

Moving Towards a Wellness Environment in the Workplace ZOOM Chat

00:27:37 Priscilla Myers: Yes, we have a mindfull wellness day weekly

00:33:46 Alex Minnaert: community

00:33:46 Elisa Lemack: laughter, community, connectedness

00:33:47 Shelby Culver: Having a small group of people that you trust and that support you

00:33:50 Nicole Suarez: Support

00:33:53 Zach Bates: Community

00:33:54 leslie davila: harmony

00:33:57 Tenley Dame: Laughing with colleagues

00:34:01 Bianca Myrick: Creativity, fun, and being in community- laughter

00:34:01 Natalie Spriggs: laughing together/ breaking bread together

00:34:02 Shelby Culver: Peace, organization

00:34:05 Maria Alvarez: You can be 100% yourself

00:34:10 Shelby Culver: Structure

00:34:11 Alex Minnaert: showing up authentically

00:34:17 Hannah Jones: Small treats like candy in the office, conversations with coworkers, or having a good day/ being productive

00:34:21 Shelby Culver: Appreciated

00:34:21 Kim Kirui: teamwork, communication, support, heard

00:34:22 Olivia Taylor: Not overworking, being appreciated, no false sense of urgency, teamwork

00:34:22 Jackie Paulson: inclusivity

00:34:24 ChiQwita Herrod: smiles, support, unity

00:34:25 Celestine Boyd: you can be yourself

00:34:28 Alex Minnaert: Yes!! Being seen!!!

00:34:34 Selena Quintanilla: Constant support and understood

00:34:34 Baswewe Gayle: YES!

00:34:42 ChiQwita Herrod: your voice is heard

00:34:42 Shanna Layrock: Wellbeing is supported

00:34:44 Shelby Culver: Understanding

00:34:45 Yaslynn Makein:Being understood

00:35:00 Michael Szczepaniak: being myself, being comfortable, easy , relaxed conversations

00:35:01 Nicole Suarez: quality over quantity, avoiding burnout

00:35:04 Kim Kirui: lack of fear

00:35:04 Kathryn Watson: Joy in the workplace looks like collaborative learning, feeling appreciated, being heard, and feeling valued. :-)

00:35:07 Judy Keys: Peace. A place of support.

00:35:08 Michele Mantero: Space to be creative in my work, support, humour with colleague.

00:35:11 Shanna Layrock: Supportive and trustworthy

00:35:18 Priscilla Myers: Collaboration between departments and being included in conversations of services working together

00:35:31 Lisa Kelly: feeling comfortable to share and have respectful conversations; finding ways to show appreciation

00:35:32 Connie Howe: Yes that!

00:35:36 Amina Lee: being able to go to job get work done, fellowship with colleagues, feel happy all while being there. no drama

00:35:40 ChiQwita Herrod: integrated wellness days would be great

00:36:03 Shelby Culver: Yes integrated health days Qwita!!

00:36:12 ChiQwita Herrod: :)

00:36:17 Shelby Culver: Burn out is REAL

00:36:19 Alex Minnaert: EAP is not enough!

00:36:19 Selena Quintanilla: Agreed, more conversations!

00:36:24 Bianca Myrick: We take quarterly breaks and my teammates have shared that it has been joyful for them since we have implemented that policy

00:37:16 Cheri Leniear: Peace of mind

00:37:25 Maria Alvarez: Bianca, tell me more about qtrly breaks.

00:37:48 Selena Quintanilla: Couldn't agree with you more!

00:38:16 Shanna Layrock: Respect is KEY!

00:38:26 ChiQwita Herrod: yes respect is important

00:38:46 stephanie sebastyn: love everything you're saying maxx!

00:38:50 Shelby Culver: YESS

00:39:10 Shanna Layrock: Absolutely!!!

00:39:16 Kim Kirui: so true

00:39:33 ChiQwita Herrod: Yes Maxx

00:40:00 Bianca Myrick: Hi Maria, our organization takes 1-2 weeks off per quarter. We intentionally prepare for it. We let constituents know (donors, volunteers, our girls, the schools we support) We intentionally schedule it each year.

00:40:39 Michele Mantero: So true! Not underestimating the value of showing appreciation.

00:40:43 Emily Geray: ❤️

00:40:45 Maria Alvarez: Thank you Bianca!

00:40:59 Yaslynn Makein: 🧡

00:41:00 Selena Quintanilla: ❤️🧡

00:41:01 Casey Branthoover: Bianca, that reminds me of what our org does over the summer- We have Summer Fridays so we'll only be working 4 day work weeks from Memorial Day to Labor Day. I'm SO looking forward to shorter work weeks and more times for rest.

00:41:14 ChiQwita Herrod: 🧡

00:41:22 Bianca Myrick: I love that Casey

00:41:33 Priscilla Myers: ✨

00:42:01 Hannah Jones: Prioritizing it

00:42:28 ChiQwita Herrod: just acknowledging that the work is hard and asking for ideas/ways to prioritize wellness

00:42:41 Shelby Culver: Acknowledge when too much is too much and accepting it instead of pushing even more

00:44:07 Yaslynn Makein:@Shelby C, I just practiced that this week :)

00:44:10 Priscilla Myers: Where I work has made wellness hour program every week. from yoga, art, breathing mindfulness.

00:44:15 Susan Duncombe: administrators should demonstrate taking time off - not responding to emails while on PTO, not calling people while on PTO, but REALLY taking the TIME OFF and modeling that!

