

Things to Think About

When Considering Your Next Employer

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Wellpoint Care Network
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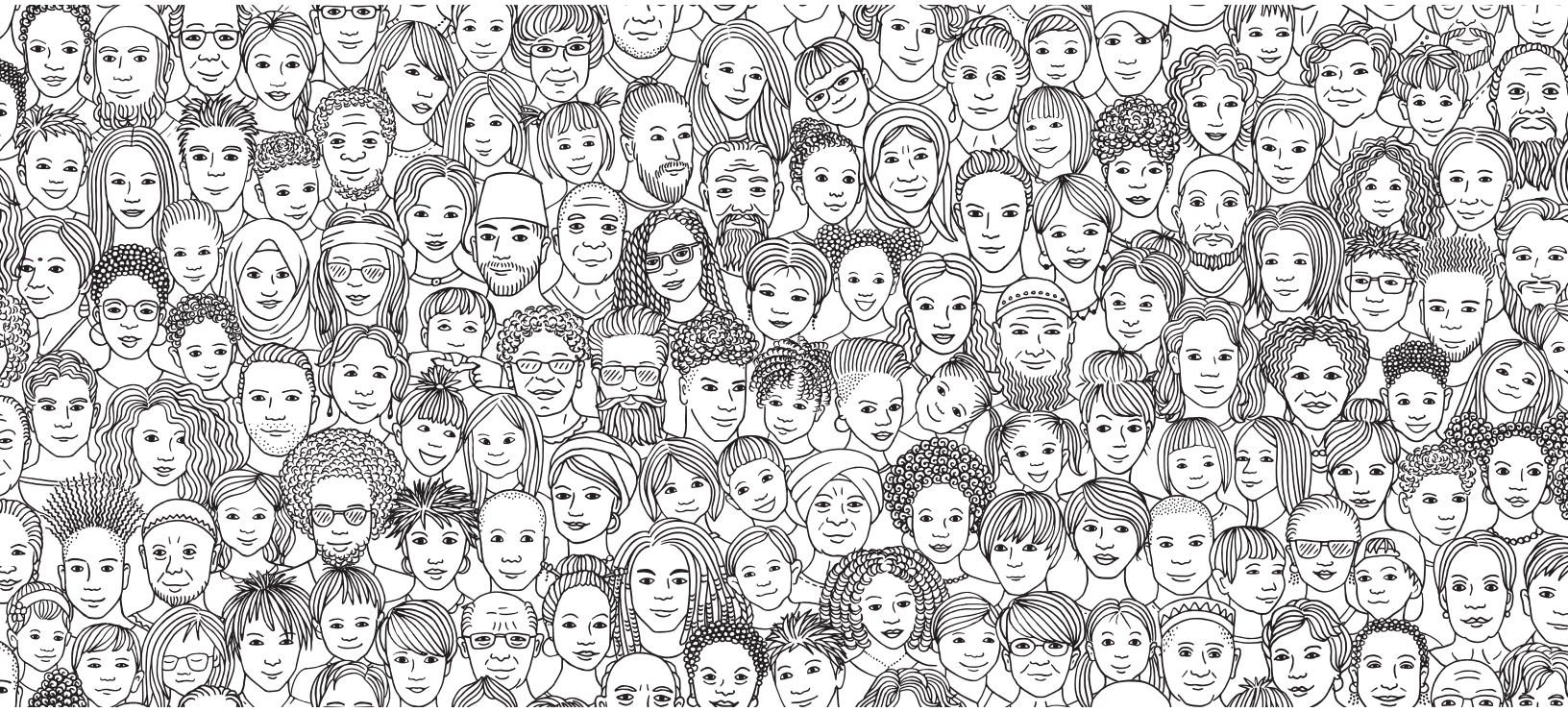
A Changing Workforce

It's no secret that the COVID-19 pandemic brought major changes to the way you as an employee think about work — from the desire for remote or hybrid work to prioritizing work-life balance and well-being.

