

# A Culture of Care

## Leadership Commitment

At the University of Alberta, creating a safe workplace across One University is multi-faceted and requires specific attention to several factors. Cultural, physical, and psychological safety are critical aspects of a healthy, diverse, inclusive, and respectful workplace that champions safety, equity and good relations.

The university has made a promise to Lead with Purpose and recognizes that people are the foundation of this institution's success in our core mission of research, teaching and community engagement. By embracing a core value of safety, the University of Alberta can strengthen this foundation by ensuring that people's health, safety and well-being, including that of our senior leaders, is central to everything we do while maintaining our commitment to open inquiry and the pursuit of truth.

### Vision

A Culture of Care where everyone owns<sup>1</sup> their safety performance and that of others.

**As a senior leader within the University of Alberta I will lead and act in alignment with the following principles:**

#### We work safely and commit to:

- Accepting that the health, safety and well-being of our faculty, staff, students, contractors and visitors is a legal, moral, ethical, academic and operational imperative.
- Integrating health, safety and well-being into all aspects of research, teaching and community engagement activities.
- Maintaining compliance with health and safety legislation and university policies and procedures.

#### We take responsibility for safety performance and commit to:

- Taking personal accountability and holding peer leaders and direct reports accountable for health, safety and well-being performance.
- Participating in leadership initiatives and training that foster the improvement of health, safety and well-being across the university.
- Resourcing, promoting and measuring health and safety performance.

#### We champion safety and commit to:

- Engaging faculty, staff, students, contractors and visitors in improving health, safety and well-being.
- Actively building and supporting environments that are safe, welcoming, diverse, inclusive, equitable and respectful for all faculty, staff, students, contractors and visitors.



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Bill Flanagan  
President and Vice-Chancellor



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Kate Chisholm  
Chair, Board of Governors



<sup>1</sup> Owning safety is meant to convey that we are responsible for our own safety, but have an express ethical obligation to protect others when they are imperiled at work, by taking on the responsibility (duty to perform) to address/intervene as required to restore a safe environment.