal, for leading this!
- Thank you for the discussion. We have lost far too many lives already.
- Having lost my oldest son to suicide two years ago this month, this topic is very important to me and my family. I am so happy that Williams is starting this campaign to help bring awareness to this growing issue. It is so important to let people know that there is help out there, that there are options and people that want to help them, because tomorrow needs them.
- What a great message, you never know what stressors someone is dealing with, work or home.

We have plans to continue the campaign going forward by promoting Mental Health Awareness Month each May, Suicide Prevention Week each September, continued senior leadership field office visits and our Mental Health Minute intranet news articles.

[Video](#)



Entry: Employees create Good Catch Close Call program to enhance and promote safety

Your Company: Spire

Linking people, ideas and information

Spire's Good Catch Close Call program is designed to be a proactive approach to preventing safety incidents before they happen. The program provides a way for employees to have a direct impact on overall safety and safety metrics.

Name of Your Project / Initiative

Spire's Good Catch, Close Call Program - A Meaningful Approach to Safety Prevention

The solution

At Spire, safety is a core value and an important part of our culture. Our operations team is always looking for new ways to make safety prevention tangible and actionable.

Spire's Good Catch Close Call program is designed to be a proactive approach to preventing safety incidents before they happen. The program provides a way for employees to have a direct impact on overall safety and safety metrics.

While similar programs existed in some of Spire's service regions previously, the company standardized the Good Catch Close Call program in fiscal year 2024 and implemented it company-wide. Spire also added Good Catch Close Calls as a standard safety metric on each service region's scorecard.

The program relies on employees identifying safety hazards in the field or office with the potential to negatively impact life, injury or property. When an employee notices a hazard, they are encouraged to submit the condition using a mobile app loaded on all company-issued devices.

Submissions are then evaluated by a cross-functional team of employees who rate the submission based on a 1-10 scale according to established criteria that includes 1) impact to life or injury that has or could occur, 2) impact to damage of property that has or could occur, 3) what corrective action the employee took to resolve the issue moving forward, 4) overall impact as an average of the first three scores. A submission that is scored at 25 points or more is considered a "high-quality" submission and counts toward the safety metric for the region from which it was submitted.

In instances where additional resources may be needed to address the hazard identified in the submission, the Spire Safety team coordinates a response. Employees who submit a

“high-quality” Good Catch Close Call are recognized for their contributions and use of best practices.

Results of your project / initiative.

Through the first five months of Spire’s current fiscal year, employees submitted 260 Good Catch Close Calls, demonstrating a high level of engagement. Of those, 75 were scored as high-quality Good Catch Close Calls. Each of these represented a potential safety hazard that has been identified and mitigated, keeping Spire’s employees, customers and communities safe.