

*Innovative Workplace Wellness
Strategy- working with your local
Chamber of Commerce*

Carissa Glatt, MPH, RD

Icebreaker

- Name
 - What organization are you representing
 - In all of your past work, what was your favorite work environment and why?
-

Agenda

- 1. Setting the stage*
- 2. Development of idea*
- 3. Creation of toolkit*
- 4. Implementation of ideas*
- 5. Challenges*
- 6. Solutions*
- 7. Replication*

- Ramsey County Overview
 - 526,714 residents
 - residents of color increased to 33%
 - 11.7% Asian
 - 11% African American/Black
 - 7.2% Hispanic/Latino
 - 10% has limited English proficiency
-



OPPORTUNITY

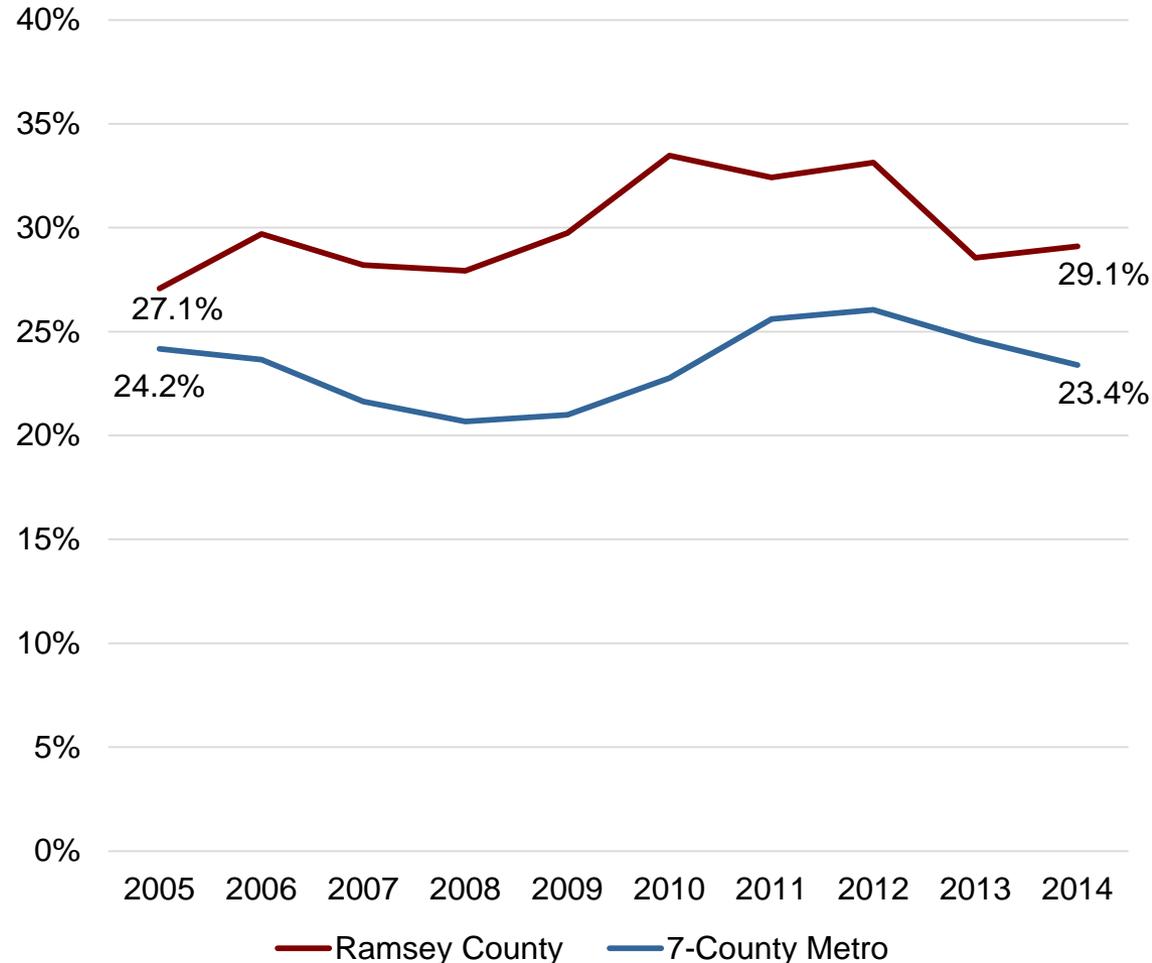
Ramsey County residents of color **are poorer** than people of color living in the 7-County Metro Region at large.

