



# **Wellness@CGIAR: A Global Conversation about Wellness in our Workplaces**

*Thursday, 22 October 2020*

Go to [www.menti.com](https://www.menti.com) and use the code **84 66 74 2**



# What is an Employee-led Resource Group (ERG)?



*ERGs are safe spaces within a workplace where groups of individuals can come together because they have things in common.*

## Why are we setting up cross-System ERGs?



*When ERGs work, they make a real difference to people's sense of **happiness** in the **workplace**. This is why they are clearly laid out as an objective in **CGIAR's Action Plan** for advancing gender equity, diversity and inclusion.*

## Why are we launching ERGs now?



*The **vision** is for ERGs to be open to all staff from across the System who wish to join – to be actively inclusive and to create communities of interest – in other words, to **bring people together**.*

## The mission of *Wellness@CGIAR*



***Wellness@CGIAR** in all its forms is crucial for all at CGIAR to improve and maintain our **culture** and **work-life balance**, maximize our potential, achievements and impact. This ERG will create, promote and maintain **wellness** by providing **information**, **community-building tools**, **knowledge**, **forums** for discussion and **learning opportunities** for all at CGIAR, at work and at home.*



# Saskia Meckman

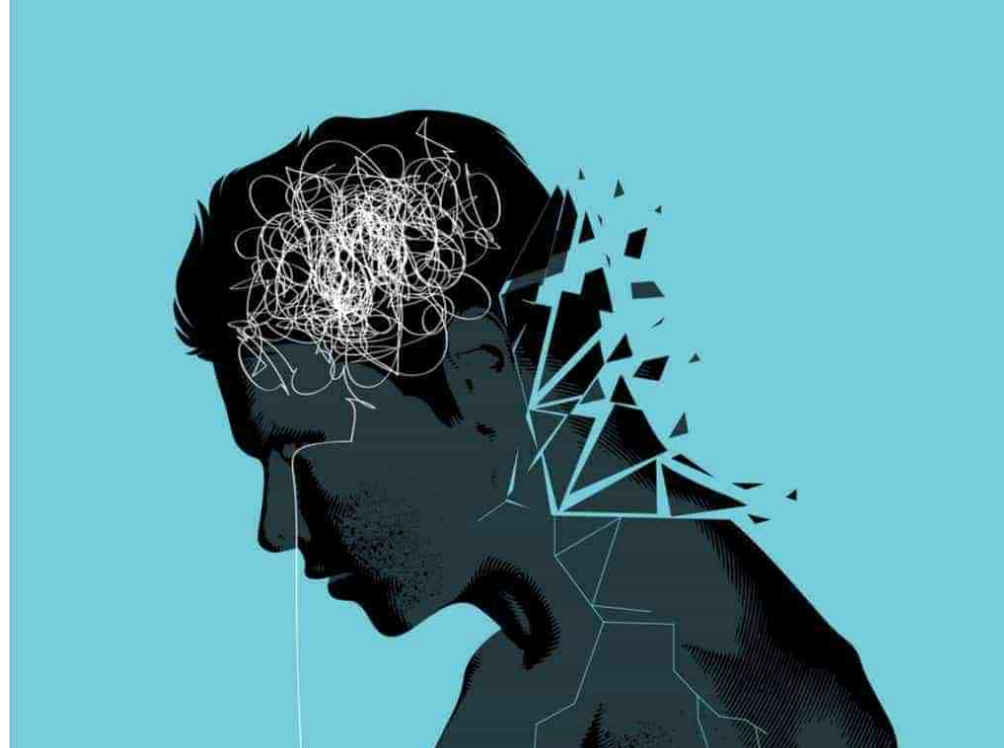


- 22 years working in the intercultural training, coaching, consulting based out of NYC, Boston, South Florida, and now Research Triangle in NC
- 17 years working as a Yoga and Meditation Instructor
- Mindfulness public speaker and advocate
- Passionate about integrating mindfulness in the corporate world

# 7 Dimensions of Wellness



- Physical
- Emotional
- Spiritual
- Mental
- Occupational
- Social
- Environmental



*Source: Dr. Bill Hettler, co-founder of the National Wellness Institute*



# Mental Health



- Health: «Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity» (WHO,1948).
- Mental Health: “**Mental health** is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to his or her community”.





