



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Working together for a safer, stronger future.



WISE

Women in Safety Excellence

To promote, inspire, and strengthen women in the safety profession.



WISE

WELCOME!

2025 Open Call

This is why I WISE

Karen LaRue, OHST
WISE
Administrator

"My WISE peers
have provided me
with encouragement
and guidance on
how to achieve my
goals and advance
within my company."

WISE

Women in Safety Excellence



WISE

www.assp.org/WISE

This is why I WISE

Sondra Lavoie, CSP, ARM, CHST
WISE
Assistant Administrator



WISE has consistently stood as a dynamic hub for authentic, driven innovators in safety, fostering an inclusive environment that champions individuals to surpass their professional and personal aspirations.

WISE

Women in Safety Excellence



ASSSP's CLEAR Values

Guide our behavior, decisions and actions.

- Community: We provide a welcoming and collaborative environment that creates belonging and inclusivity for all.
- Leadership: We exemplify integrity and empower others.
- Excellence: We strive always to deliver our best.
- Accountability: We are ethical, reliable and trustworthy in all we do.
- Respect: We act with humility, listen to others and foster strong working relationships.

WISE

Women in Safety Excellence



Who We Are

- Diverse and Engaged Common Interest Group
- Over 2,000 members worldwide
- Local, national and virtual networking

Our mission:

To promote the equity and advancement of women in the safety profession.

WISE

Women in Safety Excellence





Women in Safety Excellence (WISE)

Private group · 2.4K members



Discussion Featured Members Events Media Files

Write something...

Anonymous Post Photo/video Poll

Featured 1



Camille Bradford
May 12, 2023 ·

Hi!!! Will you be at Safety 2023 in San A...

Events

When events are created or shared, they appear in this card.

PPE FIT FOR WOMEN

Q&A With Kathi Dobson & Abby Ferri, ASSP/ISEA Z590.6 Technical Report Committee Leaders

Proper PPE fit is critical to providing the appropriate level of protection. The ASSP TR-Z590.6-2023 technical report aims to address issues surrounding PPE fit by offering guidance on the design, manufacture and proper fit of PPE for women. PSJ spoke with Kathi Dobson and Abby Ferri, chair and vice chair, respectively, of the committee that compiled the report.

PSJ: What are some of the challenges women face with PPE?

Kathi: The number of issues that people have with PPE is overwhelming—not getting the right sizes, only finding large and extra-large sizes on jobsites, being told to make do with what's available, or talking to manufacturers who didn't see the necessity to branch out into smaller sizes.

Currently, there are more manufacturers identifying the need and actually

the workplace try to buy the items through their usual safety supplier, they can't get the quantities they need. I know someone who was trying to buy 12 to 20 high-visibility shirts in women's sizes from a brand that definitely has the sizes but does not have the quantities.

Kathi: The quantity breakdown is huge. If you only need a dozen and you have to buy a gross, what are

Kathleen Dobson, CSP, CHST, CIH, SMS, STSC, has more than 24 years' experience in the



MEET OUR PANELISTS



Jacqueline (JR) Basham, MPH, ASP

Director, Environmental & Occupational Health Science Undergraduate Programs
Western Kentucky University

Dr. Brittanie Buckley, EdD, MEd, BS

Global Safety, Quality & Compliance Professional | Executive Board of Director | Doctoral Program Dissertation Chair



Camille Oakes

Your WISE Advisory Committee

Karen LaRue, Administrator

Sondra Lavoie, Asst. Administrator

Kristin Herman, Awards & Honors

Tina Troy, Content Coordinator

Andrea Foster-Mack, Professional Development

Brit Little, Secretary

Kelly Bernish, Social Media

Emily Szczesny, Membership

Christine Lucenta , ASSP Staff Liaison

Christina Roll, Nominations & Elections

Allison Short, ChapterWISE Co-Chair

Domini Montgomery, ChapterWISE Co-Chair

Holly Burgess, Webinar Coordinator

Kathleen Dobson, Gov't. Affairs

Louise Vallee, Mentoring Co-Chair

Jessica Vallee-Vasquez, Mentoring Co-Chair

Patricia Reed, Member-at-Large

Jennifer Zipeto, Member-at-Large

Lesli Johnson, Member-at-Large

This is why I WISE

Andrea Foster-Mack, CSHO
WISE Advisory Committee

As women, we come together with different viewpoints, unshakeable determination, and a common goal to make the world a safer place. Our unity gives us strength, our expertise leads to solutions, and our shared mission drives change. In WISE, we foster an environment where women



www

This is why I WISE

What I love most about WISE is we welcome all who value safety. We are willing to give time and energy to those who want to learn and grow. We are investing in the future of Women in Safety.



