


FOSTER HOLISTIC HEALTH AND WELL-BEING IN OUR PEOPLE

- Identify physical and mental health risks and establish service pathways to meet employee needs
- Improve literacy and destigmatize mental health in the workplace
- Expand equitable, inclusive access to in-person and virtual well-being programming and resources




OPTIMIZE WORKLOAD TO IMPROVE BALANCE

- Develop a menu of tactics to help teams and individuals reduce overload and after-hours work
- Embed opportunities to assess workload and promote well-being in organizational programs
- Phase out unnecessary bureaucracy, over-collaboration, and inefficient legacy practices



CREATE A SAFE, INCLUSIVE WORK ENVIRONMENT

- Ensure everyone is acknowledged and respected through a focus on equity, diversity, and inclusion
- Eliminate harm through physically and psychologically safe workplaces
- Champion civility, respect, and compassionate service excellence
- Maintain flexible work arrangements, ensuring connectedness and belonging



EMBED A CULTURE OF WELL-BEING

- Build visible well-being leadership at all levels of the organization
- Establish a channel for staff to provide input on well-being efforts
- Integrate well-being programming across the enterprise and create a one-stop shop for resources
- Amplify recognition of staff efforts and achievements

WELL-BEING ENABLERS

- Employee Engagement
- Competitive Compensation
- Competitive Benefits
- Learning and Education
- Performance and Development
- Recruitment, Retention, and HHR Planning