What makes you feel SAFE in the workplace?

Diversity

Inclusivity

Trust

Colleagues and superiors who celebrate mine and each others' wins, and who are there for support at times of loss.

Patience and understanding! (:

Being included in social plans with the others & being listened to

Agency

open communication, respect and community wellbeing support



Mentimeter

What makes you feel SAFE in the workplace?

Inclusivity

Being able to feel safe to come out Not being judged for my racial backgroud

Being in an affirming space- not having to mask, code switch or feel like an imposter :))

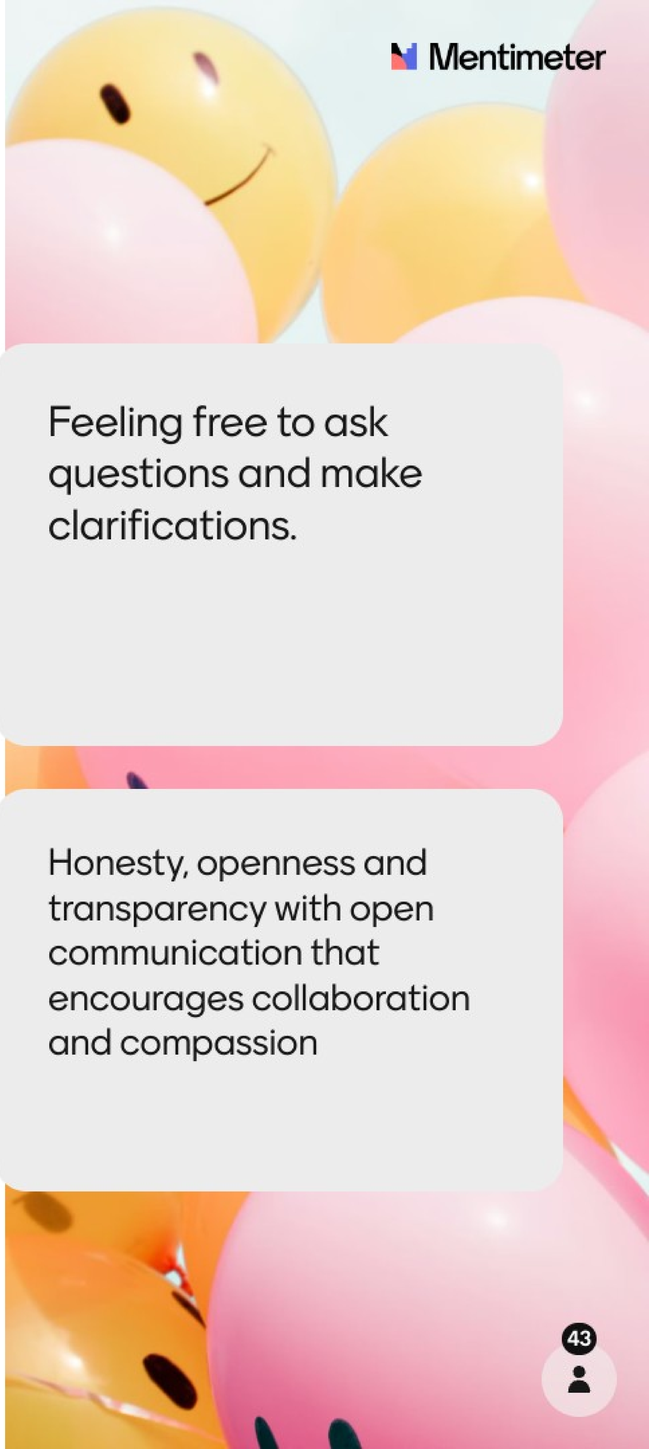
Feeling free to ask questions and make clarifications.

Trusting my team

Competent managers who also want to share their knowledge

Kindness from those around me. A willingness to understand each other

Honesty, openness and transparency with open communication that encourages collaboration and compassion



What makes you feel SAFE in the workplace?

empathy

A manager I can trust

Having flexibility to accommodate my needs and a good support system in my coworkers

Confidence in my abilities

Seeing people that look like me/not being the only POC in a workspace

Being considered for promotions when they arise

Kind, warm, and non-judgemental people

Openness and honesty with colleagues, being able to complete my work without harassment, following of proper polices



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What makes you feel SAFE in the workplace?

Supporting each other

Respect

being listened to

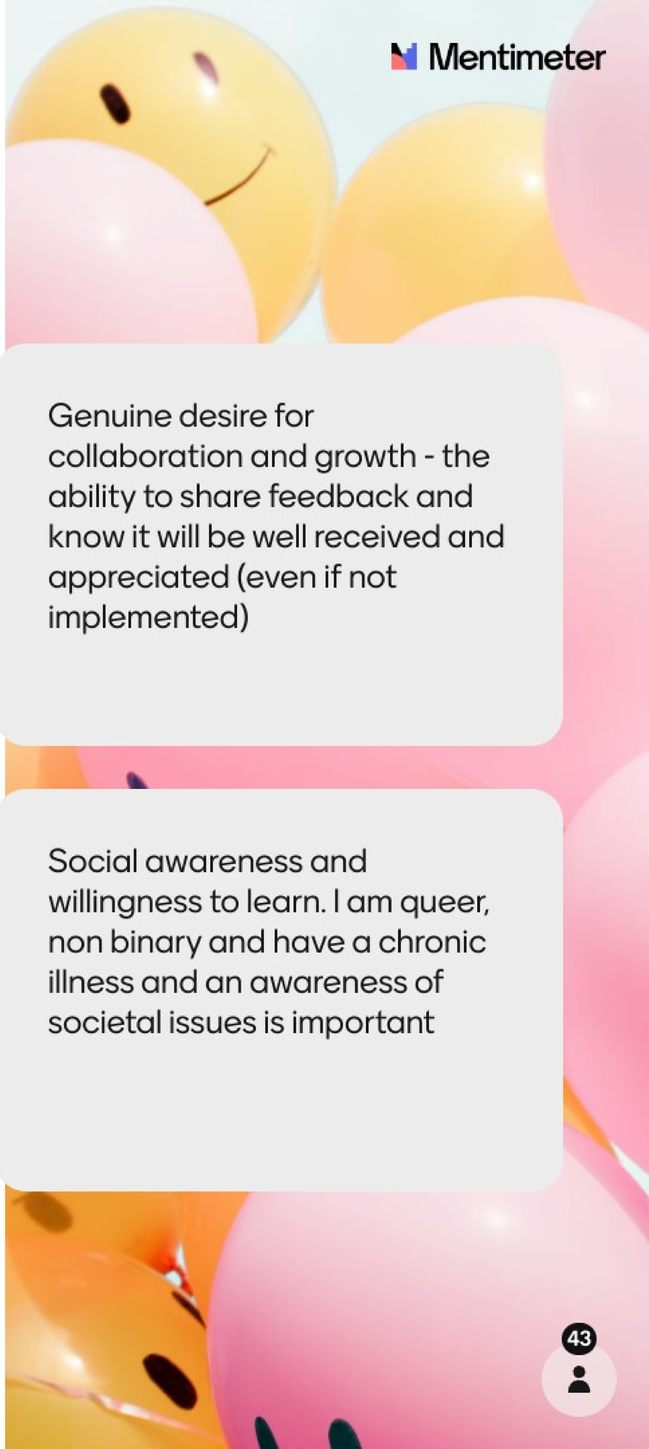
Genuine desire for collaboration and growth - the ability to share feedback and know it will be well received and appreciated (even if not implemented)

Knowing that there are failsafes and procedures that actually do something if anything does arise that would need reporting.

