

Promising Practices to Address  
**FEMINIST BRAIN DRAIN**

**Self Care  
and Collective Care**

Promising Practices to develop an environment of self- and collective care

**1 Staff-led wellness committees**

- **Wellness committees**, a few of which were led by staff. These committees often sought feedback from across the organization to determine what activities or projects they should undertake. These served both to think about staff and organizational wellness, as well as develop skills and engagement of staff members.

**2 Activities**

- **Wellness workshops** or support programs for staff
- The **opening up of client programming to all staff** (e.g. yoga, arts programming)
- **Wellness Mondays**: on Monday mornings, staff were invited to take time to focus on their wellness. They were not accountable to anyone and did not have to say what they had done with this time. The organization did not serve clients during this period. This was meant to be a space for reflection, and for staff to identify what they needed to reset.

**3 Organizational supports**

- **Gift certificates or gifts** for staff (e.g. plants, bookstore gift certificates)
- **Wellness spending account** available for staff (\$200-\$500). This can be used as staff desire (e.g. to purchase massages, fitness classes, or running shoes).
- **On-staff wellness coordinator**, clinical supervision or counselling – for clients and staff