In fact, a [2022 NPR/PBS NewsHour/Marist National Poll](#) on the U.S. Labor Force shows that 38% of workers changed jobs since the pandemic started. Millennials and Gen Z (52%) were more likely than any other group to seek a new opportunity.

As an employee, you want to feel seen, heard and appreciated in the workplace. The pressure is on for employers to create a company culture that not only gets your foot in the door, but also focuses on your happiness and longevity with the company.

A [recent Glassdoor survey](#) found that 77% of employees would “consider a company's culture” before seeking a job there. Another 56% said a good workplace culture was “more important than salary” for job satisfaction. Additionally, 73% of respondents said they “would not apply to a company unless its values align with [their] own personal values.”



These are all important factors to consider before accepting a job. Another important factor in your decision-making process may be to evaluate an employer's DEI (diversity, equity and inclusion) practices.

A [recent survey by McKinsey & Company](#) showed that 39% of candidates reject a role or do not proceed with a job application due to a perceived lack of inclusiveness.

Meeting Employees' Needs

Employers now realize that in order to attract and retain high-level employees like you, they need to consider the following:

- **73% of people** want a flexible working schedule. (Statista)
- **23% of employees** feel burned out at work very often or always. (Gallup)
- **70% of employees** say that training and development opportunities influence their decision to stay with a company. (LinkedIn)
- **77% of workers** believe that having a wellness program impacts a company's culture. (Editor's Choice)
- **Only 33% of employees** in the US and Canada feel engaged at work. (Editor's Choice)
- Empowering employees can increase productivity **by up to 50%**. (Forbes)
- **77% of workers** say that a positive workplace culture can influence their decision to stay with a company. (LinkedIn)
- Inclusive teams make better business decisions **up to 87%** of the time. (Harvard Business Review)
- **66% of employees** cite work-life balance as the most important workplace attribute. (FlexJobs)
- **69% of employees** say they would work harder if they felt their efforts were better recognized. (Achievers)



A [recent article from Business News Daily](#) states that aside from a positive company culture, you as an employee are also seeking:

- Fair and competitive wages
- The best benefits possible
- The feeling of being trusted and valued at work

The workforce has changed drastically over the last several years. As an employee, you now have more choices and the ability to be more selective when it comes to where you want to spend 40 hours a week.

Flexibility, competitive pay and benefits, inclusivity and a positive culture are all things to consider.

The Wellpoint Care Network Difference

A Commitment to Inclusion and Belonging

Wellpoint Care Network works to promote an **inclusive** environment to ensure those we serve and employ are valued, accepted, respected and treated equitably.

Inclusivity means actively pushing back against pressure to create homogenous, comfortable groups.

At Wellpoint Care, we consciously build groups that welcome and celebrate differences in age, race, ethnicity, sex, class, gender identity, physical ability, religion, education, socio-economic background, personal history, geographical location, marital status, parental status and work experiences. And, we work to ensure that individually, and collaboratively, we are accountable when inequity or injustice replaces equity and inclusion.

While inclusion is a concept and a practice which will grow and change, we believe its core principle is one that rejects hateful speech, hateful ideologies or hateful behavior. By working to change “systems of oppression,” we are calling attention to historical and organized patterns of mistreatment experienced by marginalized societal groups.

Examples of **systems of oppression** include racism, sexism, heterosexism, transphobia, ableism, classism, ageism and anti-Semitism.

When oppression is experienced by an individual or group, it can produce compounded disparity and inequity for those affected. This phenomenon is known as **intersectionality**, and describes the layers of oppression that can exist for people with multiple marginalized identities.

Understanding intersectionality and the interconnection of all systems of oppression is critical to overcoming the barriers to equity and inclusion — both in the workplace and our community.

OUR EQUITY AND INCLUSIVITY APPROACH

At Wellpoint Care Network, we believe we are better together — and that means all of us. Whether staff, service providers, board members, donors, volunteers or engaged citizens, our priorities include:

- 1** Increase inclusivity in **our staff, volunteers and stakeholders** in all programs and leadership; strive for a diverse pool of candidates and ensure new hires reflect the children and families we serve.
- 2** Provide an open and inclusive environment for **staff and the families we serve**; increase cultural humility and awareness of cultural differences.
- 3** Advance **community engagement and reconciliation efforts** on issues that disproportionately affect historically-traumatized populations.

