



Safes Spaces for Reopening and Return to In-Person Activities

January 29 2021



STRATEGY OF THINGS

Agenda

- The return to work journey
- Safe Spaces
- Where we help





Priorities in the journey to a “New Normal”

Business Stage

Stabilize

Replan

Reopen

“New Normal”

Business Continuity

COVID-19 Response

Resilience

Digitization Acceleration

Priorities

Key initiatives

- Business Continuity
- Remote operations
- Capital rebalancing
- Project reprioritization
- Govt compliance

- Strategy update
- Business planning
- Financial planning
- Initiative development
- Project prioritization

- Operations re-start
- Employee re-integration
- Govt compliance
- Workforce safety

- Operational execution
- Business scaling
- New investments
- Resilience and continuity



A vaccine has been discovered, but ...

The Coronavirus Is Never Going Away

The Atlantic, August 4 2020

One-third of Americans wouldn't get COVID-19 vaccine even if it's free, poll says

Fox13 Memphis, August 12 2020

Vaccine or no vaccine, there's no returning to the pre-COVID-19 world, biosecurity expert says

Medical Xpress, June 12,2020

WHO warns coronavirus vaccine alone won't end pandemic: 'We cannot go back to the way things were'

CNBC August 21 2020

The coronavirus is changing faster than scientists thought

SF Chronicle, January 21 2020



Are we ready to re-open?

50% of US Employees Worry About Workplace Exposure to COVID-19

EHS Today, May 4 2020

2 large Illinois teachers unions threaten 'health and safety strikes' without adequate school COVID protections

Herald&Review, July 29 2020

Back to the Office: Tough Call for Workers, and for the Boss

New York Times, November 10,2020

Workplace COVID-19 lawsuits increasing 'exponentially,' ...

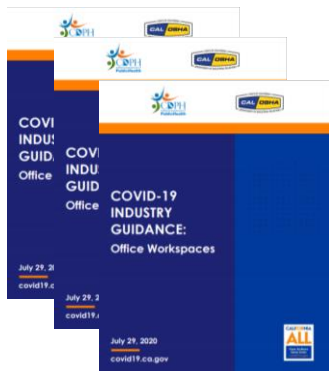
HR Dive, July 10 2020

'We have been left to fend for ourselves': Vulnerable workers fear returning to unsafe workplaces

The Independent, July 31 2020

Despite guidelines, today's workplaces aren't really safe

Public health guidelines



- Facemasks and PPE
- Staff/Occupant training
- Sickness/Leave policies
- Screening
- Signage
- Cleaning and Sanitization
- Air filtration
- Physical distancing
- Alternative work arrangements
- Space reconfiguration
- Pedestrian flow management
- Occupancy reduction

Barriers to a safe workplace



Evolving health guidelines



Resistance to compliance



Inconsistent application



Once and done



Incorrect implementation



Lack of Enforcement



Minimum compliance



One size fits all approach

A safe space is essential to reopening

A **safe space** provides **peace of mind** to employees, visitors and employers. It is a **physical space** that enables people to come **together** to work, collaborate, learn, and socialize in a way that **minimizes their health risk**.



Prevent



Protect



Mitigate



Respond



Recover



What makes a space safe? More than facemasks and social distancing ...

- Space characteristics
- Usage of space
- Air quality and ventilation
- Codes and guidelines
- Floorplan design and layout



- Policies and Practices
- Implementation of policies and practices
- Use of technology

- Skills and Knowledge
- Resources, roles and responsibilities
- Workspace Safety Plan
- Policies and Practices
- Technology

- Leadership and Commitment
- Resources and tools
- Communications and Engagement
- Reporting and Metrics
- Trust building



Some things that create a safe workspace





Technology is an integral part of a Safe Space

Meeting Rooms

- Voice Command Audio Video
- Video/Remote Working
- Occupancy sensors
- Touchless door entry
- Facemask detection

Walkways

- Transit direction monitoring
- Facemask detection
- Social distancing detection
- Workplace contact tracing
- Wi-Fi location analytics

