



The City's Worksite Wellness Team

WORKWELL NYC BRIEFING FOR EXECUTIVE LEADERS, OCTOBER 21, 2025



Renee Campion

Commissioner, OLR

Deborah Friedman

Assistant Commissioner
for Workforce Engagement & Innovation,
OLR

Ayana Mbonu

Assistant Director
Outreach & Engagement,
WorkWell NYC

Let's Warm-Up



Let's take a moment
and orient ourselves
to this time together.

About WorkWell NYC



Physical Activity



Healthy Eating



Primary Care &
Prevention



Mental Wellbeing
& Resilience



Health Equity



A Culture of Health

A culture of health is a comprehensive approach to promoting employee health and well-being that creates a shared value of health.



Read the full Culture of Health document [here](#).

Culture of Health



Today's Agenda

1. Key Findings

- a. **WorkWell NYC FY5 Data - #8**
- b. **Programming Highlights - #5**
- c. **“Working Well in NYC” Case Study Series - #6**

2. Wellness Program Tools -#6

3. Next Steps

4. Upcoming Programs

- 1. **Visible commitment of leaders**
- 2. Dedicated team of collaborators
- 3. **Data driven strategy**
- 4. Operating plan
- 5. **Varied programs and activities**
- 6. **Policies and practices**
- 7. Strategic communications
- 8. **Evaluation**

FY25 WorkWell NYC Wellness Data Review

FY25 Touchpoints



1,391

Sessions

(+27% from FY24)



64,426

Registrants

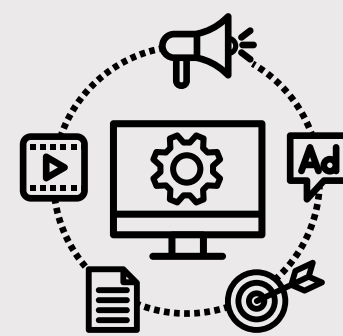
(+27% from FY24)



54,631

Participants

(+27% from FY24)

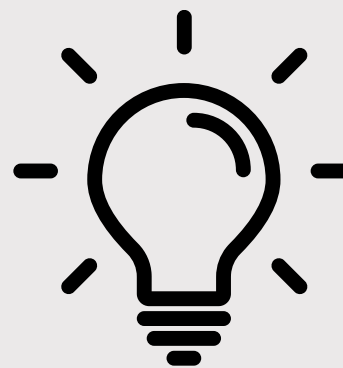


7

Campaigns

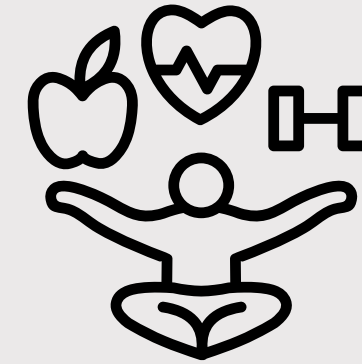
- Art is Life
- Boost Your Budget*
- Gratitude*
- Julydration
- Let's Move NYC
- Nutrition*
- Ready, Set, Goal!*

*Includes a Mailchimp Email Campaign



25

**New offerings
in FY25**



18

**Program
Types**

- Agency Development
- Ambassador Programs
- Arts Program
- Champion Programs
- Clinics & Screenings
- Cooking Demonstration
- Digital Fitness Classes
- Health Fair
- Email Campaigns
- Mindfulness Program
- Presentations
- Preventive Care Programs
- Special Events
- Tabling
- Walking Challenge
- Webinars
- Workshops
- Worksite Fitness Classes

***51%** of the 1,421 sessions have
raw participation data

FY25 Employee & Agency Reach

WorkWell NYC Citywide Programming

5.8%

of City of New York
employees* engaged in
WWNYC programming

(est. 21K unique participants; +0.6% from FY24)

93%

of City of New York
Agencies engaged with
WWNYC in FY25

(67 of 72 agencies)

FY25 Employee & Agency Reach

WorkWell NYC Mailing List

16%

of City of New York
employees* are subscribed to
the WWNYC mailing list
(58K+ subscribers; +17% from FY24)

96%

of City of New York
Agencies are in the WWNYC
mailing list
(69 of 72 agencies)

