



Community Leadership Team

June 14th, 2023

Agenda

- * Introductions/Icebreaker.
- * SHIP Updates.
 - * Brief updates on projects.
- * Partner Share:
 - * Worksite Wellness Collaboratives.
- * Roundtable Updates.

Icebreaker

- * It's Flag Day! What is your Favorite Flag?
- * Favorite Summer Sport.
- * Favorite State or National Park.



Land Acknowledgement

- * Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference.
- * We begin this effort to acknowledge what has been buried by honoring the truth. We are standing on the ancestral lands of the Dakota people. We want to acknowledge the Dakota, the Ojibwe, the Ho Chunk, and the other nations of people who also called this place home. We pay respects to their elders past and present. Please take a moment to consider the treaties made by the Tribal nations that entitle non-Native people to live and work on traditional Native lands. Consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. Please join us in uncovering such truths at any and all public events.*
- * *This is the acknowledgment given in the USDAC Honor Native Land Guide – edited to reflect this space by Shannon Geshick, MTAG, Executive Director Minnesota Indian Affairs Council #HonorNativeLand — U.S. Department of Arts and Culture (usdac.us)
11/10/2022

SHIP- General Updates

- * SHIP focus for 2023.
 - * If you see any priority needs in your community, what are they?
- * SHIP Budget:
 - * 60% remaining of the \$192,621 for SHIP 2022/2023.
- * Community Partner Awards-
 - * Projects Funding- \$20,202.71.
 - * Funding Remaining- \$17,797.
- * Communication Tracker-
 - * 38 news media meetings.
- * Leverage Funding Tracker (non-SHIP funding for partner sites)-
 - * \$249,101.40.
- * SHIP Health Equity Projects:
 - * External = DEI (Windom CIC), Senior Wellness, Mental Health/Suicide Prevention- Nobles County.
 - * Internal = PeaceMakers Trainings.
- * SHIP Evaluation Requirement:
 - * Locally-led Project between 2022-2025-
 - * Identify project by 10/31/2023.
 - * MDH-led project between 2022-2025-
 - * Ongoing through 2025.

Current Projects

Completed Projects

- * MN MOVES:
 - * Jackson Library- standing desks.
 - * Jars of Clay- bike racks.
- * MN EATS:
 - * Adrian Schools- hydration station.
 - * DVHHS- Lactation room support.
 - * Jackson Farmers Market- Power of Food Club.
 - * Little Huskies Daycare- Farm to Fork.
 - * Prairie Ecology Bus Center- community gardens.
 - * City of Mt. Lake- community gardens.
 - * Worthington Head Start- Farm to Fork.
- * MN Well-Being:
 - * JCC Schools- Wellness Room.
 - * Worthington Ministerial Association- Suicide Prevention Workshop.
 - * Windom Area Health- Healthy Lifestyle Support Group.

Projects in the Works

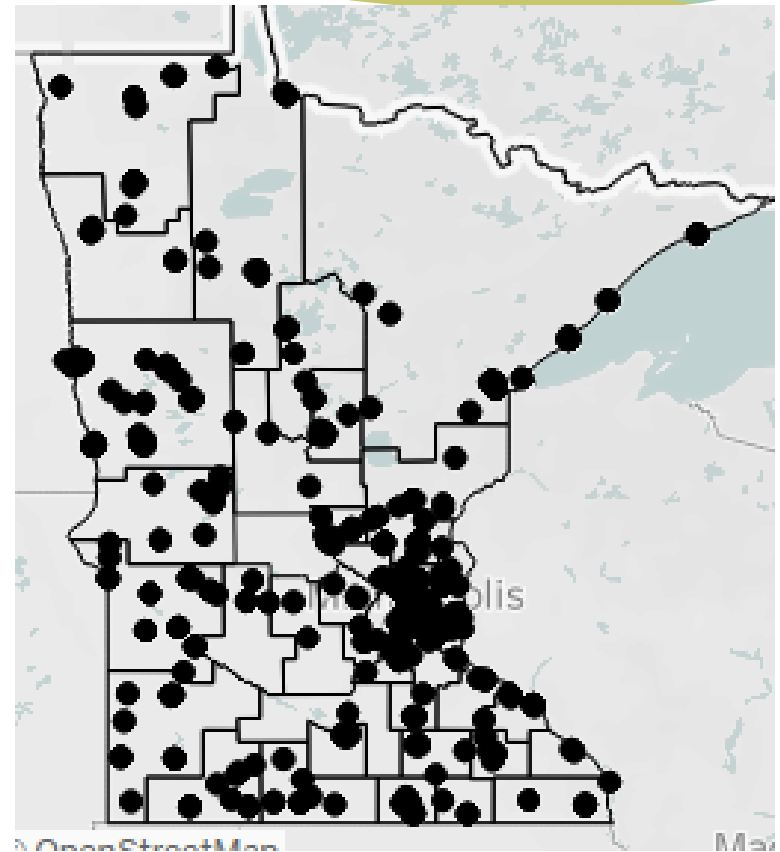
- * MN MOVES:
 - * Community and pool recreation equipment.
 - * Mt. Lake Public School- pickleball equipment.
 - * Mt. Lake Christian School- heart rate monitors, cross country skis, learn to ride bike fleet.
- * MN EATS:
 - * HLO Schools- School-based agriculture.
 - * Jackson Food Shelf- SuperShelf projects.
 - * Windom Food Shelf- SuperShelf projects.
- * MN Well-Being:
 - * Jackson- Senior Advisory Coalition.
 - * Dementia Friendly Communities- Cottonwood County.
- * MN Tobacco-Free:
 - * Tobacco Ordinance & Point of Sale.