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www.assp.org/WISE

BRIT LITTLE, CSHO
WISE Advisory Committee



This is why I WISE

The members of WISE have an impressive and inspiring drive to continue the discussions on common barriers women in safety face every day. They never hesitate to lend a hand to help, an ear to listen, or place a hand on your back as encouragement to keep pushing for excellence in our field.

Tina Troy, CSP
WISE Advisory Committee



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This is why I WISE

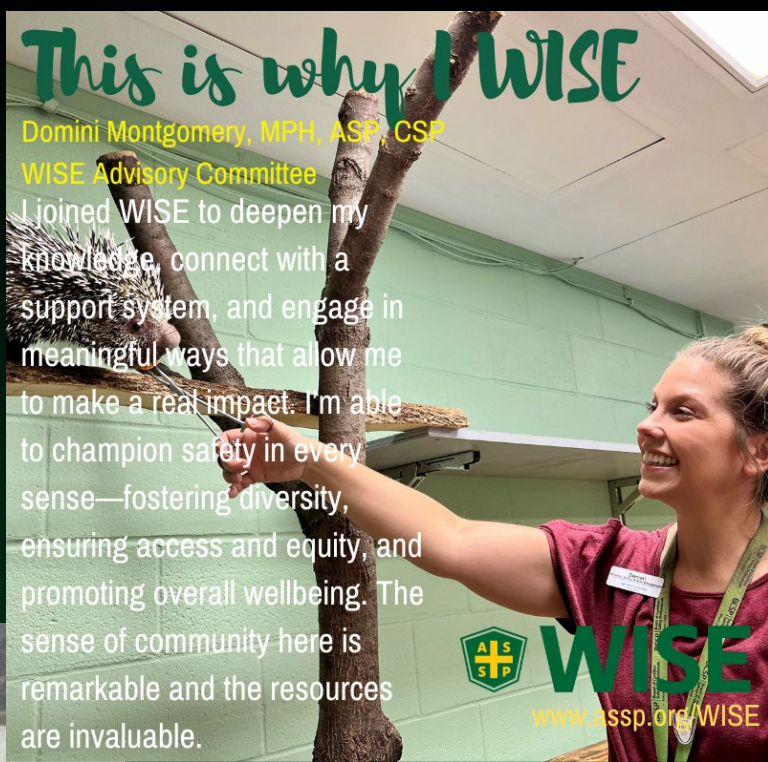
Domini Montgomery, MPH, ASP, CSP
WISE Advisory Committee

I joined WISE to deepen my knowledge, connect with a support system, and engage in meaningful ways that allow me to make a real impact. I'm able to champion safety in every sense—fostering diversity, ensuring access and equity, and promoting overall wellbeing. The sense of community here is remarkable and the resources are invaluable.



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WELCOME TO THE BOARD!



WISE

Mentoring Program

This is why WE WISE

"WISE provides
a positive
updraft
experience that
emphasizes
networking,
inclusion, and a
friendly
community."



Louise Vallee &
Jess Vallee-Vasquez

Louise Vallee, CSP CIH CPE
VP C & F Risk Engineering
Co-Chair

WISE

Women in Safety Excellence



Congratulations!

Michele Ullrich

**Crum & Forster Risk Engineering
Large Accounts Director**



**2025 Kristin Herman ASSP WISE
Mentoring Advocacy Excellence
Award Winner**





Mentoring Magic!

Dynamic Northeast Duo



Michele Ullrich
Large Accounts Director
Risk Engineering, C & F



Megan Melville,
Safety Consultant OHST
TalentLaunch- Alliance Solutions Group

Successful Mentoring Strategies

- **Goal Setting for Success**
 - **SMART** (Specific, Measurable, Achievable, Realistic, and Timely) Goals
 - Meeting cadence for accountability
- **Communication**
 - Two-way and ask questions
- **Mentor and Mentee Advice**
 - Be transparent
 - Personal examples
- **Addressing Burnout**
 - Self-Care ≠ Weakness
- **Maintaining Momentum and Inspiration**
 - Celebrate every steppingstone: small or big
 - Strength in "Wins" and "Losses"
 - Enthusiasm/Engagement



Mentoring Benefits!