Understanding about diversity and inclusivity, with efforts made to act on this not just understand

Consideration of needs

Social awareness and willingness to learn. I am queer, non binary and have a chronic illness and an awareness of societal issues is important



What makes you feel SAFE in the workplace?

inclusivity of all kinds of personalities, a work place celebrates all regardless of if they are introverted extroverted or anything in between

A workplace that has people from lots of different backgrounds with a clear policy around mental health and protocols in place for if/when issues arise.

People sharing pronouns. People being respectful when they speak about race. People not making a big deal of wearing headphones in the office to avoid overwhelm.

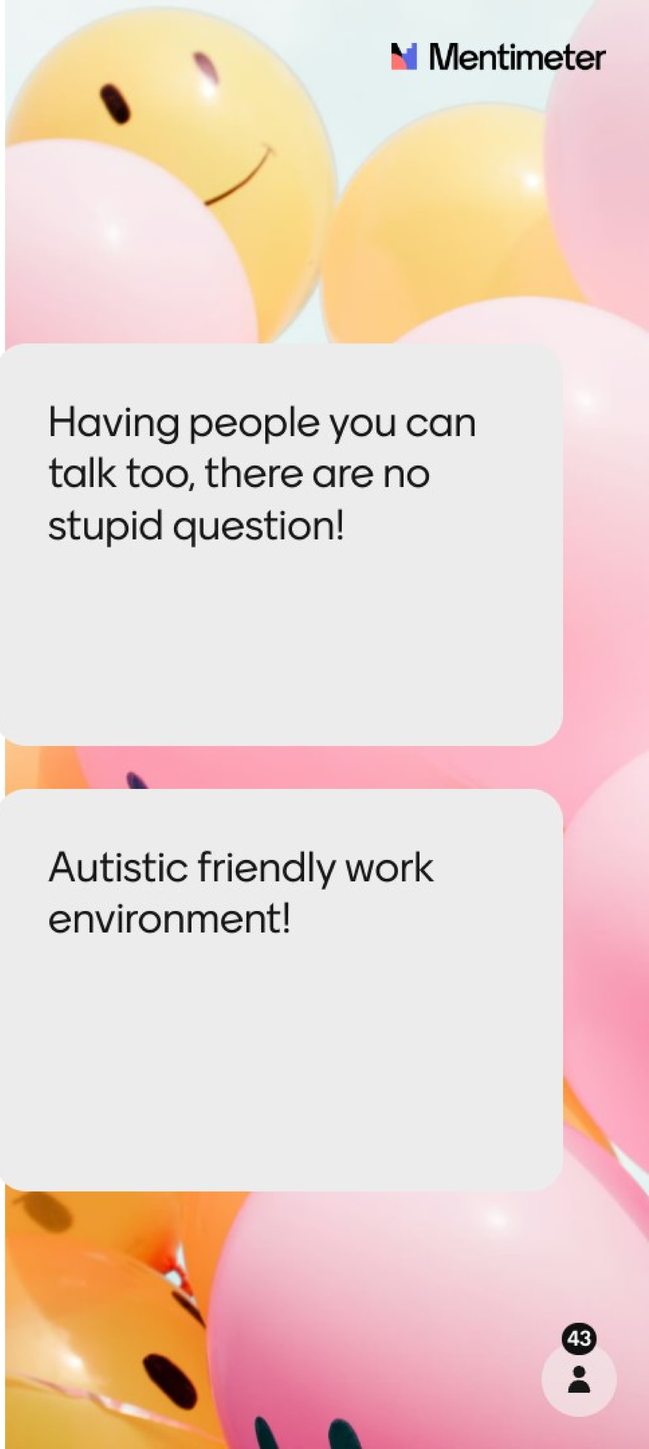
Having people you can talk too, there are no stupid question!

No rudeness, not being singled out or excluded. Clear communication and space to try things.

Transparency and clear rules which are followed and enforced

Having places to go (in office) where I can be less overwhelmed/overstimulated. Also having a company culture and team members who are compassionate and understanding.

Autistic friendly work environment!



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What makes you feel SAFE in the workplace?

Not being labeled as per my gender

To have a real support system at work (care for your mental health, provide spaces for improvement etc), diversity at the workspace but not feeling I am the diversity hire.

We can easily discuss our salaries with our colleagues with no fear of being chastised. The ability to unionise. Diversity. Clear professional-personal boundaries. Respecting me as a human w a life

