



Healthiest Maryland Businesses (HMB) Awards Webinar

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Center for Chronic Disease Prevention and Control (CCDPC)

Wednesday August 5, 2020

MISSION AND VISION

MISSION

The mission of the Prevention and Health Promotion Administration is to protect, promote and improve the health and well-being of all Marylanders and their families through provision of public health leadership and through community-based public health efforts in partnership with local health departments, providers, community based organizations, and public and private sector agencies, giving special attention to at-risk and vulnerable populations.

VISION

The Prevention and Health Promotion Administration envisions a future in which all Marylanders and their families enjoy optimal health and well-being.

Learning Objectives

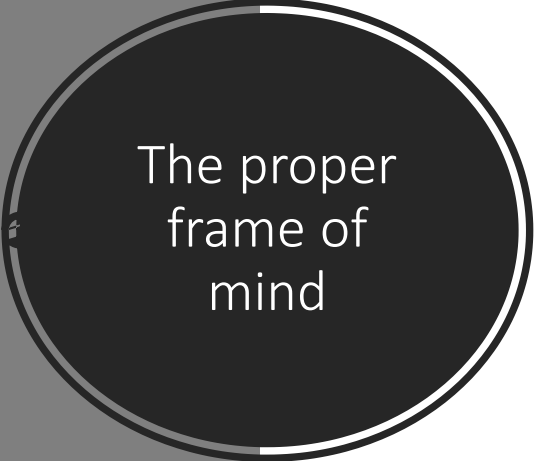
1. Identify strategies to facilitate worksite wellness programs during and after the COVID-19 pandemic.
2. Redefine work-life balance during the COVID-19 pandemic.
3. Recognize successes and challenges in worksite wellness programs.
4. Identify strategies to increase employee participation in wellness programs.
5. Identify strategies to improve worksite wellness programs.

Wellness Today & Tomorrow

Chuck Gillespie, CWP
Chief Executive Officer
National Wellness Institute
chuck@nationalwellness.org
Nationalwellness.org



DEFINING WELLNESS



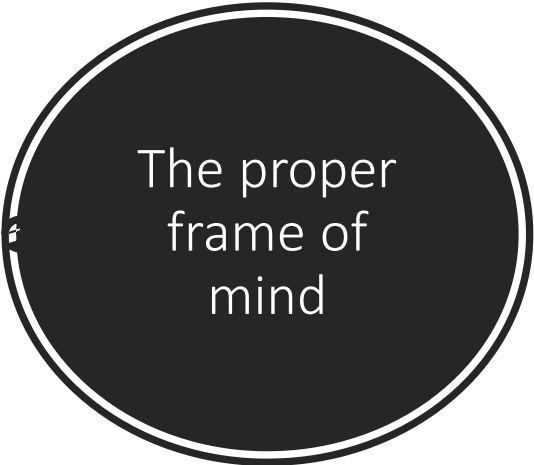
The proper
frame of
mind

Merriam Webster: the quality or state of being in good health especially as an actively sought goal.

