

Consistent with our institutional mission, vision, and values, the University of Virginia Health System aspires to be the healthiest and safest place *to provide* and receive exceptional care and to train the next generations of healthcare professionals. In all that we do, we work to benefit human health and improve quality of life, within a culture that promotes equity, diversity and inclusiveness.

As a constellating network, the U.Va. Collaborative connects existing University, Medical Center, School of Medicine, School of Nursing and Physicians Group programs that target the critical issues of combating burnout and improving clinician well-being. As a group, we are committed to addressing clinician well-being by: 1. Fostering individual and collective resilience; 2. Re-designing systems that undermine optimal functioning; 3. Promoting peer-to-peer recognition of and responses to stress; 4. Creating a culture that supports human flourishing; and 5. Using data to guide our efforts.

We will accomplish these aims by building on a history of responsive and complementary efforts. For example, for over 20 years, the U.Va. Health System has had **Chaplaincy Services** that provide spiritual care and understanding to patients, families and clinical team members, a **Faculty and Employee Assistance Program** that provides comprehensive mental health and work-life services which help employees identify and improve personal and work concerns, and a **Mindfulness Center** that supports the integration of mindfulness-based practices into the clinical, educational and research programs.

Fifteen years ago, in response to the Joint Commission mandate that hospitals provide support for provider well-being, the **Clinician Wellness Program** was established. Five years later, as recognition of workplace stress increased, the **Center for Appreciative Practice** began to facilitate improvements in clinical care, education, and communication using appreciative approaches. Soon after, the School of Nursing founded several new programs, including the **Compassionate Care Initiative** to cultivate a resilient and compassionate healthcare workforce through educational and experiential programs, the **Center for ASPIRE** which implements and evaluates inter-professional educational and patient care activities, and the **Moral Distress Consultation Service** which uses an inter-professional, unit/system-oriented approach to address and ameliorate moral distress. With growing awareness of the links between identity, culture, stress and well-being, **Diversity Initiatives** have aimed to integrate diverse groups, transform our work cultures, and develop institutional excellence by fostering diversity and inclusion.

Most recently, our **Be Well** program was established to honor and support the general wellness of faculty, staff and their families by providing personalized health coaching. And now the **Be Wise** program specifically introduces a comprehensive response to addressing clinician burnout and promoting well-being that includes systems interventions to reduce unnecessary stressors, implements positive practices into the work environment, and offers individual professional coaching. Be Wise draws on established resources, such as **Stress First Aid**, a flexible set of tools used to restore health and readiness after stress reactions.

The U.Va. Collaborative commits to continuing this important and vital work. As we look ahead, we pledge to continue to strengthen our institutional response, bringing together and expanding current efforts to develop an even more coordinated and effective network.