

# Cultural Wellness and Expression in the Workplace Policy Template

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**Policy Type** | This policy explicitly pushes back against harmful and limiting norms within an organization’s culture. It purposefully fosters an affirming environment by codifying inclusion and celebrating all the identities represented by the staff.

**Purpose** | To support culturally-grounded wellness practices that help staff maintain emotional, mental, and spiritual well-being.

**Implementation** | Organizations should insert language in their Handbook that explicitly outlines their values for inclusion and identity affirmation; and the steps they take to uphold those values.

## **Key Components :**

- Organization should designate spaces for meditation and/or prayer, Smudging, etc.
- Leadership should ensure any existing agency-wide policy does not undermine or negate Cultural Wellness Policy. For example, it may be necessary to amend any standing ‘Dress Code’ policies that prohibit specific hairstyles or articles of clothing that are culturally-affirming and expressive for BIPOC and LGBTQ team members.

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## ***Policy Language Template & Example:***

\*Text that is italicized and underlined denotes where an agency should insert their own language with their own processes\*

Cultural Wellness and Expression: *Organization name* strives to provide an affirming and accommodating environment for all our team members, including

those whose community's and traditions utilize specific practices to maintain their emotional, mental, and spiritual well-being.

To ensure our team's wellbeing and an inclusive space for all, staff at Organization name are allowed and encouraged to express their culture within the workspace.

This may include but is not limited to:

- Using traditional language
- Decorating personal work spaces and offices with traditional items
- Smudging, meditation or prayer in designated space

Further, Organization Name maintains a dress code that is flexible, reflecting our respect for personal expression. Organization Name supports an inclusive dress code, allowing employees to dress in a way that aligns with their cultural, religious, and gender identities. Our organization does not restrict hairstyles, head coverings, jewelry, or clothing choices that reflect personal identity and culture.