FY25 Agency Engagement Report



Agency Engagement

FY25

Instructions



Instructions for Using the Agency Engagement Report

- **Review the Report with Your Agency Wellness Goals in Mind**
 - Before you begin, remind yourself of your agency's specific wellness objectives (e.g., increasing participation, improving staff morale, reducing stress).
 - As you look through the report, consider how each area relates to your agency's wellness goals.
- **Identify Key Areas and Gaps**
 - Check if your agency has a wellness ambassador or champion. Connect this information with your goal to have strong leadership and peer modeling in wellness.
 - Look for executive-level support. Do you have an Executive Sponsor recorded with WorkWell?
 - See how many staff are engaging in citywide wellness programs. Ask yourself: Does this match the participation levels you want for your agency?
- **If There Is No Wellness Ambassador or Champion:**
 - Use your agency's wellness goals to guide your efforts to recruit one. For example, if your goal is to boost staff engagement, look for ambassadors and champions who are connected and enthusiastic.
 - Identify team members who reflect the values and goals you want to encourage.
 - **Ambassadors** – staff who plan and implement worksite wellness activities for their staff. WWNYC provides its Ambassadors with program support, resources and training to build on and expand the work of making our employees the healthiest workforce in the city.
 - **Champions** – are staff who have a passion for health and wellness. They volunteer to spread the word about activities happening at their worksite, serve as a great resource to assist in the execution of worksite events. They lead by example by participating in wellness activities.
 - **Ask for volunteers or nominate staff**
 - **Reach out for advice** from agencies that have met similar goals. Feel free to reach out to ask **Ayana Mbonu** at ambonu@olr.nyc.gov for colleagues who are leaders in worksite wellness.
- **Strengthen Executive Support**
 - Include executive leadership involvement in your agency goals. For instance, if improving morale is a goal, ask leaders to participate or speak about wellness initiatives.
 - Invite leadership to share their commitment to wellness in regular meetings and emails.

Agency Engagement

	WorkWell NYC Partner site?	Ambassadors?	Champions?	Executive Sponsors?	Reports wellness programming to WWNYC?	Agency headcount*	% of agency engaged in WWNYC programs
311		✓	✓			N/A	N/A
ACS	✓	✓	✓	✓	✓	6,251	18%
ACTUARY		✓		✓	✓	41	39%
BERS						N/A	N/A
BIC						71	23%
BOC		✓				24	38%
BOE		✓	✓			827	6%
BP-AII		✓	✓			256	15%
CB-AII		✓				N/A	N/A
CCHR	✓	✓	✓	✓	✓	104	26%
CCRB						207	14%
CFB		✓	✓		✓	123	33%
CLERK						61	11%
COIB						23	4%
COMPTROLLER			✓			678	23%
CORE						N/A	N/A
COUNCIL		✓	✓		✓	692	15%
CUNY		✓	✓		✓	8,169	9%
DA-AII		✓	✓		✓	4,713	8%
DCAS	✓	✓	✓		✓	2,070	14%
DCLA			✓			59	42%
DCP			✓			287	38%
DCWP		✓	✓	✓	✓	406	14%
DDC		✓		✓	✓	1,110	11%
DEP		✓	✓	✓	✓	5,522	8%
DOB	✓	✓	✓	✓	✓	1,540	18%
DOC		✓	✓		✓	8,350	1%
DOE		✓	✓		✓	141,697	2%
DOF		✓	✓	✓	✓	1,671	11%
DOHMH**	✓	✓	✓	✓	✓	6,107	14%
DOHMH-OCME**	✓	✓	✓	✓	✓	693	32%

FY25 Agency Reach

Reach by Agency Size

# of Employees	% of Agency engaged
<1000	up to 75%
1000-10,000	up to 25%
10,000+	up to 8%

Agency Stakeholders

In FY25...