**This is the exact same
definition for “healthy!”**

**You can be healthy and not well &
You can be well and not healthy.**

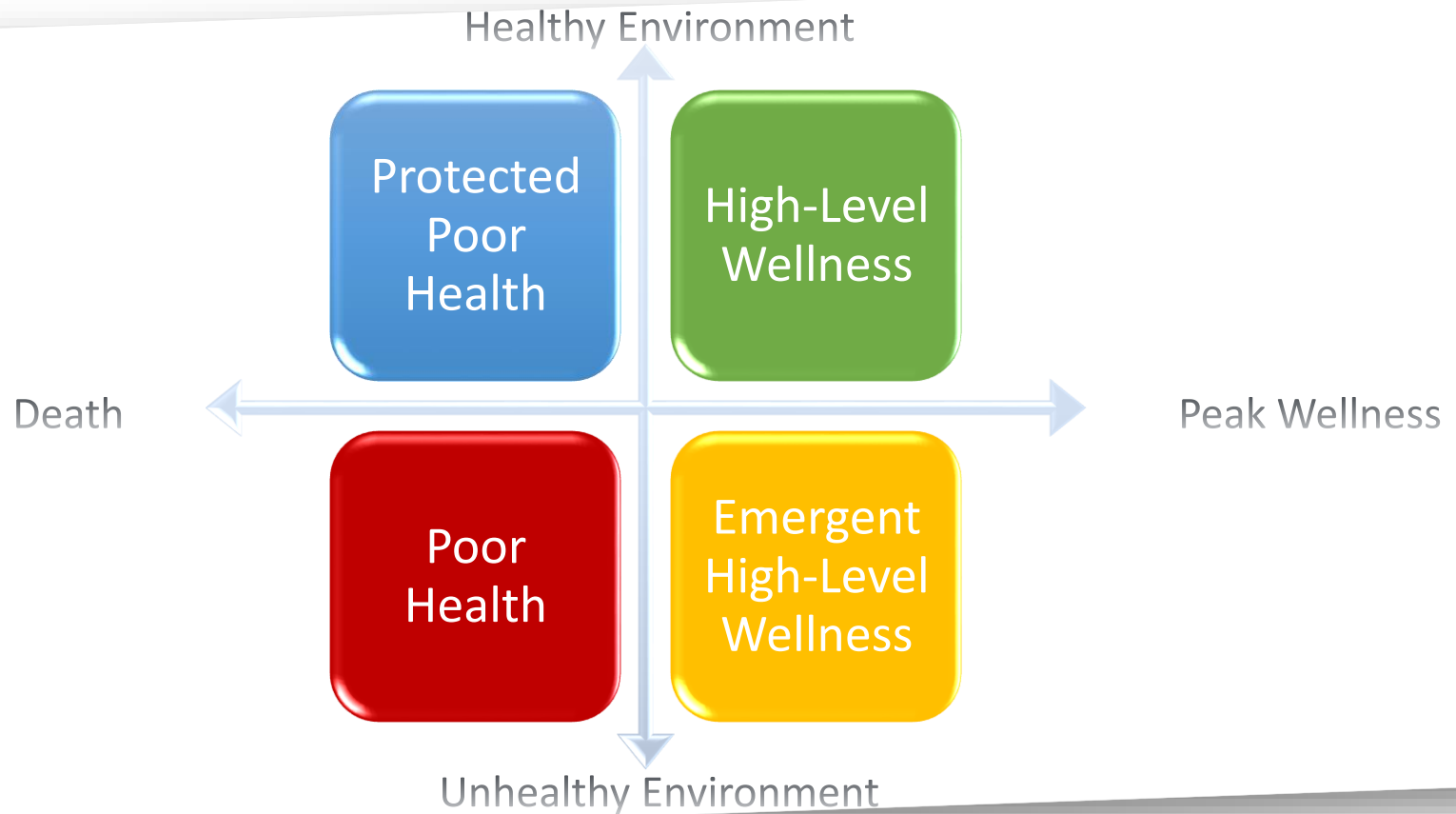
DEFINING WELLNESS



The proper
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Merriam Webster: the quality or state of being in good health especially as an actively sought goal.

Dr Halbert Dunn is known as the "father" of the wellness movement. He defines as "a condition of change in which the individual moves forward, climbing toward a higher potential of functioning"

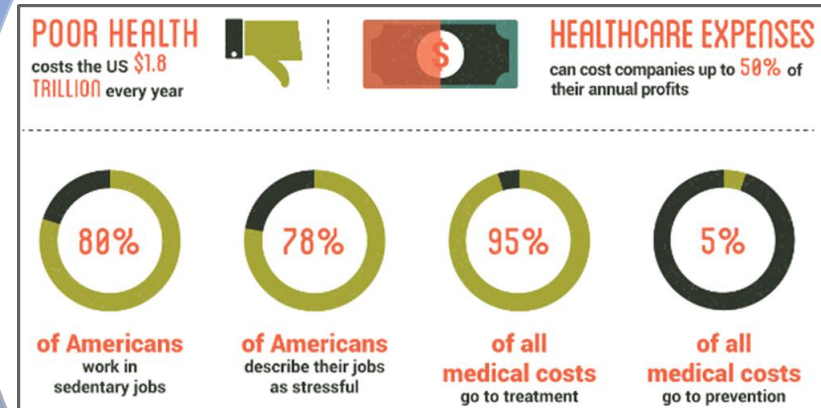


Dr Halbert Dunn's 4 Quadrant Model

From the book: High-level Wellness: A collection of twenty-nine short talks on different aspects of the theme.

Health for Health Sake is a Failed Strategy

- Zip code is the best predictor of health (CDC)
- Industries with workers in poor health are also more likely to be located in communities with poor health (*RWJF/Vitality Institute*).
- Biggest influences on health are friends, family, and neighbors (Gallup)
- A top 5 budgetary line item for workplaces is health care premiums/costs (SHRM)
- Coordination of care is one of the most important factors in driving a successful health improvement strategy (RAND)
- Consequently, COVID-19 survival rates are substantially lower in patients with lifestyle related health factors (WHO).



Low public health financing combined with no or limited collaborative infrastructure equates to a lack of best-practice sharing, poor health alignment at the state or national level, ineffective technology innovation, and limited coordination of care.



“80% of Health Begins at Home”

*- Dr Jerome Adams, US Surgeon General
speaking at the 45th National Wellness
Conference*

Workplaces & communities must work together to create thriving environments to allow individuals to function optimally

