

# JUST 2.0 + WELL EQUITY RATING™

MAPPING JUST 2.0 TO THE WELL EQUITY RATING™



Strategies for interiors, new buildings and existing buildings where Just 2.0 may contribute to achieving certain WELL Equity Rating™ features.

# Introduction

Organizations succeed when their people thrive and everyone feels empowered.

In 2021, companies saw record numbers of resignations attributed to employees demanding better workplace conditions and work-life balance policies. Global studies show that employees in inclusive workplaces are more likely to enjoy their jobs, work harder, innovate more and ultimately stay with their employers longer.<sup>1–4</sup> Organizations that employ people with varied backgrounds, perspectives and experiences have also been found to be nearly a third more productive and 21% more profitable than their peers.<sup>4,5</sup> Now more than ever, society and businesses around the world are looking for a tangible path forward to help them create places where everyone feels welcome, seen and heard.

## About the International WELL Building Institute

The International WELL Building Institute (IWBI) is the leading authority for transforming health and well-being in buildings, organizations and communities. IWBI's mission is to lead the global movement for putting people first in organizational decision-making and culture. IWBI sets the global standard for health through the WELL Building Standard (WELL Standard), a library of holistic, evidence-based strategies that, when implemented, can improve the health and well-being of people. Developed over 10 years and backed by the latest scientific research, the WELL Standard contains over 100 features organized into 10 categories called concepts. The WELL program (WELL) reflects the application of the WELL Standard; IWBI allows organizations to implement the WELL Standard in a flexible and customizable way to meet specific health and well-being goals and drive outcomes for their business.

## About IWBI's WELL Equity Rating

The WELL Equity Rating helps address persistent gaps in health outcomes; barriers to health resources and healthcare accessibility, quality and affordability; and the role of varying life circumstances and needs impacting health outcomes. It gives organizations an actionable framework to improve access to health and well-being, prioritize inclusivity and promote engagement and belonging. The WELL Equity seal is a visible indication that an organization is committed to creating places where everyone has an opportunity to thrive. Enterprises that pursue the rating as part of WELL at scale are also eligible to receive organization-wide metrics to benchmark performance and track progress against industry peers over time. Learn more about the WELL Equity Rating on [IWBI's website](#) and in the [introduction to the WELL Equity Rating](#).

## About the International Living Future Institute

The International Living Future Institute (ILFI) is a non-profit organization whose mission is to catalyze the transformation toward communities that are culturally rich, socially just, and ecologically restorative. ILFI serves the building industry by offering ambitious and holistic performance standards, certifications, transparency labels, education, resources, and events that enable organizations and individuals to communicate and act upon their commitment to a healthier world. ILFI seeks to affect change in the building industry by envisioning a living future and showing it's possible to embody that future in practice and policy.

## About ILFI's Just Program

Just is a nutrition label for socially just and equitable organizations. As a voluntary disclosure tool for organizations rather than a certification program, it is a transparency platform for organizations to disclose their operations, including how they treat their employees and where they make financial and community investments. Just is open to all types and sizes of organizations, from family-owned businesses and non-profit organizations to Fortune 500 companies and government agencies. Just is not a verification or certification program. Instead, Just is a transparency platform and provides a focused way for organizations to publicly state how they perform on 22 specific social justice and equity indicators identified within the six categories of Diversity & Inclusion, Equity, Employee Health, Employee Benefits, Stewardship, and Purchasing & Supply Chain. These categories and indicators provide a common framework and language for organizational comparison and benchmarking.



## Alignment: WELL Equity Rating and Just 2.0

The WELL Equity Rating and Just 2.0 (Just) are complementary tools for organizations seeking to establish meaningful, people-first pathways for promoting well-being, diversity, equity, inclusion and community-building efforts through innovative design thinking, policy making and implementation. While the WELL Equity Rating and Just are separate rating systems, several of the criteria are closely aligned.

To support the achievement of both rating systems, IWBI and ILFI collaborated on a review of strategies that were closely aligned based on the topic, criteria and outcome within each system. An alignment indicates that the meaning behind the feature (WELL Equity Rating) or indicator (Just) is complementary; however, the requirements may not fully overlap. Thus, meeting the aligned requirement in one program may help meet the corresponding requirement in the other, but more work may be needed to fully pursue the feature/indicator within each rating system. Projects pursuing both rating systems should submit documentation using the established process for each system.

