

TAKE THE CHALLENGE!



ALL IN ON SAFETY



To be effective, any safety and health program needs the meaningful participation of workers and their representatives. Workers have much to gain from a successful program, and the most to lose if the program fails. They also often know the most about potential hazards associated with their jobs. Involve workers in all aspects of your safety and health program. It's important to create an environment where all workers feel included, heard, and respected.



LET'S GET STARTED!

1 Identify a workplace safety activity that helps build a more diverse and accepting workplace.

Diversity, equity, and inclusion (DEI) is a safety issue. Every worker offers a valuable perspective and their unique experiences are needed to prevent workplace injuries and illnesses, and find solutions to keep workers safe.

Choose an activity to help advance workplace safety and health, involve your workers in a meaningful way, and promote collaboration toward safety and health goals. Here are a few suggestions:

- ✓ Celebrate diversity and employee differences!
- ✓ Provide management with diversity training so workers feel supported and protected.
- ✓ Host employee listening sessions to create a culture of trust where workers are encouraged to speak up.
- ✓ Establish a DEI committee to work closely with your safety and health committee.
- ✓ Provide materials in workers' native languages and make them technology accessible to be inclusive.
- ✓ Develop and communicate DEI goals and measure progress.
- ✓ Diversify management to ensure workers feel represented.
- ✓ Ensure workgroups and teams are diverse.
- ✓ Consider time zone, job tasks, and work shifts when scheduling meetings so everyone can participate.
- ✓ Provide opportunities for ongoing feedback.

For more ideas, visit: www.osha.gov/safeandsound/safety-and-health-programs.

2 Recognize workers who participate. Present workers with an appreciation card or certificate. Download templates at www.osha.gov/safeandsound/activities.

3 Visit www.osha.gov/safeandsound/activities to download your virtual coin.

Importantly, share this challenge with your workers during a safety meeting or training and post on your website, newsletter, or social media using [#AllinonSafety](https://twitter.com/AllinonSafety) and [#SafeAndSoundAtWork](https://twitter.com/SafeAndSoundAtWork) to reinforce worker participation as part of your safety and health program.