The ALL IN: Funders Circle
Working together for
Health Worker Well-Being
Working together, ALL IN: Funders Circle members will advance systems-level, evidence-based solutions to improve health worker mental health and well-being nationwide.

The State of the Industry

At some point in our lives, we have all relied on the care of a dedicated and well-trained health worker. Many of us personally know a nurse, doctor, pharmacist, or technician who has devoted their entire career to selflessly providing for others. What we do not see is the pervasive culture of burnout and trauma that hides within the medical community, and even more insidious, the prevailing stigma that deters health workers from seeking mental health care.

The consequences are dire—for health workers and also for the quality of care they are able to provide. Faced with no choice, many in healthcare have left the career they know and love, resulting in widespread vacancies across the industry. According to the Association of American Medical Colleges, we face a shortage of up to 124,000 physicians by 2034, including 48,000 primary care physicians. We must step up—as a nation, as leaders, as colleagues—to protect and care for our caregivers. Through the ALL IN: Funders Circle, we are uniting across sectors to improve health worker mental health and well-being nationwide.

In 2021, Harvard T.H. Chan School of Public Health, Thrive Global, and Creative Artists Agency came together, with support from Johnson & Johnson Foundation and The Dr. Lorna Breen Heroes’ Foundation, to launch a national campaign, ALL IN: WellBeing First for Healthcare, with a vision that every health worker should feel valued, protected, and empowered to seek the care they need. ALL IN was founded on the principle that our nation’s health is not only the responsibility of healthcare systems; healthcare impacts each one of us, whether we are part of the private sector, education, government, or philanthropy. Today the ALL IN network represents millions of healthcare workers, yet much work remains to re-build our nation’s healthcare workforce.

Advancing Solutions for Health Workers

Through Cross-Sector Support

Given our small size and rural location, many of our well-being initiatives would have fallen through the cracks were it not for this grant funding. Given the many changes and challenges in healthcare today, programs like ALL IN are more urgent than ever. We cannot thank you enough.

Amber Jordan
Chief Operating Officer
Desert Sage Health Center

Nobody wants to talk about mental health, [but] that conversation has to be there in order for us to move forward.

Ron Kraus
President of the Emergency Nurses Association

52% of nurses are considering leaving their current position, due primarily to insufficient staffing
American Nurses Foundation
March 2022

300–400 estimated physician suicides happen every year (which is twice the rate of the general population)
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May 2018

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Filling a Crucial Gap

The ALL IN: Funders Circle provides much-needed resources for well-being initiatives, including smaller and historically underserved health systems. Resources are also required to shift the cultural stigma around health workers accessing mental health services, and to identify and eliminate structural barriers on a state-level.

Your engagement in the ALL IN: Funders Circle will help to fill this crucial gap.

It’s incumbent upon each one of us to be “ALL IN” in ensuring the protection and care of the people powering our nation’s healthcare. ALL IN: Funders Circle members can work together to advance practical, common sense solutions to health workforce well-being through two main approaches:

- Initiatives to advance direct solutions and affect systems-level change for health worker well-being;
- Strategies to eliminate structural barriers that disadvantage our health workers.

Scan here for more details on past grant recipients, vetted programs awaiting support and upcoming funding priorities.

Impact Areas

ALL IN: WellBeing First for Healthcare is a fiscally sponsored fund of the Entertainment Industry Foundation. Your leadership and financial investment as an ALL IN: Funders Circle member will support the below priorities to protect our health workers and build a thriving workforce.

Removing Barriers to Mental Health Care

In October of 2021, we identified and published the top six reasons why clinicians aren’t seeking mental health care despite high rates of burnout and stress. At the top of this list was fear of losing their license and credentials because of overly broad and invasive mental health questions on applications that are stigmatizing, discriminatory, and violate privacy in the workplace. Our efforts have yielded critical advances through a nationwide initiative for reform of licensure and credentialing applications.