# Mental Health in numbers

- Mental and behavioral disorders such as depression and anxiety (NAMH):
  - cost the global economy \$1 trillion each year in lost productivity
  - account for over 7 % of the global burden of disease
  - represent the leading cause of disability worldwide
- More than 264 million people worldwide have depression (WHO)
- 1 in 6 people globally now has at least one mental or substance abuse disorder (over 1.1 billion people)—with anxiety ranking #1 (GWI)
- Workforce unwellness (chronic disease, work-related injuries and illnesses, work-related stress, and employee disengagement) may cost the global economy 10–15 % of economic output every year (GWI)

*Source: National Alliance on Mental Health (NAMH), World Health Organization (WHO), Global Wellness Institute (GWI)*



# Mindfulness



Mind Full, or Mindful?

# What is mindfulness?



*“Mindfulness is awareness that arises through paying attention, on purpose, in the present moment, non-judgmentally.”*

# The benefits of mindfulness



*Greatly impacts the brain function and the immune system*

*Increases positive effects on mental health*

*Overcomes different forms of insomnia*

*Reduces chronic pain*

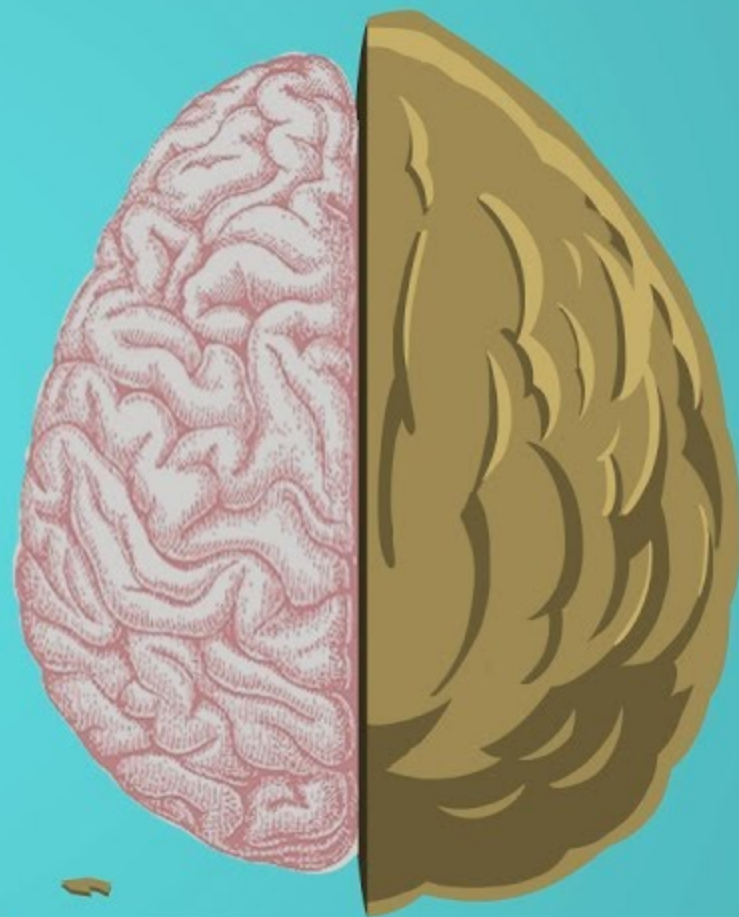
*Increases positive interpersonal behavior*

*Provides greater empathy and compassion*

*Positively impacts human functioning*

*Helps improve the quality of attention*

# Grounding Exercise

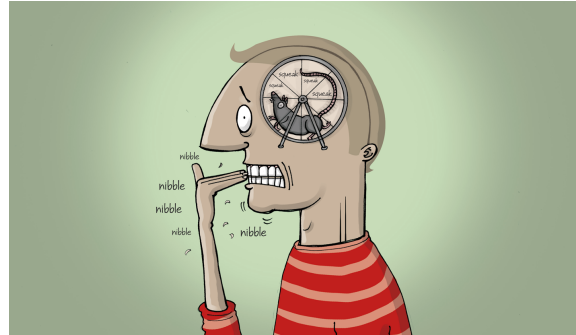




# If you are feeling:



A Little blue or without  
emotional strength



With constant fear or in  
a state of alarm



Stressed or  
mentally tired

*Where can you go? Who can you talk to confidentially?*

**It is important to express emotions. It lightens your burden.**

# Useful resources for your mental well being



The Rome Institute for International Counseling, Coaching & Mediation

<https://www.romeinstitute.org/>

**You have free access to an external group of international counsellors, coaches, trainers and mediators. Confidential counseling is available in English, Spanish, French, Italian, German, Dutch and Arabic.**

