



A Healthier State: Building Cultures of Wellbeing in State Agencies

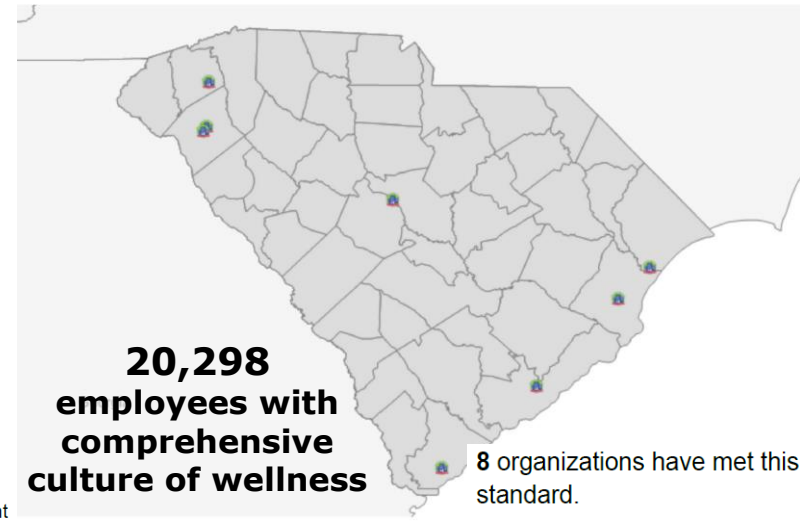
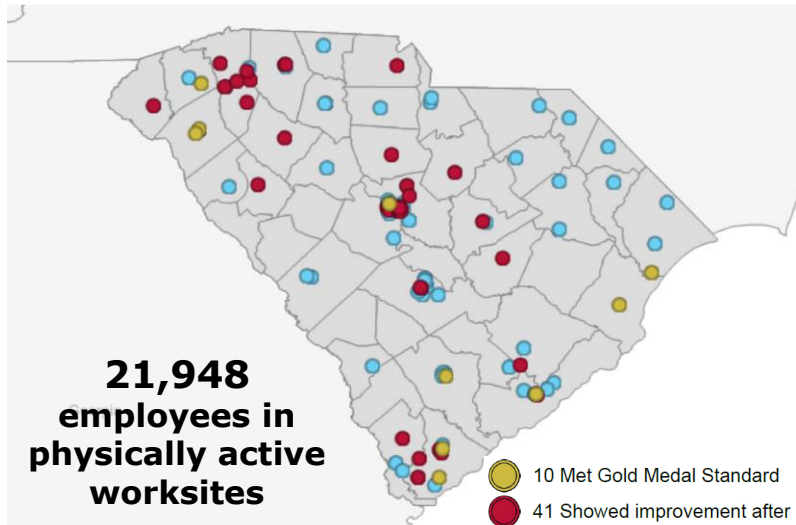
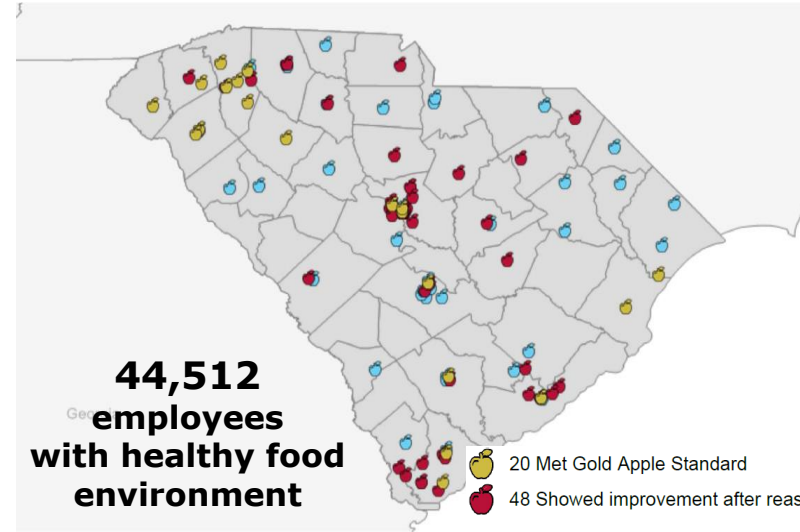
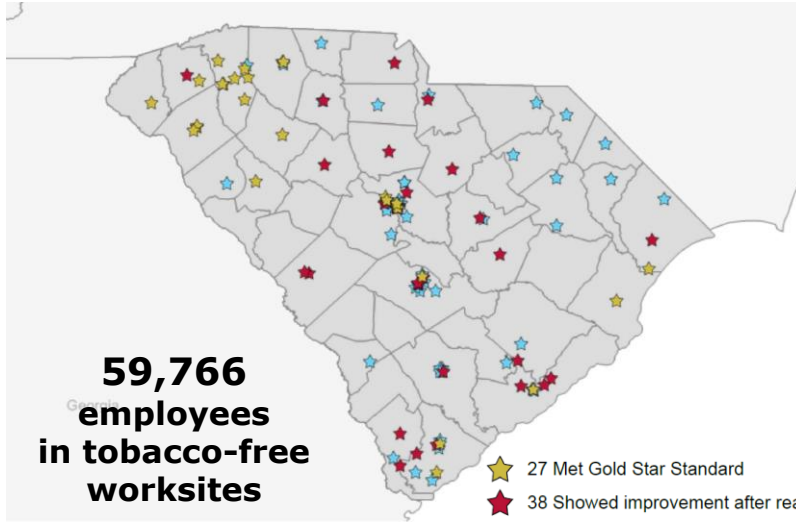
- Jen Wright, South Carolina Hospital Association
- Rachel Zucker, Prevention Partners