ALL IN: Caring for Caregivers

We are guiding hospitals, health systems, medical groups, and health plans to create the best environment to deliver patient care in the country. This program requires participating institutions to make a public commitment to the well-being of their workforce, participate in a curriculum designed to enhance understanding of the drivers of burnout and successful approaches to reduce health worker distress, and to participate in communities of learning designed to accelerate positive change. ALL IN: Caring for Caregivers has a track record of successful change initiation and support.

Collective Grantmaking

Collective grantmaking offers ALL IN: Funders Circle members the opportunity to combine resources and exponentially expand their impact in supporting health worker well-being. These grants build upon investments by ALL IN: WellBeing First for Healthcare, beginning in November 2021.

A crucial component of ALL IN’s grantmaking is the role of program impact and formal evaluation of each of these awards. Further, ALL IN has played a pivotal role in unlocking $103 million in federal funds through the Dr. Lorna Breen Health Care Provider Protection Act. ALL IN grant recipients, regardless of size and geographic region, become part of an engaged cohort with Lorna Breen Act grant recipients, ultimately yielding a diverse network of healthcare institutions equipped and empowered to support their workforce.
Well-being is not just something over on the side that’s kind of important, but this is the real work … this is how we are successful as an organization, Amy Locke
Co-Director, University of Utah Resiliency Center; Lorna Breen Act Grant Recipient

Please join Founding Members of the ALL IN: Funders Circle as a cross-sector leader in advancing the quality of our nation’s health delivery.

Building on Momentum
To Ensure Comprehensive Impact

ALL IN’s work to protect health worker well-being is marked by enactment of milestone legislation in the Dr. Lorna Breen Health Care Provider Protection Act, signed into law in 2022. Working together with bipartisan policy makers and over 70 industry supporters, including some members of the ALL IN Steering Committee, we helped to develop and pass this first-of-its-kind legislation for healthcare workforce training and education. A resulting $103 Million in well-being grants has funded healthcare institutions to benefit current health workers and for those in school or training for a medical profession. It also establishes a national evidence-based education and awareness campaign, along with a comprehensive national study to better understand the growing needs in healthcare.

Alongside this legislation, ALL IN: Funders Circle programming will ensure comprehensive care for our nation’s caregivers.

Member Benefits:
• Collaborative thought partnership with industry leaders on programs and grant-making strategies
• Opportunity to engage in high-level invitation-only events and meetings with experts across sectors
• Public awareness that you are a founding member of a meaningful and sustainable movement to change healthcare well-being systems
• Recognition and co-branding opportunities in ALL IN print and digital materials to include the ALL IN website, social media channels, press releases, and educational collateral material, as well as media and PSAs (as approved by donated media providers)

Membership Criteria:
• Make an initial tax-deductible investment of at least $50,000 to advance ALL IN impact areas
• Share our commitment to working across sectors with individual, foundation, and corporate donors
• Leverage your organization or brand as a public ambassador for ALL IN and healthcare workforce well-being

Individualized philanthropic partnerships with Funders Circle members may be created upon request.

For more information about investing in the ALL IN: Funders Circle, contact Corey Feist at coreydrbreenheroes.org or via phone at 434-249-4285.
ALL IN: Funders Circle is operated by the Dr. Lorna Breen Heroes’ Foundation.

The Dr. Lorna Breen Heroes’ Foundation is a 501(c)3 nonprofit organization dedicated to reducing burnout of healthcare professionals and safeguarding their well-being and job satisfaction. We envision a world where seeking mental health services is universally viewed as a sign of strength for health workers.

Dr. Lorna Breen spent her entire career practicing emergency medicine at the New York Presbyterian Hospital in Manhattan. She was dedicated to her service as a physician. In April 2020, while working on the frontline of the COVID-19 pandemic, she died by suicide.

With no known history of depression or mental illness, Dr. Breen went from treating pandemic victims to becoming a casualty of a healthcare industry ill-equipped to take care of its own. Now bearing her name, the Dr. Lorna Breen Heroes’ Foundation has become the national voice to protect the well-being of America’s healthcare workforce—and to prevent future losses of our healthcare workforce.

ALL IN: Steering Committee Members

allinforhealthcare.org