Office

- Voice Command Phones
- Occupancy sensors
- Workplace contact tracing

Informal Gathering Spots

- Group size detection
- Social distance detection
- Facemask detection
- Gathering time monitoring
- Indoor Air Quality sensing
- Sanitization robots

Breakrooms

- Group size detection
- Social distance detection
- Facemask detection
- Gathering time monitoring
- Touchless faucets and dispensers
- Cleaning monitoring

Departure Point

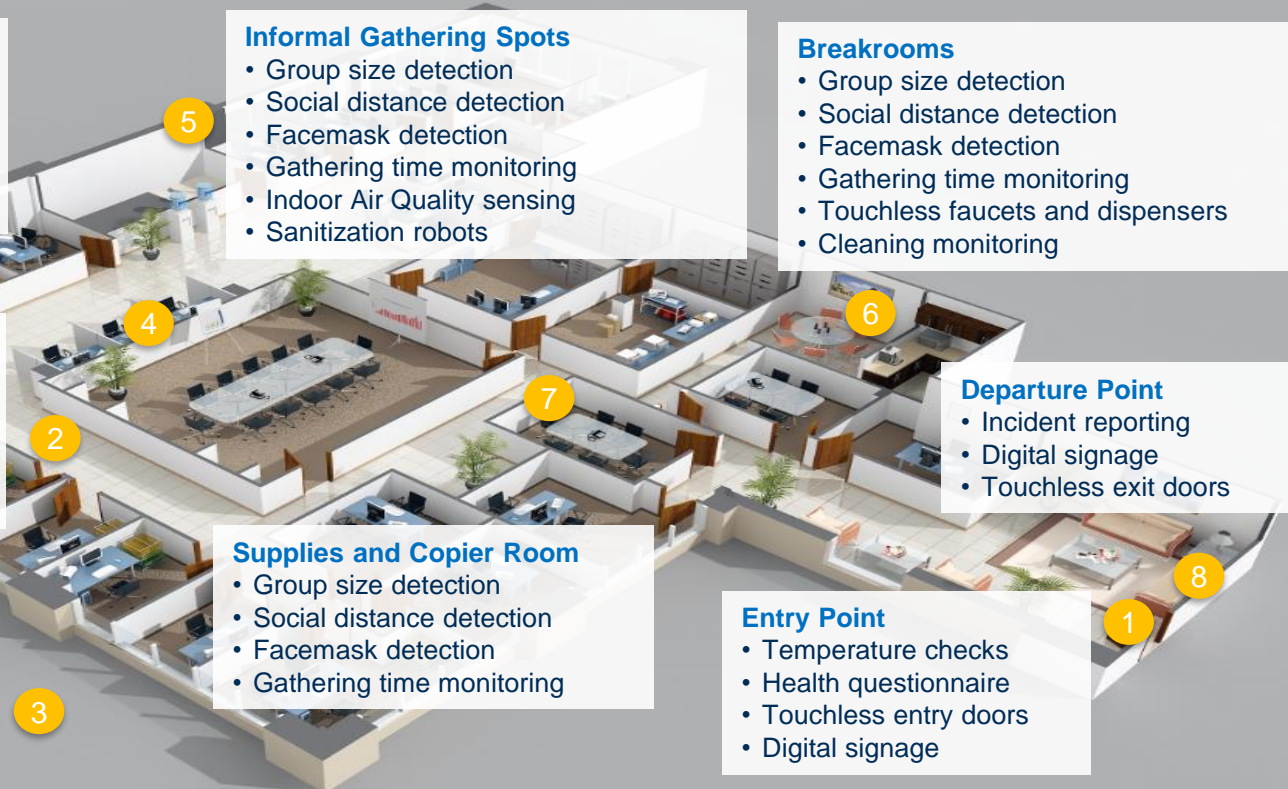
- Incident reporting
- Digital signage
- Touchless exit doors

Supplies and Copier Room

- Group size detection
- Social distance detection
- Facemask detection
- Gathering time monitoring

Entry Point

- Temperature checks
- Health questionnaire
- Touchless entry doors
- Digital signage





What does a Safe Space look like? (examples)

