


The Safety Diva's (TM) Academy

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The Safety Diva's (TM) Mindset



The idea of safety as a calling has been gaining traction in recent years, as people recognize the importance of creating and maintaining safe environments in all aspects of life. This concept goes beyond simply following safety protocols and regulations. It involves a deep understanding and commitment to the well-being and protection of individuals and communities.

Those who view safety as a calling often pursue careers in fields such as public health, emergency response, occupational safety, and more. They feel a strong sense of duty and responsibility to ensure the safety of others and to make a positive impact on society. They are driven by a desire to prevent accidents, injuries, and harm, and to create conditions in which people can thrive and live their lives to the fullest.

Safety professionals who view their work as a calling often go above and beyond the minimum requirements. They continuously educate themselves, stay up to date on the latest safety practices and technologies, and actively seek opportunities to improve safety standards and procedures. They understand that safety is not a one-time fix, but a continuous effort that requires dedication and perseverance.

Safety as a calling also involves a mindset shift. It means looking beyond individual needs and thinking of safety in a broader context. This includes considering the impact of our actions on others and taking proactive steps to prevent potential hazards and risks. It means prioritizing safety over convenience and making decisions that may not always be popular, but are in the best interest of everyone's well-being.

While safety as a calling can be challenging and demanding, those who view it as such find it immensely rewarding. They derive a sense of purpose and fulfillment from knowing that their work has a direct impact on the lives of others. They take pride in creating safe environments and contributing to a safer and healthier world.

The saying by Jeanette Windle, "Safety is not the absence of danger, but the presence of God," highlights the idea that safety is not just about avoiding danger, but also about having faith in a higher power. Similarly, Gabor Maté's quote, "Safety is not the absence of threat. It is the presence of connection," emphasizes the importance of relational connections for feeling safe. Both quotes offer valuable insights into what it means to feel safe and secure. Feeling safe and secure is a fundamental human need. It goes beyond simply avoiding danger or threats. Jeanette Windle's quote, "Safety is not the absence of danger, but the presence of God," reminds us that safety is also about having faith in a higher power. It suggests that there is comfort and protection to be found in believing that there is a greater plan at work.





This quote emphasizes the idea that true safety is not solely reliant on external circumstances, but also on an individual's trust and connection with something beyond themselves. Whether it is a religious belief or a spiritual connection, having faith in a higher power can provide a sense of security and assurance.

Similarly, Gabor Maté's quote, "Safety is not the absence of threat. It is the presence of connection," highlights the importance of relational connections for feeling safe. Human beings are social creatures, and we thrive on connection and belonging. When we feel connected to others, whether it be through relationships, community, or a sense of belonging, we are more likely to feel safe and secure.

This quote reminds us that safety is not just about physical safety, but also about emotional and psychological safety. Having healthy and supportive relationships can create an environment of safety and trust, where individuals feel heard, understood, and validated.

Both quotes offer valuable insights into what it means to feel safe and secure. They remind us that safety is not only about avoiding danger, but also about having faith in something greater and establishing meaningful connections with others. By recognizing the importance of both our relationship with a higher power and our relationships with other people, we can create a sense of safety and security in our lives.

Those are powerful statements that can apply to so many different situations and circumstances. But what does it mean for our everyday lives?

I believe them. It's one of the reasons I'm so passionate about safety—because when you're present in your work, you're able to see what's really going on and

make decisions quickly.

But how do we make sure that our workplaces are safe spaces for all kinds of people? How do we make sure that everyone feels comfortable coming forward with their concerns? How do we create an environment where employees feel like they can speak up without fear of retaliation? Creating a safe and inclusive workplace is essential for the well-being and productivity of all employees. To ensure that everyone feels comfortable coming forward with their concerns and that an open and supportive environment is fostered, there are several steps that can be taken.

These are all questions that have been on my mind lately. And while I don't have all the answers yet, I think there are some things we can do right now to help improve safety in our organizations. We can realize that:

Safety is not a checklist, it's a mindset.

Safety is not just a business or corporate cultural issue, it's a ministry.

Safety is about people, not just about equipment and processes.

First and foremost, it is crucial to have clear policies in place that explicitly outline what behavior is expected in the workplace and what behavior will not be tolerated. These policies should cover topics such as discrimination, harassment, and retaliation. It is essential that these policies are communicated effectively to all employees and that they understand their rights and responsibilities.

Training programs can also play a significant role in creating a safe and inclusive workplace. Providing employees with training on topics such as diversity, inclusion, unconscious bias, and respectful communication can help to raise awareness and educate employees on appropriate behavior. These training programs should be accessible to all employees and should be conducted regularly to ensure that the knowledge is reinforced and updated as needed.

In addition to policies and training, it is vital for organizations to have a robust reporting and complaint process in place. Employees should feel confident that if they have concerns or witness inappropriate behavior, they can report it without fear of retaliation. An anonymous reporting mechanism can also be

beneficial in cases where individuals may fear retaliation or have concerns about confidentiality.

Creating a culture of accountability is another important aspect of ensuring a safe and inclusive workplace. This involves holding individuals accountable for their actions and addressing any reported concerns promptly and thoroughly. All reports should be taken seriously, investigated, and appropriate action should be taken to address the issue and prevent future incidents.

Finally, fostering an inclusive and supportive environment requires ongoing efforts to promote diversity and inclusion. This can include initiatives such as employee resource groups, mentorship programs, and diversity and inclusion councils. These initiatives help to create a sense of belonging and ensure that employees from all backgrounds feel valued and respected.

Creating a safe and inclusive workplace requires a multi-faceted approach that includes clear policies, effective training, strong reporting mechanisms, a culture of accountability, and ongoing efforts to promote diversity and inclusion. By taking these steps, organizations can ensure that all employees feel comfortable and empowered to come forward with their concerns and that a supportive and respectful work environment is maintained.

As we think about safety, it's important to remember that safety is not only about preventing accidents or injuries—it's also about fostering an environment where everyone feels comfortable and valued. When we talk about safety, we mean making sure that everyone knows they are part of a community that cares about them and wants them to succeed. We want people to feel safe in their jobs, but also in their homes and communities. It's important for us to be aware of our own biases and prejudices so we can work towards creating a space where everyone feels welcome and accepted.

Safety is not just a matter of policy—safety is something we believe in as individuals. As leaders in this field, it's our responsibility to make sure that everyone who works with us feels valued and appreciated regardless of race, religion, gender identity or sexual orientation.

In conclusion, safety as a calling is a mindset and commitment to the protection and well-being of others. It goes beyond following regulations and involves a deep understanding of the importance of safety in all aspects of life. Those who view safety as a calling dedicate themselves to continuous improvement, stay informed about best practices, and prioritize the well-being of others. They find fulfillment and purpose in their work and strive to make a positive impact on society.



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