

**Hello!**

I am pleased to share our 2023 standards for the Healthy Pour Accreditation. This accreditation provides a framework for organizations to strive for while signaling to the workforce the degree to which the organization has developed an organizational culture to support their well-being.

Within these pages you'll find our proposed standards for accreditation. The assessments below are employee submitted surveys (the numbers are the overall expected scores) and the items listed in the audit on the next page are incremental, meaning all standards of the prior accreditation level must be satisfied to move to the next.

I appreciate your interest and time, and please reach out with questions!

-Laura Louise Green, MEd. LPC

assessments	primed	certified	innovator
perceived organizational support	>65%	>70%	>75%
well-being	>65%	>70%	>75%
psychological safety	>65%	>70%	>75%
belonging	>65%	>70%	>75%
workplace toxicity	<35%	<25%	<15%
perception of wage & workload	>65%	>70%	>80%
community	--	--	requires community & industry endorsements

audit	primed	certified	innovator
organizational systems	<ul style="list-style-type: none"> <li>Identifies Clear &amp; Measurable Values</li> <li>Uses those values as a decision guide               <ul style="list-style-type: none"> <li>Plans in place to measure</li> <li>Clear goals associated with values</li> </ul> </li> <li>Had a clear onboarding and off-boarding process</li> <li>Has casual &amp; formal systems of feedback in place</li> <li>Has clear job descriptions</li> <li>Org has provided a handbook</li> <li>Org has clear systems to address workplace violence &amp; harassment</li> </ul>	<ul style="list-style-type: none"> <li>Operationalized their values               <ul style="list-style-type: none"> <li>uses those values as a decision guide</li> <li>frequently Measured</li> <li>integrated into hiring</li> <li>integrated into training</li> <li>integrated into performance review</li> <li>integrated into overall systems</li> </ul> </li> <li>Offers time away with clear boundaries</li> <li>Hiring is efficient, with clear, equitable guidelines</li> <li>Has crisis management plans</li> <li>Org has designated budget for employee well-being</li> </ul>	<ul style="list-style-type: none"> <li>Organization is moving away from hierarchical models</li> <li>Individuals have opportunities in role design</li> <li>Organization has implemented clear programs to address inequities &amp; oppression in their immediate neighborhood &amp; community</li> <li>Organization has vendor &amp; supplier standards that prioritize local and marginalized populations</li> <li>Organization takes steps to reduce environmental impact</li> </ul>
manager training & implementation	<ul style="list-style-type: none"> <li>Managers have engaged in human-centered skills training               <ul style="list-style-type: none"> <li>Must include People skills, Well-being &amp; DEI</li> </ul> </li> <li>Managers are trained on local crisis resources</li> </ul>	<ul style="list-style-type: none"> <li>Managers are Trauma Informed</li> <li>Managers have received and thoughtfully integrated DEI training</li> <li>Managers have accountability systems to each other               <ul style="list-style-type: none"> <li>creating interdependence within departments</li> </ul> </li> <li>Managers are trained on local crisis resources</li> </ul>	<ul style="list-style-type: none"> <li>Managers are trained in basic career coaching</li> <li>Managers are trained in mentorship</li> <li>Emerging leaders have access to leadership development training</li> <li>Managers are actively looking to innovate systems &amp; processes to be more human-centered</li> </ul>
employee relations	<ul style="list-style-type: none"> <li>Employees have opportunities for cross-training</li> <li>Managers foster knowledge-sharing</li> <li>Employee &amp; Managers discuss future career plans               <ul style="list-style-type: none"> <li>regardless of whether employee stays with org or in the industry</li> </ul> </li> <li>Performance evaluations are clear, documented, a discussion, and require input from the employee</li> </ul>	<ul style="list-style-type: none"> <li>Employees are offered continuing education</li> <li>Employees have access to career development               <ul style="list-style-type: none"> <li>mentorship</li> <li>training - internal or external</li> <li>relevant certifications</li> <li>access to career coaching &amp; guidance</li> </ul> </li> <li>Annual turnover is below 75%</li> </ul>	<ul style="list-style-type: none"> <li>Organization provides tuition reimbursement</li> <li>Organization has clear career development pathways for employees to engage in</li> <li>All employees are trained and versed in psychological contract formation</li> <li>Annual turnover is below 50%</li> </ul>
compensation & justice	<ul style="list-style-type: none"> <li>All employees are paid a living wage (based on MIT metrics)</li> <li>All employees have access to healthcare (or org can present budget plan to offer healthcare in the next 12 calendar months)</li> <li>there are steps taken to make pay between roles more equitable, including a long term plan to even any discrepancies</li> <li>All employees are trained and aware of benefits and programs available to them</li> <li>Org allows pay transparency</li> </ul>	<ul style="list-style-type: none"> <li>All employees are paid a fair wage (Cost of Living + 15%)</li> <li>All employees have access to affordable Healthcare (Less than 9% of their NET pay, +5% with dependents)</li> <li>Equitable pay and workload (measured in hours)</li> <li>All employees have access to time away</li> <li>Org has systems of support for employee crisis</li> <li>Employees have actionable input on the benefits they receive</li> <li>Employees have available resources for financial well-being</li> </ul>	<ul style="list-style-type: none"> <li>Employees are paid a thriving wage (Cost of Living + 30%)</li> <li>All employees have access to very affordable Healthcare (Less than 6% of their NET pay, +3% with dependents)</li> <li>Org practices pay transparency</li> <li>Employees have access to profit sharing</li> <li>Managers have pathways towards partnership</li> <li>All employees have paid time away</li> </ul>
design & accommodations	<ul style="list-style-type: none"> <li>steps have been taken to minimize physical strain</li> <li>dressing standards are inclusive of race, gender &amp; size</li> <li>workspaces are clean with essential items within reach for all body types &amp; sizes</li> <li>employees have access to clean, comfortable &amp; inclusive restrooms</li> </ul>	<ul style="list-style-type: none"> <li>Employees have input &amp; freedom in dressing standards</li> <li>Employees are provided a comfortable space for their personal items</li> <li>Workspaces are accessibly designed for all bodies</li> </ul>	<ul style="list-style-type: none"> <li>Employees are provided with a designated space to relax, with comfortable design and room to sit</li> <li>All employee have access to natural light</li> <li>Workspaces are built from the ground up specifically to accommodate all bodies and minimize physical strain</li> </ul>