

DEPARTMENT OR UNIT	TITLE	DESCRIPTION
Harborview Mental Health and Addiction Services	Gail's Currency of Care (and Chocolate)	In January, Harborview Mental Health and Addiction Services lost our beloved colleague Gail Efroymson. As staff gathered in grieving remembrance, we were struck by two consistent themes. Gail consistently took time to reach out to colleagues to give specific, caring, and appreciative feedback about their work. She also LOVED chocolate. In honor of Gail's twin passions of active care and tasty chocolate, HMHAS is using Well-Being grant funds to mint coins of appreciation that staff will give each other to specifically honor skilled and care-full work. These coins can then be redeemed for chocolate from a candy dispenser that will only accept Gail's Currency of Care.
Harborview Employee Health Services	Strengthening the Foundation of our Harborview Employee Community	This \$4000 will go to supplies supporting yoga and pre-shift stretching classes, our knitting and crochet group, building a little free library and developing/stocking our essentials market in partnership with our environmental services department. The essentials market is a source of pride for us in Employee Health and we are looking forward to facilitating the continued support of our employees.
University of Washington Positive Research	Power of Positivity: A Community Event with UW Positive Research	Power of Positivity: A Community Event with UW Positive Research" will be an in-person social and wellness event led by Dance Church (https://go.dancechurch.com/about), and in collaboration with our research partners at the Seattle Vaccine Trials Unit (VTU). This event will consist of an all-levels movement class for up to 1 hour, followed by light refreshments and a facilitated discussion about how we want to rebuild our community together. In addition to providing space for community gathering, movement, and reflection, we will celebrate our joint achievements in research and express appreciation to our volunteers, collaborating partners, research team, and the local HIV community.
Harborview ED Social Work	Supportive and Sustaining Socializing	Supportive and Sustaining Socializing will provide a space and forum for Harborview ED Social Workers to connect with one another outside of the busy ED environment. We are a small department staffed 24 hours a day 7 days a week with a demanding workload of supporting patients and families during some of the worst times of their life. This grant will allow space to talk about the difficult work we do, provide mutual support and learning, gain tangible self-care techniques and establish leaders within the team who can support coworkers.
Division of Pulmonary, Critical Care and Sleep Medicine	CCM/PCCSM Arts & Humanities Day	Arts and Humanities Day is a community-building event for our medical training programs in Critical Care and Pulmonary Critical Care Medicine. On this day, we take the time set aside for usual weekly didactics and use it to focus instead on sharing our lives outside of the hospital. Faculty and trainees alike participate with slideshows, talks, readings, artwork, performances and more showcasing everything from creative talents to passion projects to hobbies to unique life experiences. Our goals are both to foster curiosity within our community about who we are outside of our traditional medical roles, and to have some fun in the process!
Community House Calls/Interpreter Services Department	Mental Health Retreat for Caseworker Cultural Mediator Team	Our retreat is focused on mental health/ wellness retreat to focus on self-care tools. This is an all-day retreat from 9am-5pm most likely. The main purpose is to create a relaxed atmosphere and a space for rejuvenation and reflection. We will attempt to find a mental health counselor as our guest speaker for this retreat. Breakfast and Lunch will be included in this wellness retreat.
Emergency Medicine	Harborview EM Resident Workroom	Funding from the Well-Being Grants to the Department of Emergency Medicine will help with resident efficiency of practice and community building. Funding will help with updates to workspaces such as providing new furniture and areas for food and refreshments. These updates will create workspaces that will allow learners to complete patient care tasks while recharging from clinical shifts and connecting with their fellow residents.

Cardiology Diagnostics	Tackling musculoskeletal disorders: Muscle healing activity for the Cardiology Diagnostics Department	We plan to organize a muscle healing activity for sonographers, ECG techs, and front desk staff in the cardiology diagnostics department. The healing activity will be provided by Dreams Clinic: massages + wellness in the Harborview Medical center location and consist of 20 minutes massage for each of the members, fourteen in total. The intention with this activity is to provide at least 20 min of relax and tackle some of the multiple musculoskeletal issues especially on neck and back that direct patient care and customer service often cause to the staff.
General Internal Medicine	Dissemination of buprenorphine saves lives T-shirts for the addiction consult service: showing pride for the importance of our work	The addiction consult service and office-based opioid treatment program at HMC are interdisciplinary teams serving inpatient and outpatient people with substance use disorders, most commonly with medications for opioid use disorder. We will use wellbeing grant funds to create "buprenorphine saves lives" graphic T-shirts to promote team wellbeing and reinforce the importance of our work. We anticipate a direct benefit to recipients of the T-shirts and an indirect impact on the entire HMC community as well as patients and patients families who are affected by opioid use disorder by decreasing stigma and increasing access to high quality health care.