Conference Room

- Policy: no more than 5 people at one time
- Technology – occupancy sensor to confirm # of people and notify of non-compliance
- Space layout – fewer chairs, physical barriers to limit chair placement, larger conference table

Frequently Touched Surfaces/Objects

- Policy – sanitize hands and offices often; clean surfaces every 2 hours
- Practice – hygiene stations every 200 ft
- Technology - Contactless and voice command ops

Rapid Response

- Technology – contact tracing
- Policy – HR and legal
- Regulation – compliance with health and privacy reporting, information storage
- Practice – on site isolation rooms, telehealth doctors, onsite health safety representation

People and Resources

- People – role of safe space “captain”
- Practices – education and awareness trainings
- Processes – monitor spaces frequently to determine what changes should be made
- Design/layout – isolation/quarantine rooms

Face Mask

- Policy – face masks must be worn in all common areas and conference rooms
- Technology – AI cameras to detect people not wearing facemasks
- Practice – store disposable facemasks with receptionist

Social Distancing

- Policy and Health Codes – employees must stay 6 ft apart
- Layout/design – cubicles and desks, workstations laid out to maximize separation, wider hallways for walking, smaller common spaces to discourage lingering and gathering
- Technology – AI cameras or sensors to detect employee separation distance

Digital Signage

- Policy – employees must review signage everyday
- Practice – workspace performance metrics, health news, workspace changes posted every day
- Technology – digital signage monitors and content management system

Hallway Traffic

- Practice – foot traffic in counterclockwise direction only
- Layout/Design – Wider hallways, barriers and signs to remind employees on traffic direction
- Technology – AI cameras to detect people going wrong way and notify them via digital signage

Contactless Operations

- Policy – minimize skin contact on everyday objects
- Building infrastructure – self opening doors, faucets, elevators
- Technology – voice command, mobile phone apps

Front door entrance

- Policy: no one with a fever may enter office
- Technology – body temperature sensor to check for fever on every employee and visitor
- Practice – all employees must walk under temp sensor





Key questions in creating a Safe Space

Safe Workspace Program Lifecycle/Phases

1

Assess, Baseline and Plan

- Do we know the right safety guidelines for workplace?
- Do we have resources who understand safety guidelines?
- How do we assess safety readiness?
- What gaps do we have?
- How should we plan to address gaps?
- Are we planning holistically?

2

Design, Build and Deploy

- How should we think designing a safe workplace?
- What processes, tools or solutions need to be deployed
- What training and communication efforts are needed?
- What data do we need to collect or share to support a safe workplace?

3

Operate

- How should we monitor the safety of the workspace?
- What privacy and security policies do we need to comply with?
- Who do we need to share safe workspace data with internally or externally?
- Do we need partners to help operate a safe workspace

4

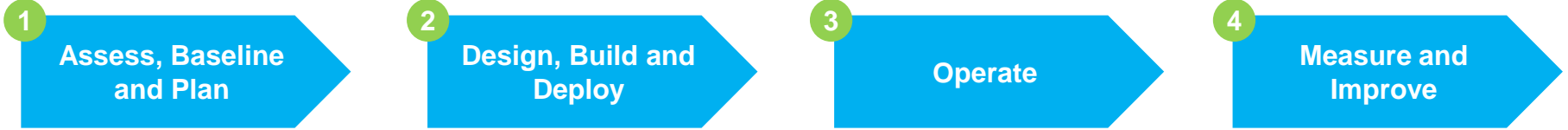
Measure and Improve

- What metrics are we collecting for safe workspace?
- How often are we reviewing the metrics?
- Do we have a process to incorporate feedback from the metrics?
- How are we performing compared to industry practices



What are the key components in building a Safe Space?