Over the last decade, **poverty is up** among Ramsey County residents of color, while over the last decade poverty is *down* among people of color in the 7-County Region.

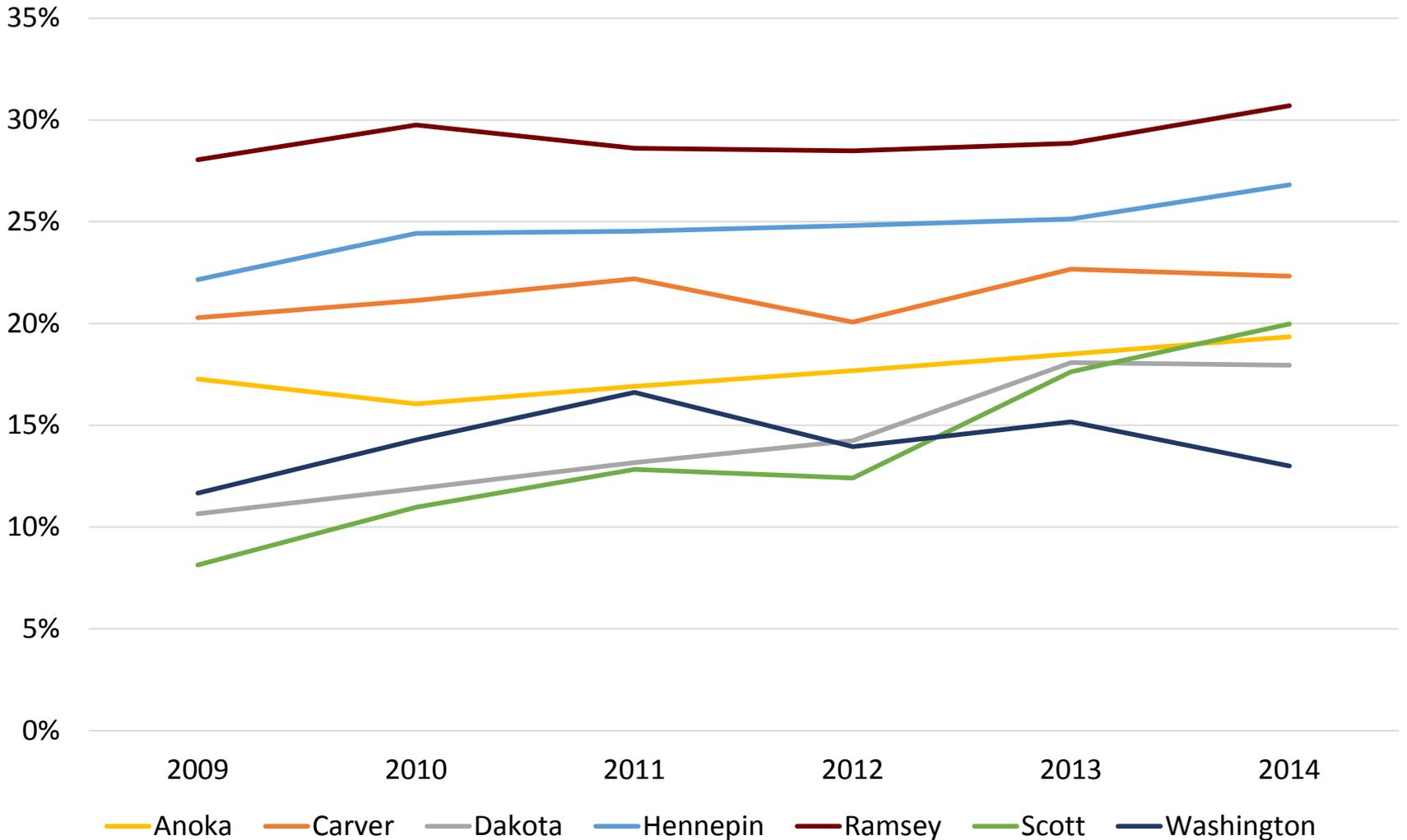
In the last year, poverty has **grown** for Ramsey County residents of color, while poverty *shrank* among Metro residents of color over the last year.

