

DISCUSSION ARTICLE

HOW THE CENTER FOR WORKLIFE WELLBEING IS SUPPORTING CAREGIVERS DURING COVID-19

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should always be a priority, but the need to care for caregivers has been brought into sharp focus by the COVID-19 pandemic, as caregivers are being asked to turn toward the unprecedented risk and uncertainty they face at work. Caregivers face uncertainty about how to provide effective care while also

comprehensive stroke center, and regional centers of excellence in heart and vascular care, cancer care, and women's health.

ChristianaCare is a nonprofit teaching health system with 850 medical group clinicians and more than 280 residents and fellows. It is continually ranked as a Best Hospital by *U.S. News & World Report*.

In recent years, ChristianaCare undertook the daunting yet vital task of redefining its organizational values and behaviors. We are proud to have gained clear alignment around our commitment: "We serve together, guided by our values of Love and Excellence." These values are one of the reasons we choose to use the term "caregiver" to describe all employees, both patient-facing and nonclinical. These values also evoke a deep commitment to the wellbeing of our caregivers — a commitment that began long before the pandemic.

Our significant investment in caregiver wellbeing began in earnest in 2015 with the implementation of a health system-wide peer support program, Care for the Caregiver. Building on this success, the Center for WorkLife Wellbeing was for-

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comfortable expressing their own experiences and identifying
