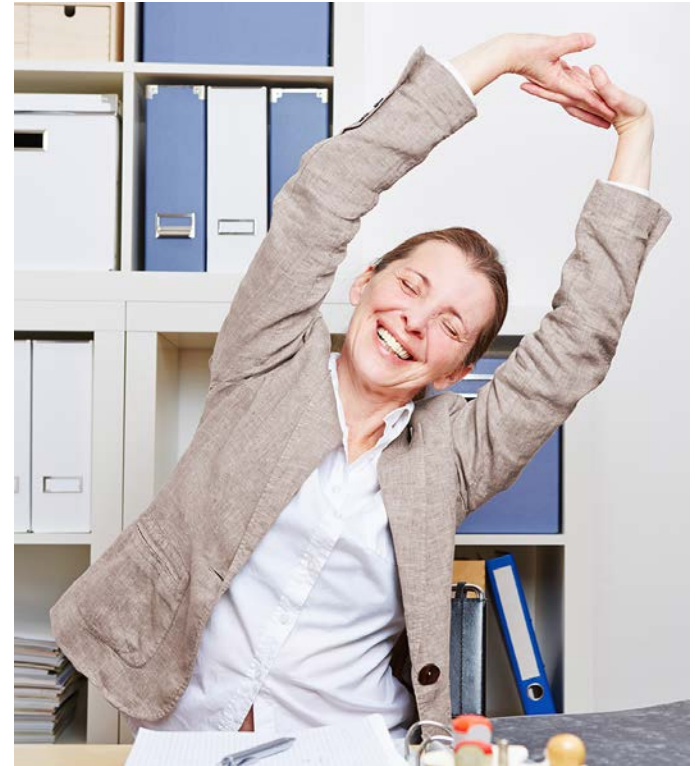


Creating a Culture of Wellness Together

Cori Evans, MA, Worksite Wellness Specialist, Be Well at Work – Wellness Program

Trish Ratto, RD, Wellness Program Manager, Be Well at Work – Wellness Program



Be Well at Work
Faculty/Staff Health Programs

Objectives

- Understand what a healthy workplace culture and environment look like.
- Learn what initiatives, programs and policies are currently in place to support a healthy workplace culture and environment.
- Learn how you can be a part of the wellness movement and take action now.



Deep Breathing

Can help reduce tension so you can focus on your work and tasks at hand.

Taking just a few minutes can reward you with renewed energy and engagement throughout your day.



Be Well at Work
Faculty/Staff Health Programs

A Closer Look at a Culture of Wellness



Be Well at Work
Faculty/Staff Health Programs

Poll

Which key area of a healthy workplace culture is most important to you?

- A. Supportive environment (work/life, relationships)**
- B. Feel you are part of the mission; knowing your purpose (including strong communications)**
- C. Easy access to healthy choices (food, activity)**
- D. Access to Health Improvement Programs**
- E. Visibility of leadership (supervisor, managers, directors) and Modeling of Healthy Behaviors**



Culture Defined

Social forces that shape behavior and beliefs through mechanisms such as:



Wellness Defined

Not only just the state or condition of being in good physical and mental health, but an environment that enables and empowers a diverse population to improve physical health, mental well-being, social participation, and human performance.



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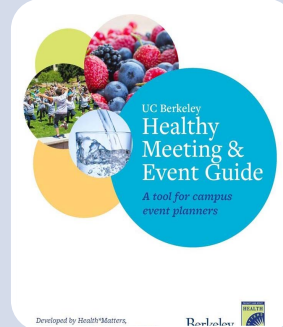
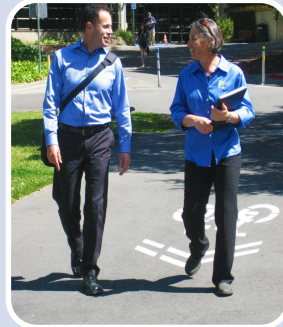
A Culture of Wellness

One in which **individuals** are able to make healthy choices **within an environment** that values, provides, and promotes options **supportive** of health and well-being for everyone. In short, the healthy choice becomes the easy choice.



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5 Dimensions of Creating a Culture of Wellness



Identify
Shared
Values
and
Priorities

Establish
New
Wellness
Norms

Create
Positive
**Touch
Points**

Enhance
**Peer
Support**
Networks

Help
Change
the
Climate



Be Well at Work
Faculty/Staff Health Programs

Why is it important...