- ❖ Career development
- ❖ Work relationships and communication
- ❖ Technical advice
- ❖ Certification
- ❖ Networking
- ❖ Work - life balance
- ❖ Friend
- ❖ Mentors are not recruiters



Jessica Vallee-Vasquez
Mentoring Graphic/Social Media
Past WISE Scholarship Recipient

WISE Mentoring Program

Program Requirements

- ❖ ASSP and WISE Member
- ❖ Commit to monthly communication for minimum 3 - 6 month time period
- ❖ 1 - 3 developmental goals

How to Sign Up?

WISE Mentor Program

We connect experienced and rising OSH professionals from within the WISE community to invest in the future of women in the safety profession; create lifelong relationships; and enhance mentees' business acumen and develop their leadership skills. Mentor and mentee applicants must be members of ASSP and WISE.

- [Who needs a mentor?](#)
- [Who should be a mentor?](#)

[Access our guidelines and application](#)

❖ ASSP Website: <https://www.assp.org/wise>

Career Development Panel Podcasts

**May 9, 2024 Student
Celebration Free Lunch &
PPE Fashion Show**



**In event conjunction with
OSHA Safety Stand Down
C & F, Morristown
louisevallee7@gmail.com**

**Fire Protection
Careers Panel**



**March 31, 2024
Posted Podcast
HOT TOPIC!**

**Next
IH &
Environmental!**

Leadership Mentoring Hero Mary Stine



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

WISE Mentoring Training

Mary J Stine, MSc, ASP

Chairperson of the GSIC and California Regional Mentor

What We are Sharing...

- We advance occupational safety and health (OSH) professionals through education, mentorship, networking, collaboration, research and innovation.
- We want to ensure that there is a place for more female-led initiatives across all industries in the future.
- We strive to continuously influence industry to address current and future safety challenges affecting women in the workforce locally, nationally and globally.
- We are training on how this can be done effectively and with measurable outcomes.



The MARY STINE WISE MENTORING LEADERSHIP AWARD



MENTOR PROFILE

I am an EHS engineer who loves to develop smart safety rules, in compliance with EHS regulations, but more importantly, which are easy to implement and maintain eventually. I work closely with my team to address their safety needs and concerns. To raise safety awareness and developing a strong safety culture, the key attributes are communication, flexibility, and guidance. I never impose rules; I create them in collaboration with the ones who will be implementing and enforcing them. Only ownership can lead to a sustainable safety system.

CONTACT

PHONE:

XXXXXXXXXX

WEBSITE:

NAJ.COM

EMAIL:

ms@naaj.com

HOBBIES

Hiking / Backpack
Climbing
Cycling



Your title

your name

EDUCATION

CPE, Engineering School of Chemistry, Lyon, France

September 2002 - August 2006

Master of Science/Engineering degree - Chemistry

KTH, Royal Institute of Technology, Stockholm, Sweden

September 2005 - August 2006

Master specialization - Environmental sciences

WORK EXPERIENCE

Outstar - EHS Manager - Laser Safety Officer

September 2018 - Present

• Identify and resolve exposures to hazards

• Develop safety programs & procedures

• Lead our safety committee

• Develop emergency action plan

Makani - EHS Manager

July 2017 - September 2018

Same as above, but with different hazards: Confined Space,

Fall protection, Forklift, fire hazards, etc.

SKILLS

Laser Safety 45%

Training on the documents

■ The Individual Mentoring Profile:

- Who you are
- Where you've been
- What you can do

Training on the documents

INDIVIDUAL DEVELOPMENT PLAN (IDP) - INSTRUCTIONS

This plan should be finalized by the mentor during a meeting (by telephone or face-to-face) within two weeks of assignment to the mentee. The plan should be jointly developed for a development period not to exceed six months. The idea is to develop a game plan to set the initial goals and objectives. These plans may certainly change during the process and can be revised accordingly.