Harborview Medical Center MICU	ArtHeals© at HMC	The ArtHeals© program at Harborview Medical Center offers frontline healthcare providers a path to wellbeing through viewing art in their workplace. Exhibitions are curated to focus on healing and wellness. Amidst the busy and stressful work days for HMC ICU staff, we are building a culture of wellness, and spaces for care team rejuvenation and mental/emotional recharge. The ArtHeals© program allows our HMC MICU healthcare co-workers to connect, recover, and be inspired."
2 East-Medical Cardiac ICU	Our break room is sad	Our current space is neither calm or relaxing and the funds provided will help to make this a space that our staff can rest and replenish during their breaks.
6 East Harborview Medical Center	Enhancing Healthcare Worker Wellbeing through a Break Room Remodel	The 6 East staff of Harborview Medical Center are honored to accept the funding of \$1,000 for our proposal Enhancing Healthcare Worker Wellbeing through a Break Room Remodel. The mental health and wellbeing of healthcare workers across all job classes is essential for the delivery of quality care to our patients. Long working hours, high-stress environments, and inadequate resources contribute to burnout and dissatisfaction among healthcare workers throughout the country. Creating an environment where staff can rest, recharge, and de-stress represents a meaningful step in supporting the health and wellness of our staff and the patients we serve.
International Medicine Clinic, Harborview Medical Center	International Medicine Clinic Wellness Retreat and Reconnection Community Tour	As we are emerging from the pandemic, we recognize that we need to work on rebuilding connections with our patients' communities and organizations. We are planning a one-day retreat for the International Medicine Clinic staff and providers, consisting of a community tour to visit important gathering places for our patients as well as our partner service organizations. With the goal of renewing our sense of connection and agency, we are also dedicating time for self-reflection, rejuvenation and revisiting our clinic's mission which includes providing quality care to immigrant and refugees.
Harborview Abuse and Trauma Center	Hydrate and Walk Project	We are excited to be funded for the walk and hydrate program. The goal of the program is to encourage staff to get outside and walk at least once a week and be able to hydrate with fresh filtered water. The funding will allow us to purchase filtered water and water bottles for our staff at the HATC clinic.
Burn and Pediatric ICU	9E Unit Practice Council Continuation of Waffle Bar Resiliency Program	The 9E Unit Practice Council began quarterly Waffle Bars from 6:00 am to 8:00 to foster workplace resiliency and communication across disciplines. The Well-Being Grant funds will be used to continue to fund the Waffle Bars attended by night and day shift RNs, RTs, residents and support staff.

Respiratory Care	PEEP-ART: Promoting and Empowering Essential Professionals – Appreciating and Recognizing respiratory Therapists	Respiratory care will use this funding to support our project: PEEP-ART - Promoting and Empowering Essential Professionals – Appreciating and Recognizing respiratory Therapists. This funding will be used to help cover the costs of monthly team breakfasts, with the goals of helping improve morale and rebuild community. Food brings people together and helps build community, while also providing sustenance to a hard-working team. As we focus on rebuilding our teams with new team members, staff breakfasts are a great way to include people who are new and help them feel welcomed at HMC.
Environmental Services	Ease The Way	The EVS department is a department that is filled with hard working and dedicated employees who are on the lower end of the median income for the Greater Seattle Area. This often results in this underserved population to suffer from a lot of socioeconomic issues such as housing insecurity, food insecurity, and a general lack of resources. We realized that these issues are widespread to many others in our community. These disadvantages cause undue stress to our team members and can create equity issues that are difficult to overcome. Partnering with Employee Health Services Essentials Market, the Ease The Way Grant funding will provide free shelf stable foods, diapers, formula, pregnancy tests, lice shampoo, school supplies, personal hygiene products, and other needed items. This program is available to anyone in the HMC community.
6MB - Planned Surgery	Monthly Resilience	The "Monthly Resilience" project encourages staff members to participate in well-being activities outside of the workplace including community events, physical activities, book clubs, acts of service, etc. These stress-relieving opportunities will be offered monthly to 6MB employees to build on interpersonal relationships, increase satisfaction within and outside of the workplace and participate in community service events to show our dedication to our community. Providing these activities to improve and build on staff members' mental, physical and emotional self should reflect an improvement in employee and patient satisfaction as we focus on a sense of unity.