This troubling divergence of trends serve as evidence of **worsening poverty** and **widening racial disparity** in Ramsey County.

Poverty Rates for People of Color
Ramsey County and the 7-County Metro Region,
2005-2014



Poverty Rates for People of Color by County, 2009 - 2014



Source: U.S. Census Bureau American Community Survey 5-yr estimates, 2009 - 2014

Setting the stage of health

- 1 in 4 Ramsey County residents are obese
 - 34% overweight
 - 44% believe they are overweight*
 - 22% hypertension
 - 8% diabetes
 - 10% prediabetes
 - 29% high cholesterol
-

Metro SHAPE

Servings of vegetables:

12.8% zero

24.2% one serving

28% two servings

Physical activity:

40% said they were inactive or insufficiently active per week

Tobacco:

6% current smokers

Setting the stage... for workplace wellness

What is a Chamber of Commerce?

A **chamber of commerce** is an organization of businesses seeking to further their collective interests, while advancing their community, region, state or nation.

- Building communities (regions/states/nations) to which residents, visitors and investors are attracted
 - Promoting those communities
 - Striving to ensure future prosperity via a pro-business climate
 - Representing the unified voice of the employer community
 - Reducing transactional friction through well-functioning networks.
-



- Over 12,000 members
 - Has professionals of color network
 - Strong relationship to the East Metro business community
 - Excel in social marketing and events
-

Workplace Wellness for us was literally a ‘no brainer’. The business community gets that investments in Workplace Wellness are long term investments that pay off with healthier employees, more engagement, and hopefully, and I think the research proves this out, long term lower health care cost.



Tell us why the chamber is interested in working with Saint Paul-Ramsey County Public Health and Workplace Wellness?

We've partnered with Ramsey County Public Health to engage in small and mid-sized business levels in Workplace Wellness, recognizing that large companies typically have the HR resources to deal with wellness. But smaller and mid-sized companies just don't have the staff, and they need a little bit of a head start. Working with Ramsey County has allowed us to bring the resources of Ramsey County Public Health and Workplace Wellness, to the small and mid-sized business community.



Talk about our partnership

Developing the idea

- Small wellness champions group during SHIP 3 with mini-grants
- Lessons learned SHIP 3
- Moving into SHIP 4 with health equity lens



Chaw haujlwm Noj qab nyob zoo

Koj phau ntawv qhia kom ua yooj yim thiab muaj txiaj ntsig zoo kev noj qab nyob zoo pib hauv qhov chaw haujlwm.



RAMSEY COUNTY
Saint Paul –
Ramsey County
Public Health

SR@CC
SAINT PAUL AREA
CHAMBER OF COMMERCE

SHIP
Strategic
Health
Improvement
Program
HEALTH REFORM

Tsis txawv los ntawm Saint Paul Area Chamber of Commerce hauv kev noj qab nyob zoo hauv Ramsey County Lub Chaw Sab Xyvas Kev Noj Qab Nyob Zoo.

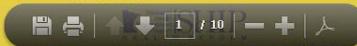
Bienestar en el Lugar de trabajo

Su guía para implementar iniciativas de bienestar sencillas y efectivas en el lugar de trabajo.



RAMSEY COUNTY
Saint Paul –
Ramsey County
Public Health

SR@CC
SAINT PAUL AREA
CHAMBER OF COMMERCE



Producido por la Cámara de Comercio del Área de Saint Paul en coordinación con Salud Pública del Condado de Ramsey.

