

Management Innovation

The well-being of staff is a high priority at the DC Housing Finance Agency (DCHFA), and we believe that every employee deserves to excel in a positive workplace while living a healthy lifestyle. On Nov. 5, 2025, DCHFA hosted its inaugural *Wellness Week* which included a wellness fair as its culminating event. Health and wellness vendors ranging from kidney screenings, flu shots and aroma therapy to financial literacy were present at the agency and available to employees. Staff members received expert insights on how to improve their well-being and overall health during the one-day event which reinforced a healthy work-life balance. Every employee plays a vital role in serving DCHFA's mission, and we depend on them to excel, be innovative, and be healthy leaders.

DCHFA's Wellness Fair heightened the positive working environment by prioritizing the health and wellness of employees. It encouraged staff to focus on their lifestyles in and outside of the office. DCHFA developed and implemented a strategy where wellness initiatives would be addressed during a *Wellness Week*, where a fair, an activity, and a review of benefits would take place. The week focused on the physical, financial, mental, and social well-being of DCHFA staff. DCHFA ensured that its *Wellness Week* was flexible and customizable, meeting the broadest range of employees' needs.

Wellness Week

DCHFA's *Wellness Week* took place during the first week of November 2025 (Nov. 3 - Nov. 5). The first day was reserved for DCHFA's open enrollment meeting, where our human resources team reviewed insurance changes, benefits, retirement plans, and more; the second day featured a transformative yoga session led by a certified instructor; the third day was reserved for the Wellness Fair.

Wellness Fair

The theme of DCHFA's Wellness Fair was "Step into Wellness". The fair was an all-day event from 9:30 a.m. to 3 p.m. It kicked off with a 30-minute walk through the vibrant U Street Corridor. The event also included a wellness lounge, vendors in the wellness and medical field, a healthy cooking demonstration, and fun activities in the agency's auditorium. Music for productivity was being played throughout the day. Staff members visited the fair periodically as their schedules allowed. The HR team also distributed SPOT recognition points to employees who participated in healthy activities.

DCHFA's boardroom was transformed into a wellness lounge. The wellness lounge created a relaxed, drop-in experience designed for staff members to breathe, reflect, and reconnect. The wellness lounge was used as a learning center and as a sanctuary. Participants were invited to come as they are and leave feeling more aligned, supported, and seen. The lounge also included separate sessions to discuss women's and men's health.

As for vendors, DCHFA compiled a list from CareFirst's wellness catalog and narrowed it down to vendors who focused on dentistry, medicine, nutrition, safety (Department of Homeland Security), bone density, kidneys, eye screenings, bod fat testing and the general health of men and women. DCHFA partnered with a local pharmacy to provide COVID and Flu shots at no cost. Alternative health options, including massage therapy and aromatherapy were also available.

The food demonstration was led by Food Jonezi, a health and wellness practitioner that provides personalized nutrition counseling, including nutrition education workshops and healthy cooking classes to the Washington Metropolitan Area. The company has a qualified team of registered dietitians and chefs dedicated to providing nutritional care and services. DCHFA staff members watched chefs create a healthy stir fry, which they had for lunch.

One of the biggest sessions of the day came from the Financial Wellness session. The session included a fiscal conversation around financial literacy focusing on budgeting. Employees left the session with budgeting and other finance tools.

BINGO style raffle cards were given to staff who received stamps from each vendor they visited. Prizes included a gift card to Whole Foods, Tropical Smoothie Café and a massage therapist.

In support of the theme, "Step into Wellness", DCHFA held a sneaker parade and contest. The winner received a sneaker trophy and a gift card to an athletic store.

The event ended with a line dancing demonstration from a local DC based dance group. The grand finale was a group dance off to "Boots on the Ground" with the best dancer winning a gift card. This activity was a great form of exercise and FUN!

DCHFA is the definition of healthy company culture. The positive feedback from staff and vendors prompted the team to implement an annual Wellness Week and institute additional wellness ideas.

DCHFA's Commitment

Employees at DCHFA represent diverse backgrounds, perspectives, opinions and experiences, yet we function as a single, passionate team in our commitment to the Agency's mission. In addition to the Wellness Fair and Wellness Week events, the Agency provides a quarterly wellness stipend and hosts additional staff events and meetings to create a culture where employees interact across departments. These in-person gatherings range from ceremonies and holiday parties to fantasy football competitions and yoga sessions.

DCHFA's commitment to an employee's wellbeing reflects proactive, data driven, goal-oriented, and long-term objectives created by the human resources department. We implement detailed and budget-friendly strategies so employees can enjoy competitive salaries, great benefits, work-life balance, personal health and wellbeing, and professional growth. DCHFA routinely distributes anonymous employee surveys that measure employee satisfaction. Recently, the agency worked with Great Place to Work®, a globally respected authority on workplace culture,

DC Housing Finance Agency
“DCHFA’s Wellness Week”
Management Innovation Category – Human Resources



to conduct a confidential survey. As a result, the Agency received a Great Place to Work® certification for two consecutive years in a row. The certification explored various facets of employee experience, from job satisfaction to thoughts on leaders and colleagues.

DC Housing Finance Agency
“DCHFA’s Wellness Week”
Management Innovation Category – Human Resources



Supporting Documents

Video: <https://www.instagram.com/reels/DSAVy6vAAEp/>

Wellness Week Pictures:

<https://www.dropbox.com/scl/fo/ihpa9whdgimon5tyel3hv/ABHABss1ubC8NWMN3O3DLUA?rlkey=08ig7ejst8b6b0pkdngokqj7l&st=m6sbqgmwh&dl=0>

DC Housing Finance Agency
“DCHFA’s Wellness Week”
Management Innovation Category – Human Resources

