

The FIPWiSE toolkit in action: Short learning resources to support positive work environments for women in science and education.

Factor 3: Creating supportive and safe working environments



This resource is based on the FIPWiSE toolkit for positive practice environments for women in science and education and was developed by members of FIPWiSE.

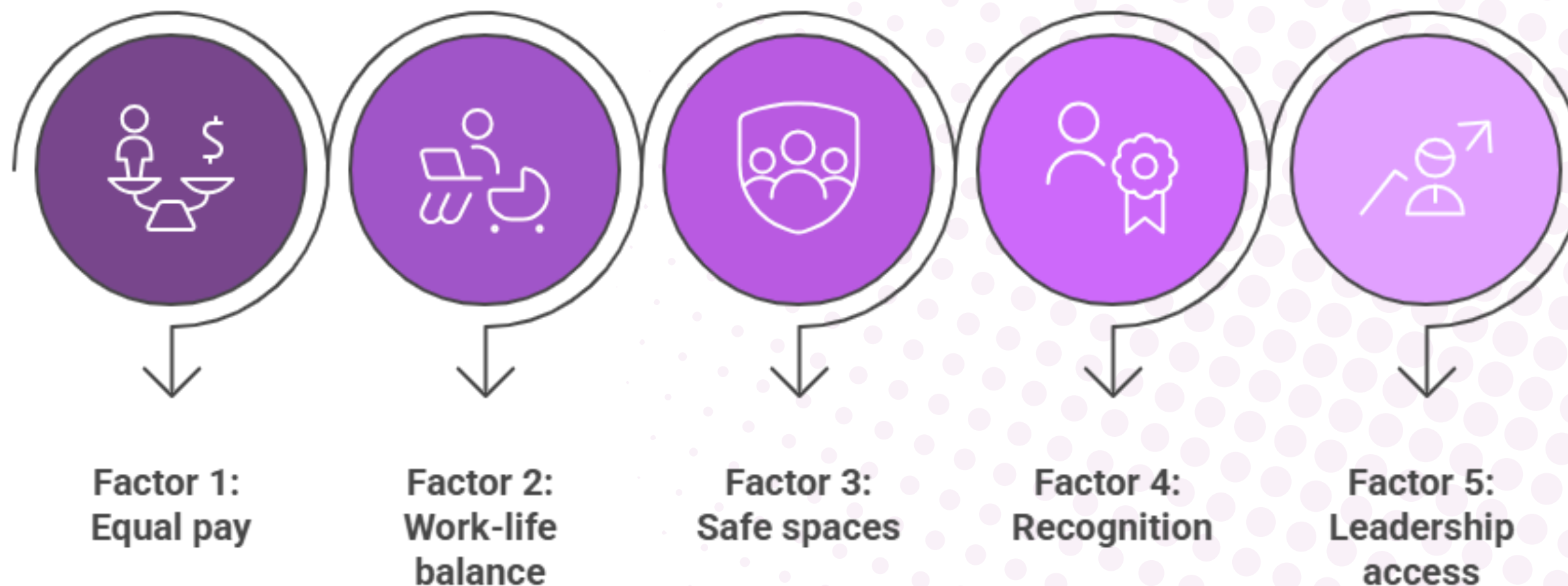


Scan the QR code to access the toolkit.

This resource supports the implementation of
FIP Development Goal 10: Equity and Equality



The FIPWiSE toolkit for positive practice environments focuses on the five key factors listed below:



This video focuses on Factor 3.

What key actions can institutions take to ensure sustained progress towards creating supportive and safe working environments?



Organisations can establish clear policies on zero tolerance for discrimination and harassment, invest in mental health support, create inclusive spaces such as baby care, breastfeeding areas and daycare centres, and ensure regular training on equity and inclusion. Feedback systems must be confidential, accessible, and acted upon. In addition, organisations can regularly review the composition of their teams and management for balance and diversity.



How can policies around supportive
and safe working environments be
effectively translated into everyday
workplace practices?



Policies must be accompanied by ongoing training, accountability mechanisms, and role modelling by leadership. Safe reporting channels and team-wide inclusion dialogues should be normalised to make values part of daily operations.



What are the best ways to engage leadership and stakeholders in the implementation of supportive and safe working environments?



Data can be presented on the benefits of supportive environments, including retention and performance. Involving leaders in co-creating solutions and providing them with tools to model inclusive behaviours and sponsor safe space initiatives will also be beneficial. Leaders can be reminded that organisations will benefit from a range of leadership styles and that “one size doesn’t fit all”. In addition, sharing positive outcomes and success stories from other institutions can act as a form of motivation to improve steps towards implementation.



How can we measure success and
track improvements over time?



Tracking employee satisfaction surveys, anonymous feedback mechanisms, incident reports, and retention of employees, especially those from underrepresented groups, can provide data to measure success. Additionally, organisations can set benchmarks, review trends regularly, and adjust interventions accordingly.



What strategies, tools, frameworks, or resources can support the implementation of supportive and safe working environments to foster thriving positive practice environments?



Gender audits, psychological safety assessments, DEI toolkits, anonymous suggestion platforms, and mentorship programmes can be useful tools. In addition, partnering with organisations who are experienced in workplace safety and inclusion could provide tailored support. The use of anonymised CVs or application processes during recruitment or when considering individuals for promotion can also help.



What role can individuals play in
enabling change, regardless of
their position?



Individuals can model inclusive behaviour, call out bias respectfully, support colleagues, and use available reporting systems. Being an ally and promoting a culture of respect helps drive collective change.



For more information, please visit our
website at <https://equityrx.fip.org> or
use the QR code below.





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