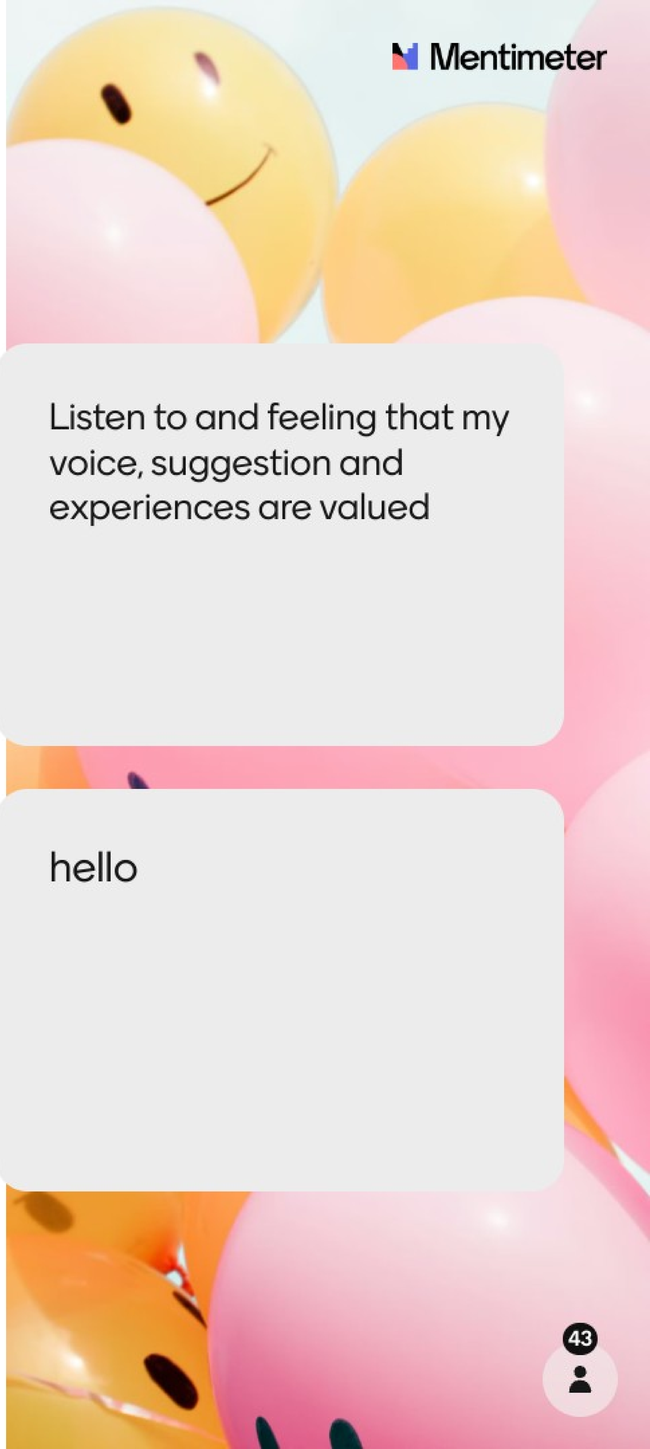
Listen to and feeling that my voice, suggestion and experiences are valued

I'm a valued person in the office. My colleagues and superiors are affirming and supportive. No sly comments or locker room talk.

Feeling a sense of belonging and to not be treated like I'm different.

An employer who believes in you.

hello



What makes you feel SAFE in the workplace?

Coworkers who are willing to listen, accommodate and support one another

A diverse set of colleagues from different backgrounds so I don't feel like I stick out as overly different. Opportunities to ask questions and learn more Flexible working

flexibility, open expression, space to grow

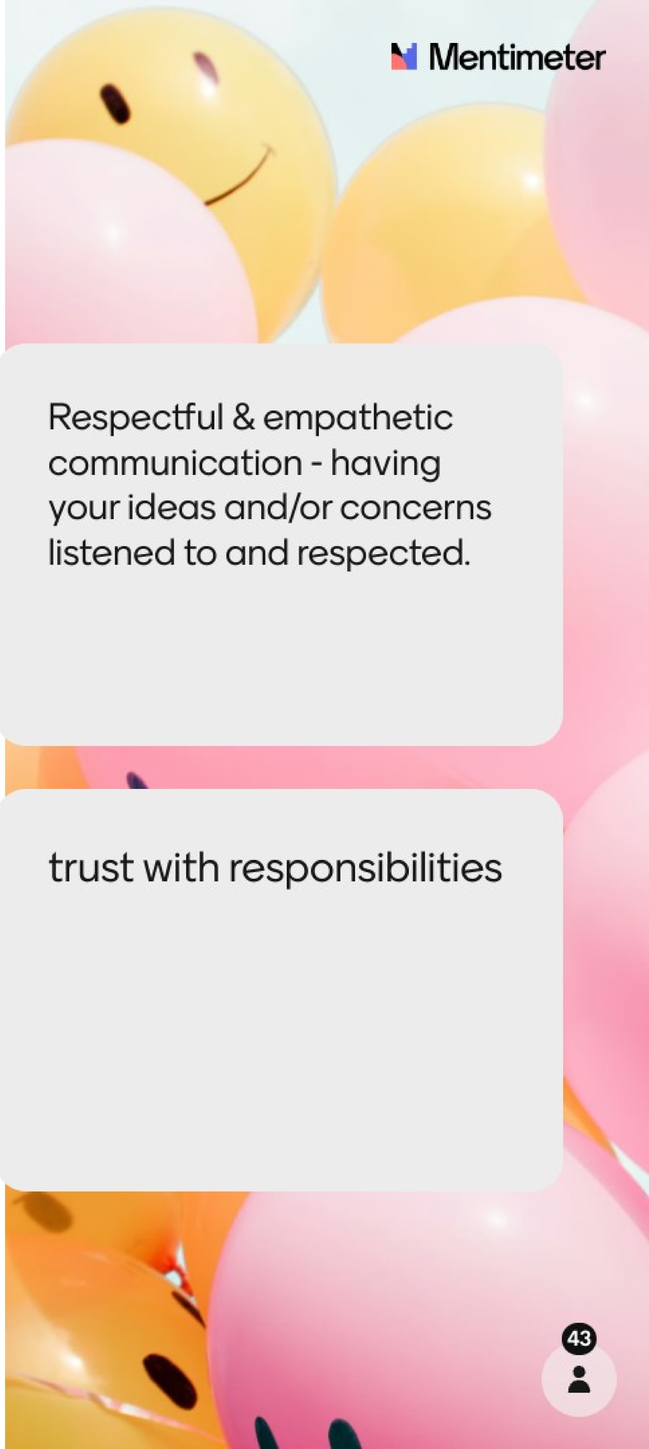
Respectful & empathetic communication - having your ideas and/or concerns listened to and respected.

Having people who are understanding of my culture, religion and medical issues rather than being interrogated and made to feel like a problem / difficult.

Being valued Diversity

Being praised and being made to feel my work is important regardless of me job level

trust with responsibilities



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What makes you feel VALUED in the workplace?

being heard

Positive and constructive feedback

Being trules heard

Being asked to help with things

Acknowledgement of work and achievements

Being asked my opinion

when my creative and organsiational ideas are heard and implemented

Being included in broader discussions

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What makes you feel VALUED in the workplace?

Appreciation and praise from team members (but not embarrassing me) lol

People taking the time to thank you and appreciate your creative ideas.

People listening to my contributions- even if an idea isn't actioned it is acknowledged.

