



WHAT IS A WELLNESS CHAMPION?

A **Wellness Champion** is a Metro employee who is passionate about health and wellness and committed to advocating for and fostering a healthy workplace. These individuals serve as a bridge between their division and the Wellness Program to help increase access to wellness resources and activities by promoting Metro's wellness initiatives, connecting with peers, sharing wellness resources, and help shape a more inclusive and supportive wellness culture.

Champions do **not** need to be perfect examples of health; rather, they should be approachable, interested in wellness, and willing to support their peers.

Ideal candidates are:

- Enthusiastic about wellness
- Able to model or work toward a healthier lifestyle
- Skilled or working towards skills in communication, interpersonal engagement, and motivation

PURPOSE

The Wellness Champion Program was created to:

- Expand the reach of the Wellness Program by supporting outreach and engagement
- Increase awareness of health-related resources and benefits by expanding access across Metro's divisions
- Empower employees to support and engage their peers, building a network of advocates for wellness within each workgroup
- Develop employee leaders within every division

Wellness Champions will be equipped with training, resources, and staff support to ensure they are successful in their roles—without an overwhelming time commitment.

Wellness Champion Roles, Responsibilities & Standards

Primary Responsibilities:

- Serve a **two-year term**
- Supervisor approval (**required**)
- Attend 4-day in person orientation meeting (**required**)
- Participate in bi-monthly 2-hour meetings (up to *3 excused absences allowed*)
- Complete monthly outreach: Up to 8 Hours/month
- Participate in Metro wellness activities
- Contribute to Wellness Fair Planning and Support
- Model respectful, inclusive, and supportive engagement in all interactions

Champions are *not required* to take on all wellness program tasks. Instead, they act as supportive peers—sharing wellness content, inviting participation, and offering insight into their division's needs.

Role Functions:

- Promote Metro wellness events and resources within divisions
- Coordinate wellness efforts and collect feedback
- Share information at meetings, through flyers, digital channels and via peer-to-peer engagement
- Provide feedback on what wellness looks like in their workgroups
- Share wellness information with peers and help promote events
- Representing employee perspectives to the Wellness Team
- Engage in professional development (e.g., presenting, facilitation)