

Promising Practices to Address
FEMINIST BRAIN DRAIN

**Appreciation
and Connection**

Promising Practices to make staff feel appreciated and to build connections within organizations

1 Staff Social Events

- **Staff retreats**, going to events together (e.g. soccer games), or getting out into nature
- **Group meals** – sharing snacks in-person or via Zoom (during pandemic restrictions)
- **Staff parties**
- **Team building** through events or activities (e.g. photo scavenger hunt)

2 Staff Meetings & Debriefing

- **Zoom all-staff meetings**, especially when people couldn't be together in-person due to restrictions or multiple work sites. These helped to break through silos and the disconnect that built up across departments or different types of roles (e.g. outreach, frontline, administration).
- **Debriefing sessions:**
 - Daily morning check-in to touch base about both work and personal issues that may be affecting staff
 - Case management meetings (e.g. daily, weekly)
 - Cross-over at the end of night or weekend shifts so that staff can check in with those who had been working alone
 - Regular staff/management check-ins
 - For Indigenous organizations, Elders could be available to support staff
 - Friday afternoon informal debriefing often with social time (e.g. playing cards, having coffee) so that staff did not take difficult work home with them or into their weekend

3 Staff Appreciation

- **Star of the month:** Each month, a staff member is chosen to highlight their work. The organization that shared this idea had a staff committee select a staff person each month based on their overall work, or a particular action or piece of work they undertook. In a small presentation, this individual was featured and their photo was posted.
- **Nominate their colleagues** for their outstanding work. The nominees were then entered into a draw for a gift card.