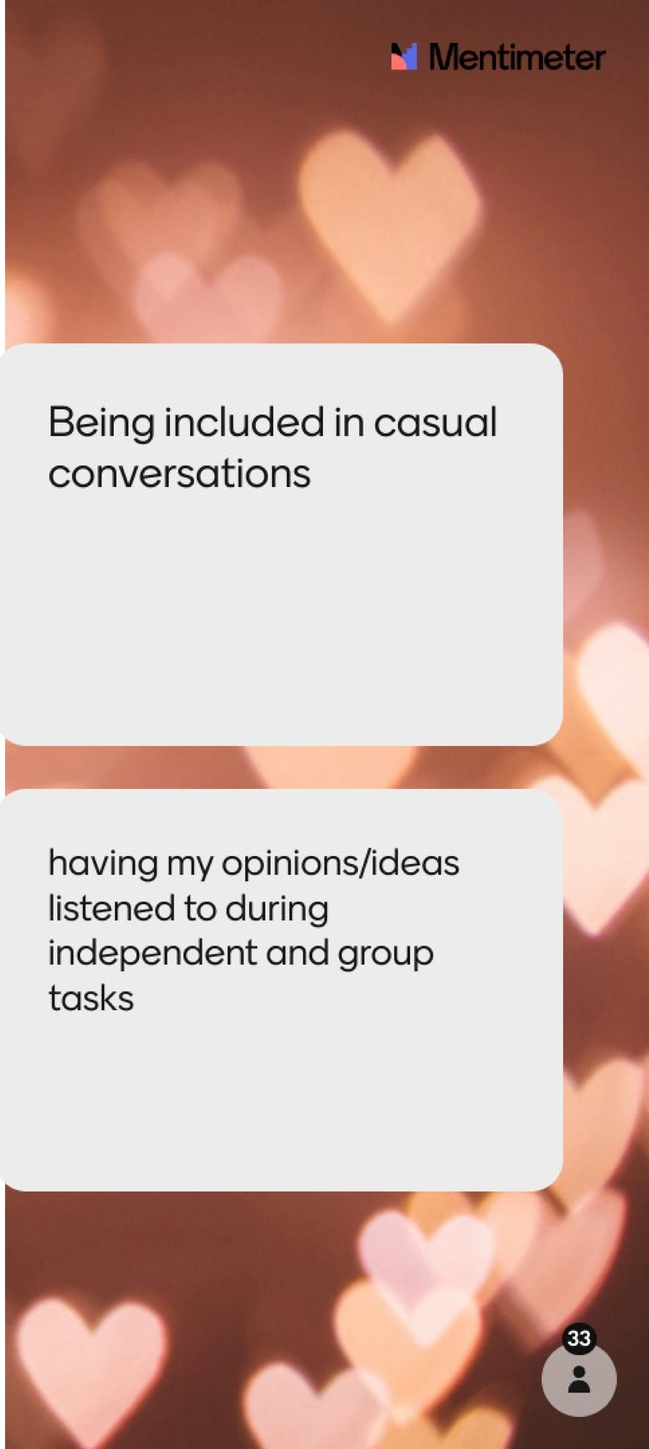
Being included in casual conversations

Receiving acknowledgement from my employer

explicit recognition of achievements and improvements, acknowledging where I have shown growth and development

Space to grow in what I can do and flourish in what i'm really good at, rather than having to fit into the preexisting mold

having my opinions/ideas listened to during independent and group tasks



What makes you feel VALUED in the workplace?

encouraging work life balance and helping with it

Being acknowledged for the work im doing

fair compensation feeling like what i do has meaning and purpose

Respect No class or title difference

Expressions of gratitude and praise

Being asked for my thoughts and opinions on a course of action. Being acknowledged for things I've pioneered.

Being approached for a promotion (the one that you've been asking for months :))

Feedback, positive or otherwise. Feeling like the company wants to help me do my job the best way I can.

Mentimeter

What makes you feel VALUED in the workplace?

Celebrating one anothere success

Detailed feedback w compliments when I do well. Proper monetary compensation

Being spoken to as if I am part of the conversation rather than an outsider watching the conversation.