- ✓ Reduces Health Risks
- ✓ Enhances Teamwork/Morale
- ✓ It's Healing
- ✓ Improves Energy
- ✓ Promotes Peak Performance
- ✓ Addresses the Soft Factors: work appreciation, work/life balance, learning and career development, age and work priorities
- ✓ Provides Opportunities to Help Others



Group Activity



Discuss with your neighbor what are some of the workplace barriers to being “well”.



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“You must be the change you wish to see in
the world.” ~ Gandhi



Be Well at Work
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Healthy Steps in the Right Direction

Be aware of and communicate
to staff about campus health-related policies guidelines such as the **Ergonomic Guidelines, Flex Work Arrangements, Lactation Accommodation Policy, and Tobacco-Free Policy.**

Managers/Supervisors

Support **taking breaks**, eating lunch **away from desk** or workspace.

Begin meetings with a **one-minute** breathing/relaxation break.

Department Norms

Individual

Become a Wellness Ambassador

Start a Walking or Meditation Group

Provide Peer Support

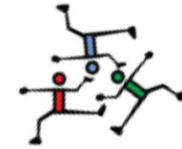


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Activity Break



Moving just 5-10 minutes during the day can help relieve stress, muscle tension, and improve energy



Poll

My department's environment supports my health and well-being?

A. Yes

B. No



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Be Well at Work – Wellness Program



Healthy
Faculty and Staff



Healthy
Workplace



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Creating a healthy environment:



Breastfeeding Support Program

- Education
- Rooms
- Pumps



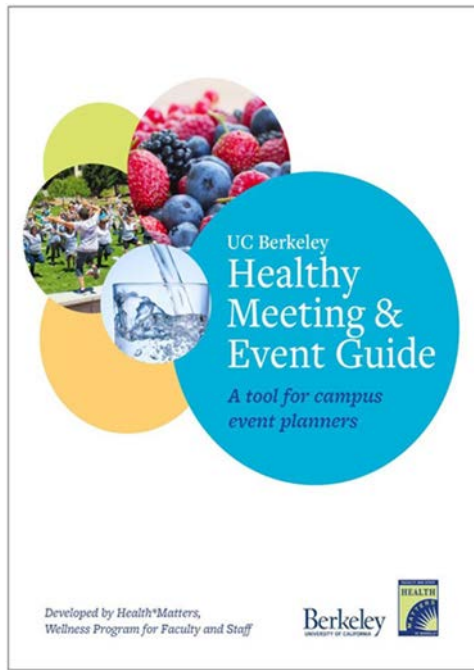
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Creating a healthy environment:



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Creating a healthy environment



Centerpieces



Signage



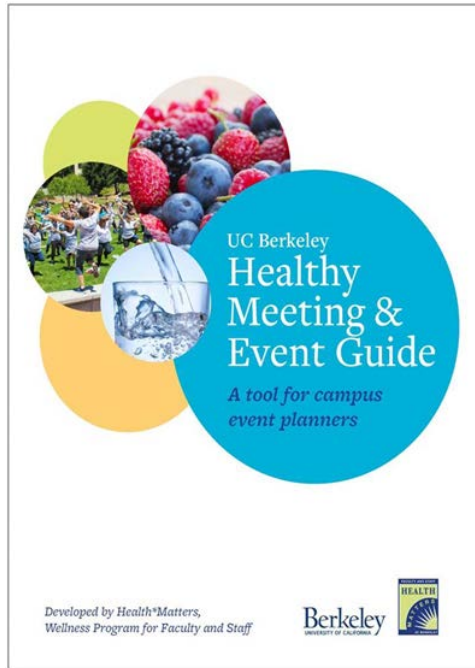
Activity Breaks

uhs.berkeley.edu/healthymeetings



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Creating a healthy environment



UC Berkeley Healthy Meeting & Event Guide
A tool for campus event planners

Developed by Health*Matters, Wellness Program for Faculty and Staff

Berkeley UNIVERSITY OF CALIFORNIA



Guide to Healthy Meetings and Events
Snacks, Appetizers, & Desserts
Stores: Safeway, Whole Foods, Berkeley Bowl