Workplace Wellness

Your guide to implementing simple and effective wellness initiatives in the workplace.



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Wellness. What does it mean?

For us, wellness means something very simple. It means that you, as an employer, can do some **very easy, very low-cost** things to boost the health and well-being of your employees.

Wait a second, isn't wellness about doing something much more?

Maybe you want everyone in your company to run a marathon. Maybe you'd like everyone to take up going to the gym every night. And while those might be good goals, the reality is that they are unlikely to be very achievable. We don't all have the same goals and objectives in life, and no matter how healthy we might become, we all need to be comfortable with ourselves and our own wellness habits.

So this guide is about creating things you *can* do and doing things that make a difference, on day one, that are easy and low-cost to implement. We hope you try some of these ideas. Everything you need is in this small guide, from what to do to additional resources should you need them. Want to get started?



...just turn the page!

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Produced by the Saint Paul Area Chamber of Commerce in coordination with Ramsey County Public Health.

We said that wellness doesn't have to be that complicated. And to stay true to that promise we are going to tell you that wellness can be implemented, and **make a difference**, by choosing wellness initiatives from any one of the following four categories:



Tobacco Cessation

Getting your employees (and maybe you?) to reduce or stop their tobacco use.



Breastfeeding Support

Do you support your employees who breastfeed? Well, absent letting them bring their child to work every day, you may have a little work to do. Worried? Don't be, it's simple.



Healthy Eating

We spend a lot of our time at work. Is your workplace supportive and do you encourage healthy eating while at work?



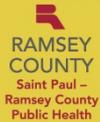
Physical Activity

Maybe you already have a job that calls for you to be physically active. Good for you! But a lot of us sit most of the day and we could use some help in getting active. This category provides some good advice on getting started.

Try one, see how it goes. If you like it, try another. If it doesn't work out, then try something new. But keep trying, keep exploring, and keep finding ways to improve the physical well-being of your employees.

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Breastfeeding Support

Many mothers choose to breast feed their babies, but for moms who return to the workforce, expressing breast milk during the day can be a bit complicated. But it doesn't have to be.

Did you know that Minnesota State Law requires that you:

- Provide reasonable breaks to an employee who needs to express breast milk for her infant child
- Make a reasonable effort to provide a room or other location where the employee can express her milk in privacy. *This can't be a toilet stall.*

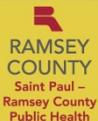
Simple, right? And the answer is yes, this really is simple to do.

Have you thought about:

- Adding blinds to the windows on an office to provide privacy? *That works, is easy to do, and you can do it yourself!*
- Making sure you have space in your office refrigerator for the employee to store her breast milk. *Again, simple!*
- Making sure your team (managers and employees) know that you support working moms who breastfeed. Your support encourages new mothers and makes sure all your other employees understand what is going on.

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Forming Your Wellness Committee

By now you've seen just how easy it can be to get started. But we all know that if you start something without thinking of the future, those initiatives can struggle to sustain themselves. We strongly recommend you create a Wellness Committee that will keep your company driving forward on changes, big and small, that make a difference to your employers and your company. How do you do it? Here are easy tips on getting your wellness committee up and running!

Step One: Create a team of employees who want to launch your wellness initiatives. It means more, and you will get more buy-in, when you do this as a team. The committee should have your blessing as the employer and be given the time and responsibility to get the job done. And importantly, their work isn't done just because you launched one initiative. Challenge them to think up the next initiative so you can keep the success rolling!

Step Two: Assess your current workplace. You've seen how easy wellness initiatives can be, but you will want to make sure that your initiatives meet the needs of your employees. For example, if you have very few smokers, working to convince the last few to stop smoking will only benefit just a few of your employee. In that case maybe physical activity or healthy eating might be more effective.

Step Three: When you launch your initiative, don't forget marketing! You know that your customers need some convincing, so why shouldn't your own staff? Let your wellness committee create a brand, do some fun marketing, and build the awareness and importance of wellness with your staff! Have fun and keep the excitement building.