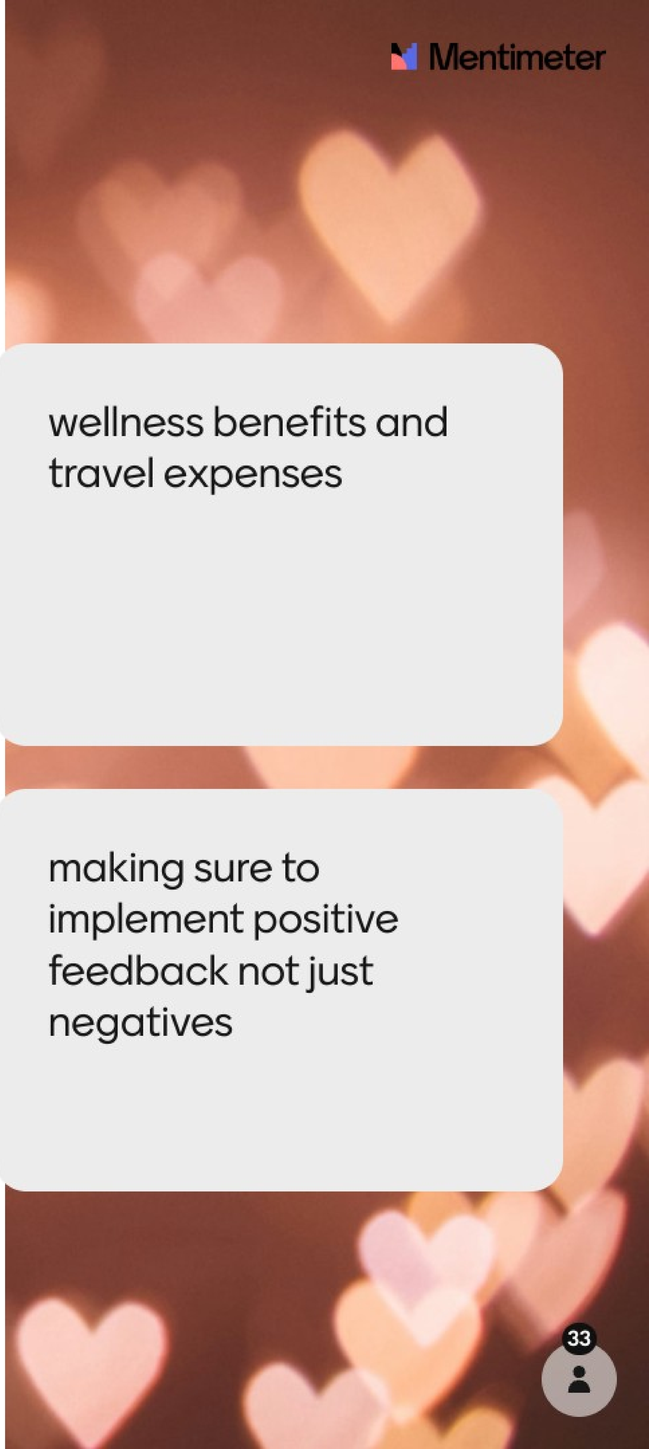
wellness benefits and travel expenses

Good work being complimented, struggles being noticed and assistance offered

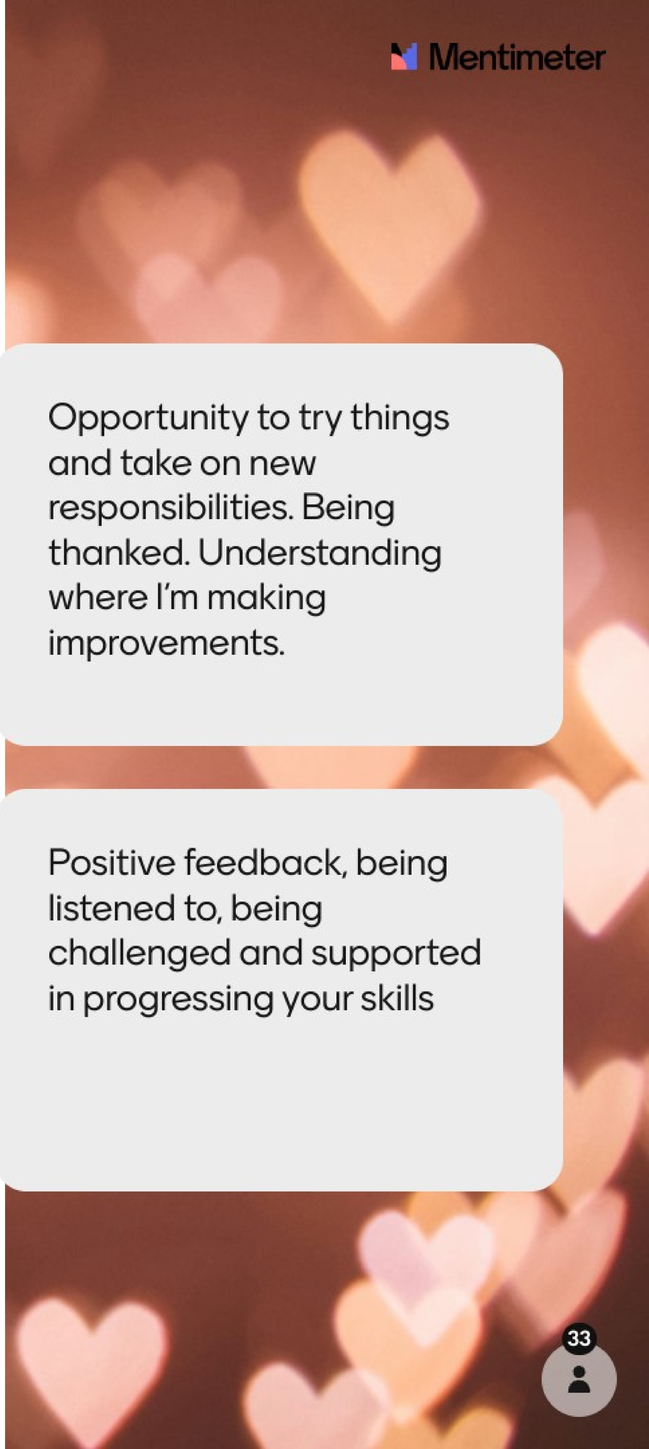
My ideas being heard and built upon Having space to build actual relationships

to feel like I can be part of the group

making sure to implement positive feedback not just negatives



What makes you feel VALUED in the workplace?



actual impact on result

Being invited to after work activities

Being acknowledged as an active member in the office culture and its progress!!!

Opportunity to try things and take on new responsibilities. Being thanked. Understanding where I'm making improvements.

being thanked for work, if done well

smiling

Where my voice is heard. Office social culture is not forced on you. Socializing is important but not to the point where they want you to change your personality.

Positive feedback, being listened to, being challenged and supported in progressing your skills

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What makes you feel VALUED in the workplace?

My achievements and work being celebrated. Being credited for my work. Appreciation for my sense of humour, and/or quirks (as opposed to being made fun of) Social events made inclusive e.g. no alcohol

Inclusive meet up spaces - not always a pub



What makes you feel CONFIDENT in the workplace?

being acknowledged for work done well, being asked for help, etc.

inclusive dress codes

Feedback! Knowing what I'm doing well and that I will be told if I'm not

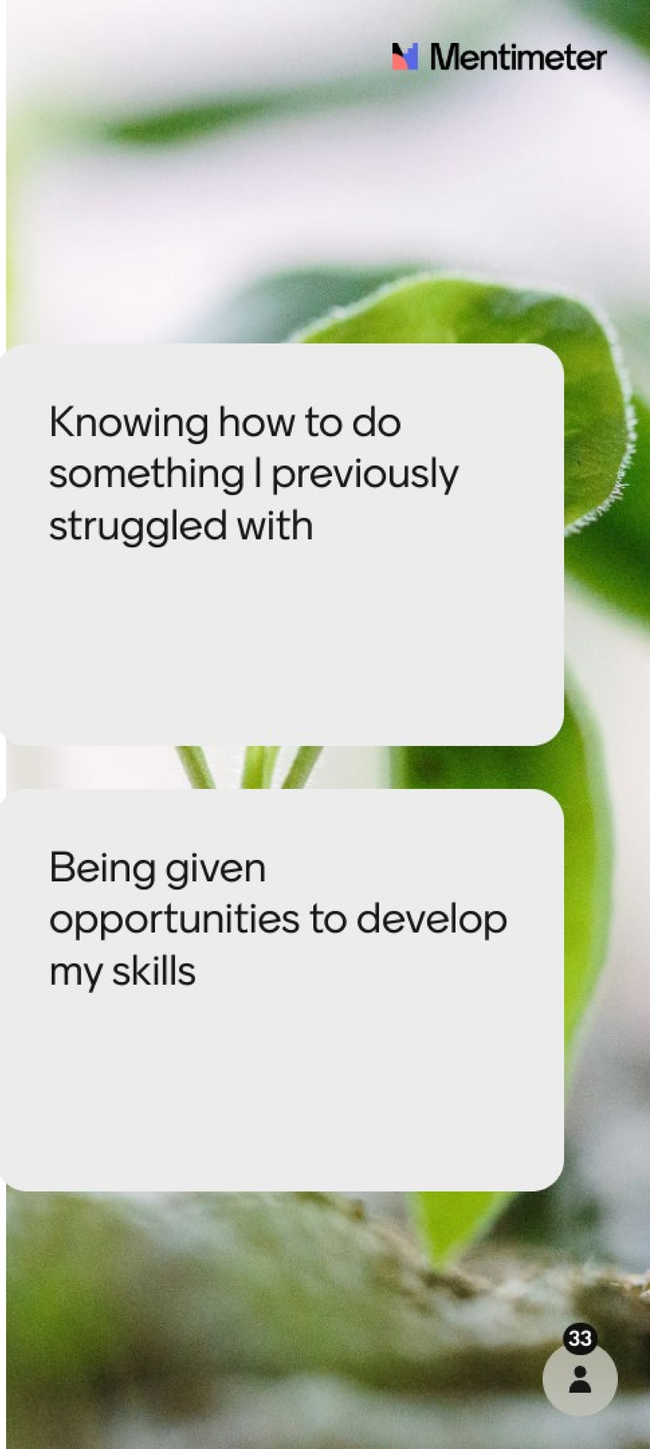
Knowing how to do something I previously struggled with

Support, kindness and training

Seeing the final result of my work & being praised for it

Knowing I'm doing a good job or making a difference for others.