Email: [petra.miczaika@romeinstitute.org](mailto:petra.miczaika@romeinstitute.org)

Find out if your medical insurance covers psychological counselling through it's Employee Assistance Program



Talk to your HR colleagues or manager

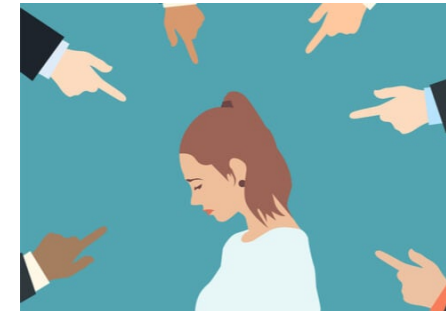
If you are approached by someone of your team to talk about their feelings, and you are not an expert in mental health:



☞ **Listen actively. Be empathic. Prepare the environment**



☞ **Do not judge. Each person copes differently with issues.**



☞ **Encourage them to seek professional help.**



# Where to find useful information about Mental Health?



[https://www.who.int/health-topics/mental-health#tab=tab\\_1](https://www.who.int/health-topics/mental-health#tab=tab_1)



<https://www.un.org/en/healthy-workforce/>

<https://www.un.org/development/desa/disabilities/issues/mental-health-and-development.html>



<https://www.worldbank.org/en/topic/mental-health>



<https://www.nimh.nih.gov/health/index.shtml>

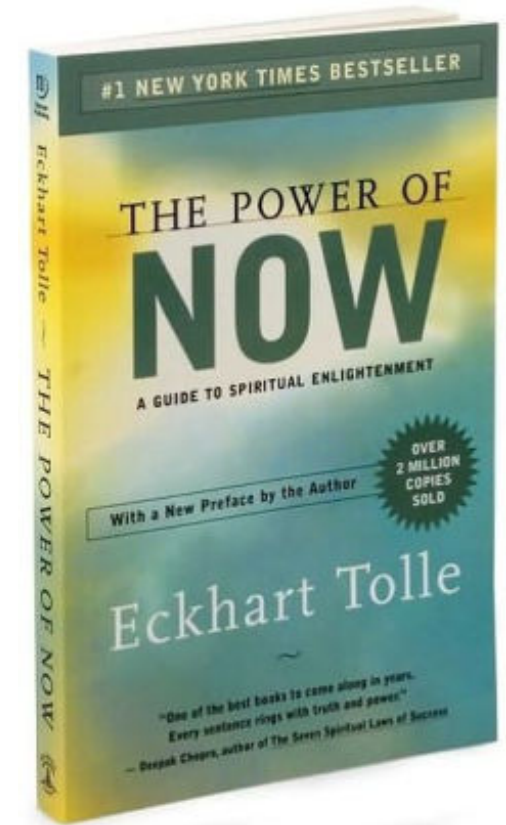
## From Saskia's bookshelf:



