**Why Do We Eat Our Young? Breaking The Hazing Trend**

**This is designed to be a Keynote or General Session Presentation of 60-90 minutes**

**Overview: A look at common hazing practices in EMS. We will talk about the culture of “breaking in a rookie”, hazing, and the ways that we often discourage new providers. Prepare yourself for some laughs as you encounter Reuben’s unique brand of EMS Poetry. Prepare for some personal introspection as well. If you are ready to change the way we encourage new EMS providers, come and join the fun.**

**Objectives:**

1. The student will identify some of the ways that new providers are discouraged on entering EMS.
2. The student will recite better ways to encourage new providers.
3. The student will identify the necessity of breaking away from the current culture and embracing a new paradigm.

**Outline: Target Audience-All EMS Providers**

**Intro:** Introductions and a personal experience regarding the hazing of an EMT student which resulted in that student giving up on EMS.

**Concepts**

1. A review of current culture
	1. Trial by Fire
	2. If they can’t take it, they don’t belong
	3. Gut Check
	4. Let’s see if we can make the rookie puke
2. **“We Got Us a Rookie” Poem**
3. Damage done by current practices
	1. New people turned off by callous nature of EMS
	2. New providers aren’t given a chance to adapt to the culture
	3. Are we scaring off good providers prematurely?
	4. Why do we do this?
4. **“Another One Quits the Bus” Poem**
5. How does the current culture need to change?
	1. Talk to new providers about the emotions that EMS must deal with
	2. Talk about coping mechanisms
	3. Talk about PTSD with new providers
	4. Encourage new providers to talk about how a call affected them
6. **“The Things These Eyes Have Seen” Poem**
7. Conclusion
	1. Challenge to change the current culture
	2. Challenge to “adopt a rookie”
	3. Challenge providers to attempt to retain new providers rather than weed them out
8. **“One Big Happy Dysfunctional EMS Family” Poem**