Being given opportunities to develop my skills



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What makes you feel CONFIDENT in the workplace?

Being trust with responsibilities

Having accomplishable goals and meeting them

Feeling satisfied and proud of my work

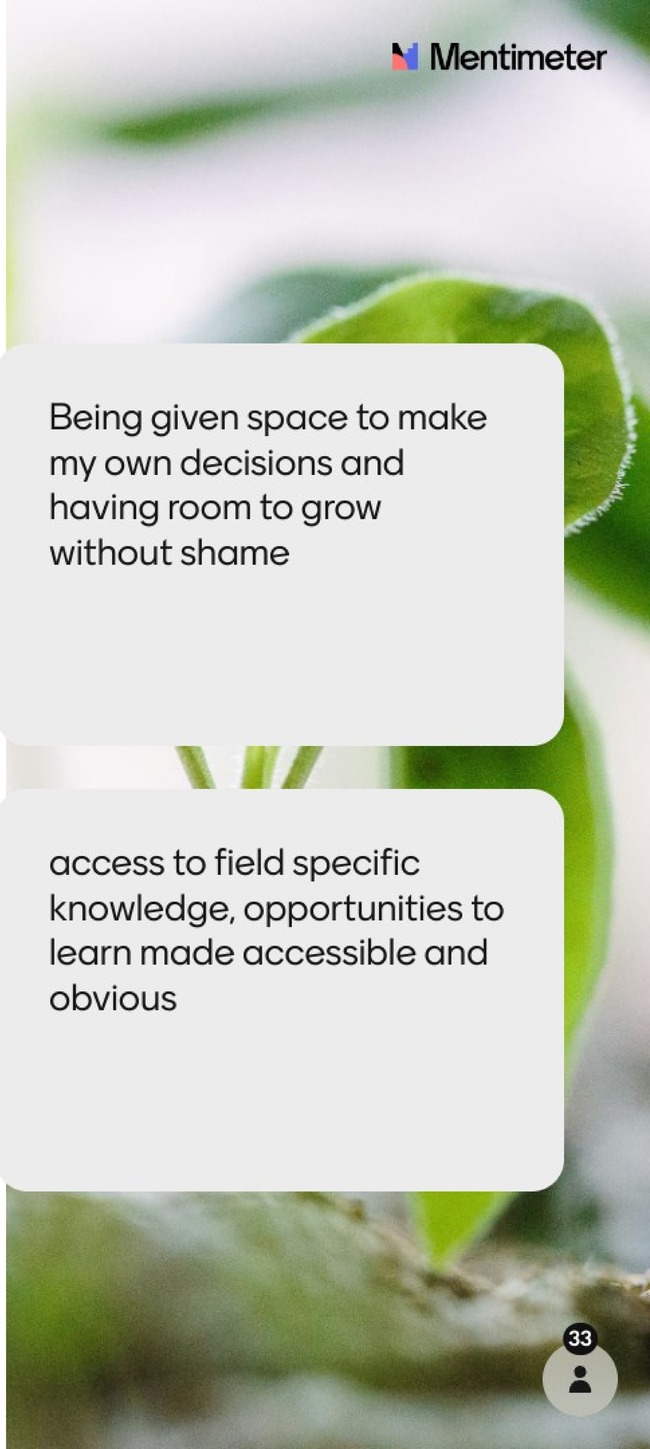
Being given space to make my own decisions and having room to grow without shame

If there won't be prejudice about my accent

help is always accessible

Being able to ask so called obvious questions without judgemt

access to field specific knowledge, opportunities to learn made accessible and obvious



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What makes you feel CONFIDENT in the workplace?

Being able to complete my goals to a high level

A non judgmental space

A sense of togetherness over competitive individualism

To see another woman in colour at a higher position (junior or senior) in the same company

Having an open forum to discuss ideas and thoughts.

confirmation that you are doing well and going in the right direction

Given opportunity to tackle new tasks.

Freedom to make my own decisions in places. Thorough training so I know how to trust myself with these decisions



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What makes you feel CONFIDENT in the workplace?

Giving space to offer my opinions freely in groups.

being given the opportunity to try

'A job well done' feeling like your contribution was useful and meaningful.

completely understanding my role and being secure in myself through my work

Social cohesion

Being relied upon, knowing my identity and neurodivergent wont be seen as incompetency

Being trusted with certain workstreams and becoming a go to person for questions from other depts

Trusting co workers



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What makes you feel CONFIDENT in the workplace?

People asking for my opinion on work related things

Colleagues and supervisors helping dispel impostor syndrome

Mistakes are pointed out to be fixed not to insult.

sigma

compliments and acknowledgement of work, team work and feeling included, having friends within workspace

being the alpha in the room

Diversity within a workplace as it ensures a range of unique voices.

Sufficient training and support provided for new tasks/software so I feel equipped to tackle them



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What makes you feel CONFIDENT in the workplace?

de-centering imperialist values that manifest in western workplace culture

Safe spaces



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What LASTING CHANGE are you committed to?

Greater trans visibility

reduction of betas and addition of alphas

More access to publishing and book jobs outside of London!

