Workplace Wellbeing
Team Number: 17

Workplace Wellness:
How to Support a Diversity of Needs in the Covid-19 Workplace

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ONE SIZE DOESN’T FIT ALL
Defining the Issue: Diversity of Needs

All workers have unique health and wellness needs. Today, like never before, companies need to embrace different working models for their employees to address these needs. Covid-19 has put a spotlight on this.

Working environments need to be able to respond to human, environmental, physical, structural as well as business needs. **One size doesn’t fit all.**

Looking beyond the physical and structural challenges that will need to be met, how do companies re-examine diversity in our return to the workplace in the era of Covid-19?
Opportunities to Better Support Diverse Needs

During Covid-19, we experienced the largest work-from-home experiment in modern times. What did we learn?

As employees return to work, this provides employers a chance to:

• **Rethink**...
  – the 9 to 5 day
  – the needs of diverse populations as they return to work
  – how we define an employee’s “best work” now that we’ve seen some employees with diverse needs do their best work from home

• **Reimagine** new collaborative tools
• **Reestablish** the way we work
• **Restructure** our company and shape new business models
• **Restore** balance of work and family
Diversity of Needs

Key Populations

- Neurodivergent Population – Autism Spectrum, Anxiety Disorder, Depression, PTSD

- Vulnerable Population – One or more co-morbidities (Obesity, diabetes, and cardiovascular disease), Aging, Pregnant/New Parent, Caregiver of any of the vulnerable populations, Socioeconomically Disadvantaged

- Immunocompromised Population – Cancer, Diabetes, HIV/AIDS, Trauma, Congenital Illnesses
Framework for Diversity of Needs

When returning to work, how will companies take into account these diverse populations when it comes to supporting EVERYONE’s health and wellness.
What Companies Need to Consider

• Business Needs
  – Creating larger spaces
  – Office Flow
  – Meeting Room Usage
  – Workforce Engagement

• Construction / Physical Space
  – Universal design
  – What does the space look like?
  – Flexibility

• Testing & Privacy
  – Who’s in charge of testing for the building and the office?
  – Point of intersection between HR, Legal and RE/Facilities to manage
  – When do you give up personal privacy in order to be protected?
  – Health Information
  – Data Storage

• Liability
  – Cleaning Offices
  – Managing Visitors
  – Managing Meeting Rooms

• Remote Worker (Sensitivity for current home environment)
  – Daycare or schools closed
  – Personal medical issue
  – Caring for others
  – Less Structured Workday

• Company Culture & Education
  – Transparency
  – Connected workers
  – 9 to 5
  – Communication
  – Employee Training
  – Manager Training
Looking forward...

- Is your company flexible and able to adapt to changes in the workplace?
- Do you have employees who have excelled while working from home? Can they remain remote workers?
- How do you make the remote worker feel connected?
- How do you maintain or strengthen company culture with flexible environments and work schedules for employees?
- Does your company foster and embrace trust, transparency, and empathy?
- Have you prepared and set expectations so that your employees can focus on business priorities knowing that you respect and support their wellbeing (mental and physical healthcare, exercise and family needs)?
- Are your leaders modeling expected behaviors, so they become part of the culture?
ONE SIZE DOESN’T FIT ALL
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