State of Wellness: Today

Mostly still physical only programs



State of Wellness: Post COVID-19

Emergence of Financial Wellness

New focus on mental health

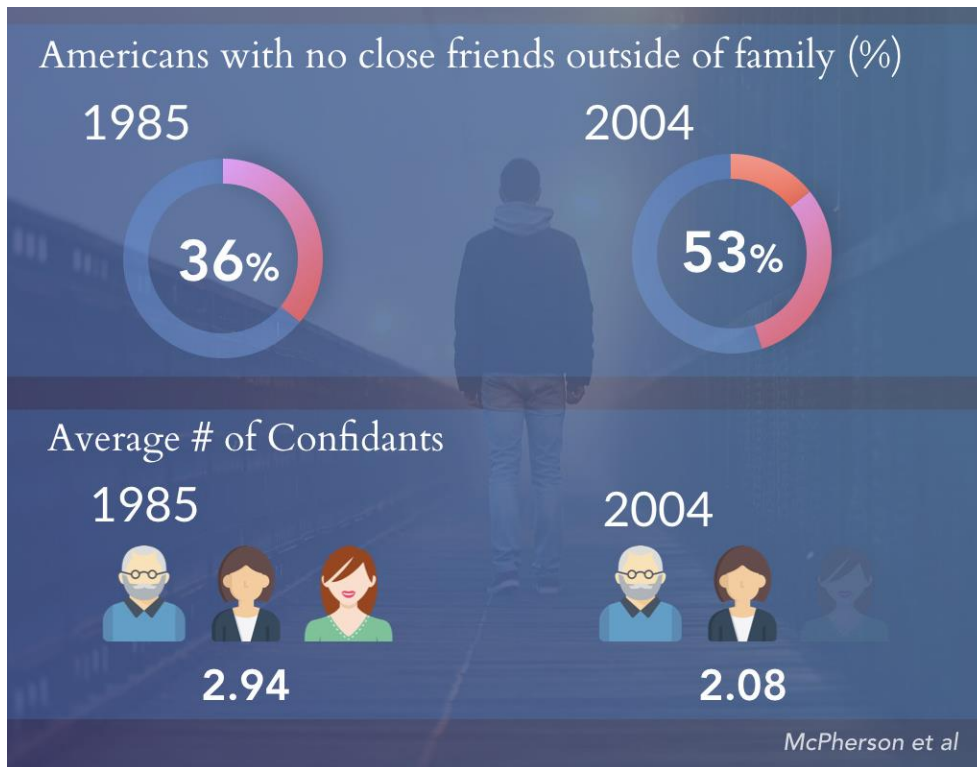


5 Essentials for Financial Wellness

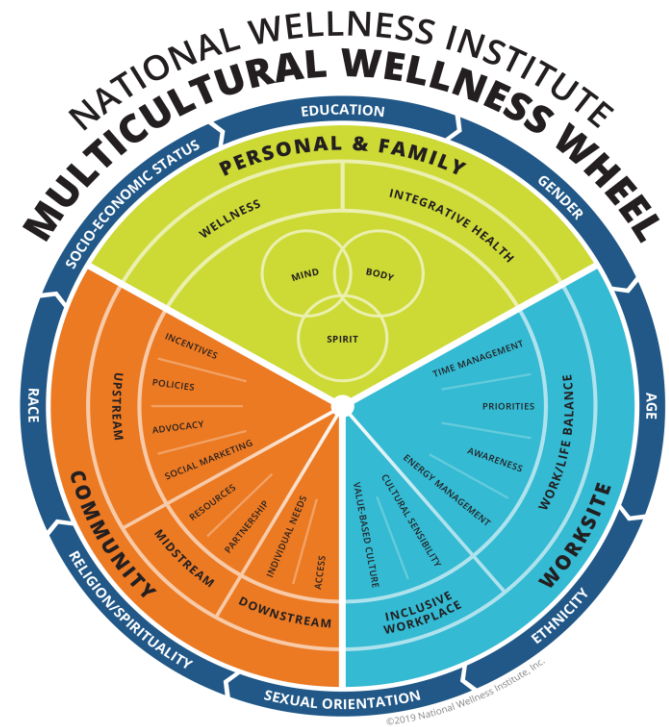


State of Wellness: Tomorrow

Social Isolation is a Health Factor

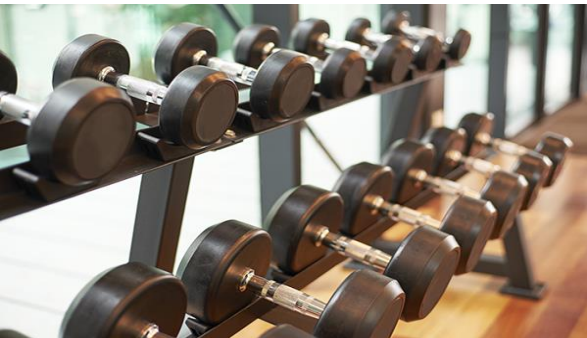


Need for Multicultural Competency



Lots of Work to Do

Mostly still physical only programs



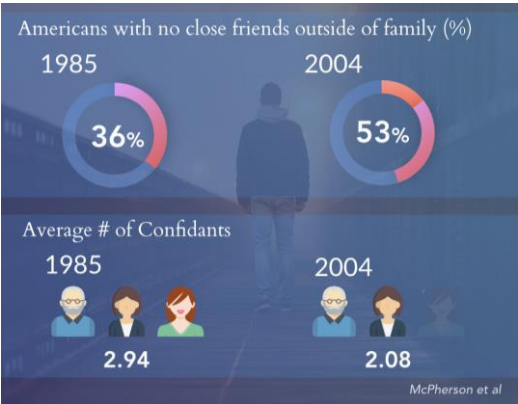
New focus on mental health