Leadership

Wellpoint Care Network recognizes that it truly does take a village to accomplish what we want to as an organization. From the Board of Directors and Executive Team to front-line supervisors, we are committed to cultivating a work environment where everyone can do their best work and feel as if they truly belong.

That's why we regularly survey employees and ask for feedback and participation. Employees are empowered to get involved by sharing their perspectives and views, all of which works to hold leaders accountable and stretch our collective comfort zone.

Our goal is to make lasting, transformational change.

A Diverse Workforce

At Wellpoint Care Network, we know that representation matters. It's important for **BIPOC** (Black, Indigenous or People of Color) individuals to see people who look like them in a professional setting, including leadership roles.

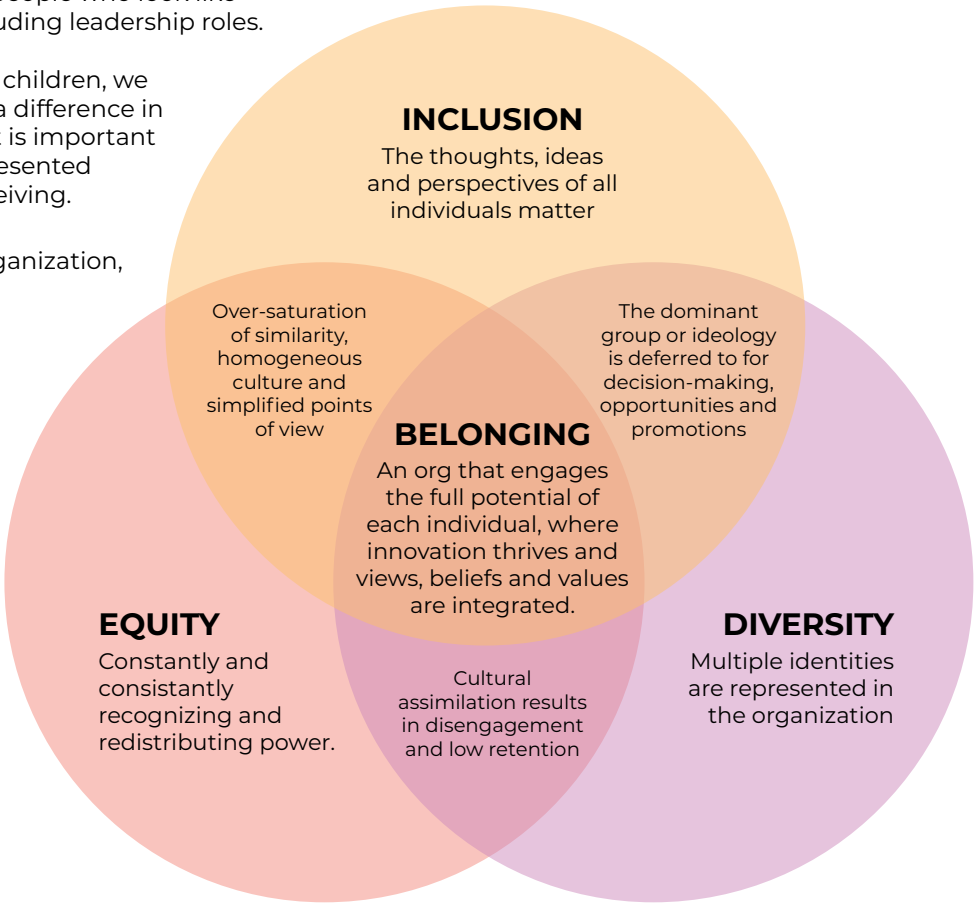
As an organization that works with children, we strive to be role models and make a difference in the community we serve. We feel it is important for children to see themselves represented within the services that they're receiving.

No matter what area within the organization, everyone's voice is important and valuable and space is made for individual thoughts and beliefs. Creating outlets for employee feedback that ensures that psychological safety and a robust exchange of ideas is a priority within the organization.

