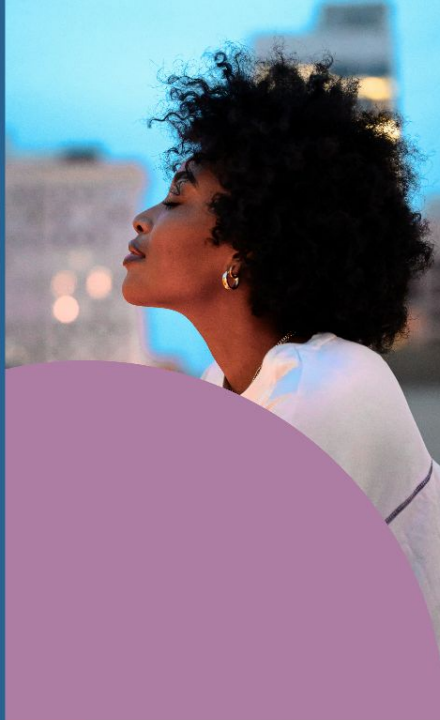




The WELL Equity Rating

Creating places where everyone is welcome, seen and heard



Translate your commitments into action.

The WELL Equity Rating empowers organizations to create environments where people from all backgrounds have the tools they need to succeed.

The WELL Equity Rating

Provide all of your people with the tools to perform at their peak and feel their best. The WELL Equity Rating is a set of evidence-based strategies from the WELL Standard for transforming how places are designed, operated and managed to create environments where everyone can thrive.



**USER
EXPERIENCE**



**FAIR
HIRING**



**COMMUNITY
ENGAGEMENT**



**SUPPORTIVE
PROGRAMS**



**INCLUSIVE
DESIGN**



**HEALTH
SERVICES**

Invest in your people. Empower your business.



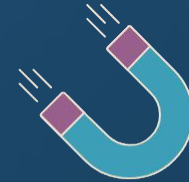
Enhance annual reporting

Take action and drive results in key areas that impact business performance.



Drive positive change

Volunteer time and resources to your local community.



Attract and retain top talent

Create places where people are happier, healthier and more productive.

Recruitment and retention

- **76% of US job candidates** seek out diverse companies [[Glassdoor](#)]
- Diverse Asian, European and American companies are **2.9 times more likely** to identify and build leaders [[Josh Bershin](#)]
- **Organizational culture** is a top consideration for over three quarters of American and European job candidates [[Glassdoor](#)]



Employee productivity

- Companies with diverse management reported **innovation revenue 19% higher** than their less diverse peers [[Boston Consulting Group](#)]
- Overall, diverse organizations are **a third more productive** [[Academy of Management Journal](#)]
- Teams at global companies with more gender diversity are **21% more profitable** [[McKinsey](#)]



Annual reporting and performance

- **38% of the Fortune 200** feature inclusion and belonging metrics in their annual reporting [[Harvard Law School Forum on Corporate Governance](#)]



Inclusion and belonging is critical to employee well-being

83%

Agree that creating an environment that values different perspectives is essential to health and well-being.

78%

Agree that inclusion and belonging are key to job satisfaction

80%

Agree that worker health is a 'must have' for organizations

wearewell.com/harris-poll

Organizations that have achieved the WELL Equity Rating



Implement the WELL Equity Rating to:



Create healthier workplaces for all



Design spaces that welcome people of all backgrounds and abilities



Extend access to healthcare, social services and other benefits



Commit to responsible supply chains and hiring practices

The WELL Equity Rating

Take action and drive accountability toward your workplace well-being goals.



Based on science, shaped by experts



The **WELL Standard**, a library of 500+ evidence-based strategies that address health and well-being in buildings, communities and organizations

200+ experts from WELL Concept and IWBI Health Equity Advisories rigorously vetted each evidence-based strategy in the WELL Equity Rating

Lead with transparency

The WELL Equity seal demonstrates an organization's commitment to creating places where everyone feels welcome, seen and heard.



The WELL factor

- **Holistic solution.** The rating addresses several populations.
- **Design-focused.** The rating goes beyond policies and protocols to address how spaces are designed.
- **Scalable.** The rating can be applied to a single location or across an entire enterprise.