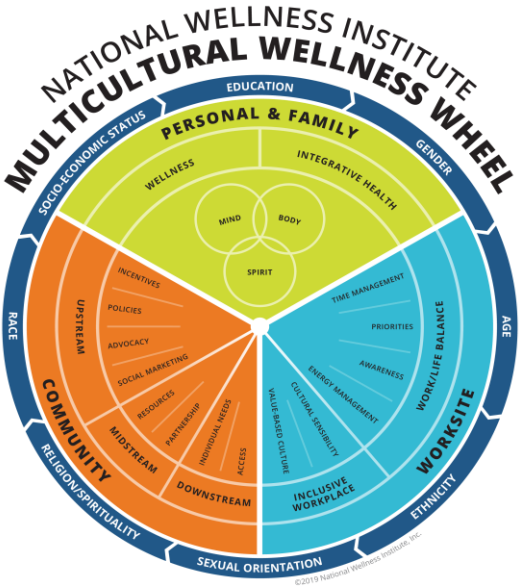
Emergence of Financial Wellness



Social Isolation is a Health Factor

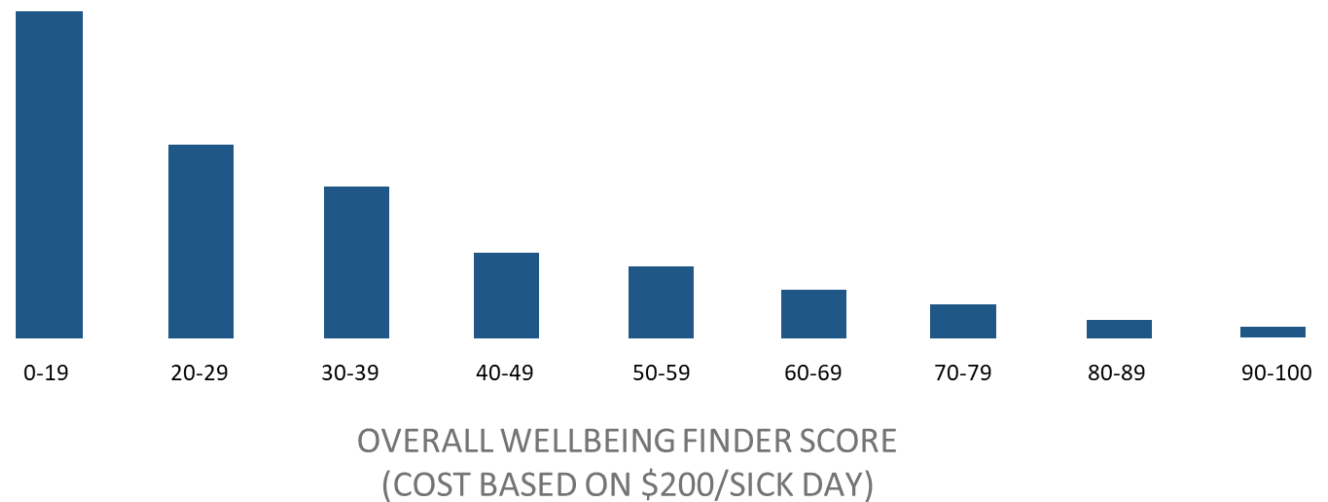


Need for Multicultural Competency



Where
are We
Going?

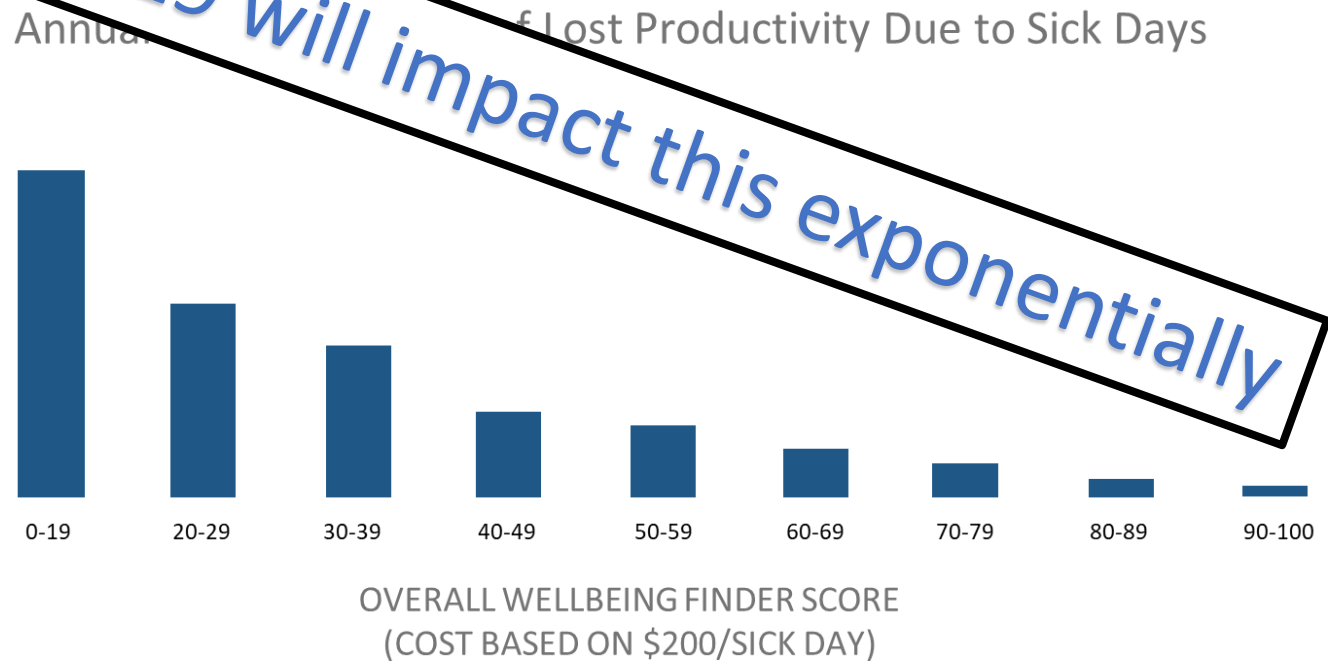
Annual Per-Person Cost of Lost Productivity Due to Sick Days



Source: Rath & Harter. (2010). The economics of wellbeing (p. 2). Gallup Inc.

Where
are We
Going?

COVID-19 will impact this exponentially



Source: Rath & Harter. (2010). The economics of wellbeing (p. 2). Gallup Inc.

