

To: House Committee on Early Childhood and Human Services

Date: March 22, 2023

RE: Support for HB 3333

Dear Committee Members,

On behalf of Parrott Creek Child & Family Services, we urge you to support HB 3333 to develop a Just Culture framework into the child abuse and neglect investigatory process. Just Culture delivers organizational accountability for the systems they've designed, and employee accountability for the choices they make. Just Culture models have been adopted in both the hospital and aviation sectors – two essential parts of our society that put client and employee safety, security and wellbeing at the very heart of every single decision that is made and every single assessment that delivers continuous quality improvements.

A Just Culture does *not* let individuals off the hook for negligence or intentional harm (such as flying a plane while intoxicated); rather, it attempts to distinguish these types of behaviors from simple human errors (such as failing to notice an indicator light in the cockpit). Similarly, a Just Culture holds organizations accountable for their role in failing to prevent harm caused by their employees due to poor training, safety procedures, or lack of institutional safeguards.

Harvard professor Lucian Leape stated, "Approaches that focus on punishing individuals instead of changing systems provide strong incentives for people to report only those errors they cannot hide. Thus, a punitive approach shuts off the information that is needed to identify faulty systems and create safer ones. In a punitive system, no one learns from their mistakes."

Parrott Creek's endorsement of this bill is based on our 54-year heritage of providing residential care to some of Oregon's most vulnerable and marginalized children and youth. We are working with local and national thought-leaders to re-envision how we conceptualize the care, treatment and physical spaces provided to system-involved youth in residential settings. In particular, we are responding to the growth in demand for mental health and drug-treatment services and for programs that can reverse the disproportionate impact of behavioral health challenges on BIPOC, LGBTQIA+ and other disadvantaged communities. HB 3333 would be an essential tool to ensure these statewide efforts are successful.

We urge you to pass HB 3333 and help create a Just Culture for both our children and the employees who support them in our diverse systems of care.

Sincerely,



Simon Fulford
Executive Director