Membership Application

As the Center of Environmental, Health and Safety (EHS) Excellence, the Campbell Institute™ at the National Safety Council collaborates with world-class performers in EHS across industry sectors and regions of the world.

Applicants submit the requested information in sections 1 – 6; this information will be reviewed by the Campbell Institute Participation subcommittee, with final review and approval from the Campbell Institute Steering Committee. Each application is viewed in its entirety, and a specific area of weakness does not automatically preclude a successful application.

Specific information requested is not typically made publicly available; in these cases, applicants are asked to carefully consider and provide such information voluntarily to the extent possible without breaching confidentiality agreements.

The Campbell Institute supports an inclusive and respectful culture where all perspectives are welcomed and valued, instilling a sense of belonging for all members and stakeholders. Diversity in industry, background, perspective and staffing better enables the Institute to help organizations achieve and sustain best practices in EHS.

An expectation of Campbell Institute membership is to maintain active participation in subcommittees, workgroups and discussion groups.

All Campbell Institute membership applications are held confidential.

Please complete the following sections. Questions may be directed to katie.fricke@nsc.org.
1. Provide the requested information in the data report form.
2. Answer the open-ended questions with as much detail as possible.
3. Add supplemental and focus areas as desired.
4. Use the contact form to record contact information.
5. Provide engagement information.
6. Create a 20 minute PowerPoint that will be presented to the Participation subcommittee.

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Section 1: Data Report Form

Organizational Information

Name of organization	
Scope of application (e.g., specific country/region /global operations)	
2021 gross revenue	
Number of employees	
Number of contractors	

Industry Representation – Please list the top industries your organization represents along with the appropriate North American Industry Classification System (NAICS) code(s).

	NAICS code	Estimated percent of total organization
		100%

Employees

	2022	2021	2020	2019
Total recordable case rate per 200,000 hours worked (100 full-time equivalent workers)				
Cases with days away from work rate per 200,000 hours worked (100 full-time equivalent workers)				
BLS industry average based on the primary NAICS code cited - TRIR				
BLS industry average based on the primary NAICS code cited - DART				

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Contractors (if applicable) – If contractors are not tracked, please explain in section 2.

	2022	**2021**	**2020**	**2019**
Total recordable case rate per 200,000 hours worked (100 full-time equivalent workers)				
Cases with days away from work rate per 200,000 hours worked (100 full-time equivalent workers)				

Fatalities (If applicable)

	2022	**2021**	**2020**	**2019**
Number of fatalities				

Environmental – Provide at least two lagging metrics and one leading indicator. If no leading indicators are used, please explain in section 2.

	2022	**2021**	**2020**	**2019**

Leading Indicators – Provide at least two. If none are used, please explain in section 2.

	2022	**2021**	**2020**	**2019**

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1. Your specific one and three-year goals (metric and otherwise) relative to the improvement in EHS.

2. In addition to the metrics provided, describe your approach to contractor, service provider, and/or the subcontractor vetting process, or any other elements of your contractor safety program.

3. If there were fatalities in the past four years, describe the circumstances and corrective actions surrounding the event(s). Include immediate preventative measures and long-term preventative measures implemented as a result in question.
   a. If your organization experiences serious injury and fatalities, what are the policies and processes?

4. Describe your organization's approach around environmental and sustainability. If indicators were provided, further describe trends or key influencers and how the results drive change for future activities in this area. What is your mitigation plan around your environmental risk?

5. If you were unable to provide information about leading indicators in section 1, please explain.

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Section 3: Supplemental Information and Focus Areas

Note that information, or lack thereof, in this area will not be used as exclusionary for Campbell Institute membership. Section 3 is viewed solely as supplemental and will assist in future engagement opportunities.

1. Key strengths of your EHS approach that you expect to share and may prove useful to other members as they continue to drive improvement.

2. Areas of opportunity of your EHS approach that you expect to continue to drive improvement in through the expertise of other members.

3. If not addressed in Section 2, describe your organization's serious injury and prevention policies and processes.

4. Does your organization incorporate diversity, equity and inclusion principles into EHS? If so, please provide an example and a program lead's contact information.

5. If Environmental, Social, and Governance (ESG) is an area of interest in your organization, what are a few of the criteria being tracked?

6. Does your organization focus on psychological safety, and what does that entail?

7. Do you include human and organizational performance (HOP) into your safety management system? If so, please provide an example.

8. Describe your EHS organizational structure; this can include but is not limited to alignment, reporting structure, roles and responsibilities, headcount and coverage per employee, geolocation of staff, salary ranges, and additional areas.

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Headquarter Address

_____

Street Address

_____

City   State/Providence   Zip Code

Executive-Level Contact

_____

First Name   Last Name

_____

Title   Email Address

Primary Contact (General communication)

_____

First Name   Last Name

_____

Title   Email Address

Secondary Contact (General communication)

_____

First Name   Last Name

_____

Title   Email Address

Primary Environmental Contact

_____

First Name   Last Name

_____

Title   Email Address

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Primary Health Contact

_____   _____
First Name   Last Name

_____   _____
Title   Email Address

DE&I Program Lead (if applicable)

_____   _____
First Name   Last Name

_____   _____
Title   Email Address

Financial Contact

_____   _____
First Name   Last Name

_____   _____
Title   Email Address

Marketing Contact

_____   _____
First Name   Last Name

_____   _____
Title   Email Address

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Section 5: Engagement Information

An expectation of membership is to maintain active participation in subcommittees, workgroups and discussion groups – *as appropriate based on organizational time and resources*. This assists in guiding the Campbell Institute's long-term strategy work plan and focuses on addressing issues critical to your organization's success while impacting industry trends and saving lives worldwide.