Patient Care Services	Midnight Cookies: Caring and Conversations	I believe this amount will allow us to provide cookies and conversation events twice over the course of the year. Nursing leadership will work with our food services partners here at Harborview to purchase supplies and find mutually agreeable dates so that we are able to provide fresh out of the oven cookies and conversations to our staff on night shift, delivered by nursing leadership to all areas with night shift employees.
Harborview Ambulatory Social Work	Max Clinic Team Art Project & Healthy Snacks	Max Clinic is an invitation only, drop in, incentivized HIV clinic. The goal is to reach the most vulnerable populations that have never engaged in HIV medical care. Max Clinic tries to reduce barriers of engagement in HIV care. The goal of our pottery project is to foster a space of creativity and collaboration in a setting outside the stress of the office. The pottery class is an activity that one, reduces stress and two, allows the team to work on a creative project outside of the day-to-day clinic responsibilities.
Inpatient Rehab and Psychiatry Therapies	Around the World with the Rehab team	The Rehabilitation team at Harborview medical center will combine staff wellness and fitness goals along with our goal to expand our cultural competence of the diverse populations that we serve. Team members will log steps (or step equivalents) with a goal of covering the distance from Seattle to 6 of the countries that represent a portion of our demographic. During our journey to each country we will learn about traditional activities, exercises, and leisure common for the culture we are exploring. With our learning we hope to improve our inclusion of traditional activities into rehabilitation practice, celebrate wellness milestones, and share in celebrations together as a team that are reflective of the cultures we serve.

HMC 6MB	Massage Chairs	I can't wait to level up the break room for our amazing and hard-working staff! By adding massage chair toppers staff will be able to get some much-needed physical relaxation and relief before, during or after their shift. This project aims to improve people's physical well-being.
Harborview Medical Center / 6MB	Welcome Goody Bags	Have you ever been to a restaurant for a special occasion, and they greet you with a thoughtful card or complimentary dessert? In the same fashion, this project will provide new staff members a little welcome goody bag. A bag with curated items that aims to say "Welcome to the team and we appreciate you!". With these goody bags, we hope to have our staff members feel included, appreciated and welcomed from the start.
Nutrition Services	Pike Place Market Foodie Tour	The Harborview Registered Dietitians will use the funds from the Well-Being grant to attend Eat Seattle's Chef's tour of Pike Place Market. This project will fulfill many needs, including promoting a culture of well-being as well as connecting the dietitians with local food producers and vendors. By attending this tour, our dietitians will learn more about local food resources as well as put them in contact with local farmers and Chefs. Additionally, since the tour is led by a local Chef, the Chef will provide a unique culinary perspective and provide cooking tips and tricks that we can pass onto our patients at Harborview.
Emergency Medicine	The Curative Compassion of Canines: Why Dogs are Ideal Co-workers	This project will add a new furry staff member to the team. Malone is a 4yr old labradoodle who will obtain therapy animal certification and visit the administrative offices of the Dept of Emergency Medicine a few times a week. Malone will be available to visit, take short walks, and provide companionship. Studies show that incorporating therapy animals in the daily vocational grind increases employee satisfaction rates, decreases stress, and promotes health at the individual and organizational levels.
Neurology	Community & Culture of Well-being at the Memory Hub	The project goal is to build community and connections among staff, trainees and volunteers at the Memory Hub, a community center for people with memory loss and their families operated by the UW Memory and Brain Wellness Center. As food is such a powerful connection tool, we will do so by developing a Healthy Food Fund to support two community building activities we have successfully piloted this year: 1) Quarterly International Lunches in which a pair from the Memory Hub team work together to prepare a meal representing their culture, heritage, or countries they are connected to. The meal is available in the staff lounge with opportunities to share photos, cultural artifacts or stories about the food and culture represented. 2) Quarterly Garden Socials in our garden, welcoming people to connect after work over food, conversation, and enjoyment of nature.
Pharmacy	Ergonomic Support and Relief for HMC Inpatient Pharmacists	Due to repetitive fine motor movements, pharmacists are at risk of developing chronic musculoskeletal disorders, such as carpal tunnel syndrome, tendonitis, and tenosynovitis. We plan to use the grant money to improve the ergonomic set up of the inpatient pharmacist workstations to ensure they meet the 2004 Ergonomics Guide for Hospital Pharmacies published by the Occupational Health and Safety Agency for Healthcare. By optimizing the workstations to minimize risk of these occupational hazards, we would be supporting the future well-being of our staff and department.