The screenshot shows a web browser window displaying the website for the Saint Paul Area Chamber of Commerce. The browser's address bar shows the URL www.saintpaulchamber.com. The website has a dark navigation bar with the following menu items: ABOUT US, MEMBERSHIP, EVENTS, ADVOCACY, PROGRAMS AND SERVICES, COMMUNICATIONS, FOUNDATION, and DIRECTORY. Below the navigation bar is the chamber's logo, which consists of the letters 'SP@CC' in a stylized font with a circular graphic around the '@' symbol, and the text 'SAINT PAUL AREA CHAMBER OF COMMERCE' underneath. To the right of the logo is a search bar with a magnifying glass icon and a dropdown menu with the following options: Get Involved, Issues, BizRecycling Program, Workplace Wellness, 2016 East Metro Voter Guide, and Regional Indicators. Below the search bar are social media icons for Facebook, Twitter, LinkedIn, YouTube, and Instagram. The main content area features a large image of the Saint Paul skyline with the text 'Sick and Safe Time' and a sub-headline: 'We are committed to working with the City of Saint Paul on exploring sick and safe time for individuals employed in the city who do not have access to paid time off.' Below this text is a 'Learn More' button. At the bottom of the page, there are three columns of text: 'Membership' (Becoming a member of the Saint Paul Area Chamber of Commerce is smart business...), 'Events' (Every year, we host thousands of Chamber members who participate in our over 125 events...), and 'Advocacy' (The Saint Paul Area Chamber of Commerce's public affairs team serves as the voice of the region's business community...). The browser's taskbar at the bottom shows various application icons and the system clock indicating 4:18 PM on 6/30/2016.



Workplace Wellness

Your guide to implementing simple and effective wellness initiatives in the workplace.

Presented by:

USE US for community partnership. [LEARN MORE](#)

Workplace Wellness

We all know a healthy environment in the workplace is ideal, but what does that really mean? And just what is "Worksite Wellness" anyway?

Thanks to Saint Paul - Ramsey County Public Health (SPRPH) and the Saint Paul Area Chamber of Commerce (SPACC), it has never been easier to get the answers to these questions and more. Our toolkit can give you the answers you need on how to get your worksite wellness committee started. The toolkit is available in English, Spanish and Hmong.

The Worksite Wellness Micro Grant Round has closed. Stay tuned to this site for when the next round will open. In the meantime, download the Wellness Toolkit and get healthy at the office!

Logos available for download:

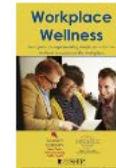
Saint Paul Ramsey County Public Health
Minnesota Statewide Health Improvement Program (SHIP)
Saint Paul Area Chamber of Commerce Logos

Workplace Wellness Toolkit

Download our easy to use, complete with examples, Workplace Wellness toolkit. Share it with your colleagues!

For the Hmong version of the toolkit click here.

For the Spanish version of the toolkit click here.



USE US

for community partnership.

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Quick Links

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- [Workplace Wellness](#)
- [2018 San Mateo Voter Guide](#)
- [Regional Indicators](#)

Members Only Login

Log in to access your member portal and premium content.

Username

Password

[Forgot Password](#)

Your assessment will include evaluation of:

BREASTFEEDING SUPPORT

PHYSICAL ACTIVITY

KEY FOCUS AREAS

HEALTHY FOOD

TOBACCO-FREE WORKPLACE

Why Worksite Wellness?

According to the Centers for Disease Control, in a 2012 study surveying Human Resource professionals, employers overwhelmingly agreed that worksite wellness initiatives help employees to:



In other words, you can't afford not to!

For more information contact Katie DiSanto | 651.265.2788

MICROGRANT

What is Workplace Wellness?

Ramsey County is here to help you* achieve workplace wellness using simple, straight forward solutions. Workplace wellness is an important, evidence-based Statewide Health Improvement Program (SHIP) strategy to improve healthful eating, increase physical activity, increase tobacco-free environments, and provide breastfeeding support through policy, systems, and environmental changes.

