Creating a safe workplace environment and addressing sexual harassment/awareness

"WeToo" need	These actions could help "WeToo"	So "WeToo" can
- A safe , inclusive (fun) workplace - To be respected and trusted - A workplace that: - Is caring - Has empathy for each other - Values people, people feel valued - Has accountability - Puts people first - To know what common behaviour is and is not acceptable in the workplace so everyone feels safe - Leadership - To lead from the top, buy in from the bottom - Support from decision makers - Communication that is: - Inclusive - Open - Safe, across the board - Everyone to be on board – buy in from everyone - Resources to get the job done	To address these needs, the following directions were prioritised for exploration. How might we: - Help employers to become more understanding and supportive of a safe workplace environment - Enable flexible working hours – symbols of a respectful environment - Gain buy in – cultural imperatives - Create agile approaches – locally based - Encourage employers to "listen to hear", not respond - Influence communication that is - open - constructive - meaningful - Contribute to taking action, having a clear process, ongoing education - Create a workplace that has - Honesty - Leaders modelling behaviour - Supports the kaupapa - Leading by example - Team work with a positive culture and support network - Leadership buy-in and action plans for their organisation - Empowerment - Training and planning - Te Whare Tapa Wha – considers the employee as a whole (work, home, flexibility, stressors)	- Be healthy, happy, contributing, productive people - Bring self to work - Speak up, be ourselves - Have a positive inclusive culture - Have a workplace that is: - safe and supportive for all - consistent, stable, positive - happy - healthy where outputs are met - sustainable - passionate - productive - Have people that understand the reasons for change - Have a sense of belonging and purpose - Have a clear organisational attitude toward the provison of a safe working environment - Have a motivated team in a safe workplace
Priority need: Pro-active leadership and challenging social norms/constructs	**Priority action: Keep staff and experience in the organisation**	**Priority outcome: Support each other and call out behaviour**
Our Skills	**Our Employers**	**Our Workplace**
Themes ranked in priority: **Communication,** openness, safe space, leadership, collaboration	Themes ranked in priority: **Flexibility/policy and mechanisms,** openness, communication, wellbeing	Themes ranked in priority: **Safety, management culture, positive behaviour,** inclusivity/diversity, education, people, Turangawaewae