



Asian Task Force for Domestic Violence's stress management efforts have deep traditional roots

The Asian Task Force for Domestic Violence (ATASK) is a non-profit organization of 38 employees, based in the Greater Boston and Greater Lowell areas.

Healthy priorities

As a small, mission-driven organization, ATASK has unique challenges, including having employees at multiple sites, who deal with high-intensity situations on a daily basis. ATASK's employees serve clients experiencing trauma from domestic violence, which can lead to secondhand trauma for staff. Through the Working on Wellness needs and interest survey, ATASK learned that a significant proportion of staff surveyed reported high levels of stress. **Stress management became ATASK's worksite wellness priority**, with recognition that physical activity was also an area with room for improvement.

Strategic steps

ATASK formed a worksite wellness committee of staff from various sites and at different levels in the organization. When planning their organization's wellness initiative, **they aimed to create a sense of community** that provided staff with opportunities to engage in teambuilding and self-care. Forming a Dragon Boat team became one strategy that met their employee's health needs and interests to build comradery, to engage the larger community, to provide an opportunity to be physically active — and ultimately, to manage stress.

ATASK invited members of other Asian community organizations, ATASK supporters, and community members to participate. The employee and community Dragon Boat team began planning and practicing in the months before the festival, and their participation in the event, as well as their community celebration after, strengthened ATASK's presence in and contributions to the community.

The results

ATASK's worksite wellness program demonstrates how the Working on Wellness model ensures action plans are tailored to the unique needs of the participating organization. With origins in China, the Dragon Boat Festival was a **creative and culturally relevant way** to not only get employees active and reduce stress, but to also strengthen their community connection.

“Because of the wellness program, there is more communication between the different sites, which promotes a collective feeling. By being a more cohesive team, we are able to provide services to our clients more smoothly than before.”

— Wellness Champion



156 Massachusetts employers have developed comprehensive worksite wellness initiatives, impacting over 70,000 employees. Many of those employees, including lower-wage workers, did not have access to wellness programs before Working on Wellness.

Worksite wellness improves employee health and morale. That boosts productivity and can lead to reduced health care costs.

Working on Wellness is good for employees, employers, and Massachusetts!