## Related Criteria

Table 1 outlines the WELL Equity Rating action areas and Just 2.0 categories that have related criteria within them.

**Table 1: WELL Equity Rating and Just 2.0 Categorical Alignment**

WELL Equity Rating Action Areas	Just 2.0 Categories					
	Diversity & Inclusion	Equity	Employee Health	Employee Benefits	Stewardship	Purchasing & Supply Chain
User Experience and Feedback (EE)	x		x		x	
Responsible Hiring and Labor Practices (EH)	x	x	x	x		x
Inclusive Design (ED)			x			
Health Benefits and Services (EB)		x	x	x		
Supportive Programs and Spaces (ES)			x			
Community Engagement (EC)			x		x	
Innovation						

## Alignments

Table 2 provides specific details on the alignment between WELL Equity Rating features and Just 2.0 indicators. It also describes notable differences between the aligned requirements.

**Table 2: Just 2.0 Indicator Alignment with WELL Equity Rating Features**

Just Indicator	WELL Equity Rating Feature	Alignment Notes
<b>Ethnic Diversity</b>	EE1 Create Workforce Assessment, Engagement and Belonging Plan	Both Just and the WELL Equity Rating address workforce representation. Just includes racial and ethnic diversity goals for the workforce and senior leadership, as well as proof that they are met. The WELL Equity Rating includes an assessment of workforce demographics and implementation of an action plan that includes goal setting and annual progress tracking.
	EH2 Implement Fair Hiring and Pay Practices	Both Just and the WELL Equity Rating address fair hiring and pay practices. Just includes racial and ethnic representation goals for the workforce and senior leadership, as well as proof that they are met. The WELL Equity Rating includes hiring goals for the general workforce, executive leadership and board of directors. The WELL Equity rating also includes a fair pay policy that includes determination of wages independent of identity, provision of a living wage, wage transparency and annual training on contract negotiation.
<b>Gender Diversity</b>	EE1 Create Workforce Assessment, Engagement and Belonging Plan	Both Just and the WELL Equity Rating address workforce representation. Just includes gender representation goals for the workforce and senior leadership, as well as proof that they are met. The WELL Equity Rating includes an assessment of workforce demographics and an action plan that includes goal setting and annual progress tracking.
	EH2 Implement Fair Hiring and Pay Practices	Both Just and the WELL Equity Rating address fair hiring and pay practices. Just includes gender representation goals for the workforce and senior leadership, as well as proof that they are met. The WELL Equity Rating includes hiring goals for the general workforce, executive leadership and board of directors. The WELL Equity rating also includes a fair pay policy that includes determination of

		wages independent of identity, provision of a living wage, wage transparency and annual training on contract negotiation.
<b>Inclusion</b>	EH1 Implement Workforce Support Systems	Both Just and WELL address workforce support systems. Just requires inclusion thresholds based on survey participation and responses. The WELL Equity Rating requires a non-discrimination policy, annual anti-bias training, as well as allocation of resources and capacity to support employee engagement and belonging.
<b>Employee Engagement</b>	EE4 Utilize Enhanced Survey	Both Just and the WELL Equity Rating address the assessment of employee engagement. Just additionally includes engagement thresholds based on survey participation and responses.
<b>Pay-Scale Equity</b>	EH2 Implement Fair Hiring and Pay Practices	Both Just and the WELL Equity Rating address fair pay practices. Just includes compensation ratio goals. The WELL Equity Rating includes a ban on requests of salary history, hiring evaluation protocols, transparent performance standards, wage transparency, a blind annual evaluation of wages to assess equity and annual training for employee salary and negotiation.
<b>Living Wage</b>	EH2 Implement Fair Hiring and Pay Practices	Both Just and the WELL Equity Rating address fair pay practices. Just includes measuring employee wages against a living wage calculator or a percentage of the national minimum wage. The WELL Equity Rating includes a living wage that meets basic needs and provides discretionary income to all employees.
<b>Gender Pay Equity</b>	EH2 Implement Fair Hiring and Pay Practices	Both Just and the WELL Equity Rating address fair pay practices. Just includes a maximum pay variance between genders. The WELL Equity Rating includes transparent performance standards, wage transparency, a blind annual evaluation of wages to assess equity, and annual training for employee salary and negotiation.
<b>Physical Health</b>	WELL Certification	One pathway to achieve this Just indicator is the achievement of WELL Certification at the Silver level or higher.

