

The Carolyn C. Mattingly Award for
**MENTAL HEALTH
IN THE WORKPLACE**



THE LUVU PROJECT.
In Memory of Carolyn C. Mattingly

PXYOU
PXU EMPLOYEE HEALTH & WELLNESS PROGRAM

Phoenix Union High School District’s Employee Wellness Program (PXYOU) Named Winner of the 2025 Carolyn C. Mattingly Award for Mental Health in the Workplace



The *Carolyn C. Mattingly Award for Mental Health in the Workplace* recognizes and celebrates exemplary organizations that advance mental health and well-being of their workforce. Learn more here: <https://theluvuproject.org/workplaceaward/>

Program Overview



The PXYOU Emotional and Social Wellness Program was established by the Phoenix Union High School District (PXU) in response to the growing mental health challenges faced by educators in the aftermath of COVID-19. Rooted in PXU’s Strategic Plan—specifically, Commitment 6: Staff Wellness and Support—the program integrates licensed clinicians into school communities, making confidential counseling, crisis response, and wellness education easily accessible to staff.

Program Highlights



150+ Webinar Participants:

Monthly Happy Hump Day Wellness Webinars available to all staff members live during the workday and on-demand thereafter.



79 Meditation Registrants:

Weekly virtual Meditation with Diamond & Dan sessions to build community while also supporting self-care.



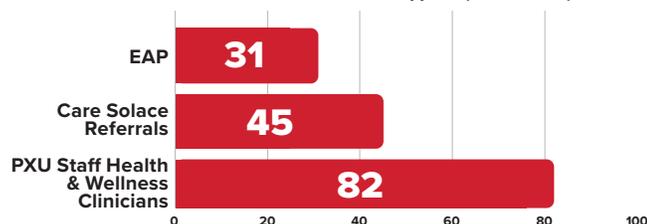
3,300+ Staff Empowered

3,300+ staff empowered to access stress-management micro-learnings

Program Impact

Since its launch in 2021, PXYOU has grown into a ten-member wellness team serving more than 20 campuses and sites across PXU. Staff now turn to internal wellness clinicians at rates exceeding usage of the district’s external Employee Assistance Program, most often for support with depression, anxiety, and occupational stress. The availability of on-site licensed clinicians has contributed to improved staff retention, reduced absenteeism, and increased job satisfaction.

Utilization of Mental Health Supports (2023–2024)



Workplace Culture and Resources

PXU has normalized the phrase “It’s OK not to be OK.” By combining data-driven innovation with authentic human connection, PXYOU integrates multiple access points for employee support:



Staff Health & Wellness Clinicians: Licensed mental health professionals offering short-term intervention, community resource navigation, crisis response, and prevention workshops



Employee Assistance Program (EAP): Confidential external employee assistance (counseling, legal, and eldercare support) available to all employees



WHEN®: Virtual scheduling for wellness sessions and resources



Resilience & Thriving Courses: English & Spanish offerings focusing on emotional intelligence and coping skills



Green Ribbon Library: Micro-learning hub for self-paced wellness education



Wellness Roadshow & Ambassadors: On-site engagement and community-building efforts

Outcomes & Future Directions



PXYOU aligns with the district’s Quadruple Aim Framework, focusing on:

- Improving employee mental well-being
- Reducing healthcare costs
- Enhancing the overall work environment
- Optimizing employee experience

Building on its success, PXYOU aims to expand its reach and impact through the following actions:

- **Expanding Clinician Capacity:** Increasing access to virtual mental health support for students and staff.
- **Increasing Program Awareness:** Through strengthening campus and district partnerships via campus Wellness Ambassadors
- **Strategic Campaigns:** Including running a Compassion Campaign to reduce stigma and normalize accessing mental health care