Elements	Planned Method of Assessment	Anticipated Outcomes and Anticipated Completion Dates	Achieved Outcomes and Completion Dates
This column is for the knowledge, skills and abilities that are desired outcomes for the relationship. These may include skills or knowledge about such matters as: <ul style="list-style-type: none">• Business acumen• Finance and accounting• Marketing and Sales• Social media• Communications• Client relations• Project management• Branding• Networking• Presentation skills• Legal matters• Insurance• Bonding	This column will be completed during the first meeting between mentor and mentee. This space is for the mentor and leader to determine how the elements in the column to the left will be addressed - in other words, how will the mentor and mentor know that the leader can apply each of these elements? What activities will be planned in order to achieve these required elements (e.g. self-study, one-on-one meeting, reviewing a video, observation, reading a book)? How will the mentor make a formative assessment of the level of knowledge and/or skills of the candidate? What types of formative assessment tools will the mentor use (reflective questioning, direct questions, observation, case study, observation and feedback)? What are best methods of communication (e.g. face to face, phone, email, distance, pre-conferences, post-conferences)? How often will we communicate? What will be the outcomes of our communication (e.g. written notes, logs, progress sheet, tracking, feedback, reflection, action plans, etc.)?	This column is also completed during the first meeting to determine what specific deliverables and timelines are anticipated. What criteria will the mentor use to assess competency in these areas (in other words - what objective measures will you use to assess performance)? □ What are the specific outcomes you can measure because of the activities you have planned? □ How does the formative assessment process fit into the timeline? □ How much does the candidate have already in terms of competencies, how much left to learn? What is the estimated overall timeline required to accomplish this? Is it realistic and achievable? What barriers exist to the timeline? What specific activities do you anticipate happening on what dates?	This column completed after each of the elements on the left has been completed. - What was done with each of the required elements? - What were the results and when were they accomplished?

Mary Stine Chapter Wise Chair 2025



■ The Individual Development Plan for WISE Members

- Elements
- Outcomes
- Goals
- Evidence



Mary Stine Mentoring Leadership First Awardee

CERTIFICATE OF RECOGNITION

Presented to:

Amy Parent

Mary Stine Mentoring Leadership Award



Louise Vallee, CSP, CIH, CPE

AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

May 1, 2025



**Amy Parent and
Sharon Wheatley**

We LOVE Our Mentors and Mentees!

Monthly Self Care
Reach Out!

♥♥♥

Self-care Challenge



Month:

Year:

<input type="checkbox"/> Do morning exercises	<input type="checkbox"/> Drink 8 glasses of water	<input type="checkbox"/> Walk outside for 20 minutes	<input type="checkbox"/> Eat your favorite snack	<input type="checkbox"/> Sleep 7-8 hours a day	<input type="checkbox"/> Sing your favorite songs
<input type="checkbox"/> Learn yoga for beginner	<input type="checkbox"/> Take a warm bath	<input type="checkbox"/> Cook your favorite dish	<input type="checkbox"/> Start to eat healthy	<input type="checkbox"/> Take a me-time	<input type="checkbox"/> Start journaling
<input type="checkbox"/> Do skincare ritual	<input type="checkbox"/> Practice meditation	<input type="checkbox"/> Practice gratitude	<input type="checkbox"/> Try to craft something	<input type="checkbox"/> Learn new hobby	<input type="checkbox"/> Watch your watchlist
<input type="checkbox"/> Read your favorite book	<input type="checkbox"/> Write out your plans	<input type="checkbox"/> Clean up your room	<input type="checkbox"/> Organize your desk	<input type="checkbox"/> Hang out with friends	<input type="checkbox"/> Try to digital detox
<input type="checkbox"/> Give yourself a break	<input type="checkbox"/> Go to beach	<input type="checkbox"/> Make some word of affirmation	<input type="checkbox"/> Catch up with your family	<input type="checkbox"/> Have a lunch outside	<input type="checkbox"/> Wake up early



WISE

Awards & Honors

This is why I WISE

Kristin Herman, CSP,
CPEA, CHMM
WISE Advisory Committee

"It is a group
that has no
boundaries,
no filters, but
is respectful
in every way."



