A Culture of Safety is one in which our values, attitudes, and behaviors support psychological and physical safety for staff, and the families and children we serve.

As a culture of safety, Safe and Sound is rooted in the principles of respect, trust, candor, equity and racial justice. Put into action, this enables us to be engaged, supportive, accountable, and open to learning. It empowers us to make sound decisions and competently provide services that help children and families achieve safe and healthy outcomes.

The Five Rs of Safe and Sound
As a process, the Five Rs provide a framework for our work within a culture of safety and racial justice.

1. **Regulate**
   We are mindful of our physical and psychological well-being and the well-being of others as the foundation for our just and safe work environment.

2. **Relate**
   We build and sustain relationships and community with respect, trust, and candor.

3. **Rise**
   We are brave and bold with our actions. We understand our purpose and rise above challenges and barriers in order to promote equity and bring out the best in our work.

4. **Reason**
   We make sound decisions based on consultation, teamwork, and knowledge.

5. **Respond**
   We plan forward and reflect back with competence, confidence, and compassion by utilizing a systemic approach to problem solving.

Reflecting Back and Planning Forward
Our Safe and Sound culture creates a learning environment in which we strive to try new ideas, identify and plan for what could go wrong, talk about and learn from our mistakes, tap into others' expertise, and honor the unique skills we each bring to our work.