The Metrics

Health and Well-being Impact Statement

		September 30, 2018	December 31, 2017
ASSETS			
Current Assets	Note		
Cash		\$ 5,298,311	\$ 657,373
Accounts receivable	5	823,563	890,918
Sales taxes recoverable		430,266	682,506
Inventory	6	5,866,711	8,542,510
Prepaid expenses and other advances		815,975	416,023
Total Current Assets		13,234,826	11,189,330
Property, Plant, and Equipment	7	34,111,225	37,649,275
Total Assets		\$ 47,346,051	\$ 48,838,605
LIABILITIES AND SHAREHOLDERS' DEFICIENCY			
Current Liabilities			
Short-term loans	8	\$ 66,544,058	\$ 64,208,418
Accounts payable and accruals		17,196,112	17,373,835
Interest payable		30,696,499	27,145,356
Due to related parties	9	32,891,780	28,961,281
Liabilities on derivatives	8,9	372,384	159,047
Total Current Liabilities		147,700,833	137,847,937
Total Liabilities		147,700,833	137,847,937
EQUITY			
Shareholders' Deficiency			
Share capital	10	199,146,060	198,483,160
Contributed surplus		67,343,162	55,282,248
Accumulated other comprehensive income		9,399,970	9,194,064
Deficit		(355,799,523)	(344,526,362)
Total Shareholders' Deficiency Attributable to Shareholders of GLG		(79,910,331)	(81,566,890)
Non-controlling Interest	11	(20,444,451)	(7,442,442)
		(100,354,782)	(89,009,332)
Total Liabilities and Shareholders' Deficiency		\$ 47,346,051	\$ 48,838,605

Going Concern (Note 3)

Commitments (Note 16)

See Accompanying Notes to the Consolidated Financial Statements

APPROVED ON BEHALF OF THE BOARD:

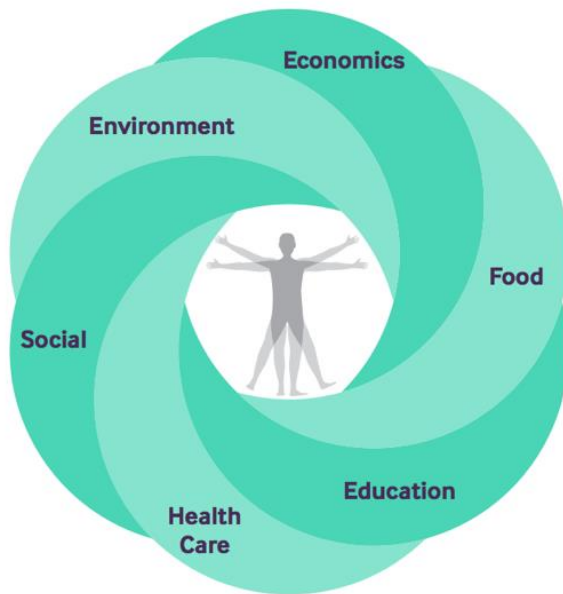
"Paul Block "

"Brian Palmieri "

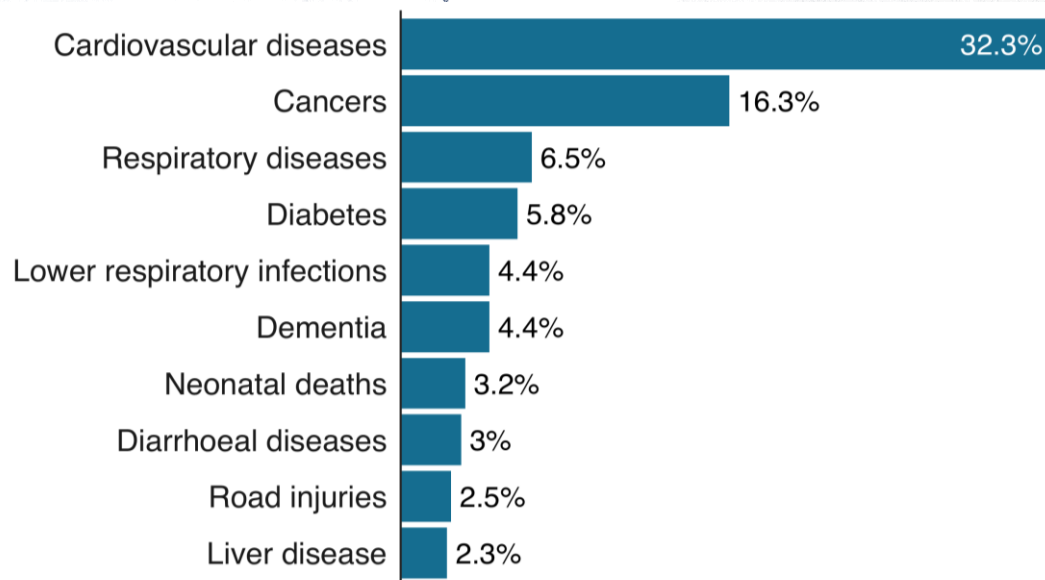
Director

Director

The Metrics – Social Determinants of Health



The Metrics - Traditional Health Outcomes



Source: IHME, Global Burden of Disease, Our World in Data

Widening Our Lens on Wellness—Use a Checklist

One-size fits all mindset is a root cause of ineffective programming

- ✓ Personality
- ✓ Physical and Mental Ability
- ✓ Physical Style
- ✓ Skills and Talents
- ✓ Social Class
- ✓ Customs
- ✓ Education
- ✓ Military Experience
- ✓ Nationality
- ✓ Native Language
- ✓ Occupational Status
- ✓ Ownership of Property



Widening Our Lens—Prepare and Plan

One-size fits all mindset is a failed strategy

- Age
- Ethnicity
- Gender
- Cognitive Diversity and Thinking Style
- Religion/Spiritual Beliefs and Practice
- Sexual Orientation
- Socio-economic Status
- Race
- Disability
- Family Status
- Geographical Area
- Health Status
- Ideology (e.g., political)
- Life Experience