	ED5 Provide Ergonomic Workstation Design and Control	While Just does not require a focus on ergonomics, organizations pursuing Just could choose to address this topic as part of their implementation of the CDC Workplace Health Model.
	ED6 Provide Enhanced Ergonomics	While Just does not require a focus on ergonomics, organizations pursuing Just could choose to address this topic as part of their implementation of the CDC Workplace Health Model.
	ES3 Provide Physical Activity Spaces	While Just does not require a focus on physical activity spaces, organizations pursuing Just could choose to address this topic as part of their implementation of the CDC Workplace Health Model.
	ES5 Ensure Local Food Access	While Just does not require a focus on local food access, organizations pursuing Just could choose to address this topic as part of their implementation of the CDC Workplace Health Model.
	ES6 Promote Food Quality	While Just does not require a focus on food quality, organizations pursuing Just could choose to address this topic as part of their implementation of the CDC Workplace Health Model.
	ES7 Accommodate Food Sensitivities	While Just does not require a focus on food sensitivities, organizations pursuing Just could choose to address this topic as part of their implementation of the CDC Workplace Health Model.
<b>Well-Being</b>	EH 1 Implement Workforce Support Systems	Both Just and the WELL Equity Rating address workforce support systems. Just includes a well-being plan that addresses employee resource groups, flexible working arrangements, mindfulness training, financial education, lactation room, meditation space, gender-neutral bathrooms, employee assistance programs, volunteer outings and counseling programs. The WELL Equity Rating requires a non-discrimination policy, anti-bias training, and senior-level

		employees to coordinate and oversee engagement and belonging strategies.
	EE7 Develop Stress Management Plan	Both Just and the WELL Equity Rating address stress management planning. Just includes a well-being plan that addresses flexible working arrangements, mindfulness training, meditation space, employee assistance programs and counseling programs. The WELL Equity Rating requires organization-wide assessment, identifying opportunities for improvement of employee stress and employee participation in organizational decisions regarding work-related issues of stress.
	EB4 Offer Sick Leave and Flexible Work	Both Just and the WELL Equity Rating address flexible work arrangements. Just includes a well-being plan that addresses flexible working arrangements. The WELL Equity Rating has additional requirements related to sick leave and PTO policies. The WELL Equity Rating also includes specific provisions to support mental health, including increased interpersonal support, adjustment of work schedule and adjustment of the workplace, as well as allowing sick leave to be used for mental health.
	ES1 Offer Lactation Support	Both Just and the WELL Equity Rating address lactation support. Just includes a well-being plan that addresses lactation rooms. The WELL Equity Rating has additional requirements, including breastfeeding support while traveling.
	ES2 Provide Restorative Space	Both Just and the WELL Equity Rating address restorative space design. Just includes a well-being plan that addresses meditation space. The WELL Equity Rating has additional requirements, including provisions within restorative spaces.
<b>Employee Healthcare</b>	EB1 Provide Health Benefits	Both Just and the WELL Equity Rating address employee healthcare. Just includes an employee health care plan that provides up to 100 percent covered comprehensive care. The WELL Equity Rating includes subsidized or 100 percent covered care, including benefits consultations with qualified staff.

	EB2 Provide Enhanced Health Benefits	Both Just and WELL address health benefits. Just (specifically level four in the Employee Healthcare Indicator) includes alternative and complementary healthcare options such as chiropractic, naturopathic, traditional Chinese medicine, homeopathy and herbal medicine. The WELL Equity Rating has additional requirements, including complementary and integrative services, coverage for dependents, elder care, birth support workers, comprehensive abortion care, fertility services, gender-affirming care, nutrition support and non-emergency medical transportation.
	EB3 Offer On-Demand Health Services	Both Just and the WELL Equity Rating address employee healthcare. Just includes an employee healthcare plan that provides up to 100 percent covered comprehensive care. The WELL Equity Rating has additional requirements, including health services onsite or through telemedicine, a scheduling system that allows drop-ins or appointment booking and employee access to use services during the workday.
<b>Family/Medical Leave</b>	EB6 Offer Childcare Support	Both Just and the WELL Equity Rating address family/medical leave. Just includes up to a minimum of 24 weeks of paid leave for any employee dealing with a serious health condition of their own or a loved one, as well as for any employee welcoming a child through birth, adoption, or foster placement. Just also includes flexible work arrangements and a parental leave transition program. The WELL Equity Rating includes subsidized childcare, school break childcare programs, use of leave for care of a child, and flexible work schedules.
	EB7 Offer New Parent Leave and Support	Both Just and the WELL Equity Rating address family/medical leave. Just includes up to a minimum of 24 weeks of paid leave for any employee dealing with a serious health condition of their own or a loved one, as well as for any employee welcoming a child through birth, adoption, or foster placement. Just also includes flexible work arrangements and a parental leave transition program. The WELL Equity Rating