Businesses in Ramsey County can get a FREE Micro Grant to help your business. Simple and straightforward. Keep reading to see what kinds of great options would work best for your workplace!

To get a Micro Grant we want to make sure you are on the right track. If you complete the simple activities noted below – a Micro Grant is in your future!



“Workplaces should create or expand healthy environments. Studies indicate that with improved health behaviors, there is an opportunity to improve productivity, reduce absenteeism and support wellness.”

-IOM Report: Accelerating Obesity Prevention

What We Do:

We want to share in your success! Complete the steps on the following pages, and we will:

1. Provide you with the Workplace Wellness Micro Grant. (See *Workplace Wellness Micro Grant Completion Form*)
2. Provide you with any support and answer questions you may have on how to implement your Micro Grant.
3. We will come to your facility at the completion of the project and celebrate with you!
4. Take pictures of your project with Wellness Committee members, management, and Saint Paul Area Chamber of Commerce staff.
5. Send out a press release on your behalf.

Are you interested in promoting wellness at your business?

If so, follow the steps below!

*Businesses in Ramsey County.

Workplace Wellness Partners:



2016 Workplace Wellness Micro Grant Application Form

Complete the Workplace Wellness Micro Grant application and send it to Katie DiSanto at wellness@saintpaulchamber.com. Please don't hesitate to contact us with any questions you may have – we are here to help you on your journey to healthy living!

Applications are due May 13, 2016. Grants will be awarded by May 27, 2016.

Katie DiSanto | wellness@saintpaulchamber.com | 651.265.2788

Company Name: _____

Contact Name: _____ Title: _____

Phone: _____ Email: _____

1. Grab some colleagues and form a Wellness Committee!

This can be a group of co-workers that are interested in sharing the positive impact of healthy living at work. Depending on business size this can range from a committee of one to 10 based on your needs. The Committee can meet as frequently as you want – we suggest touching base at least once a quarter but depending on what you want to do you might meet as often as once a month!

Tell us about your Wellness Committee:

2. What would you like to fix?

After your form the Wellness Committee, discuss with your co-workers what they would like to see changed to encourage health and wellness at work. Do you hear people complain about not being able to bring a bag lunch because there isn't a fridge at your work? We can help you with that!

Tell us what your challenges are:

3. Talk to the boss!

Best practices have shown that engaging management is key to the success of this program. Talk to your boss about the conversations happening in the Wellness Committee and get them involved! Your Committee has a better chance of thriving and sustaining if the boss is on board.

Tell us about how you are going to engage management:

4. What's your vision?

After talking through challenge areas with the Committee and boss, talk about what you want to achieve! We can help you narrow down options in our Micro Grant Application – check out what you think your business would need.

Tell us your vision:

5. Develop a plan!

Once you talk through your vision – write down what you want! Things to remember: What is the problem? What do you need to achieve the solution? Tools? Staff? Think it out and write it down!

Tell us your plan:

6. Once you use it, don't lose it!

We want to help you develop solutions that can sustain at your business. This isn't a one-time change – this could help shape your business and employees for years to come!

Tell us about your plans to sustain the Workplace Wellness Plan:

Please use these next two pages to select your project preferences.

Healthy Eating

Rank Your Options	Name of the Project	What does the project achieve?	What do I get?	What are you going to do?
	Vending Machine Revamp	Increase healthy options of food available through vending by 50%	<p>\$200</p> <p>What are your current vending machine options? We will help you work with the vending company to add healthy options.</p>	
	Switch up Your Break Room	Increase likelihood of employees eating healthy while at work with kitchen supplies.	<p>\$200</p> <p>Make your break room a friendly, healthy lunch room. Do you need a fridge, microwave or toaster? We can help!</p>	
	Create a Giving Garden	Increase your employer's and co-worker's access to healthy food! Imagine a plate of home-grown cucumbers for your staff to put in their salads at lunch time – yum!	<p>\$500</p> <p>Got the perfect place for a garden on your company's property? Preferably able to fit a 10x10 gardening plot. We will help outfit you with supplies such as gardening tools and seeds to get you started.</p>	