WISE

www.assp.org/WISE

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Women in Safety Excellence



Your WISE Awards & Honors C'tee

WE WELCOMED

Janelle DeCourcey, Kalyn Chism, Kristen Dugger,
Krizia Garabigi, Brittany DeRafelo, and Lauren Lamontagne

WE SAID / ARE SAYING GOODBYE TO

Tanya Conole, Laynnea Myles

Awards and Honors Sub Committees

MotM and WISE Spy (Janelle, Kristen, Lauren)

Previous A&H Winners (Alex, Angela, Ashley, Kalyn, Krizia)

Industry awards (Brittany, Dianneliz, Kristin, Monica)

WISE Recognition



WISE Members Recognized in 2024

- WISE Members who won ASSP Awards
- 43 ASSP recognitions in total
- 12 went to WISE members (~28%)
- 10 unique WISE member recipients
- WISE members also within groups who won awards

ASSP Abbreviations

SPY - Safety Professional of the Year

CIG - Common Interest Group

[2024 Award Showcase](#)

[More Info on ASSP](#)

Awards

WISE Members Recognized in 2024



WISE SAFETY PROFESSIONALS RECOGNIZED IN 2024

**WILLIAM E. TERRANTS OUTSTANDING
EDUCATOR SAFETY AWARD**
Leslie Stokel

**CHARLES V. CULBERTSON OUTSTANDING
VOLUNTEER SERVICE AWARD**
Brittany DeRafelo

Congrats! ♡ from



WISE

Women in Safety Excellence

WISE Members Recognized in 2024



WISE SAFETY PROFESSIONALS RECOGNIZED IN 2024

**ASSP FOUNDATION DISTINGUISHED SERVICE
AWARD
Patricia M. Ennis**

**ASSP FOUNDATION NEXT GENERATION BOARD
SAMANTHA WOOTEN MEMORIAL AWARD
Ashley Gill**

TARA DIESBOURG – WISE SPY

Congrats! ♡ from



WISE

Women in Safety Excellence

WISE Members Recognized in 2024



**WISE SAFETY
PROFESSIONALS
RECOGNIZED IN**

2024

MONIQUE PARKER – BISE SPY

**JACKLYN MATSANKA
Emerging Professionals in OSH CIG SPY**

PAMELA A. HUNTER – Healthcare PS SPY

**JOEY K. SHIBATA GARZA
Transportation PS SPY**

BRITTANY DERAPELO – Region VIII SPY

Congrats! ♡ from



WISE

Women in Safety Excellence

WISE Members Recognized in 2024



WISE SAFETY PROFESSIONALS RECOGNIZED IN 2024

ASSP PRESIDENT'S AWARD

2022 – 2023 PDC Planning Committee
Stephanie N. Gunari, Rosa Antonia Carillo,
Jon Cordoba, Stephanie L. Johnson, Alex Ruiz

2023 – 2024 Leadership Conference Committee
Brittany DeRafelo, Marilyn Joy Hubner,
Melissa McKenzie

Congrats! ♡ from



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WISE SPY - THE PROCESS

❖ SOURCE OF ENTRIES

- Survey - Same questions as MotM
- Previous MotM Winners - Can update their entry if they wish

❖ VOTING PROCESS

- Blind - All names, gender pronouns, references to self, other identifying features removed
- Isolated - Every A&H Ctee member receives their own voting sheet
- Anonymous - Only the Ctee member and myself knows how they voted
- Preferential Basis - WISE SPY Votes are 3, 2, 1

❖ COMMUNICATION

- Advise the unsuccessful nominees
- Post and celebrate all nominees
- Advise the winner, WISE AG Admin and Asst. Admin, and ASSP
- Post and celebrate our WISE SPY



2025 WISE SPY Finalists

Adele L. Abrams
Tammy Anander
Lisa Blotsky
Holly Burgess
Tanya Conole
Heather Earl
Brandi Kissel
Diseye Oba
Omolara Oluseun Juba
Jeanne Rannells
Trynitie Wilson
Brandy Zadoorian

Representing the EXCELLENCE in



CONGRATULATIONS TO ALL!!

ASSP WISE SPY 2025



Tanya Conole

Congratulations!



