2016 Webinar & Conference Call Series

Establishing and Implementing Healthy Workplace Policies

Marie Dee, Kaiser Permanente
Mike Parmer, City of Rancho Cucamonga
Blythe Young, Public Health Advocates
Moderated by Charlotte Dickson, HEAL Cities Campaign, Public Health Advocates
# Agenda

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## Housekeeping

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<td>Share comments and questions in the chat function</td>
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Your speakers

Maria Dee  Michael Parmer  Blythe Young  Charlotte Dickson

Dial in via phone if you have difficulty hearing through your computer.

Your questions will be answered after the presentations.

Share comments and questions in the chat function.
What drives behavior change?

Motivation 30%

Skills & Tools 25%

Awareness & Education 5%

Policy & Environment 40%

Personal Behaviors
Is Your City a Healthy Eating Active Living (HEAL) City?

- 185 Cities
- 400 + Policies
  - Workforce Wellness
  - Land Use
  - Healthy Food
HOW KAISER PERMANENTE THRIVES FROM WITHIN

Maria Dee: National Director, Workforce Wellness, Human Resources
“If we want to take charge of our health, Kaiser Permanente is there to support us.”
Workforce Wellness For Kaiser Permanente Staff

Our vision is to have the healthiest workforce in healthcare by creating a workplace culture of health...

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Healthyworkforce
For the people who power KP

Healthy Environments
- Activities and programs that build team support
- Farmers markets on site
- Tobacco-free campuses
- Lactation Policy

Physical Activity
- Go KP
- Team Challenge
- Instant Recess
- Physical Activity Guiding Principles and Practices

Healthy Eating
- Healthy Catering Policy
- Healthy Meeting Tools
- Diabetes Education

Emotional Well-Being
- Healthy Holiday Program
- One Moment Meditation
- Celebrate Health Improvements

KAISER PERMANENTE. thrive
Continue to build a culture of wellness

Reward health improvements

Continue to be a best place to work
Working in Collaboration

Total Health

Building a culture of health
“It’s all because of Kaiser Permanente.”

“The environment at work — the length of the workday, the fitness facilities on-site, and the culture of health and health messaging for our patients and employees — made it easy for me to start and then to steadily increase my activity levels.”

Adrienne E., RN
Northwest Region
Lessons From The Field: Workforce Health Policies

Cities for Workforce Health
August 11, 2016
Healthy Rancho Cucamonga – a community where all generations lead vibrant, healthy, happy lives
Why focus on employee health?

- Changing City culture
- Rising healthcare costs
- Lost productivity
- Health status/chronic conditions
Healthy RC – Commitment to Health and Wellness for Community and Employees

- City Council Goal
- Team RC
  - Support work-life balance
- Employee Wellness Program
- Poor Community Health Indicators
Healthy RC
Employee Health and Wellness Committee

• Multi-departmental, cross-functional team
• Building health into the workplace culture
• Influencing healthy behavior changes
  – Policy & Environment
  – Skills & Tools
  – Awareness & Education
  – Motivation and Incentives/Rewards
• Former recipient of Cities for Workforce Health
Health and Wellness Policies
Barriers

• Approximately 2/3 of women who are employed when they become pregnant return to the work force by the time their children are six months old

• Lactation support in the workplace is a major factor in a mother's decision to initiate or to continue breastfeeding
Health and Wellness Policies
Health Benefits

• Breast milk is the optimal food for growth and development

• Correlated with lower rates of childhood obesity and cardiovascular disease

• American Academy of Pediatrics
  – Recommends exclusive breastfeeding for the first 6 months
  – Breastfeeding with the introduction of complimentary foods to continue for at least 12 months
Health Benefits

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City and Economic Benefits

• Family:
  – $1200-$1500 in the first year of baby’s life by breastfeeding

• Employee morale:
  – Enables women to reach their breastfeeding goals and successfully transition back to work

• Human resources:
  – Lower health care costs and medical insurance claims
  – Less absenteeism
  – Higher productivity
  – Higher employee retention rates

• Financial value:
  – $3 to 1 return on investment
Process

- Multi-departmental team
- Experts

Process:
- Assess current environment
- Gather and analyze employee feedback
- Develop policy recommendations
- Recommendations for “Mother’s Rooms”
Lactation Accommodation Policy & Program

- Identifies designated spaces at every City facility for employees to breastfeed, pump, and learn about lactation
- Establishes 2 permanent Mother’s Rooms for employees and the public
- Provides education, resources, and awareness of City policies that support breastfeeding and lactation accommodation to all employees
- Establishes employee responsibilities
- Establishes Rancho Cucamonga as a Breastfeeding-Friendly City
- Creates an atmosphere of support for breastfeeding mothers in all public spaces
Mother [məˈðər] - noun

1. One person who does the work of twenty... for free.
Keys for Success

• City Council and executive management commitment

• Multi-departmental team

• Assess the workforce

• Develop data-driven, measurable outcomes

• Policies and programs = sustainability
For More Information about Healthy RC

Visit the Healthy RC Website:
www.HealthyRC.com

Contact:
Michael.Parmer@CityofRC.us
(909) 477-2700 ext.2046
Creating Healthier Meetings and Events

August 11th, 2016

Blythe R. Young
Policy Specialist
In 2014, the National Alliance for Nutrition and Activity created a Healthy Meeting Toolkit in partnership with The Center for Science in the Public Interest (CSPI).
Who is NANA?

• Over 450 organizations
• National, state, and local organizations
• Diversity of members
• www.nanacoalition.org
Exploring the Rationale of Healthy Meetings

• Strong relationship between the work environment and health behaviors of employees

• Culture of health and wellness

• Change social norms
Opportunities to Implement Healthy Foods, Beverages, and Physical Activity

• Small workgroup meetings
• Breakfast and lunch meetings
• Workday assignment meetings
• Community events
• Potlucks and Celebrations
Approaches to Healthy Meeting and Event Policies

• Official policy for the whole city

• Official policy for one agency

• Guidelines from the Health Department

• Starting the conversation
Healthy Meals and Snack Guidelines
Physical Activity Examples

Small Meetings:

• Give people permission to move
• Walking meetings
• Break up sitting time
• Brief stretching breaks
• Integrate equipment that supports activity

Large Meetings:

• Choose someone to lead a physical activity break
• Active Applause
• Combine moving with networking
• Choose a walkable location
Instant Recess and Movement Breaks
CSPI’s Website and More Tools
Take the Healthy Meeting Pledge

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530-219-1487

www.healcitiescampaign.org