Worksite Wellness

- * Workplace wellness is all about changing the culture of your organization.
 - * How is the culture in your workplace formed?
- * Culture is created from a variety of sources-
 - * Manufacturing often build their culture around safety so it becomes second nature.
 - * Corporations (i.e. Google, Microsoft) build their culture around relaxation & embracing creativity.
- * Leadership can set the tone and lead by example.
 - * Leadership support is vital to let employees know that wellness is supported in the organization.
 - * Employees often adapt to their environments they work in.

Worksite Wellness Collaborative

- * Statewide, SHIP is working with 536 worksites reaching 129,201 employees.
 - * 47% of these worksites have made at least 1 PSE Change.
 - * 21% are working on PSE Changes.
 - * 32% are developing relationships.
- * Top Worksite Wellness Projects:
 - * Well-Being/Mental Health.
 - * Healthy Eating.
 - * Physical Activity.
 - * Breastfeeding Support.
 - * Tobacco/Vaping Prevention.

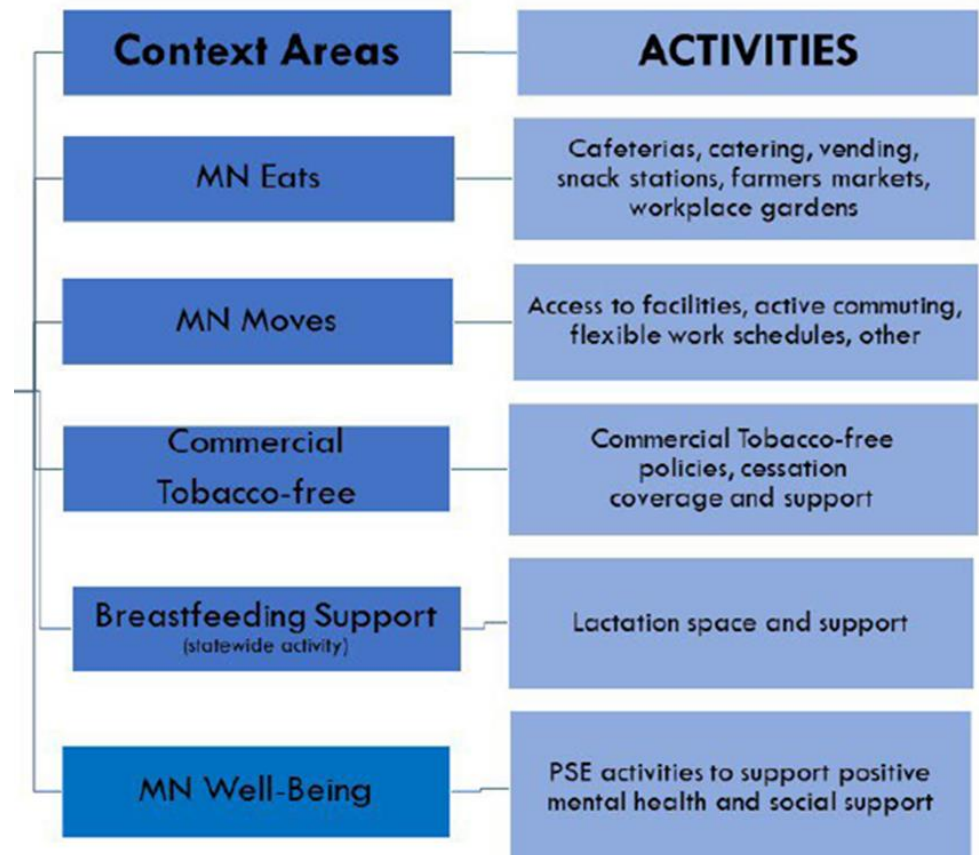


The Workplace Setting

- * The working environment should allow employees to be themselves & be their best at work.
- * A well-designed workplace wellness initiative offers an environment that supports:
 - * Physical activity.
 - * Healthy eating.
 - * Tobacco-free environments.
 - * Employee well-being & Social Connections.
 - * Breastfeeding support.
 - * *Naturally, this varies on worksite size, capacity, & ability.*
- * Building a Culture of Health:
 - * Assist employers to create sustainable initiatives.
 - * Use PSE Approach.
 - * Policy- written guidelines, rules, etc.
 - * Systems- the way an organization operates.
 - * Environmental- physical structures, cultural, social, or economic dynamics.
 - * Focus on Strategies (examples to come).
 - * Ongoing support & learning opportunities– *Collaborative Network, only.*

