**Minutes**

**MBC Signatory Call**

**16th November 2022**

## Introduction – Richard Martin 00:00 – 14:45

* **New Member welcome:**
  + Bevan Brittan LLP
  + Social Work England
  + Epigram Communications and Design
  + Lexical Labs
  + Charles River Labs
  + Boult Wade Tennant
  + Group Legal Function at UBS
* **Recent Updates**
  + **MBC Staffing Updates –** Charlotte Clegg to join the MBC as of 21/11/22 as Membership Engagement Lead
  + **New Joiner Workshop –** to be held on 25/01/22 with Russ Martin from Ashurst
  + **Updates to the members area of the MBC website -** this is in progress and further updates will come in later calls.
  + **Requests and learnings from 121’s**
    - Request for support **–** for large organisations to encourage their Procurement and Auditing function to be aware of the stressful impact their annual processes for auditing can have on suppliers etc.
    - Request for more varied formations of info to appeal to wider audiences
    - Request for smaller member networks – let us know if this is something you would be interested in.
    - Embedding MBC practices and values in current initiatives can be a really good way of introducing the charter to your workforce
    - Feel free to get in touch to arrange discussions and ask for support

# Signature Updates:

## Carolina - PLMJ – Portugal – 14:45 – 31:07

* **Company background –** first Portuguese law firm to sign up and is a leading national law firm for business sector with 400 employees across the country. Also, a founder member of “Mental Law” - an organisation to increase better practices in the sector.
* PLMJ offer a range of wellbeing initiatives including subsidised gym memberships, free therapy, health and wellbeing days, and proactively encourage conversations around wellbeing in the workplace.
* Wellbeing practices are embedded in their L&D function, and they have changed bonuses to now include participation in training/voluntary work etc which contributes to the individual and community. They are also bringing in an EAP and remain focused on supporting the needs of the individual with empathy and understanding.
* Recognition of the difficulties of changing organisational culture - but there has been encouraging levels of engagement – evidenced in their annual survey which showed their clients were invested in increased wellbeing too. (Richard has requested this survey be shared.)

## Katie Wadsworth and Natasha Kay from Cooley – UK - 31:08 – 52:27

* Signed to charter in October 2020, which complimented their existing Mental Health and Wellness Committee which is led by partners, along with therapy and coaching sessions available to staff.
* Since signing they have focused on making it work for their firm, starting by assigning champions who received further training.
* They have created a mindful working guide for each of the four pillars to help implement the charter. Employee input has really helped inform how these are developed. (Richard has requested these be shared.)
* Guides are discussed in team meetings and one change is committed to by the whole team.
* From around 2019 mental health and wellbeing has been a stated management priority and the committee sees representation from partners across the globe and has signed up to “The Pledge” from the American Bar.
* Cooley sees a lot of benefit in combining EDI and mental health initiatives as inclusive environments are necessary for good mental wellbeing and recommends “Breaking Mad” as an organisation to contact for further support on this.
* Challenges - Only London has signed up to MBC. There was concern that it might fail, also concern over how to keep the momentum going, and one pillar - openness and respect had the least buy-in. Not all partners are as open to it as others. There also hasn’t been much engagement in discussing MBC with external partners/clients etc.
* However there has been a lot of positive response from the US when the work they are doing is being shared.
* They also want to work on measuring the success of the MBC implementation.
* A question was raised by Freya Scott Sheldon from Social Work England around champions and training and ensuring they aren't overloaded. Discussion followed around providing time out, support and ensuring they have protected time to help manage their workload.

## Wrap up and Close– Richard Martin – 52:27-End

* A question came from Lexical Lab about how very small organisations with limited budgets help provide support and benefits to their employees. Richard discussed an organisation called “Rungway” which provides a support and community network via a moderated board shared with the entire employee community. Please contact him for connection to this and further support.