Moving Towards a Wellness Environment in the Workplace ZOOM Chat

00:27:37  Priscilla Myers: Yes, we have a mindful 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
Shelby Culver: Understanding

Yaslynn Makein: Being understood

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

Nicole Suarez: quality over quantity, avoiding burnout

Kim Kirui: lack of fear

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

Judy Keys: Peace. A place of support.

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

Shanna Layrock: Supportive and trustworthy

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

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

Connie Howe: Yes that!

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

ChiQwita Herrod: integrated wellness days would be great

Shelby Culver: Yes integrated health days Qwita!!

ChiQwita Herrod: :)

Shelby Culver: Burn out is REAL

Alex Minnaert: EAP is not enough!

Selena Quintanilla: Agreed, more conversations!

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

Cheri Leniear: Peace of mind

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

Selena Quintanilla: Couldn’t agree with you more!

Shanna Layrock: Respect is KEY!

ChiQwita Herrod: yes respect is important
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.

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

Emily Geray: 💖

Maria Alvarez: Thank you Bianca!

Yaslynn Makein: 😍

Selena Quintanilla: 😊

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.

ChiQwita Herrod: 🌶️

Bianca Myrick: I love that Casey

Priscilla Myers: 🔥

Hannah Jones: Prioritizing it

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

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

Yaslynn Makein: @Shelby C, I just practiced that this week :)
Bianca Myrick: So true, studying individualism and dominant culture helps us understand tenants we may consider moving away from.

Shelby Culver: BOUNDARIES!

Shelby Culver: @Yaslynn that's awesome!!

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

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

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

Judy Keys: Yesss!

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!

ChiQwita Herrod: yessss

Baswewe Gayle: Ensuring people follow agreed upon boundaries.

Bianca Myrick: or even just setting realistic goals and deadlines, it's not all about the quantitative or all about numbers- organizations will have us in a chokehold with unrealistic expectations

Bianca Myrick: *chokehold

ChiQwita Herrod: 🙌🙌🙌

Alex Minnaert: 💛

Yaslynn Makein: Thanks Jake!

Vanessa Dominguez: 💛

ChiQwita Herrod: respectfully holding each other accountable

ChiQwita Herrod: love that idea

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

Yaslynn Makein: Wow, never heard of that 😊

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

Vanessa Dominguez: Wow, love that idea!

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

Shelby Culver: Venting sessions

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
Priscilla Myers: I love that Michele!
Vanessa Dominguez: 👏👏👏
Shelby Culver: Patience
Amina Lee: just asking the appropriate questions
Baswewe Gayle: Yes so important to hear full thoughts.
ChiQwita Herrod: being comfortable with the silence is key
Shelby Culver: Realistic deadlines
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.
Baswewe Gayle: Study Courageous Conversations, Stay engaged, experience discomfort, expect non-closure, analyze the role of whiteness (condition 6).
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.