Worksite Wellness- Getting Started

- * Introduction to Worksite Wellness PSE.
- * Engaging organizational leadership.
- * Forming a wellness committee.
- * Developing Mission and Vision Statements, and Communication Plan.
- * Conducting a wellness assessment.
- * Developing a wellness action plan (Goal Setting).
- * Measuring outcomes (Evaluation).



Meeting Options

- * Collaborative or One-On-One meetings.
- * Meetings run in person or virtually-
 - * Monthly (1 hour).
 - * Bi-monthly (2-3 hours).
 - * Quarterly (3+ hours).
- * Presentations-
 - * Formal and partner sharing.
 - * Local, regional, and state expertise is also shared.
- * Homework-
 - * Required on certain strategies.
- * Complete Employer Wellness Assessment (SEWA).
 - * Helps learn about your state of wellness & plan your wellness programs.



Are we a product of our own personal choices?

The prevailing school of thought is that we are a product of our own personal choices. If we would just eat better, move more, not smoke we would be healthier and happier, but are we a product of personal choice.



**Do you have
the will
power to
change?**

The environment in which we live, the people that surround us, and the availability to healthy choices all impact our ability to change – for the good and the bad.

SHIP Wellness Strategies



The PSE Approach



Let's look a little more closely at the policy, systems and environmental change approach to build a culture of health in the workplace.



25% to 50% of all meals are consumed at work... Having a combo of healthier options available at the break table or worksite events.

Make the Healthy Option More Accessible



Walking meetings.

Move More



During break time, the goal would be to explore ways to encourage employees to be more physically active.

Break Time

From Events to PSE - Workplace Examples

| Events/Programs | Policy, Systems & Environmental Change |
|-----------------|--|
| Yoga Classes | Flexible schedule to get away from desk, to attend classes, to visit quiet spaces. Yoga class then provides social support for relaxation. |
| Walking Program | Provide maps of safe, scenic walking routes on website, opportunities to walk in groups, and alternatives for people unable to walk, support/subsidize alternative transportation modes such as biking or walking to work when possible. |
| Biggest Loser | Create a healthy food environment in cafeterias, vending, catering or a healthy snack station. Build social support and opportunities with sampling healthy foods from cafeteria and vending, on-site farmers market or either purchase food from a CSA for your employees to take or have your business be a CSA drop site. Host a healthy salad bar potluck. |

These event examples are great Social Connection opportunities for a worksite.

Tobacco Free Workplaces Through PSE

P

Completely tobacco
free grounds

S

Tobacco-free
workplace policy

E

Free quit medications

SS

Tailored tobacco
cessation program

MN Eats Through PSE

P

Vending, healthy snack station, cafeteria improvements, meetings and events

S

Policy that sustains the improvements

E

RFP for vending, quality improvement, catering guide, managing a healthy snack station

SS

Taste testing

MN Breastfeeding Support Through PSE

P

Lactation room: Locks from inside, chair, table, breast pump, electrical outlet, clean, near water source, place to store milk

S

Breastfeeding support policy that includes lactation room, FMLA leave and management role in supporting new parents

E

Training for management staff is developed and implemented

SS

Ongoing nursing mothers support group

MN MOVES: Physical Activity with PSE

P

Mapped walking routes, bike rooms, showers, lockers, physical activity room

S

Combining break time, dress code, physical activity breaks, walking meetings

E

Training for managers to develop flexible schedules to accommodate PA, Walking meetings

SS

Walking clubs, stretch breaks, exercise classes

MN Well-being through PSE

E

Clean, task appropriate workspaces, quiet room, places for informal meetings, socializing

P

Support for employee health by addressing sick leave, PTO, flex time, etc.

S

Management training that emphasizing support for things like workload

SS

Employee involvement in decision making in events that improve health

A healthy working environment is one where there is not only an absence of harmful conditions but an abundance of health promoting ones.
-The World Health Organization



How Do You Know It's Working

Observe the changes you made:

- More walking at lunch
- Healthy food in vending machine is gone first
- Leaders are involved and visible
- More “engagement” at work



Worksite Wellness Call to Action

- * We are curious if CLT members are interested to:
 - * Have Worksite Wellness presentations during CLT meetings.
 - * Join a Worksite Wellness Collaborative or one-on-one approach– separate from CLT meetings.

Roundtable Updates



Thank You !

- * Next meetings:
 - * Autumn 2023.

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