- **32** agencies had at least one EWS
- **50** agencies had at least one Ambassador
- **46** agencies had at least one Champion
- **12** agencies were Partner sites
- **34** agencies reported their wellness programming to WWNYC



Programming Highlights

Mindful Journaling

- Ambassador grant items



Agency Spotlight Events - H+H Carter

Maybelle Aquino

NYC
HEALTH+
HOSPITALS

Carter

CARE-AOKE

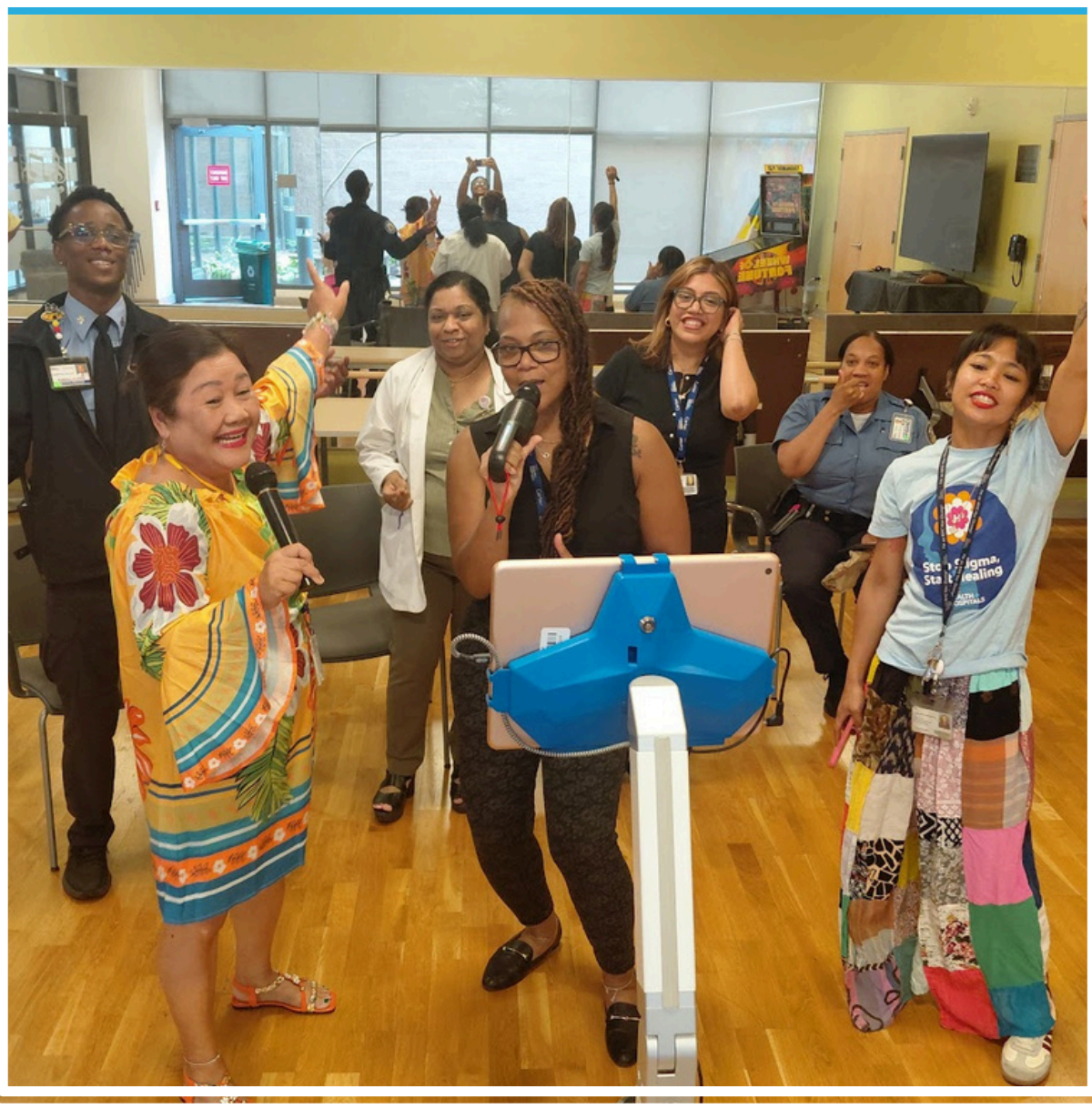
EMPLOYEE WELLNESS EVENT

MUSIC AND MOVEMENT
ROOM

WEDNESDAY
AUGUST 27
12PM - 1PM

MULTIPLE MICS
AVAILABLE AT
ONCE!