Safe Workspace Program Lifecycle/Phases



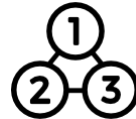
Focus Areas and Considerations for Safe Workspace



Ventilation and building science



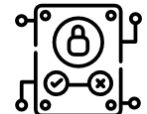
Codes, public health guidelines, best practices



Processes and practices



People and organization



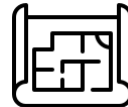
Building infrastructure



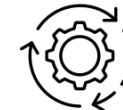
Data, reporting and metrics



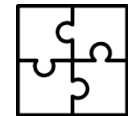
Technology, tools and infrastructure



Space design and layout



Governance and operations



Reopening strategy and plan



Steps to building a Safe Space

Safe Workspace Program Lifecycle/Phases

1

Assess, Baseline and Plan

- Establish baseline of current space, measures, tools, organization readiness, compliances
- Assess existing conditions, measures, and readiness
- Identify and prioritize gaps
- Identify code and guideline non-compliances
- Identify recommendations to address gaps
- Develop gap closure plan

2

Design, Build and Deploy

- Define “my safe space” requirements
- Design “my safe space” – policies, practices, solutions, organization, space and layout, building infrastructure, metrics
- Build, integrate, implement policies, practices, resources
- Identify, procure, implement solutions and services

3

Operate

- Launch “my safe space”
- Execute communications, training, change management and engagement plan
- Support initial launch and stabilize operations

4

Measure and Improve

- Monitor KPIs
- Identify gaps and address
- Monitor changes to codes, guidelines, best practices and replan as needed
- Audit and reassess “my safe space” on a periodic basis

Where we help

1

Assess, Baseline
and Plan

2

Design, Build and
Deploy

3

Operate

4

Measure and
Improve

SoT Focus

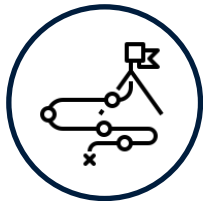
How safe is my current space and measures?



Assessment

- Safe Space assessment and tool
- Self certification assessment tool
- Airborne transmission risk assessment

What should I do and how do I do it?



Advisory and Consulting

- Reopening strategy and planning
- Safe workplace planning and design
- Safe space planning and design
- Technology and solutions planning
- Change and engagement planning

SoT Partners' Focus

What solutions do I need?



Solutions and Services (partial list)

- Process and policy automation
- Pre-entry kiosks
- Workforce wellness
- Cleaning and disinfection robots
- Employee contact tracing
- Conversational chatbots
- Remote workforce management
- Command center and decision dashboard

How do I keep my space safe?



Space operations and services

- Workplace contact tracing
- Intelligent video monitoring and reporting



Assessment activities

	Description	COVID Risks Addressed
A Inspect Facilities, Policies and Measures	This activity consists of two parts - a physical site walk through inspection, review and audit of countermeasures applied at various facilities; and a review of the policies and plans developed and implemented to mitigate COVID-19 transmission risk. The outcome of this activity is an assessment of the effectiveness of these measures, a list of the gaps, and recommendations for improvement.	1 2
B Safe Space Assessment	This assessment builds on the physical inspection and addresses key factors not examined. It looks holistically at four areas – space and usage (how/who), prevent and protect measures, respond and recovery measures, and occupant/visitor/staff engagement and trust building. The assessment requires answering ~110 questions and provides an assessment/score of your performance against these four areas.	1 2 3
C Facility Aerosol Risks Assessment	This assessment focuses on the more specialized aspects of COVID airborne transmission. This is a deeper inspection, analysis and review of the indoor air quality and ventilation environment within the facility, its management and practices. The outcome of this activity is an assessment of current air quality and ventilation practices, a list of gaps, and recommendations for improvement.	1 2 3

Why Safe @ Work?

Safe @ Work augments and expands your current measures to increase the safeness of your space. Holistically. Comprehensively. Consistently. Continuously. Automatically. Effectively.

Safe @ Work Measures

- Air quality monitoring
- Ventilation system mgmt.
- Space assessment
- Space self certification

- Employee contact tracing
- Contact tracing badge cards
- Cleaning and disinfection robots

- Floorplan changes
- Space de-densification
- Contact free systems
- One way traffic flow
- Office closures

- Communications
- Space closures
- Reporting
- Deep cleaning

Your Current Measures



- Social distancing
- Facemasks
- Remote/hybrid workforce
- Staggered work shifts
- Sanitation stations

- Training
- Communications
- Signage

- Pre-entry kiosks
- Employee Wellness App
- Video detection of distancing, facemasks
- Cleaning and disinfection robots
- Remote workforce mgmt

- Conversational chat bots
- Digital signage and comm.
- Remote employee management
- Command center and decision dashboards
- Trust building

Why Safe @ Work?