HMC 3WH	Rest/Eat/Connect: Establishing a multiuse community relaxation room to improve social cohesion, timely self-care, and perceived organizational support	This project addresses our unit's high rate of burnout and turnover by promoting timely self-care and social cohesion by providing the space and materials needed for nurses to participate in therapeutic recovery activities during their shift. The Rest/Eat/Connect (REC) room will transform an underutilized meeting room into a rejuvenation room where staff can go to escape the noise and chaos of our busy acute care neuro floor and rest, pray, meditate, or connect with coworkers over a treat. Staff will be able to de-stress with evidence-based interventions like art projects and aromatherapy during their breaks. This seed grant will allow us to purchase several comfortable tall-back chairs, cabinets for storage, an essential oil diffuser and lamp, basic art supplies, and a light offering of snacks and tea. Room decorations as well as the ongoing replenishment of snacks and art supplies will be supplied through donations by staff and management.
Aftercare 1w Clinic	Natural light & staring into the sun	The Aftercare Clinic's staff/provider room unfortunately does not have windows, so the only lighting is the unnatural fluorescent lights. Although fluorescent lights are cost-effective and efficient, they cast a harsh, overly bright, and unnatural light throughout the space. With this grant, we are purchasing affordable blue light filters to help reduce glare and soften the lighting.
Inpatient pharmacy	Pharmacy breakroom refresh and creation of a Resiliency corner	The aim of this project is to help decrease pharmacy staff burnout by providing a refresh to their physical space. To accomplish this, we will develop a survey to be sent to all staff who utilize the space comprised of a few questions asking them to rank the most wanted amenities for the space. We will then form a workgroup with representation from all pharmacy staff across all shifts to review the survey and develop a plan for the refresh. In addition, we will be creating a cozy "Resiliency Corner" in which we will be providing monthly well-being content.
Dept of Medicine, Division of General Internal Medicine, Harborview Medical Center	Building resilience and connection among the Harborview Medical Center Office Based Opioid Treatment (OBOT) Team	The Harborview Office Based Opioid Treatment team will use funds from this grant to hold a retreat focused on building connection and support for our multidisciplinary team who works at many sites throughout the community. Opioid overdoses are skyrocketing in our community. We welcome the opportunity to debrief and build resilience so that we can continue to do this important work.
HMC Outpatient Psychiatry	HMHAS Team Building and Well Being Initiative	The HMHAS EDI Committee and the HMHAS Leadership team have joined together to create new ways to foster connection in the clinic, boost morale, and celebrate each other while also working toward achieving goals that will help improve the behavioral health system across our region. We will be celebrating staff birthdays, team accomplishments, having a Summer BBQ, and will also be bringing forth our newfound self-proclaimed mascot, the Green Phoenix, with memorabilia to illustrate the importance of behavioral health and recovery and to continue fighting the stigma placed upon both.
NICU (2W)	Preceptor Recognition and Staff Intergration	After a near 75 percent turnover since the beginning of 2020, the Neuro ICU will recognize the preceptors who have spent countless hours training and mentoring new staff members. An outdoor social gathering with invitations extended to all multidisciplinary members on the Neuro ICU will provide a venue to build camaraderie and allow us to present a token of gratitude to preceptors. Funds will be used to secure an outdoor venue, purchase gifts, and provide snacks and beverages during the event.

3WC Medical Specialty Clinic	Department Culture and Well Being Project	<p>The Medical Specialty clinic comprised of Dermatology, Rheumatology, Senior Care, Occupational Med, Falls Clinic and Memory Brain and Wellness. We have 15 staff members from 10 countries serving as RN's, MA's, PCC's and PSS's. We serve a very diverse patient population and through this project we are hoping to develop and enhance the staff morale, learn about various cultures and develop appreciation and acceptance of cultures, promote cultural humility through sharing and mentorship. Creating a culture of respect and pride in who we are. Part of the process we will have once a month huddle. Food from various countries will be purchased. Staff will prepare a 10 min presentation on their culture, values, and beliefs, and about things that not many people know about their community. Will be displayed on our floor display board.</p>
Harborview Interpreter Services	Interpreter Services Staff Retreat	<p>HMC's Interpreter Services Department is grateful and excited to use the Well-Being Grant to help fund our staff retreat in August. This retreat is our one opportunity per year to bring the entire team together to learn, grow together, and get some refreshment. Our team supports communication, cultural mediation, and cross-cultural education needs for over 16% of our patient population, their families, and the community. This year's retreat will be the first since the pandemic and we are so thankful for these funds to support our activities for the day.</p>