RSVP:
ADD TO THE SONG QUEUE
AHEAD OF TIME!!!
CONTACT MAYBELLE
(646) 686 0858 - 6SNF



Relaxation Station/Game day

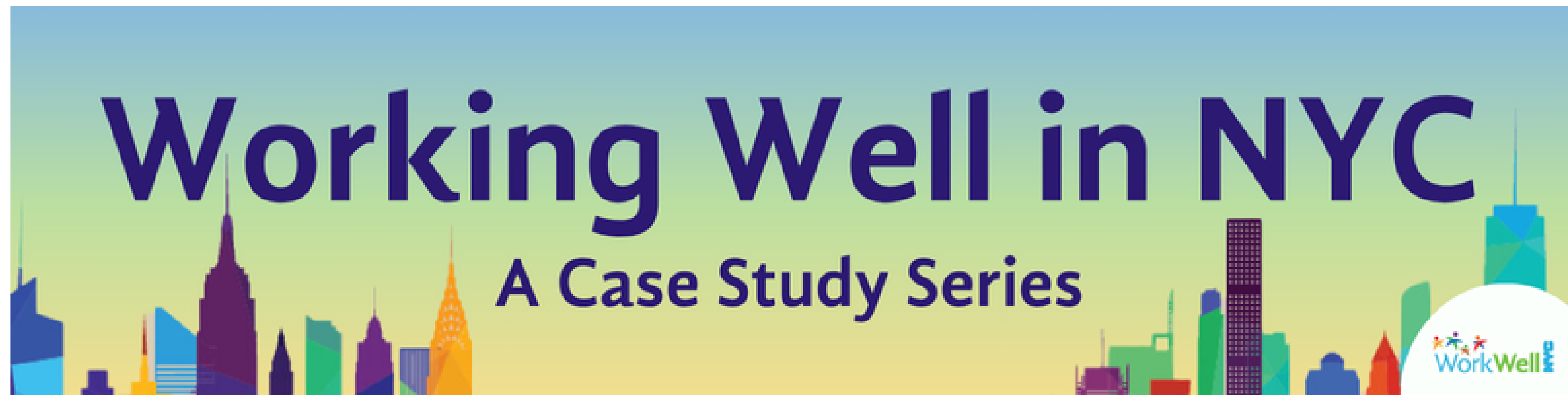
- massage chairs
- classic board games



Working Well in NYC

A Case Study Series





The case study series aims to support City agencies to foster a **Culture of Health**. Wellness programs tailored to your agency can make a big difference. The studies amplify the following:

- Support from leadership help programs to succeed
- The benefits for employees and agencies are:
 - Better health and overall well-being
 - Higher job satisfaction and staff retention
 - Increased productivity
 - Fewer sick days and absences

Leadership Insights



Let's hear from:

Ariette Richardson from **DSS/DHS/HRA**

Jeremy Taylor from **NYC Health**



Ask the Leaders



- What stood out to you in the case study discussion ?
- What are you hearing from your employees?
- What wellness resources do you need?



Culture of Health Tools

Culture of Health Planning Tool

Tool to help agencies create action plans for their wellness programs.

WorkWell NYC Culture of Health Planning Tool

Date

Agency

Name of person(s) completing the Score Card

Role of person(s) completing the Score Card

Email address of person(s) completing the Score Card

INSTRUCTIONS:

The WorkWell NYC Culture of Health Planning Tool helps agencies create action plans for their agencies, identify opportunities to implement key strategies for their employees. The tool is comprised of 34 questions and a [Culture of Health](#) section.

Please form a small team of staff (representatives from all departments) to complete this tool together. This can be done in a meeting. A collaborative approach allows more accurate information, fosters rich ideas on next steps, and ensures everyone is a member. Request staff complete the plan together. The team can compare and come to a final consensus.

Based on your team's review of each Culture of Health Principle for your agency, from 0 to the maximum number of points possible. In the NOTES section, please indicate the rationale for your response.

Please assign points to each item. After completing the tool, use the following [link](#) in order to get a summary of your agency's results.

