

Decent Work & Workplace Wellness – Assessment tool

	Our organization
<p>Our organization/nonprofit has made an explicit written commitment (HR policies, strateg to address workplace wellness with an equity lens. All leaders, including senior leadership, and the board are committed to addressing issues of wellbeing.</p>	
<p>Our organization/nonprofit assesses workplace culture of wellbeing through routine staff check-ins, surveys, and one-on-one conversations with employees.</p>	
<p>Our workplace wellness initiatives address the needs of equity deserving groups within the organization. (i.e. how racism impacts wellbeing)</p>	
<p>Employees have connections to external facing wellness benefits/ supports when needed. (i.e health savings accounts that allow employees to access elders or spiritual healers within their community)</p>	
<p>The organization/nonprofit promotes dialogue around the challenges of workplace wellbeing among employees. (i.e. there is a shared culture of understanding the challenges of workplace wellbeing) Leadership also models sharing of challenges through staff check-ins.</p>	
<p>Trauma informed workplaces policies and practices are available to employees.</p>	
<p>Implementation of wellness practices/ initiatives/goals as part of employee work plans.</p>	
<p>Our nonprofit's bereavement leave has mechanisms to ensure employees can take time off for non biological family i.e. chosen family, pets, community members without having to use vacation time</p>	