If someone is coming to Wellpoint Care for services, they'll be met with a variety of BIPOC individuals who can support them and who have shared similar life experiences.

As of **April 2024**, Wellpoint Care Network employs **326 employees**.

Representation spans the breath of characteristics and identities that make us uniquely individuals. That can include race, age, sexual identity or ability.



Source: Krys Burnette, "Belonging: A Conversation about Equity, Diversity and Inclusion," Jan. 21, 2019

Employee Resource Groups

Wellpoint Care Network offers several **Employee Resource Groups** (ERGs) for employees to join. These affinity groups, workgroups and committees are designated to be a space for new or seasoned employees to lean into DEI within the workplace — to learn about and celebrate different groups.

They expand the core concept of diversity to include **Belonging**, which means that extra effort goes into ensuring everyone feels like a rightful member of a community.

Focusing on **Equity** also spreads accountability for advancement of a multicultural society by requiring not only diverse representation within organizations, but also the sharing of power and resources to level the playing field for underrepresented groups. It focuses on fair treatment and equal access to opportunities.

All employees at Wellpoint Care are encouraged to join at least one of the groups listed on the following pages:

DIVERSITY COMMITTEES, EMPLOYEE RESOURCE GROUPS (ERGS) AND NETWORKS

GREEN FLAGS & RED FLAGS

 Members are compensated for their time & recognized for it in performance reviews	 Leaders overlook the skills and contributions of members, resulting in individuals leaving or becoming disengaged
 The group hold leadership accountable for progressing the DEI strategy	 Employee volunteers design and implement the strategy because there is no specific paid DEI resource
 The different ERGs/ networks/committees work together on intersectional initiatives	 Different groups compete for attention and resources
 There is a healthy budget for the work of the group	 There is no budget, forcing the members to beg for the bare minimum
 There is a balance of meeting the needs of the people the group represents and supporting the business DEI objectives	 The business extracts time and (emotional) labour from the group without supporting the wellbeing or needs of its members

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Leadership Council

This council serves as the organization’s advisory board and is comprised of individuals from diverse backgrounds, employee resource group chairs, departments and teams who guide Wellpoint Care Network’s Inclusion and Belonging priorities.

Aspiring Women of Color (AWOC)

This group brings together women of color to foster leadership skills of emerging leaders and enhance their capacity for personal and professional development.

Diversity Committee

This committee works to promote an inclusive environment for all employees and to ensure the people in our care feel both valued and respected.



Historical Trauma Workgroup

This group works to provide an understanding of historical trauma along with racial, cultural and generational humility. It explores what these concepts mean to our community and agency, and works to recognize and eradicate our own implicit biases.

Inspiring Men of Color

This group provides growth and development through education, skill building and leadership opportunities to support and retain men of color within the organization as they strive towards the highest standards of excellence. Allies are welcome to attend and support this work.

LGBTQIA+ Affinity Group

The very first affinity group at Wellpoint Care, their goal is to provide support and advocacy for LGBTQIA+ staff, clients and families, while also providing cultural competency, education and training opportunities for the agency regardless of identity. According to data from 2019, **30% of foster children self-identify as LGBTQIA+** — much higher than the **10-13%** of youth in the general population. This committee supports efforts to educate employees on these issues.

Mentoring Program

Employee leaders are asked to serve as mentors for employees seeking career development to prepare them for future advancement opportunities. During the nine-month pairings, mentors impart workplace and leadership knowledge by answering career-focused questions, helping mentees navigate workplace dynamics and requirements, as well as sharing “big-picture” information.

Wellpoint Care Connects

This group develops and promotes employee and team connections through activities, volunteering, scholarships and team building.



Learning and Talent Development

Wellpoint Care Network is committed to being a “lifelong learning” organization. We realize that training and talent development can never be a one-and-done approach.

Talent development is the organizational process of positioning employees for career advancement in a way that aligns with the organization’s mission. This includes identifying workers’ aptitudes and goals and helping them develop the knowledge and skills they need to achieve those goals and fill the needs of the organization.