1. Visible commitment of organizational leaders.

Available pts.	Agency pts.	Culture of Health Principles & Criteria	Additional information (Scoring, rationale, examples, etc.)
2		1. Does your agency have at least one executive leader identified as an Executive Wellness Sponsor? Executive Sponsors must be visible with WorkWell NYC and receive emails targeted to Executive Sponsors and Ambassadors.	
2		2. To what degree does the Executive Wellness Sponsor(s) at your agency:	
2		a. Provide visible leadership?	
2		b. Communicate the vision?	
2		c. Allocate resources (financial, in-kind, and staff) for programs?	
2		d. Remove obstacles?	
2		e. Support and advocate change?	
2		f. Monitor progress?	
2		g. Encourage a mind-set of continuous values feedback, refinement as an ongoing process?	
4		3. Do executive leaders at your agency promote wellness programs through regular and various communications at least four times per year?	
4		4. Do executive leaders at your agency actively participate in wellness initiatives at least four times per year?	
Please provide notes and examples relevant to your responses above.		Notes:	

2. Dedicated team of managers, union representatives, and workers collaboratively developing, implementing, and evaluating wellness programming.

Available pts.	Agency pts.	Culture of Health Principles & Criteria	Additional information (Scoring, rationale, examples, etc.)
2		5. Does your agency have two or more identified staff members who serve as WorkWell NYC Ambassadors and lead wellness initiatives?	2 pts = Completely 1 pt = Somewhat 0 pts = Not at all <i>Ambassadors lead the charge towards increasing workplace wellbeing. They act as their site's point person for any wellness initiatives and communicate with WorkWell NYC. These staff members should ideally represent different functions and worksites.</i>
2		6. Does your agency have two or more identified staff members who serve as WorkWell NYC Champions and support wellness initiatives?	2 pts = Completely 1 pt = Somewhat 0 pts = Not at all <i>Champions are cheerleaders for workplace wellness! They receive resources and support to implement challenges and other initiatives. These staff members should ideally represent different functions and worksites.</i>
2		7. Does your agency's Executive Wellness Sponsor, lead Ambassador and/or dedicated wellness staff attend all applicable WorkWell NYC convenings such as the bi-annual partner meetings (for Partners only), annual Ambassador Summit and convenings for executive leadership?	2 = Consistently 1 = Sometimes/inconsistently 0 = Not at all <i>These meetings are opportunities to network with colleagues leading wellness work throughout NYC government and learn about resources to support wellness work at your agency.</i>
2		8. Does your agency's Executive Wellness Sponsor or lead Ambassador or dedicated wellness staff communicate with WorkWell NYC staff regularly and as needed?	2 = Consistently 1 = Sometimes/inconsistently 0 = Not at all

Culture of Health Planning Tool - results

Tool to help
agencies create
action plans for their
wellness programs.



Culture of Health at [AGENCY]

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Available points	Agency points	Score
24		X%
18		X%
5		X%
6		X%
20		X%
8		X%
12		X%
6		X%
		X%



Culture of Health at Your Agency

Thank you for exploring the WorkWell NYC Culture of Health resources. We hope these resources enrich your understanding of the Culture of Health to embrace it. Take a moment to reflect on **why wellness matters** and encourage you to start meaningful conversations about its importance.

Resources

1. Visible commitment of organizational leadership

- Identify an agency Executive Wellness Sponsor (EWS).** An EWS is someone that will be the wellness program advocate. The EWS provides leadership support that models the way for other staff.
 - Learn more here about the EWS program.
 - Find your current EWS by emailing ambonu@olr.nyc.gov.
 - Register or nominate an EWS.
- Encourage leadership to attend all agency wellness activities.** Send a message to staff that the leadership cares about their wellness and is encouraged to participate in programs.
- Meet regularly with executive leadership or your EWS.**
 - Provide wellness program update, ensure your wellness goals and address needs and challenges.
 - Use this template in preparation for meetings with executive leadership.
 - Discuss the 8 principles that lead to a strong Culture of Health.
- Provide executive leadership with monthly upcoming events, meetings and other communications.**
 - Find WorkWell NYC upcoming events online or in monthly newsletters and – of course – share agency specific events.

Goal Setting Worksheet: Example

Based on your reflection and the resources at the end of the report, indicate a goal for the fiscal year. Find an example here and then use the next pages to set at least 2 goals for the fiscal year.