- ❖ Commitment and dedication to WISE Awards and Honors
 - Ongoing development, promotion, and administration of WISE MotM and WISE SPY
 - Works with the WISE SPY for their CoPS SPY nomination
- ❖ Facilitating the selection and onboarding of new members to Awards and Honors Committee, and Advisory Group
- ❖ Open Call and WISE retreat contributions
- ❖ Mentorship
- ❖ Supports WISE members, ASSP Chapters and CIGs by sharing and presenting information
- ❖ Member of:
 - ANSI/ASSP Z10 review committee
 - US TAG for TC283 (ISO 45001)
- ❖ Podcaster, Chapter author (Total Worker Health)

WISE SPY → CoPS SPY

- ❖ ASSP / Society Level Activities
 - Appointed roles, speaking, instructor, ASSP Standards review ctees
- ❖ Council Level Activities
 - ASSP council positions, committees, or task groups
- ❖ Community Level Activities
 - Representing a community, elected or nominated position
- ❖ Authorship
- ❖ Contribution to Standards, Codes, and Legislation
- ❖ Leadership and Management
 - Not just the 'what' but also the 'how'
- ❖ Required to demonstrate impact of action

& COPS
ASSP WISE SPY
2025



Tanya Conole

Congratulations!
X 2!!



WISE

ChapterWISE

ChapterWISE

This is why I WISE

Domini Montgomery, MPH, ASP, CSP

WISE Advisory Committee

I joined WISE to deepen my knowledge, connect with a support system, and engage in meaningful ways that allow me to make a real impact. I'm able to champion safety in every sense—fostering diversity, ensuring access and equity, and promoting overall wellbeing. The sense of community here is remarkable and the resources are invaluable.



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www.assp.org/WISE

This is why I WISE

Allison Short, CSP, CIT

WISE Advisory Committee

The decision to join WISE may be one of the most impactful choices of my life. The professional development, training, & networking opportunities provided by WISE are incomparable.



WISE

www.assp.org/WISE



Networking - Education - Community
- Student Outreach



WISE is Worldwide!





WISE

Women in Safety Excellence

**2023/2024
ChapterWISE
Distinction
Award Winners**

Platinum Distinction Award

St. Louis
Oklahoma City
Greater San Jose

Gold Distinction Award

Silver Distinction Award

Bronze Distinction Award

Cascade
Tarheel


Congratulations, ChapterWISE Winners!



ChapterWISE Service Initiative

National ChapterWISE campaign
to support
Period Poverty Awareness and Prevention

It's that time

 Time to end
period poverty.





WISE

2024 WISE Retreat

This is why I WISE

"You have
access
instantly
through social
media to some
of the most
intentional
thought
partners."

Kelly Bernish, CSP - WISE Advisory Committee

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The Art of Life: Combining Personal & Professional to Create a Life You Love!

The Art of
Negotiation

Who Are You
Kidding? Be your
Authentic Self

Seeking Balance in
Your Life by Putting
the Oxygen Mask on
Yourself First

Navigating Career
Development Real
Time Opportunities



WISE

WISE @ Safety 2025



RUNWAY

SAFETY APPAREL AND PPE FASHION SHOW

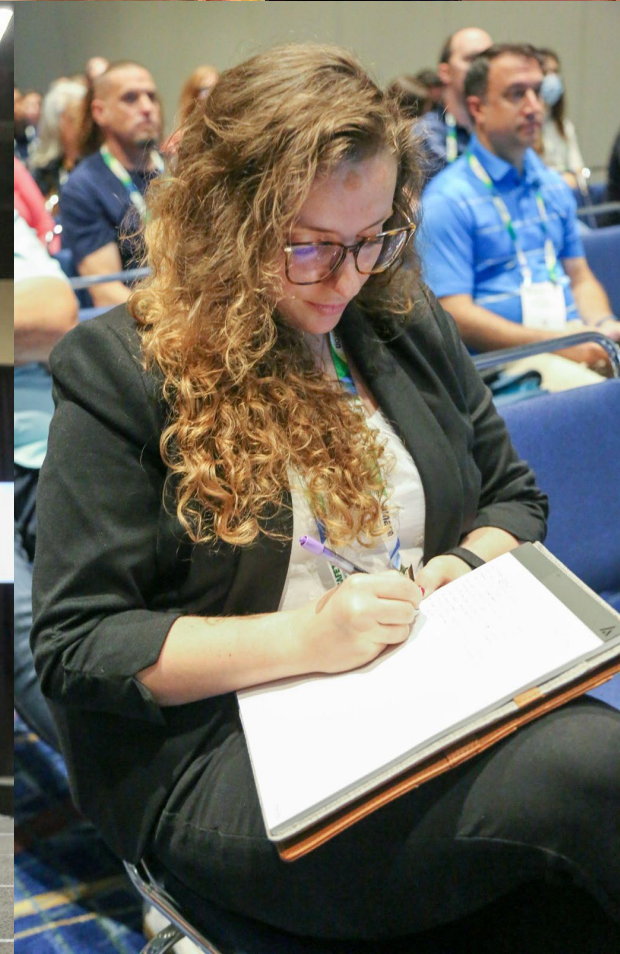
BROUGHT TO YOU BY ASSP WOMEN IN SAFETY EXCELLENCE (WISE)



