

Global Well-Being

Well-Being Ambassador Toolkit

*“Our lives begin to end the day we become silent about things that matter.”
– Martin Luther King, Jr.*

Well-Being Ambassador of the Month

Zoey Pong, Singapore

Zoey is deeply committed to supporting the well-being of her local staff. She has diligently sent every employee well-being communication to the Southeast Asia population since the inception.

Learn more about Zoey and fellow **Well-Being Ambassadors**, and stay tuned for another spotlight next month!

Practicing Allyship

- **Allyship** is the process of using your privilege and power to advocate for the equality and inclusion of non-dominant groups like women, ethnic minorities, LGBTQ+ communities and people with disabilities in the workplace and society.
- Being an ally offers an opportunity for personal growth while also creating equitable, inclusive environments for others.
- Not only is allyship good for society, it enhances your well-being and the well-being of your colleagues and loved ones. Having an advocate and support network at work can increase career development opportunities, mental health, and a sense of belonging.
- We're encouraging everyone to practice allyship in celebration of **International Women's Day** on March 8, which honors the achievement of women and raises awareness for female equality.

3 Ways to Create a More Inclusive Work Environment

1. Schedule time to meet with employees from different backgrounds and ask them to share feedback on what it's like to work at AECOM and how you might be able to make your work location more inclusive. **Share the feedback** you receive.
2. Share **ED&I resources** with employees at your location.
3. Invite employees to celebrate International Women's Day on March 8 by tuning in to a global panel of AECOM women around the world. Look out for more information about the upcoming panel via email.

What to Do

- **By March 5.** Send the attached well-being email to employees.
- **By March 16.** Send the attached WELLbinar reminder email to employees.
- **Late March.** Look for an invite to the 2021 Global Well-Being Town Hall.
- **Anytime.** Promote your local events on the WellBeingAtAECOM.com events calendar.

For additional resources to help employees focus on their well-being, please visit the **Well-Being Ambassador Resources Hub**.



Fact: *Perceptions of allyship differ among groups. A U.S. survey found that only 45% of Black women and 55% of Latinas say they have strong allies in the workplace.*

Source: LeanIn.Org



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