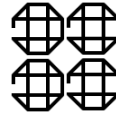
A Safe @ Work workplace is



Adaptive



Aligned and
Committed



Consistent
application



Current and
continuous



Properly
implemented



Assured
Enforcement



Maximized
compliance



Fit to Space



About Us

Strategy of Things helps public and private organizations adapt and thrive in the COVID-19 “new normal”. Based in Silicon Valley (and beyond), our team of engineers, innovators and transformation practitioners bring science, innovation and strategy to help cities, communities and businesses reopen and return to work. Together, our team members:

- Created the Safe Space Assessment model to help public and private organizations assess their readiness to safely return to in-person activities
- Co-created the United Nations (UN) City Disaster Resilience Scorecard used in over 330 cities, the Public Health Addendum to the City Scorecard used by the World Health Organization (WHO), and the UN Buildings Resilience Scorecard used by commercial real estate owners and operators
- Create healthy, productive, smart buildings and workplaces. Our certifications include: Council-Certified Indoor Environmental Consultant (CIEC); American Council for Accredited Certification (ACA), WELL Accredited Professional (AP), LEED AP, Certified Energy Manager (CEM), and Certified Energy Auditor (CEA)
- Are Industry recognized innovation leaders. We created smart city and innovation programs and strategies for municipalities and utility companies. We are active members of the CompTIA IoT Industry Advisory Council, the NIST GCTC Wireless, Smart Buildings, and Smart Regions superclusters. We have mentored research scientists at the Department of Energy’s national labs. We are a recognized global Top 10 influencer in IIoT/Smart Cities, speak and are quoted frequently in the press.
- Developed organizational productivity systems at the corporate, not for profit and community levels. We are recognized knowledge experts in human centered design of workplace culture and settings linked to productivity, talent attraction and retention, and ROI.



Contact Us



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What we know: the three ways COVID-19 virus spreads

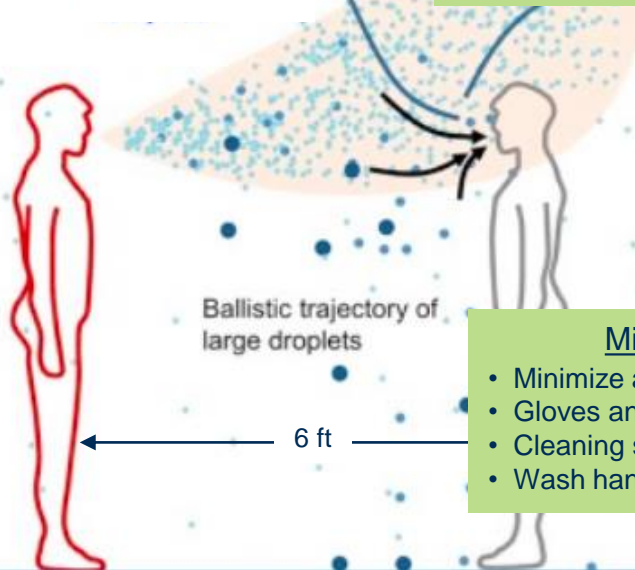
1 Respiratory droplets

Transmission through Large Airborne Droplets (close range)

- Mitigation practices
- Distancing and de-densifying
 - Facemasks
 - Barriers
 - Minimize interactions
 - Space and layout

Source of viral shedding (from high to low):

- Sneezing
- Coughing
- Heavy breathing
- Singing
- Normal speaking
- Just breathing



2

Surface Contact

Transmission through Surface Contact

- Mitigation practices
- Minimize and remove shared objects
 - Gloves and glasses
 - Cleaning surfaces
 - Wash hands and hygiene

3 Micro droplets

Transmission through Airborne Micro Droplets (long range – up to 30 ft)

- Mitigation practices
- Indoor ventilation management
 - Indoor air quality management
 - Outdoor activities
 - Space and layout