

# SisterWeb Equity Statement and Wellness Policy, April 2023



## SisterWeb Health Equity Statement

Health equity means that all the doula clients of SisterWeb (Black, Latin American heritage, and Native Hawaiian Pacific Islander families) have easy access to healthy food resources and that these same families also have access to safe and functional recreational spaces where active living is possible.

## SisterWeb Wellness Policy

- SisterWeb acknowledges that self-care is not a selfish act, even in times of large-scale societal stress
- SisterWeb further acknowledges that we are serving our community while in crisis and recognize its effects on our wellbeing
- Our community, clients, and coworkers depend on us, and we cannot wait until we reach a breaking point before reaching out.
- Knowing what to do and how to prepare is essential to your job and well-being and a part of the SisterWeb lifestyle. It is demanding and, at times, intrusive. Pace your energy, so you can be ready and fully present for your daily work.
- For staff and community members during any organization programs, meetings, and other organization events (regardless of time of day):
  - Water is available whenever drinks are served (tap water ideal and preferred);
  - No sugary drinks (as defined below) are served.
- As an organization receiving City funding, SisterWeb will be in compliance with Ordinance 099-15 prohibiting use of City funding for sugary drinks:

No City officer, department, or agency (collectively, “department”) shall use City funds to purchase Sugar-Sweetened Beverages in any form, except as specifically exempted from or allowed under this Chapter 101.

“Sugar-Sweetened Beverage” means any Nonalcoholic Beverage sold for human consumption that has one or more added Caloric Sweeteners and contains more than 25 calories per 12 ounces of beverage. Notwithstanding the foregoing sentence, “Sugar-Sweetened Beverage” does not include any of the following:

- a) Milk.
- b) Milk alternatives, including but not limited to non-dairy creamers or beverages primarily consisting of plant-based ingredients (such as soy, rice, or almond milk products), regardless of sugar content.

- c) Any beverage that contains solely 100 percent Natural Fruit Juice, Natural Vegetable Juice, or combined Natural Fruit Juice and Natural Vegetable Juice.
- d) Any product sold for consumption by infants, which is commonly referred to as “infant formula,” or any product whose purpose is infant rehydration.
- e) Medical Food.
- f) Any product designed as supplemental, meal replacement, or sole-source nutrition that includes proteins, carbohydrates, and multiple vitamins and minerals.
- g) Any product sold in liquid form designed for use as an oral nutritional therapy for persons who may have a limited ability to absorb or metabolize dietary nutrients from traditional food or beverages.
- h) Any product sold in liquid form designed for use for weight reduction.

### **Other Ways SisterWeb Invests in Quality of Work Life (QWL)**

- Providing Job Security
  - If our staff are confident that their jobs are secure, they are much more relaxed and perform better.
- Flexible work timings
  - With supervisor approval, flexible schedules allow our staff to do their work and attend to personal commitments.
- Encourage staff participation (discussions, strategies & feedback, etc.)
  - Involving employees in discussions, strategies & feedback helps increase our employees' QWL & contribution towards a particular role.
- Open communication
  - SisterWeb encourages dialog between all staff because it can provide confidence as they are updated within the organization and also feel at ease being approachable
- Job enrichment
  - Being able to enrich our jobs with new tasks, better learning & training, more opportunities, etc., all contribute to achieving a QWL for our staff.
- Annual Healing Session Gift Cards (and other incentives)
  - We began SisterWeb’s Healing Sessions Gift Card Pilot during the height of the 2020 COVID crisis, as our Doulas began experiencing a tremendous amount of stress while working with clients and in-person at hospitals at a time when the impact of COVID was significant.
  - Starting in 2022, we were able to expand the Gift Cards to include ALL SisterWeb employees.
  - SisterWeb issues an e-gift card for \$100 annually to each employee.
- Check out our [Health Self-Assessment Tool here](#).