Please note that there does not need to be a representative in every group.

Groups	Contact(s)
Engagement Subcommittee	
Events Subcommittee	
Outreach Subcommittee	
Participation Subcommittee	
Research Subcommittee	
DE&I Workgroup	
Hot Topic Discussion Group	

Subcommittees
The subcommittee roles are to facilitate the functional aspect of the Campbell Institute and assist in fulfilling the three strategies of the mission. Each subcommittee is responsible for upholding the purpose and approach defined in its charter documents.

Workgroups
Workgroups assist as project-focused bodies that are strategically aligned with research efforts.

Discussion Groups
Discussion Groups are topic-focused bodies aligned with member areas of interest and intended to add value to the membership; the Groups are subject to change as new challenges arise. Discussion groups are for benchmarking and knowledge sharing while not strategically aligned with work plan activity.

Subcommittees Defined

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Engagement Subcommittee
The Engagement subcommittee identifies new ways to engage with member organizations to enhance membership participation.

Events Subcommittee
The Events Subcommittee identifies opportunities and platforms for the Institute to hold and participate in events worldwide by providing a collective expert knowledge base. The subcommittee strategically guides event content and recommends opportunities and further actions to be taken by the Institute.

Outreach Subcommittee
The Outreach Subcommittee manages the Campbell Institute branding presence and guides outreach to the public. The subcommittee recommends increasing, decreasing, or maintaining outreach initiatives to improve the Campbell Institute brand and representation.

Participation Subcommittee
The Participation Subcommittee seeks opportunities and engages organizations and individuals with interests and skills that might enhance the mission, vision, and belief of the Campbell Institute and return a benefit to those partners. Where partnership opportunities arise, the subcommittee vets the feasibility of such and recommends actions and possible relationships within the Institute.

Research Subcommittee
The Research Subcommittee identifies new and innovative research in EHS to enhance the understanding of critical and emerging topics to advance the mission of the Campbell Institute. In addition, the subcommittee undertakes original research, conducts literature reviews, and engages renowned experts in industry and academia. The subcommittee vets such quality when research opportunities arise and recommends their place in the Campbell Institute.

Section 6: PowerPoint Requirements

Prepare a PowerPoint that will be presented to the Participation Subcommittee. Requirements include that a minimum of **one slide per each of the following six heading topics is addressed.**

Presentations are **limited to 20 minutes**; therefore, applicants are not expected to address every bullet point in this presentation. Select your organization's preferred attributes to highlight from the examples below.

1. **Leadership commitment to world-class EHS**
   - C-suite commitment to achieve and sustain world-class EHS excellence
   - An executive-level EHS leader with extensive experience and knowledge to champion this effort
   - Visible methods of demonstrating the value of EHS performance to the entire organization
   - Strong, forward-thinking strategies and goals to continue improvement and sustain EHS excellence
   - Motivation to benchmark, network, and share best practices
   - Robust line management responsibility and accountability for EHS

2. **Integration of EHS and business management**
   - C-suite level commitment to an organizational structure promoting the integration of EHS with business operations
   - A process for making EHS decisions on par with business decisions
   - A process that considers EHS risk in an integrated fashion with business decisions
   - EHS accountability goals at the executive and management level
   - An integrated organization structure for EHS

3. **Strong performing EHS metrics**
   - Performance in one or more traditional safety metrics (OSHA Recordable Incident Rate/DART rate or similar international metrics) substantially better than the industry average for at least four consecutive years
   - A minimal amount of regulatory body violations, as well as a history free of willful violations
   - Leading indicators used as key performance indicators (KPIs) to measure EHS and business quality and performance
   - Leading indicators that encompass employee engagement measures, process management measures and/or system-based measures
   - Active benchmarking efforts with peer organizations

4. **Share successes and lessons learned**

- Demonstrated formal and informal recognition of EHS best practices, programs and performance both internally and externally
- A willingness to share organizational best practices, policies and procedures with fellow members
- A willingness to actively participate in Campbell Institute research projects to advance the state of the science of EHS
- A willingness to actively participate in Campbell Institute subcommittees, workgroups, and/or discussion groups

5. **Strong environmental performance and understanding of sustainability**
   - Leading environmental performance (measured by indicators including the management and reduction of toxins, emissions, energy, waste and water use) and the ability to convey the business benefits for these actions
   - A minimal amount of regulatory body violations, as well as a recent history free of major violations
   - An understanding of sustainability that includes a balanced, holistic approach to the integration of environmental, health and safety elements
   - A transparent process for internal and external stakeholders to convey the benefits of the sustainability efforts that are passed on to them
   - Programs to improve the health and wellness of employees as well as the people and communities in which they operate

6. **Robust continuous improvement process**
   - A process for continuous improvement integrated into business decision-making
   - An understanding of how to use leading indicators to generate the changes necessary for continuous improvement
   - An effective process in which lessons learned from EHS violations, incidents, injuries or fatalities are used to correct and prevent future events from occurring
   - Continuous improvement in key EHS indicators/KPIs over three years

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