Tobacco-Free Living

Rank Your Options	Name of the Project	What does the project achieve?	What do I get?	What are you going to do?
	No Smoking Signage	Did you know that your business can prohibit smoking within a certain perimeter? We can help with tobacco cessation through signage.	<p>\$250</p> <p>A consultation to see what rules and regulations apply to your business in terms of tobacco use. We will help order signage to discourage smoking and give you resources for employees wishing to quit tobacco use.</p>	

Breastfeeding Support

Rank Your Options	Name of the Project	What does the project achieve?	What do I get?	What are you going to do?
	Support Nursing Mothers	Does your office lack a space for nursing moms? According to state law your business must provide a room (not a restroom) that nursing mothers can use to pump breast milk. We will help you figure out what you need based on your space.	\$400 We can provide you with the supplies to make an existing space at work more comfortable for working mothers. This might include: a door lock, window blinds, lighting options, a small fridge and other options.	

Physical Activity

Rank Your Options	Name of the Project	What does the project achieve?	What do I get?	What are you going to do?
	Commuting Help	Encouraging employees to ride their bikes to work helps add daily fitness time to their schedules.	\$800 We will provide you with bike racks or bike fix-it stations, depending on your needs. The bike racks park at least 5 bikes.	
	Walk Breaks	Employees will be able to get out, stretch their legs and de-stress by taking a walking break or having a walking meeting.	\$200 Create a walking map of the area surrounding your business. Employees can use the map for a work break or walking meeting!	
	Physical Activity Station	Add easy access to exercise at work! Your employees might not be able to belong to a health club due to proximity or funds and this can help them incorporate fitness into their lives.	\$300 We will help you create a physical activity station at your workplace complete with small exercise equipment. Do you have a staff member that teaches yoga on the weekends? Maybe a set of yoga mats are your option so you can offer a lunch-hour class!	

Microgrant

- Provide technical assistance
 - Create press release
 - Provide community resources
 - Policy change
 - Wellness weekly emails
 - Social media to retweet successes
-

I had the chance to work with the Chamber's workplace wellness program through two different employers. As the leader of small non-profit, the program provided the inspiration, resources and funds I needed to advance wellness policies and practices from concepts to reality. The Chamber is a trusted voice in our community and I appreciate their commitment to championing the wellness of their members.



-Jessica Treat, Smart Trips and
Transit for Livable Communities

We're confident that with Workplace Wellness, a couple of things will happen. One, we start small, but every time we get a business talking about Workplace Wellness, they share that with their network. I think that workplace Microgrants this year are a great example of that...It generates questions from other businesses, who then are either calling us to say "how do I get in on this", or, more importantly, we've created champions in the wellness community, those businesses that are already participating, that are now talking about what they're doing, and sharing this great message.



Question: What are your hopes with Workplace Wellness?

How would other public health staff throughout the state connect to their local chamber, what advice do you have?

Well a couple things, one of the things that we've learned, and it's a tried and true statement, is that it's hard for government at times, at all levels, doesn't matter whether it's City, County, municipal or federal, to engage directly with the business community. Impart because particularly at the small and mid-sized level, there just isn't a lot of time to have that conversation. And I don't want to use the phrase "dumb it down", because this is really important, key stuff. But I think what we can do is simplify the message...



How would other public health staff throughout the state connect to their local chamber, what advice do you have?

...So working with Ramsey County, what we are able to do, is build a very simplified message around wellness on four key areas. So I would encourage either counties around the state, candidly, explore opportunities to work with their local chambers, but also, give Ramsey County Public Health a call, Because the template has already been created, and it's entirely possible that they could simply use that approach to reach their local businesses.



Key topics:

- Relationships & Trust
 - Plain language for business community
 - Ease of use for community
 - Social media/marketing to broadcast efforts
 - Gentle nudging
-

Questions?

For further information
carissa.glatt@co.ramsey.mn.us
