

Example Initiatives:

The following is a new grant category. Possible ideas for inspiration include:

- Organization of a staff and faculty employee group for attendees who identify as part of an equity-deserving group to discuss experience, foster connection and engage in professional development.
- Training on topics such as neuroinclusive communication, strengths-based approaches, and workplace accommodations.
- Inclusive Community Book Club: Monthly readings and discussions featuring authors of diverse experiences and books focused on equity-related issues, fostering accessibility, belonging, and inclusive dialogue.



Wellness @Work

Grant Program: Inclusive Wellbeing

Description of Grant (\$3000 max): Supporting employees in planning, piloting, or strengthening initiatives that advance health equity, IEDIA, and belonging in the workplace. By fostering fair and just opportunities for well-being, the funding helps create more inclusive, psychologically safe environments, reduces any health related barriers, and supports wellness initiatives, particularly within equity-deserving communities.

The Benefits

- Promotion of diversity, equity and inclusion (DEI) is a marker of a healthy workplace culture and support retention (Wang et al., 2024).
- Explicitly connecting EDI and health initiatives supports the building of inclusion, belonging, and engagement, ultimately increasing wellness, job satisfaction, and performance (Wang et al., 2024).
- Decolonizing Eurocentric workplace views by honouring Indigenous frameworks of knowledge and recognizing community/kinship work, supports a reframe of equity, diversity and inclusion as structural justice (Adesanya & Ciesielska, 2026).
- Organizations that actively support neurodivergent employees find that these efforts not only prevent burnout and turnover but also improve overall team morale and innovation.
- Workplace wellbeing practices that are holistic (involving, mind, body, spirit and emotions), grounded in culture and connected to relationships improve employee workplace experiences (Overmars, 2019).

Key Considerations

- Choose to support communities by centring cultural practices that affirm joy and excellence, fostering genuine connection and resilience
- Build psychologically safe spaces (Rousseau et al., 2022) and brave spaces (Arao & Clemens, 2013) by attending to positionality, social location, intersectionality, and power dynamics.
- Amplify equity-deserving voices in ways that reduce harm and burden (e.g., multiple feedback channels, voluntary participation, compensated expertise, shared decision-making), and proactively prevent/mitigate well-being risks through opt-outs, clear boundaries, and pathways to support.
- Clarify how the initiative advances well-being and health equity (e.g., psychologically safer working conditions, reduced barriers for equity-deserving groups).
- Plan logistics through an accessibility and inclusivity lens.