Working Well

- Cross-sector strategy implementing key components of healthy eating & active, tobacco free living in worksites
 - Currently working with almost 100 businesses from various sectors, impacting over 113,000 South Carolinians
 - Aligned with SScaleDown and SC Obesity Action Plan
- Establishing cultures of wellness where the healthy choice is the easy choice
 - Organizational commitment to integrate wellness into employees' experience and invest in human capital
 - Creates consistent message throughout organizations that healthy behaviors are supported and expected
 - Aligns policy and environment with programming and chronic condition management to support healthy choices
 - Impacts all employees whereas programming often misses those who need it most





A Healthier State

- Commitment to re-invigorate state obesity plan
 - Governor's executive order engaged 16 cabinet leaders and Governor's office
 - Commitment of Department of Health & Environmental Control to lead by example and implement Working Well strategies
 - Funding secured to expand Working Well into cabinet agencies
 - WorkHealthy AmericaSM used as evaluation tool – 2014 baseline, 2015 reassessment
 - Summary report of baseline assessments and recommendations for prioritization
- A Healthier State implementation support
 - Agency recommendations and action plans based on assessment/site visit
 - Quarterly cohort meetings for training, education and best practice sharing
 - Policy templates approved by general counsel: tobacco-free, nutrition, breast feeding, and physical activity
 - Common branding/marketing for signage (walking trails, tobacco free, etc.)
 - Tobacco team assistance for quit resources, communication, policy enforcement, education



Improving Population Health

Alliance and SScaleDown

- Alliance for a Healthier SC (www.healthiersc.org)
 - Connecting the dots, eliminating duplication, stronger together
 - Healthy Babies: Improving health of moms & babies, preconception to 1 year
 - Healthy Children: Improve the health and educational outcomes of children.
 - Healthy Minds: Improve behavioral health
 - Healthy Bodies: Preventing chronic disease through HEAL and improving healthcare outcomes
- SScaleDown- SC Obesity Action Plan (www.scaledown.org)
 - Multi-stakeholder development and implementation
 - Action Team and Sector Workgroups
 - Scalable solutions
 - Working Well: *THE* evidence based worksite strategy for implementation
 - SCHA committed to responsibility for implementation and outcomes
 - Hospital and State Agency mentors



Key Opportunities

Culture of Wellness

- Ensure all state agencies have active wellness committees
- Convene leadership team to examine benefits and policy issues that would apply to all agencies
- Identify wellness goals and hold leaders accountable to these goals

Tobacco-Free People and Places

- Property-wide tobacco-free policies
- Develop a system to identify employees who use tobacco and counsel all users to quit
- Include tobacco cessation counseling, cessation medications and nicotine replacement in health insurance

Healthy Food Environment

- Use evidence-based nutrition criteria to define healthy foods
- Ensure healthy options through catering policies and procurement contracts
- Written breastfeeding support policy to ensure time and space for expressing milk during the work day

Physical Activity

- Point of decision prompts
- Provide low-cost physical activity supports (walking trails, onsite classes)
- Develop consistent policies that support physical activity during the workday
- Offer benefits that support physical activity (access to gyms, reimbursement)

Outcomes

Areas of Greatest Change

Culture of Wellness

- Wellness committee meets on a regular basis
- Multiple members of the leadership team held accountable for promoting the organization's preventive health and wellness initiatives
- Assessing adjacent community environment for opportunities to support wellness

Tobacco-Free People and Places

- Incentives for participating in a tobacco cessation program
- Offering nicotine replacement and FDA-approved cessation medications to help employees quit tobacco

Healthy Food Environment

- Written breastfeeding support policies providing time and space for mothers to express milk during the work day
- Offering programs to support good nutrition and healthy weights
- Incentives to participate in nutrition/healthy weight programs

Physical Activity

- Discounts for joining local or onsite physical activity facilities
- Using point-of-decision prompts to encourage people to get more activity
- Easy access to exercise facilities and/or equipment located in or near the worksite



Applying our experiences

- State leader buy-in
 - Visibility
 - Increased engagement
- Opportunity for regional leadership through other state hospital associations
- Avenue for key stakeholders to lead by example
- Existing infrastructure can be tailored to state & local specifics and resources
- State agencies
 - High volume employer
 - Statewide reach/impact
 - High risk population



Contact Us

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