
SAFETY VISION

Building a Safety Vision That Drives Positive Workplace Culture

Definition and Purpose

A safety vision articulates what an organization strives to achieve in terms of safety. It serves as a guiding principle for all safety-related initiatives and establishes a shared understanding among employees, management, and stakeholders about the desired future state of safety performance. Unlike safety policies or procedures, which are specific rules or practices, a safety vision is strategic and aspirational, offering direction rather than instructions.

To build a strong workplace safety vision, railroads should:

- **Create a clear safety vision:** Develop a vision that reflects the railroads unique environment, challenges, and goals.
- **Engage leadership:** Leaders must champion safety and establish trust, inspire commitment, and drive sustainable improvement in safety outcomes.
- **Incorporate safety into daily operations:** Safety should be part of how the entire team operates, from leadership to the front line.
- **Foster a culture of safety:** Safety culture should be part of how the team works, not just a box to check.

A safety vision should address:

- **Ideal future state:** Define what a safe workplace looks like and provide direction for future actions.
- **Value based core:** Reflect the railroads core values and what is important to leadership.

By following these steps, organizations can create a workplace where safety is a shared value and a core part of the organization's culture.

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Examples:

1. Zero Harm, Every Day

"The XYZ Railroad is a workplace where every employee goes home safe, healthy, and happy every day — because no task is worth risking a life."

2. Safety as a Shared Responsibility

"We are committed to creating an environment where safety is everyone's responsibility, and every action we take protects ourselves, our coworkers, and our community."

3. Continuous Improvement for a Safer Tomorrow

"We will lead with safety by continuously improving our processes, empowering our people, and ensuring that every decision puts wellbeing first."