		<p>requires at least 40 weeks of parental leave for the primary caregiver and that parental leave is offered to the non-primary caregiver (who must be paid at 75% of their salary or higher. The WELL Equity Rating also requires that leave is separate from other types of leave, communications are sent to expecting parents about parental leave policies and resources, coaching or counseling programs are offered to transition caregivers back to work and training are held for managers to create a plan for parental leave and support.</p>
	<p>EB8 Support Family Leave</p>	<p>Both Just and WELL address family/medical leave. Just includes up to a minimum of 24 weeks of paid leave for any employee dealing with a serious health condition of their own or a loved one, as well as for any employee welcoming a child through birth, adoption, or foster placement. Just also includes flexible work arrangements and a parental leave transition program. The WELL Equity Rating has additional requirements including at least 12 weeks of leave during any 12-month period paid at 75% or higher for the care of a spouse, domestic partner, child, dependent, parent, parent-in-law, grandparent, grandchild, sibling, or other designated relation with a chronic or long-term serious health condition, the option to use paid sick leave or personal days, flexible work options and bereavement support.</p>
<p><b>Training/ Education</b></p>	<p>EB10 Establish Education and Support</p>	<p>Both Just and the WELL Equity Rating address training and education. Just includes up to \$2,000 per full-time employee per year for training and continuing education. The WELL Equity Rating requires that organizations either pay at least 75% of all education expenses or offer a comprehensive mentor/sponsorship program with an allocated budget for resources and training.</p>

<b>Local Communities</b>	EE2 Incorporate Integrative Design	Both Just and WELL address integrative design. Just includes documenting support of local communities, a process for how stakeholders are identified and local community consultation committees. The WELL Equity Rating has additional requirements, including identifying specific stakeholder groups; defining goals for health and well-being, environment, and equity; and providing tours of the space with education on WELL requirements.
	EC3 Provide Historical Acknowledgement hou	Both Just and WELL address historical acknowledgment. Just includes a social impact assessment and public disclosure of findings, local community consultation committees, and a community development plan or community benefits agreement based on local communities' needs. The WELL Equity Rating requires the identification of a historically marginalized community, an assessment to determine if any of the organization's current practices or policies are harmful to the community, a program that is informed by community members, and education for and communication to employees and the general public.
<b>Community Volunteering</b>	EC1 Engage Community	Both Just and the WELL Equity Rating address community volunteering. Just includes up to 24 hours of paid time off per year for volunteering purposes at an organization of the employee's choice. The WELL Equity Rating requires paid volunteer opportunities for at least the equivalent of two workdays annually, a list of volunteer opportunities provided to employees, employer matching contributions, and a community engagement program for the public.
<b>Charitable Giving</b>	EC1 Engage Community	Both Just and the WELL Equity Rating address charitable giving. Just includes up to 3% of net operating income for organizational charitable giving. The WELL Equity Rating includes employer-matching contributions up to a maximum amount defined by the employer.

<b>Supply Chain</b>	EH3 Disclose and Evaluate Responsible Labor Practices	Both Just and WELL address disclosure and evaluation of responsible labor practices. Just includes documented processes and actions taken to address social impacts in the supply chain or selection of contractors. The WELL Equity Rating includes an annual risk assessment associated with modern slavery, an annual report that discloses the processes of evaluation and risk assessment, as well as a statement of commitment aimed at identifying and preventing modern slavery practices that is reviewed by C-suite executives, board of directors, and high-level stakeholders.
	EH4 Implement Responsible Labor Practices	Both Just and WELL address responsible labor practices. Just includes documented processes and actions taken to address social impacts in the supply chain or selection of contractors. The WELL Equity Rating requires the establishment of annual targets associated with modern slavery describing how the effectiveness of the strategies are assessed annually. The WELL Equity Rating also requires the implementation of strategies that include anti-slavery and anti-human trafficking, responsible procurement, annual training, reporting protocols, a process for review and remediation, as well as a process for consultation and revision of contracts.

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