Whole Foods

Skewers

- Thai Chicken
- Portabella
- Squash
- Sesame Tofu
- Scallops
- Shrimp

Party Dips

- Black Bean Hummus
- Guacamole
- Hummus
- Salsa

Tea Sandwiches

- Hummus Avocado
- Greek Hummus
- Tofu Cucumber
- Cucumber Herb

Platters

- Crudites
- Mediterranean
- Fruit

Desserts

- Fruit platter – best choice
- Build Your Own Parfait

Berkeley Bowl

Platters

- Best of Season Fruit
- Berkeley Bowl Chicken
- Mediterranean
- Crudites
- Shrimp Cocktail

Dips

- Guacamole
- Hummus
- Salsa

Desserts

The best choice is fresh fruit. If you must have something else, choose small portions:

- Mini Eggs
- Mini Cream Puff
- Mini Tartlet Platter

Cheese

- String cheese: Organic Valley, Trader Joe's Organic, 365, Horizon, Sargento
- Other light cheese: Babybel light, Organic Valley reduced fat

Crackers, Chips, Grains, Other

- Whole grain crackers: Ak Maki, Whole grain Wasa, Kavi, RyKrisp, Rylvita, Triscuits
- Pretzels: Utz 7 Whole Grains, Hanover Ancient Grain, Annie's Honey Wheat Pretzel Bunnies, Newman's Own Honey Wheat Pretzels
- Chips: Rhythm or Brad's Kale Chips, 365 (Whole Foods) or Open Nature whole wheat pita chips
- Other: Nuts, natural air-popped popcorn, trail mix

Safeway

Platters

- Hummus & Garden Veggies
- Love Those Veggies
- Mediterranean Medley
- Fresh Fruit
- Shrimp Party Tray
- Olive Tray

Desserts

The best choice is fresh fruit. If you must have something else, choose small portions:

- Artisan Petite Brownie Tray

Dips

- Guacamole
- Baba ghanoush
- Greek yogurt dip
- Hummus
- Salsa

Desserts

The best choice is fresh fruit. If you must have something else, choose small portions. You could also create a platter that is half fruit, half other dessert:

- Dark chocolate
- Belvita Soft Baked Biscuits
- Newman's Own Cookies
- Cascadian Farms granola bars
- Larabars

Eat Well Berkeley is sponsored by Health*Matters, UC Berkeley's Faculty & Staff Wellness Program

Healthy Celebrations and Potlucks

There are many reasons to celebrate at work – accomplishments, milestones, holidays, birthdays, or just Wellness Wednesdays! With good planning, these celebrations can be fun, provide much needed relaxation breaks from work, and serve as an opportunity to practice healthy eating. Use these tips to make your celebrations and potlucks healthy!

- Host a Build Your Own Salad (BYOS) potluck. Everyone brings a salad ingredient to create a beautiful meal to share together. Or, set out all the ingredients as a salad bar.
- Assign several participants to bring colorful vegetables and fruit so there is a variety of fresh produce.
- Serve veggie platters with hummus or guacamole, both sources of healthy fats.
- Buy organic ingredients, especially for those on the Dirty Dozen list: apples, strawberries, grapes, celery, peaches, spinach, cucumbers, cherry tomatoes, and potatoes and sweet bell peppers.
- Make a better pizza or potato salad – load up the vegetables and use a vinegar-based dressing rather than a creamy one.
- Have a yogurt parfait social with plain Greek yogurt, fresh fruit toppings and granola or nuts.
- Offer a spa water bar with cucumber and citrus slices, or whole strawberries.
- Offer seltzer water with a splash of 100% fruit juice.
- Eliminate or minimize treats with added sugars. Plan desserts of whole fruits or make fruit kebabs.
- Sweep out the cookies and cakes for these ideas:
 - Drizzle sliced apples with melted peanut butter and dark chocolate
 - Make a no-bake watermelon cake
 - Purchase a fruit bouquet
- Make fresh popcorn on the stove or air pop in a paper bag in the microwave. Sprinkle with popcorn and salt for a healthy, delicious, non-processed, and inexpensive snack. Provide reusable cups for serving.
- Make food look festive! Sprinkle sliced almonds, green onions, coconut, or herbs to garnish.
- Bring copies of recipes to share.
- Reduce the waste – ask everyone to bring their own reusable drink container and silverware, whenever possible.
- Make our simple, no-cost Healthy Meeting Centropics that promote healthy vegetables and grains. They can stand alone, or place a vase with herbs, wheat, or flowers in the center (see Resources page).
- Include a game, activity such as dancing or insane fitness, or an ice breaker.