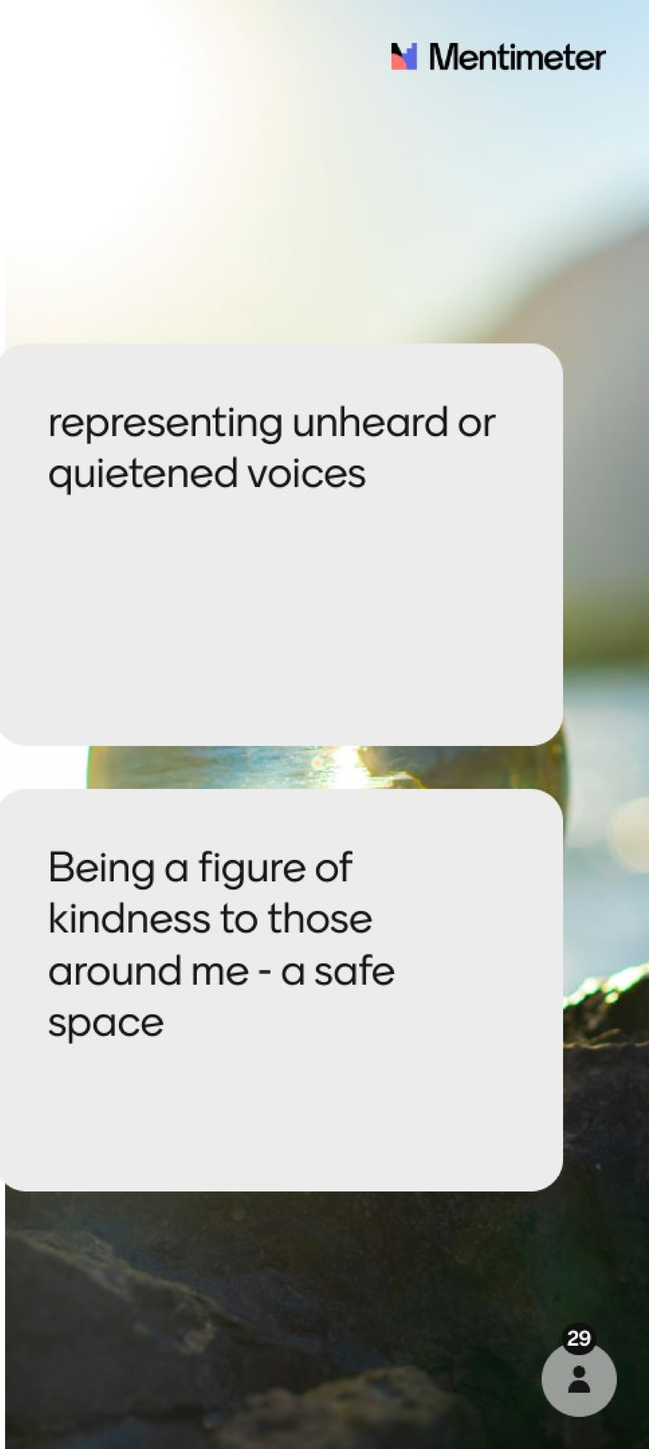
representing unheard or quietened voices

Inclusive publishing space so that everyone can write and read everyone's work

More recognition of struggling graduates

To open more doors in the creative space

Being a figure of kindness to those around me - a safe space



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What LASTING CHANGE are you committed to?

REAL change towards discrimination in the workplace, especially for the trans community

Using my voice to help others in the workplace.

Proper feedback on work done without the involvement of internal politics

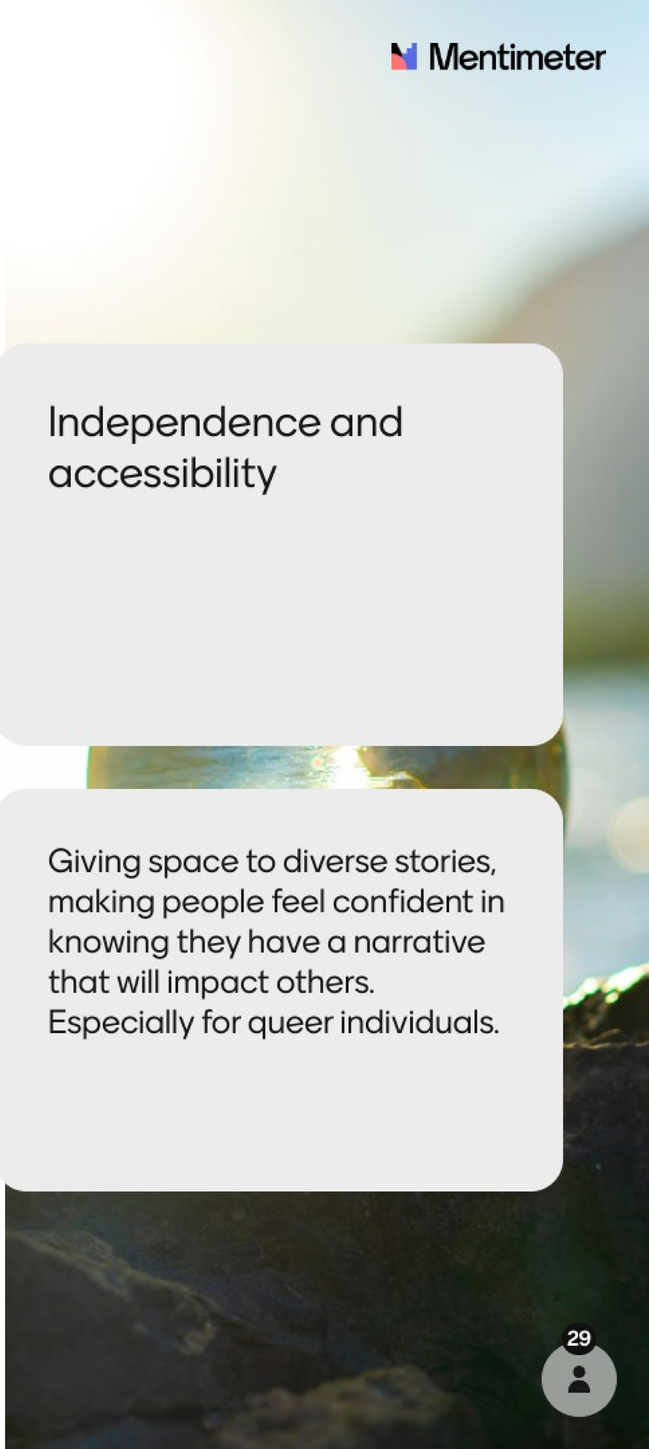
Independence and accessibility

Making space for remote work for everyone!! It's so so important especially for neurodivergent and disabled people, as well as parents and carers! Flexible work!

cheaper trnasport !!!

contributing to a society that is collectivist, recognising that we all need one another

Giving space to diverse stories, making people feel confident in knowing they have a narrative that will impact others. Especially for queer individuals.



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What LASTING CHANGE are you committed to?

recognition of non-citizens...

I want diversity in acquisition of literature. As someone who is half-Indonesian, would love to see more mainstream Indonesian translated fiction in the UK be popular.

I am committed to changing the types of social activities offered to staff as a way of bonding with colleagues. Right now only drinks after work are offered whilst I would prefer mindful activities.