SAFETY25

CONFERENCE + EXPO







WISE

**Welcome to the
WISE Virtual
Networking Night!**

This is why I WISE

Karen LaRue, OHST
WISE
Administrator

"My WISE peers
have provided me
with encouragement
and guidance on
how to achieve my
goals and advance
within my company."

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www.assp.org/WISE

#fundwisefutures



GOAL

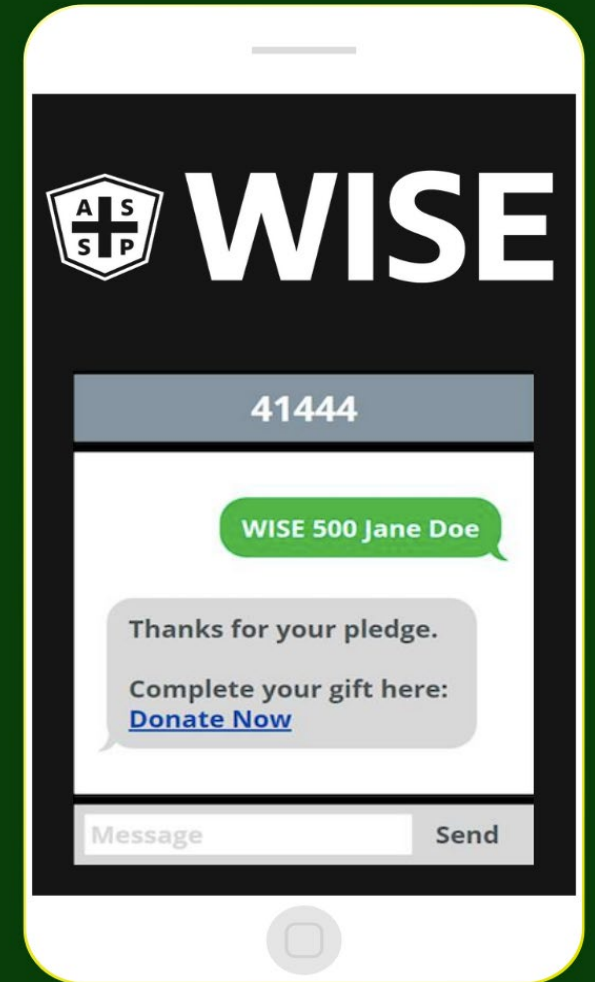
\$30,000

RAISED

\$9,992

#fundWISEfutures
by donating to the
WISE Scholarship!

Text "WISE," your
donation amount,
and name to
41444; then follow
the link to
complete.



WISE Webinars

Free for WISE Members! CEUs available!

Recorded webinars are available on [Vimeo](#)
[to watch 24/7](#)

Topics:

Canva Tips for Safety Pros

Lithium Ion Batteries

Post Election Projections on Regulatory and
Legislative Agenda

Want to be a
speaker? We
believe in you!

Want to see a
certain topic? Let
us know!

What's next for WISE?

Open Board Positions:
Fundraising Chair
Book Club Chair

Safety 25
Fundraising for The Period Project - during Safety 25
WISE Speaker Directory on the WISE Community page

YOU!!! Join us and get involved! Support WISE!

Be a mentor

Join or start a ChapterWISE group

Volunteer on a Committee

WISE

Women in Safety Excellence



www.assp.org/WISE

Connect with  **WISE**



ASSPWISE



**ASSP WISE - Women In Safety
Excellence**

www.assp.org/WISE

<https://community.assp.org>

Thank you from the WISE Advisory Committee!