Action areas and strategies



USER EXPERIENCE & FEEDBACK

- Create Workforce Assessment, Engagement and Belonging Plan
- Incorporate Integrative Design
- Administer Basic Survey
- Utilize Enhanced Survey
- Facilitate Interviews, Focus Groups, and/or Observations
- Administer Baseline and Annual Surveys
- Develop Stress Management Plan



RESPONSIBLE HIRING & LABOR PRACTICES

- Implement Workforce Support Systems
- Implement Fair Hiring and Pay Practices
- Disclose and Evaluate Responsible Labor Practices
- Implement Responsible Labor Practices



INCLUSIVE DESIGN

- Integrate Accessible and Universal Design
- Provide Equipped Bathrooms
- Promote Nature, Place and Culture
- Enhance Lighting Environment
- Provide Ergonomic Workstation Design and Control
- Provide Enhanced Ergonomics
- Implement Acoustic Work Zone Control
- Enhance Speech Intelligibility
- Provide Workplace Thermal and Lighting Control
- Support Movement through Site Planning



HEALTH BENEFITS & SERVICES

- Promote Health Benefits
- Provide Enhanced Health Benefits
- Offer Accessible Health Services
- Offer Sick Leave and Flexible Work
- Support Equitable Working Hours
- Offer Childcare Support
- Offer New Parent Leave and Support
- Support Family Leave
- Provide Mental Health Screening and Services
- Establish Education and Support
- Support Victims of Domestic Violence



SUPPORTIVE PROGRAMS & SPACES

- Offer Lactation Support
- Provide Restorative Space
- Provide Physical Activity Spaces
- Select Preferred Cleaning Products
- Ensure Local Food Access
- Promote Food Quality
- Accommodate Food Sensitivities



COMMUNITY ENGAGEMENT

- Engage Community
- Provide Community Space
- Historical Acknowledgement
- Allocate Affordable Housing

New strategies to support people-first places

- **Fair Labor in Building Products**
Selection of building products from manufacturers that have implemented and/or verified fair labor practices.
- **Implement Acoustic Work Zone Control**
Addresses the importance of sound.
- **Multisensory Design**
Requires projects to facilitate a stakeholder charrette with a qualified neuroinclusion professional, implement multisensory design strategies and educate employees on neuroinclusion.
- **Additional beta parts in Accessibility and Universal Design**
Addresses the challenges individuals experience with wayfinding and navigation and orientation in complex environments.



“

As designers, it's important to create spaces that are comfortable, accommodating, uplifting and amplify humanity. Each decision we make should support the health, safety & the welfare of the public.

Cheryl S. Durst, HON. FIIDA
Executive Vice President and CEO |
International Interior Design Association
| IWBI Health Equity Advisory Co-chair



Rating benefits

- **Scale** your impact with secure, cloud-based project management tools
- **Validate** your efforts with a robust third-party review process
- **Celebrate** your achievement with digital marketing materials
- **Earn kudos** with a signed certificate and letter of achievement from IWBI leadership
- **Showcase** your commitment with four printed seals per location



Ratings

Annual renewal · \$5,000 minimum
Enrollment based on the number of locations

Number of locations	Cost per location	Minimum price
1	\$5,000	\$5,000
2 – 10	\$1,300	\$6,500
11 – 50	\$1,000	\$15,000
51 – 100	\$750	\$51,000
101 – 200	\$625	\$75,750
201 – 300	\$500	\$125,625
301 – 400	\$415	\$150,000
401 – 10,000	Cap of \$166,000	

WHAT'S INCLUDED

- ✓ Program enrollment
- ✓ Documentation review
- ✓ Support tutorials and templates
- ✓ Digital marketing materials and guidelines
- ✓ Four printed seals per location, up to 1,600 seals

CONSIDERATIONS

- WELL Performance Rating may require onsite testing fees
- WELL Certification projects can opt-in for free within the same documentation review cycle or pay a flat rate of \$2,500
- Renewal is required on an annual basis
- IWBI Keystone members save an additional 5%
- IWBI Cornerstone members save an additional 10%

Apply at scale

The WELL Equity Rating can be applied at a single location, multiple locations or across your entire legal entity.



Get started with WELL

Ratings are the most efficient way to jumpstart your journey with WELL and see immediate results.



ACCELERATED

Designed to be earned in as little as 3-6 months



ACCESSIBLE

Minimal capital expenditure required



SCALABLE

Submit all locations within a single review



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