Talent development program activities can range from mentoring and coaching to formal training, leadership development, succession planning, on-the-job learning and more.

In terms of training and development, this means:

- Recognizing the potential of every individual on the team
- Targeting specific areas of strength and employee interest
- Moving employees to areas in which they are best suited
- Looking at teams to determine how they could thrive over time
- Designing talent development initiatives to ensure future growth

PUTTING TALENT DEVELOPMENT INTO ACTION

To help employees reach their personal and professional goals, Wellpoint Care Network is committed to the following:

- Department-specific training
- Finding new and innovative ways to learn
- Supporting leadership
- A mandated Day of Learning each year
- Annual safety courses
- Equity and Trauma training
- Implicit Bias training



Competitive Benefits

Wellpoint Care Network has worked tirelessly to ensure we have competitive and desirable benefits for those seeking work in the Milwaukee metro area.

Wellness Is the Point of All We Do, and we encourage employees to maximize their healthcare, including preventative care. We do that by lowering our health insurance premium costs and offering outstanding benefits that are customizable to the needs of each employee.

In support of our employee well-being efforts, we offer employees wellness activities that address caregiver capacity and encourage mental health, such as art therapy classes, Lunch 'n' Learns and speaker series — including workshops facilitated by self-care professionals for employees interested in maximizing their mental, emotional and physical wellness.

Standard benefits include:



Health Insurance



Life Insurance



403(b) Retirement Plan



Paid Time Off (PTO)



**Critical Illness and/or
Accident Protection Plan**



Dental Coverage



Vision Insurance



Flexible Spending

We share specific details about these benefits with all of our job applicants during the hiring process.

Other perks (subject to change)



Hybrid Workforce

Wellpoint Care Network understands that much of our work happens in the community — at public places, client locations or partner facilities. While it's true that some work activities are still best done at our facilities, other job tasks can be performed effectively outside of our offices, giving employees the opportunity to achieve a greater work-life balance. That's why in recent years we've become a hybrid workforce.

Hybrid work can help employees manage their work and personal responsibilities more effectively, leading to improved overall well-being. Today, **most jobs at Wellpoint Care are categorized as hybrid**. This is based on the job itself, not the person in it. Determining the specific blend of remote and onsite work is a collaborative discussion between employees and supervisors, and may vary by role and department. Since the beginning of our hybrid journey, we've learned that offering flexible work options like this improves job satisfaction and helps us attract and retain top talent in Southeastern Wisconsin.



Wellness Reimbursement Program

We also feature a unique Wellness and Fitness program, which allows for reimbursement of **up to \$350 per calendar year** on eligible expenses (calculated at 75% of purchase price). Though started as a basic gym reimbursement, we've evolved it over the years to recognize that in a diverse organization, there are many different ways to be fit and well.

Covered Items now include: Gym and Fitness Club Memberships, Fitness Classes and Weight Management Program Memberships (online and app-based), Personal Trainer Sessions, Athletic Leagues and Organized Sports Fees, Race Entry Fees, Adult Enrichment Classes (dance, music, painting, pottery, photography, etc.), Massages, Acupuncture, Passes to State Parks, Museums and the Zoo, Weights and Fitness Equipment (including Bicycles, Scooters, Treadmills Ellipticals, Rowers, Peloton, Resistance Bands, Workout DVDs and Fitness Trackers.



Employee Scholarships

Wellpoint Care Network is committed to the advancement of its employees, and knows it's important for staff to engage in lifelong learning. We also want employees to know there are opportunities for advancement in their career, their knowledge and opportunities within the organization.

In support of this goal, we are pleased to offer **up to \$2500** for a select number of agency employees working toward a Graduate, Baccalaureate or Associate Degree in Human Services, Education, Childcare, Social Work or another field related to their position. Additional scholarships of **up to \$250** are available for employees enrolled in professional certificate programs. Scholarship applications are offered twice annually.

The organization recognizes that there are many ways to incentivize employees and we are always seeking feedback on ways to meet the needs of today's workforce.

