

# Human resources checklist



## Increasing employee engagement through environmental stewardship activities

Maximizing the value of healthier environments supports staff recruitment, retention, satisfaction, safety, and health. Healthier environments is key to creating a culture and workplace that nurtures employees, providing a place they want to stay and grow.

The No. 1 concern of HR professionals is keeping the workforce engaged. Environmental stewardship is one strategy. Working for a hospital or health system with a formal environmental program and commitment helps build trust in the organization and aligns with an individual's personal commitment to health. This is of particular importance to millennials, the largest portion of today's workforce. The good news is that your organization is a member of Practice Greenhealth and has made a commitment to improved environmental performance. Formalized goals have been set to reduce energy, waste, and impacts.

There are many opportunities to engage employees and create a culture connecting to a healthier environment. Practice Greenhealth has outlined a few ways HR professionals can begin.

| PREPARATION              |   |
|--------------------------|---|
| <input type="checkbox"/> | Join the environmental stewardship/green team.  |
| <input type="checkbox"/> | Meet quarterly with the sustainability lead to review synergies between HR and environmental stewardship.   |
| <input type="checkbox"/> | Identify goals and tactics for the HR department to contribute toward overarching stewardship goals and recognize the sustainability program's role in staff recruitment, retention, and satisfaction.  |
| <input type="checkbox"/> | Connect organizational mission and values ("do no harm") to sustainability when onboarding and refreshing employees on the mission and values.  |
| ACTION                   |   |
| <input type="checkbox"/> | Offer at least one <a href="#">green employee benefit</a> to employees.   |
| <input type="checkbox"/> | Incorporate a sustainability programming overview into employee orientation, departmental training, and annual refresher training.  |
| <input type="checkbox"/> | As part of open enrollment season or at wellness fairs, include information on sustainability, demonstrating how one person can make a difference and the impact on employee health and wellness.   |
| <input type="checkbox"/> | Connect the employee wellness officer with the sustainability team to collaborate on wellness initiatives and education.  |
| <input type="checkbox"/> | Develop a staff recognition strategy with wellness and environmental stewardship.   |
| <input type="checkbox"/> | Include environmental stewardship training as a staff development opportunity.  |
| <input type="checkbox"/> | Set standardized environmental stewardship performance goals for all staff, indicating that participation in environmental programs is an expectation and opportunity for all. Specific environmental performance goals can be added for varying job functions. |
| <input type="checkbox"/> | Ensure new hires understand leadership's commitment to the environment.   |
| <input type="checkbox"/> | Integrate key environmental stewardship performance goals into job descriptions.  |
| <input type="checkbox"/> | Work with marketing and communications department for a healthy workplace messaging campaign. Cite environmental improvement strategies for worker health and safety.   |
| CULTURE                  |   |
| <input type="checkbox"/> | Offer two or more green employee benefits to employees.   |
| <input type="checkbox"/> | Develop a newsletter with healthy home tips.  |
| <input type="checkbox"/> | Host an <a href="#">Earth Day Event</a> featuring community clean up, electronic recycling collection, guest speakers, or cook-offs.  |
| <input type="checkbox"/> | Encourage and empower employees at all levels to submit ideas and highlight successes in an employee newsletter or other vehicle to build engagement and foster collaboration.  |
| <input type="checkbox"/> | Add a question on sustainability to the employee satisfaction survey like "my site is environmentally sustainable." Trend over time.  |
| <input type="checkbox"/> | Track retention numbers for highest turnover rate and incorporate sustainability strategies (i.e. purchasing green cleaners, providing healthier food) around "healing the healer."   |