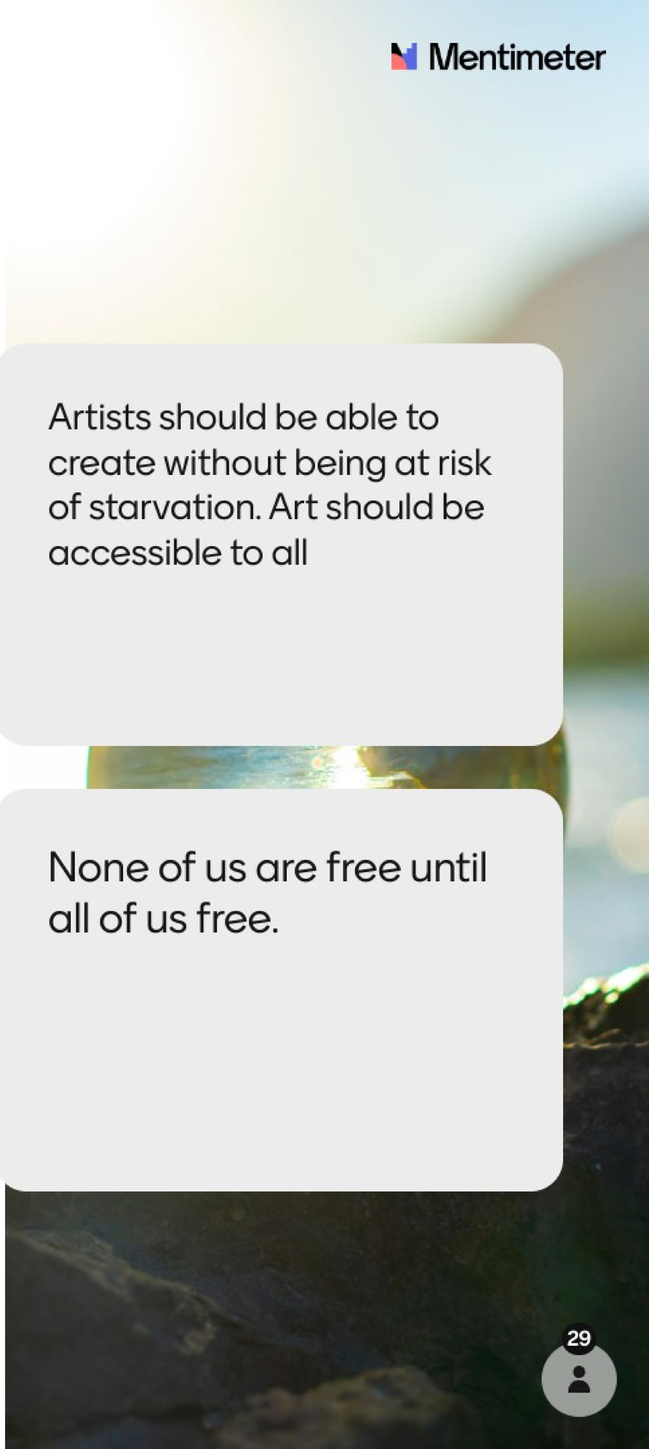
Artists should be able to create without being at risk of starvation. Art should be accessible to all

More mixed identity representation

Making including disabled people a default and not an extra challenge people will avoid

Better publishing pay!

None of us are free until all of us free.



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What LASTING CHANGE are you committed to?

making sure no matter how small someone's role is, they have ample opportunities to grow, not just reading CVs, but actual recommendaions

Clear career path & steps to reach your desired role

To create positive change in the world

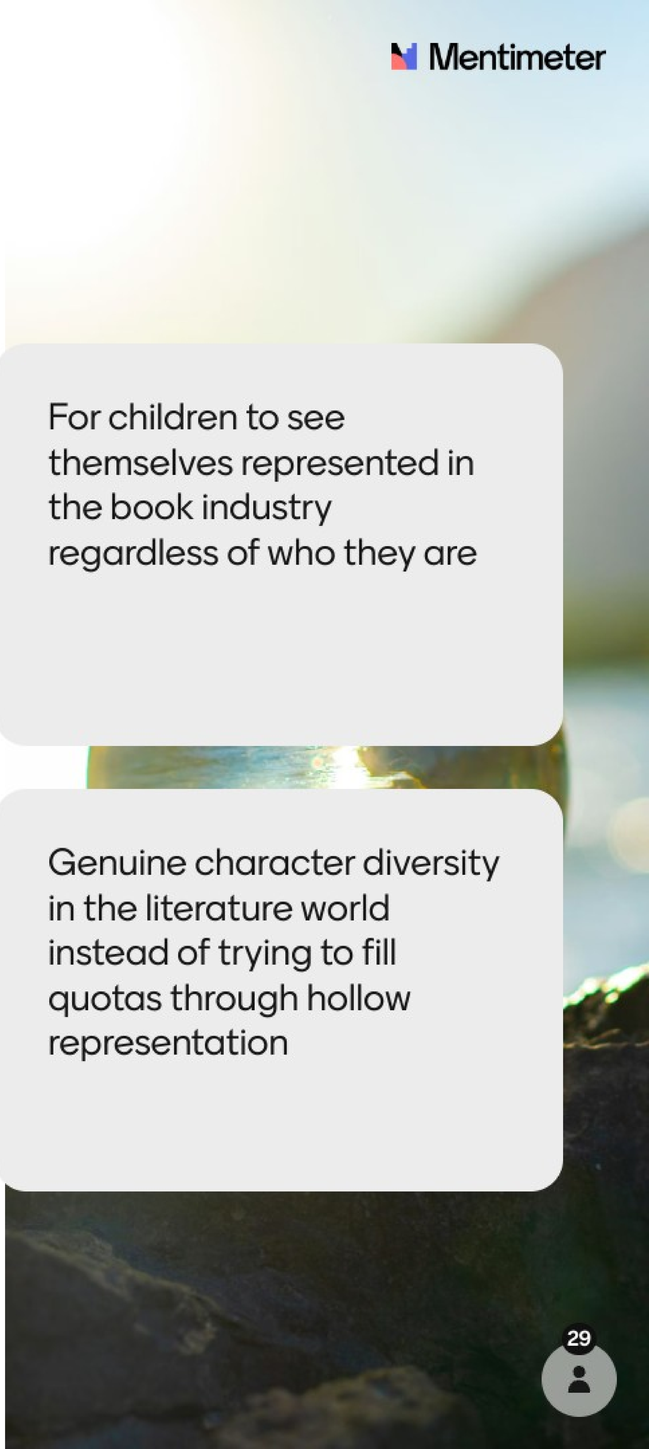
For children to see themselves represented in the book industry regardless of who they are

Opening doors for publishing hopefuls in the North West.

Improved representation of Black & Muslim women in the industry.

Anti-racism & climate justice

Genuine character diversity in the literature world instead of trying to fill quotas through hollow representation



What LASTING CHANGE are you committed to?

Openness & understanding/ inclusion of mental health & neurodiversity in the workplace



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