

July 2023

# Alliance Unions Psychological Safety Survey: Share your experience to advance psychological safety at KP



As a result of 2021 National Bargaining, we won key agreements to implement Just Culture and psychological safety across Kaiser Permanente. One exciting outcome is the formation of the National Health, Safety, & Well-Being Committee (NHSWBC). This committee consists of Alliance Union leaders, Hospital/Health Plan leaders, and Permanente Medical Group leaders. Together, we aim to establish a framework and develop programs to promote Just Culture and expand focus on safety, including psychological safety.

To fully understand the needs of frontline Alliance members, we need to hear from you. We invite you to participate in the Alliance Unions Psychological Safety Survey. Your responses will help us gain insights, inform strategies and help us advance psychological safety at KP.

**Who is eligible:** All KP employees represented by Alliance Unions who were hired on or before April 1, 2023 are eligible for the survey as long as their status was not listed as being on leave in HRconnect as of June 30, 2023.

**How to take the survey:** On July 17, 2023, you will be receiving a safe and secure email from Glint, our vendor partner, asking you to complete the survey anonymously and confidentially. You can also scan the QR code on the right to take the survey directly.



**Your feedback is very important to us.** Thank you in advance for participating in the survey. If you have any questions, please feel free to contact us at [healthyworkforce@kp.org](mailto:healthyworkforce@kp.org).



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