Equality

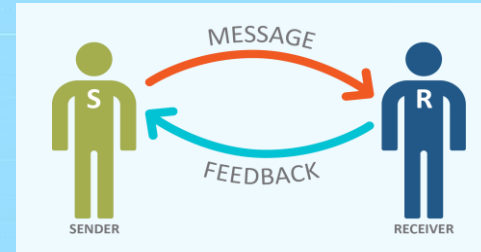
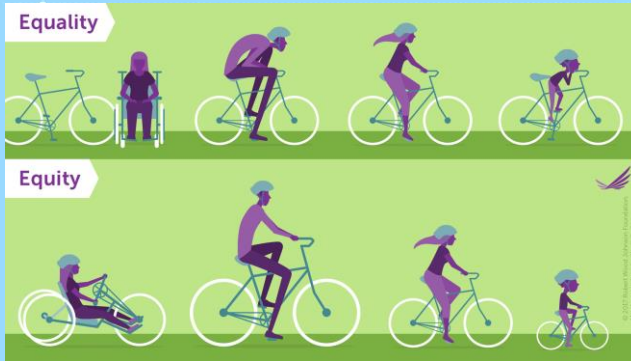


Equity



Widening Our
Lens

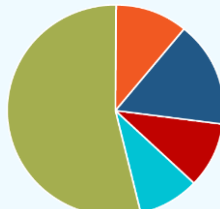
Blueprint for Comprehensive Wellness Program



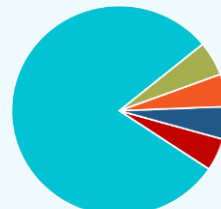
What drives your decisions?



Balanced
(Not necessarily good)



Intuition Driven



Data Driven

- Data
- Intuition
- Customers
- Finances
- Technology



Six Dimensions of Wellness





Multicultural Competency

Increasing inclusiveness within wellness best practices to assist with the development of knowledge, awareness, and skills to deliver equitable and culturally appropriate programs and services for wellness practitioners, organizations, underserved populations, and communities.

Who Do We Need to Reach and Engage?

Example: Characteristics of Adult Cigarette Smokers



Race/Ethnicity
31.8% American
Indians/Alaska Natives
16.6% White



Education Level
40.6% GED
4.5% Graduate degree



Poverty Status
25.3% Below poverty line
14.3% At or above poverty
line



Health Insurance Coverage
28.4% Uninsured
25.3% Medicaid
11.8% Private



Disability/Limitation

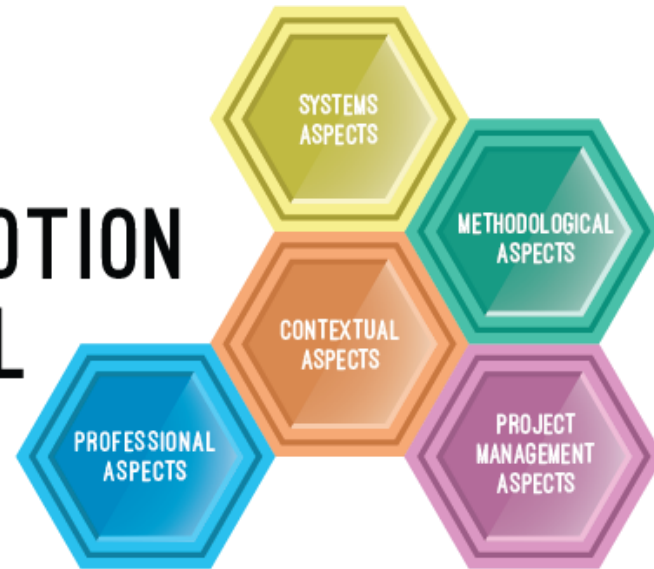


Sexual orientation
20.5% Lesbian/Gay/ Bisexual
15.3% Heterosexual



Serious Psychological Distress

WELLNESS PROMOTION COMPETENCY MODEL



A resource to aid in curriculum development, recruitment, continuing professional development, and certification in the wellness field.

Advance a common understanding of critical success factors and desired behaviors within the wellness profession to facilitate a common culture and standard of practice.

Expanding Definitions

How is wellness viewed within the organization?

- Programs, policies, and procedures?

Wellness and returning to work in the COVID-19 era!

- Fear, feeling safe at work
- Seeking new paradigm in healthy behaviors

The organization must commit to looking beyond clinical health outcomes?

- Definitions must be inclusive of all considerations (as best as possible)



Expanding Definitions

How will wellness be viewed post health crisis?

- Programs, policies, and procedures?

Organizations must train wellness professionals internally to manage wellness comprehensively. Emotional, social, spiritual, intellectual, physical, and occupational

- Building the strategy to lead the change
- Overcoming status quo

Wellness is about how to cope, how to overcome, move from surviving to thriving, and what culture-based tools are available to make it happen.





When "I" is replaced
with "we" even illness
becomes wellness.

Malcolm X



Questions



**National
Wellness
Institute**

Chuck Gillespie, CWP

Chief Executive Officer

National Wellness Institute

chuck@nationalwellness.org

Nationalwellness.org

Passport to Health Wellness Program

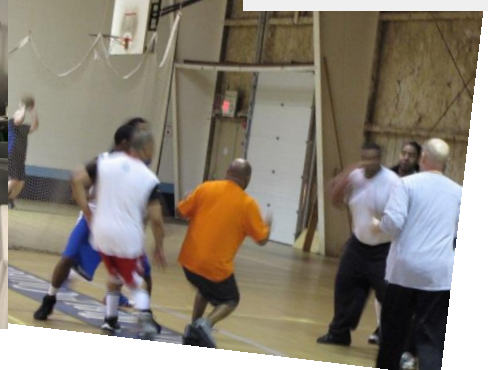
Doctors Community Medical Center



The Journey began in 2012 and continues today!