A Focus on Trauma Informed Care

Since trauma is at the core of so many hurdles for so many people, we have made **Trauma Informed Care** central to our work. It is an organizational philosophy infused across our continuum of care. In fact, Wellpoint Care Network has been at the forefront of the Trauma Informed Care movement for more than 15 years.

To date, **more than 75,000 people** have learned our unique framework, which we call the [Seven Essential Ingredients of Trauma Informed Care](#) — including every Wellpoint Care employees, regardless of position or role.

Our Trauma Informed Care philosophy and practice has been proven to lead to better outcomes in many caregiving and community environments, including the Child and Family Well-being sector, law enforcement agencies, schools and mental health providers.

Our employees are trained annually, as the processes and concepts are ever-evolving. Aside from the standard Trauma Informed Care training, there are also additional opportunities for advanced learning and practice.

Many Wellpoint Care staff have said that our Trauma Informed Care model has been pivotal when working directly with children, teens or families.

“Approaching things from a trauma-informed perspective makes us better practitioners,” said **William Olivier**, Child Welfare Supervisor. “No matter the educational background, it helps us focus on what’s most important: the best interest of the child. Trauma Informed Care helps us make better decisions in the field.”

“The more people who understand trauma, its impact on the brain and how to interact with one another to regulate our emotions is so important,” adds **Courtney Duzynski**, Treatment Foster Care Specialist. “It’s pivotal to make changes and really support our communities and our kids.”



A Pledge of Healing

On day one of becoming a Wellpoint Care Network employee, all staff are required to sign the **Healing Starts with Us Pledge** (see sidebar) to demonstrate their larger commitment to creating an inclusive workplace.

It's a commitment to showcase inclusion — not only in the workplace, but in how we interact with members of the community.

It's a commitment to value one another and advance equity within the organization.

And, it's a commitment to continue to sustain an inclusive work environment where people can be their best selves while being valued, appreciated and heard.

Days of Celebration

Wellpoint Care Network observes the following holidays each year:

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Thanksgiving Day
- Christmas Day

Recognizing both *Juneteenth* and *Indigenous Peoples' Day* are relatively new developments within the organization, but important as we think about inclusion.

Juneteenth is the annual commemoration of the end of slavery in the United States, while Indigenous Peoples' Day honors the histories, cultures and perspectives of Indigenous peoples and their ancestors.

As an organization committed to Inclusion and Belonging, we offer these holidays as a way of honoring history and recognizing the diversity within our workforce and local community.

As we learn, discover and grow as an organization, additional days of celebration may be adopted to expand representation of various groups.

THE HEALING STARTS WITH US

I am an employee at **Wellpoint Care Network**, where our mission is to facilitate equity, learning, healing, and wellness.

At Wellpoint Care, we stand against the systematic racism that is deeply rooted in our society.

I commit to dismantling institutional racism in all spheres of my life.

I commit to the responsibility for perspective shift and the quest to be anti-racist.

I commit to change and to focus on unity over comfort, lifelong learning rather than a short-term obligation.

Healing is my responsibility.

At Wellpoint Care, collectively and individually, the healing starts with us.

Nearly 175 Years of Care

Founded to care for Milwaukee-area orphans and growing into a national leader in recognizing and addressing the impact of trauma, Wellpoint Care Network has been actively helping communities for nearly 175 years.

Throughout that time, we've stayed true to our purpose: we help people overcome barriers and thrive. Across a comprehensive array of services, wellness is — and always has been — the point of all we do.

As we approach two centuries as a human services agency, we are proud of our longevity — but, we will never rest on our laurels. So long as children, families and the community need healing, we will continue to rise up to meet those needs.

Using the best and latest science available, we will continue to champion stability, heal the effects of trauma, embrace equity and advocate for just, caring systems. We remain committed to being a safe, welcoming space for community members to seek out connections and support in their journey from surviving to thriving.



Today, we employ approximately **340 employees** to carry out our mission to facilitate equity, learning, healing and wellness by restoring the connections that help children and families thrive.