00:44:57 ChiQwita Herrod: Agreed @Susan

00:44:59 Bianca Myrick: So true, studying individualism and dominant culture helps us understand tenants we may consider moving away from

00:45:07 Shelby Culver: BOUNDARIES!

00:45:32 Shelby Culver: @Yaslynn that's awesome!!

00:45:47 ChiQwita Herrod: setting boundaries is advantageous to our mental health and well being

00:45:52 Shelby Culver: Don't call me after work hours lol!

00:46:09 Judy Keys: Yes. Acknowledging where we are as a team and an individual.

00:46:52 Judy Keys: Yesss!

00:46:55 Jake Sullivan (he/him), MENTOR National: Just wanted to elevate that quote: "Accommodations shouldn't feel like a burden when asking for them." LOVE that!

00:47:03 ChiQwita Herrod: yessss

00:47:03 Baswewe Gayle: Ensuring people follow agreed upon boundaries.

00:47:05 Bianca Myrick: or even just setting realistic goals and deadlines, its not all about the quantitative or all about numbers- organizations will have us in a choehold with unrealistic expectations

00:47:11 Bianca Myrick: *chokehold

00:47:13 ChiQwita Herrod: 🍷🍷🍷

00:47:52 Alex Minnaert: ❤️

00:48:04 Yaslynn Makein: Thanks Jake!

00:48:05 Vanessa Dominguez: 💛

00:48:41 ChiQwita Herrod: respectfully holding each other accountable

00:49:11 ChiQwita Herrod: love that idea

00:49:13 Selena Quintanilla: Donated PTO helped me during the hardest time of my life <3

00:49:14 Yaslynn Makein: Wow, never heard of that 😊

00:49:17 Celestine Boyd: I agree with Maxx regarding the PTO pool.

00:49:25 Vanessa Dominguez: Wow, love that idea!

00:49:36 Onteria Foster: That is so sweet of your organization to allow that

00:49:59 Shelby Culver: Venting sessions

00:50:09 Hannah Jones: Show up for yourself in small ways each day to encourage others to do the same. Building each other and creating accountability

00:50:33 Marva Phillip Hunte: Emphaty!!!!

00:50:44 Shelby Culver: Yes empathy!!

00:50:57 Shanna Layrock: Empathy is great

00:51:23 Jake Sullivan (he/him), MENTOR National: LOVE the feelings wheel!

00:51:30 Jasmyn Tooles: ^^

00:52:18 Dr. Nishaun Battle (She/Her) MENTOR Virginia: Yes!! Feelings wheel!!

00:52:59 Michele Mantero: Working from home I absolutely value and appreciate my weekly 1:1 with my direct supervisor. Taking the time to check in with each other before moving in to work stuff.

00:53:04 Denise FCCS: Our agency recently provided 120\$ certificates for wellness opportunities in the community i.e. massages, facials, game rooms etc. the activities could be scheduled as a team or individual. The team checked in with one another to see who was signing up for work and once I complete my session I shared with the team and encouraged others to ensure they took advantage of the opportunity that we were provided.

00:53:18 ChiQwita Herrod: each company needs mental health days implemented quarterly (at least) outside of PTO days.

00:53:29 Priscilla Myers: Empathy, compassion, just saying good morning or Hi! each day asking how their day is going or how things are.

00:53:48 Baswewe Gayle: Allowing people to express their full thoughts, before responding or reacting, even if topics may be triggering, ie: systemic issues, traumas, etc.

00:54:01 Marva Phillip Hunte: In Australia we have a: Are you OK Day

00:55:03 Priscilla Joswiak: mental health days are so important!

00:55:36 Marva Phillip Hunte: This should be implemented ASAP

00:56:28 Shanna Layrock: Reading, shopping, napping, exercise, pampering.

00:56:47 Priscilla Myers: create the reminders that you are not the people you service, but you care about them.

00:57:08 Hannah Jones: Love that Priscilla

00:58:06 Jake Sullivan (he/him), MENTOR National: "Are you on your schedule today for self-care?" I LOVE that question wow

00:58:10 Michele Mantero: I once did a list of things that depletes my energy vs things that fills my cup and check how much of each I do in a day. That was eye opening.

00:58:29 Denise FCCS: That was awesome

00:58:36 Bianca Myrick: Michele that seems eye opening

00:58:53 Priscilla Myers: I love that Michele!

01:01:28 Vanessa Dominguez: 🙌🙌🙌

01:01:31 Shelby Culver: Patience

01:02:38 Amina Lee: just asking the appropriate questions

01:03:21 Baswewe Gayle: Yes so important to hear full thoughts.

01:03:46 ChiQwita Herrod: being comfortable with the silence is key

01:08:32 Shelby Culver: Realistic deadlines

01:08:51 Michele Mantero: I think its ok to give time and space for people to think about it and come back with thoughts later. Neurodivergent people usually need time to form thoughts.

01:12:28 Baswewe Gayle: Study Courageous Conversations, Stay engaged, experience discomfort, expect non-closure, analyze the role of whiteness (condition 6).

01:16:55 Baswewe Gayle: If someone is brave enough to bring up difficult topics, listen.

Retonya Lasley: One, We should never be avoiding to communicate with one another. We should have a relationship of mutual respect, whereby we can openly be transparent,, without fear of the subject becoming personal. Two, Confronting appears to be a negative connotation. You should be willing to communicate not confront, building dialogue and mutual rapport