Engagement at all levels!



DOCTORS
COMMUNITY
HOSPITAL
5th Annual
PINK RIBBON RALLY 2019
OCTOBER 4, 2019
WWW.KLFLOVESPHOTOS.COM

Annual Wellness Challenges

- * Walk Across America
- * Tour of Italy
- * NFL
- * Winter Wonderland
- * February Olympics
- * Huddle Up for Health
- * March Madness
- * Lose It To Win It
- * Think Well
- * Red Heart Day
- * Race the Globe
- * Boot Camp
- * Biggest Winner
- * 24 Hour Marathon
- * 30 Days of Thanks
- * Spring Fling
- * Random Acts of Kindness
- * Step Back in Time
- * Financial Fitness

Programming Components

- * On-site 24 hour fitness center for employees and family members
- * On-site vegetable garden
- * Mothers lactation room
- * One-on-one fitness trainer
- * Zumba fitness
- * Fitness Friday
- * Crochet & Relax sessions
- * Grocery Store Tour
- * Nutrition sessions
- * Pink Ribbon Rally
- * Guided meditation
- * Healthy Bites in cafeteria
- * Walk & Talk with Leadership
- * Paintnite
- * Plant Nite
- * Vision Board Party
- * Barre fitness
- * Blood Drive

Wellness Navigator Team

Navigator Team comprised of the following representatives:

- * Hospital President, Human Resources, Employee Health, Nutritionist, Information Technology and other employees
- * Commitment to monthly/quarterly meetings
- * Support and participate in wellness activities and events
- * Encourage employees to take care of their health

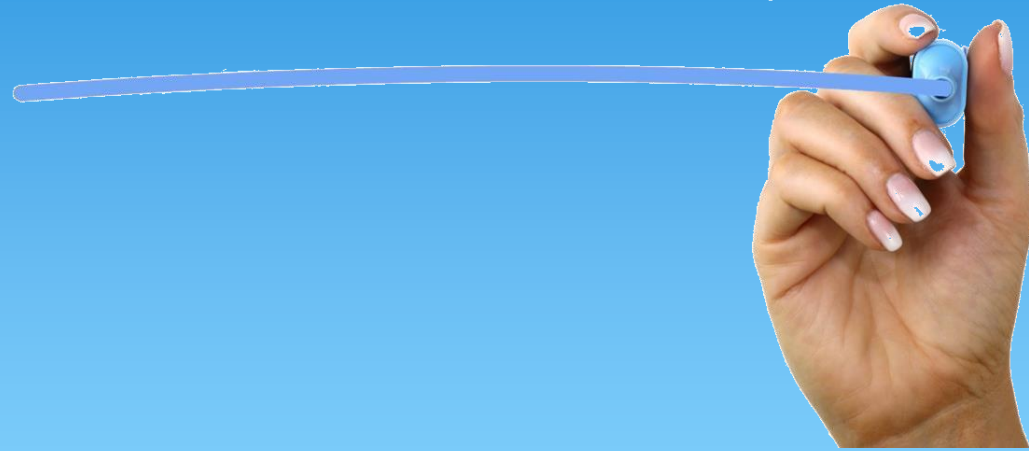


Secrets of Success



Goal: To become the healthiest employer in Maryland

QUESTIONS



Question about the
Doctors Community Medical Center
Wellness Program contact:

Pam Nicholson-Flora
pnicholson-flora@DCHweb.org

Easton Utilities

Empowering our Employees in Health, Safety, and Wellness



Life. Made better.™



“Vision of Easton Utilities worksite wellness is to enhance the quality of life of our fellow employees and their families by providing wellness education and opportunities.”

Wellness Program Progression



Annual Review

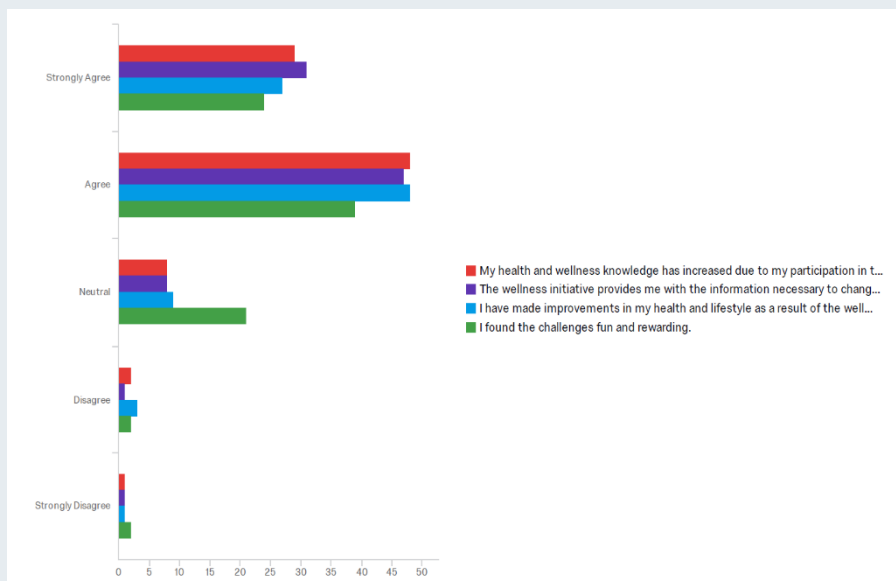
Successes

- HMB Award recipient multiple years
- Increased employee participation year over year
- Below the National Healthcare Trends