Agency: ABC **Date:** May 5, 2025 **Culture of Health Principle:** #1 Visible leadership commitment

Goal: Lead Ambassador for Agency A will hold quarterly meetings with the agency Executive Wellness Sponsor (EWS) to update them on the progress of the wellness program.

Make it SMART	Goals are more likely to be achieved when they are SMART- specific, measurable, achievable, relevant and time-bound. Fill out the boxes below to make your goal a SMART one!
Be Specific: What exactly do you want to accomplish? What actions will help you get there?	- Meaningful quarterly meetings with the EWS - Review wellness program data, share information about upcoming events, and seek assistance to further develop the wellness program
Measure progress: How will you track your progress? What metrics can you develop that will capture your progress?	- Meeting dates attendance + next steps - Positive developments around leadership support (e.g. EWS/other leaders attending wellness programs, increased internal collaborations) - Attendance at programs
Achievable: What do you need to get there (ex. leadership support, funding)? How will you get those things?	- EWS agreed to regular meetings - Send agendas in advance to prepare EWS for support needed - Send calendar invites to wellness programs to increase EWS likelihood to attend
Relevant: Why does this matter to you? How does this align with your wellness program and agency priorities?	- Leadership support is essential to reach more staff - Aligns with a new agency initiative on health and safety
Time-Bound: When will you achieve this? Can you set mini-goals to provide momentum?	- Quarterly meetings on the last Thursday of quarter over a one-year period. - Mini-goals: - Place meetings on the calendar by May 15. - Send agenda for first meeting by June 15.

Progress it Check in on your goals in 6 months and at the end of the fiscal year. What progress has been made (inc. on measures above)? What challenges do you face? What have been lessons learned?

1. Meetings with EWS: Jun 26 + Sep 25. 2. EWS attended 2 agency wellness events + emailed staff about the Gratitude wall. 3. More contributions to the Gratitude Wall; will need more supplies next year. Challenge: Back and forth needed to get the email out. Lesson Learned: Start earlier next time.	Date: Dec 5, 2025
1. Meetings with EWS: Dec 18 + Mar 26. 2. Agency head attended WorkWell NYC's Art is Life Gallery + emailed staff to join. 3. 20% more agency wellness program participants than last fiscal year. Challenge: Time to coordinate. Next Step: ID more staff for event coordination.	Date: May 1, 2026



Leadership Insights



Let's hear from:

Jamilla Dick from **OCME**

Solluz Melendez from **DCAS**

Next Steps



- **Review** the Executive Leader Newsletter
- **Meet** with your Wellness Ambassadors and Wellness Committee
- **Complete** the Culture of Health Planning Tool
- **Share** completed tool with WorkWell NYC

Upcoming Events



October 28 @ 12 PM

Burnout Strategies

Feeling stressed at work? Join this workshop to learn practical, research-based ways to prevent burnout. You'll explore ways to manage workload, adapt to change, handle challenges, and recharge—helping you and your team build healthier routines.



November 6 @ 6 PM

Overcoming Her-dles: A Book Discussion

We're reading "Running While Black" by Alison Mariella Désir. Join us to discuss the book and share your running experiences. Open to all fitness levels!

Borrow a copy from Brooklyn, New York, or Queens Public Libraries.

Upcoming Events



Ongoing

WorkWell NYC Flu Clinics

The easiest way to protect yourself and others this season is by getting your flu shot! Find a worksite clinic near you and schedule a free, quick, and easy appointment today.



Ambassador Summit - January 21st, location TBD

The Annual Ambassador Summit is coming up! We will be celebrating WorkWell's 10th Anniversary, as well as all the hard work your Ambassadors are doing to support their colleagues and transform the Culture of Health at your agencies.

Connect + Explore



nyc.gov/workwellnyc



workwell@olr.nyc.gov



[@workwellnyc](https://www.instagram.com/workwellnyc)



[linkedin.com/company/wwnyc](https://www.linkedin.com/company/wwnyc)



vimeo.com/workwellnyc



[youtube.com/@WorkwellNYC](https://www.youtube.com/@WorkwellNYC)





Thank you!