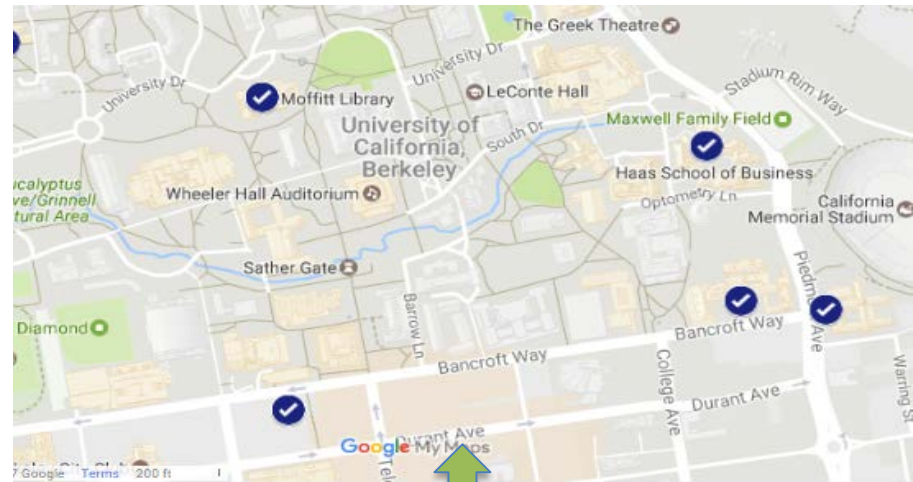
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Creating a healthy environment



Healthier Vending



Eat Well Berkeley Restaurants



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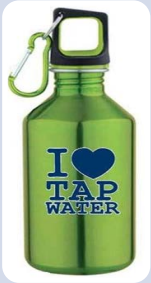
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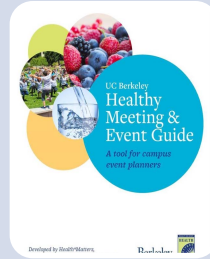
What Can You Do?



Use a
refillable
container
for water
and coffee



Ensure
water is
available
when
beverages
are
provided



Champion
that your
department
host healthy
meetings



Reduce
your waste
Use your
own
silverware



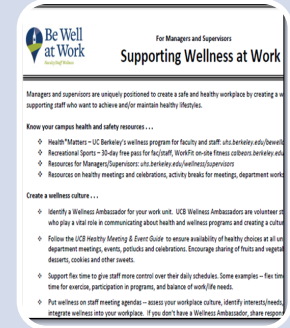
Go
bottleless!
Help your
department
use the
water
cooler
conversion
guide



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Create a healthy environment

What Can You Do?



Start a depart. norm: Walk 'n talk meetings

Post signage (available online) to encourage stair use

Create a culture that its ok to take activity breaks

Put wellness on agendas

Use the tools available to supervisors to support wellness at work



Healthy Department Certification

Wellness Leadership and Organizational Support

Department Managers and Supervisors

Communications and Promotions

Department Culture

Physical Environment

Food Environment

Physical Activity

Stress Management and Emotional Health

Ergonomics

Safety



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Group Activity



Its 2020 and your department has just received the Healthy Department Certification.

What is different?



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Be a part of the Wellness Culture Movement



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Poll

Adults are most likely to change to healthy habits when supported by the people they spend most of their time with (e.g. at work).

A. True

B. False



Be Well at Work
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What Wellness Ambassadors Can Do:

- Help **assess** your department's wellness needs and interests.
- **Connect** faculty/staff to useful and relevant wellness resources.
- **Assist** the department or work unit in developing a strategy and structure to support wellness in the workplace.
- **Coordinate** with Be Well at Work to deliver wellness programming tailored to the unique needs of your department.



Examine

How one Wellness Ambassador is making a difference...



Veronica Alvarez

International House Wellness Ambassador

Group Activity



Discuss what role you can play to strengthen the sense of community and help to create a culture of wellness.



Be Well at Work
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Thank you

**For more information on
Be Well at Work Programs for
faculty/staff
visit**

uhs.berkeley.edu/bewellatwork



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