### Peace Is Every Step: The Path of Mindfulness in Everyday Life - Thich Nhat Hanh



Wherever You Go, There You Are -  
Jon Kabat-Zinn



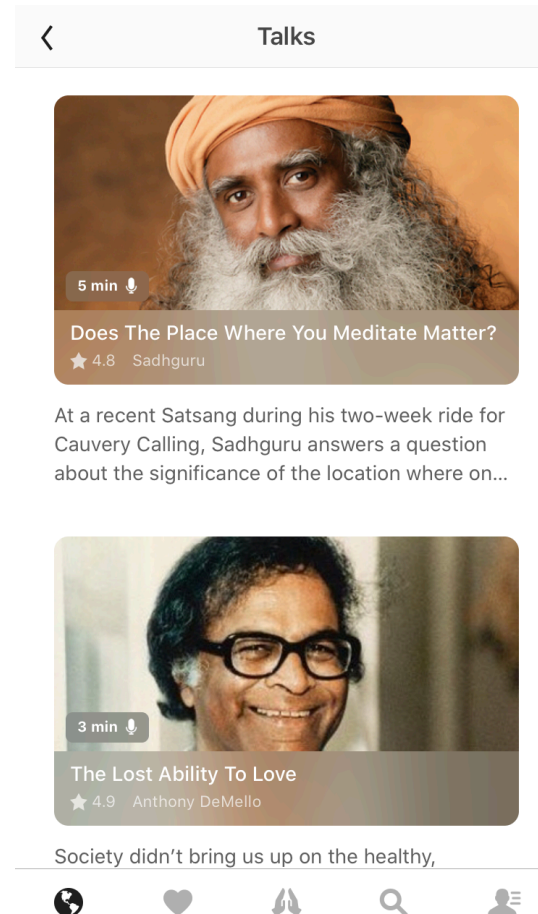
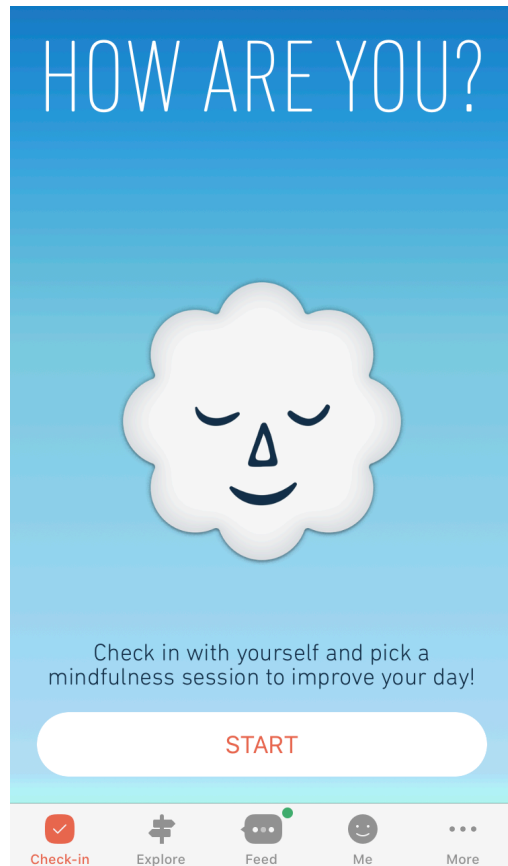
The Power of Now - Eckhart Tolle



# From Doina's and Cel's smartphones and tablets:

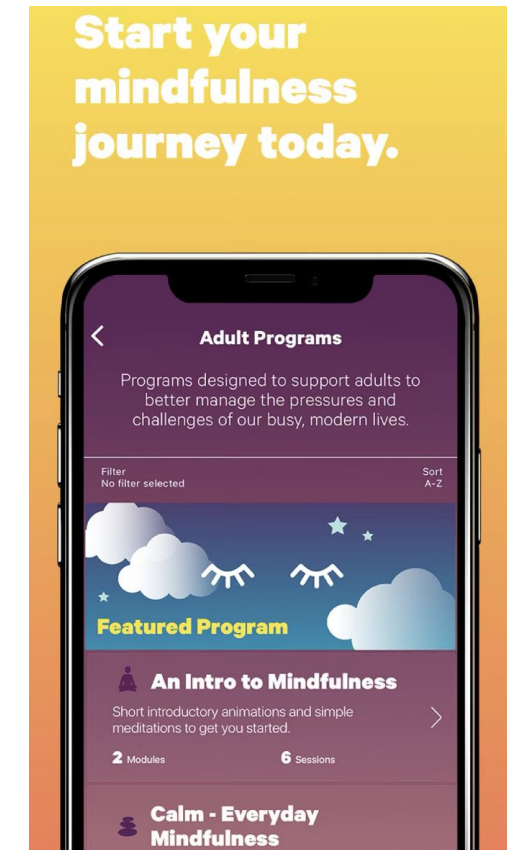


## Stop, think, breathe



## Insight Timer

## Smiling mind



Cost – these apps are entirely free





**Questions or Comments?**

**Contact us:  
ERGWellness@cgiar.org**