

## Backgrounder

### MINDFULICITY: HOW A SOCIAL ENTERPRISE IMPROVES EMPLOYEE WELL-BEING & THE LIVES OF VULNERABLE CALGARIANS

YW Calgary's innovative virtual training program, Mindfulness, offers bite-sized modules that help employees navigate stress, regulate emotions, and build conflict management skills for the workplace and at home. Born from deep expertise within the organization in helping clients manage conflict, Mindfulness not only builds psychological safety in the workplace, but also drives revenue to the YW Calgary to support programs for vulnerable Calgarians.

Mindfulness is made up of ten modules, each 15 minutes long, that explore various scenarios demonstrating the spectrum of micro-aggressions employees may experience or witness in the workplace. With well-known expertise in conflict counselling and mental health programming, YW Calgary is uniquely able to leverage the knowledge of its clinicians to identify the day-to-day skills needed to manage stress and conflict.

Since its initial launch in 2020, over 3,000 learners have accessed the modules and say the skills they've learned have helped them react more positively to stress and conflict. In fact:

- 87% can better prepare themselves to manage stress and uncertainty
- 94% can better understand the steps to negotiate healthy boundaries
- 95% agree the training helped to build awareness, curiosity, and openness about their unconscious bias

*"I appreciate the Mindfulness approach to mental health. It not only assists us in acquiring the knowledge and understanding but gives us the skills and tools to properly and confidently discuss these sometimes difficult topics with our colleagues and others at home." - Safety Coordinator*

*"We don't leave our feelings and stresses at the door when we leave work or home. The Mindfulness program has helped our employees, contractors and their family members develop critical skills to cope with uncertainty and build stronger relationships in all aspects of their life." - Health and Wellness Advisor*

Mindfulness provides the building blocks for a diverse and inclusive environment in any organization. We all have the power to choose how we show up every day; Mindfulness gives you the skills to follow through on those decisions. The skills Mindfulness teaches lay the foundation for a psychologically safe workplace freeing everyone to lead their best lives at work and at home.

The key benefits Mindfulness delivers:

- Reduce conflict and stress
- Strengthening workplace culture
- Access to insight from world-renowned counselling experts
- Improve psychological safety in the workplace (and at home)
- Enhancing overall wellness of a workforce

For more information or to book media interviews with Mindfulness's Program Director Tamera Van Brunt or Director, Program Strategy, Lana Bentley MSW, please contact:

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