In Summary

At Wellpoint Care Network, our employees are our most valuable assets. We're proud to offer a variety of positions that serve the community. Every employee has the opportunity to do meaningful work for children and families across southeast Wisconsin.

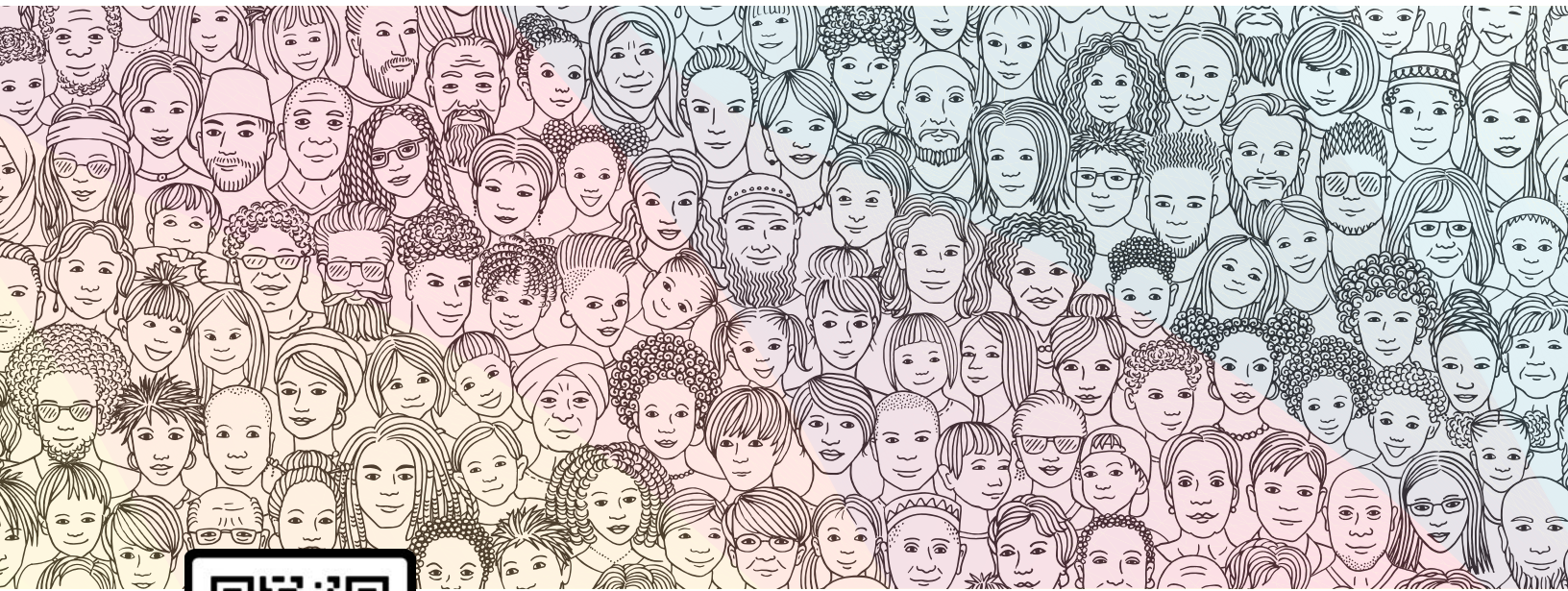
Wellpoint Care is a great place to work, a great place to demonstrate your gifts and talents and a great place to apply yourself to reach your professional potential.

We have a history in Milwaukee for nearly 175 years. Throughout that period, there's been one consistency – we've always focused on children and families, providing the supports and resources they need to thrive, be successful and reach their fullest potential.

At Wellpoint Care, there are always opportunities for new ideas, new perspectives, new ways of doing things — all with the goal of finding the best outcomes for the people in our care.

So far, our efforts have led to:

- A better representation and reflection of the community served.
- More diverse views, which have spurred creativity and innovation.
- Expanded engagement of diverse groups in decision-making, which has led to higher engagement and productivity.
- Social responsibility efforts and a brand reputation that are recognized as measures of progress.



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