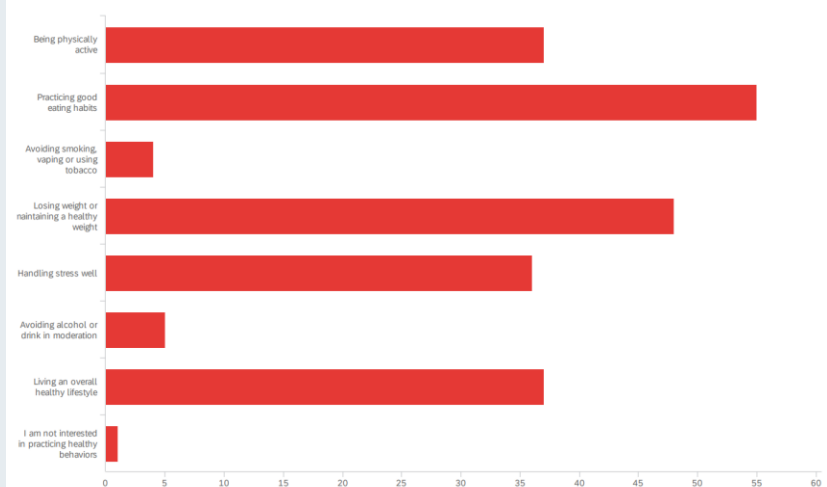
Challenges

- 60% of employees are Field Crews
- Variety in topics
- Available presenters
- Busy schedules
- Lack of interest

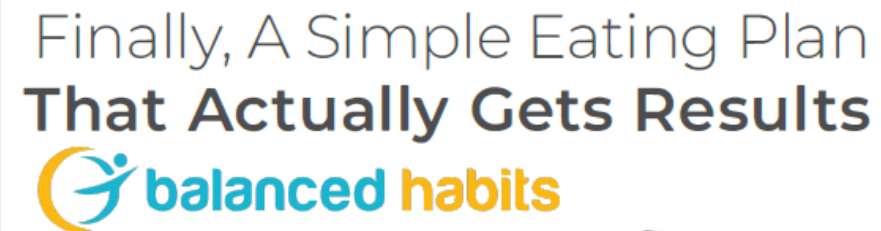
Employee Satisfaction Survey



Q4 - Please indicate the healthy behaviors you would like to improve.



Event Invitations



WHAT IS FMS?

The Functional Movement Screen is an innovative system used to evaluate movement pattern quality for clients and athletes.

The screen is comprised of seven fundamental movement patterns that require a balance of mobility and stability and place the individual in extreme positions where weaknesses and imbalances become noticeable.

BENEFITS

- A consistent and reliable testing method
- Easily identifies movement limitations and dysfunction
- Improves efficiency, durability and performance
- Provides an enhanced foundation for exercise and performance programming.



FUNCTIONAL MOVEMENT SCREEN



Deep Squat
(Functional Movement)

- Assess the bilateral functional mobility and stability of the hips, knees and ankles.



Hurdle Step
(Functional Movement)

- Assess bilateral, symmetrical and functional mobility of the hips, knees and ankles.



In-Line Lunge
(Functional Movement)

- Assess torso, shoulder, hip and ankle mobility and stability, quadriceps flexibility and knee stability.



Shoulder Mobility
(Fundamental Mobility)

- Assess bilateral shoulder range of motion, combining internal rotation with adduction and external rotation with abduction.



Active Straight Leg Raise
(Fundamental Mobility)

- Assess active hamstring and gastroc-soleus flexibility while maintaining a stable pelvis and active extension of opposite leg.



Trunk Stability Push Up
(Fundamental Core Strength)

- Assess trunk stability in the sagittal plane while a symmetrical upper-extremity motion is performed.




Rotary Stability
(Fundamental Core Stability)

- Assess multi-plane trunk stability during a combined upper and lower extremity motion.



Wellness Scorecard

				
EASTON UTILITIES FY20 WELLNESS & SAFETY SCORE CARD				
NAME _____				
To qualify for the corporate incentive payout on our wellness goal, you must have earned 100 or more points from the below scorecard. (Those who do not achieve 100 points will not be eligible for the incentive for this goal).				
*Must achieve 100 or more points				
*Points must be from a minimum of three categories				
*Must be an active employee at the time of payout to receive incentive				
*Incentives are to be formal programs, as defined by EU, health care carrier or your physician				
Activity	Description	Points Value	Points Earned	Cash (\$) OR card (\$)
Health Risk Assessment	Complete the confidential, MetLifeLife Health Assessment including biometric numbers on mycigna.com. Get recommendations based on your health profile to help enhance your health and well-being.	10		\$25.00 G
	Non-Cigna employees only (not a power) complete their provider's HRA.	10		\$25.00 G
Bioelectro Screenings	Cigna Members complete biometric screenings	10		\$50.00 G
	Employees from Cigna complete biometric to a screening	10		\$50.00 G
	Annual Physical from Primary Care Physician	10		\$50.00 G
	Annual Physical from OB/GYN Physician	10		\$50.00 G
	Uk a - "AmWellnessCigna.com" or "MDUHealthCigna.com"	5		
	Preventive Care - Mammogram	5		
	Preventive Care - Colonoscopy	5		
	Preventive Care - Other	5		
	Vision Exam	5		
	Dental check-up and cleanings 5 points each. Visits during the quarter before and after FY20 may be included up to 10 points	10		
Preventive Care Visit	Attend on-site wellness & safety seminars. (Print from Kiosk on Poster)			
	1)	5		
	2)	5		
	3)	5		
	4)	5		
Seminars (no maximum)	Participate in wellness & lifestyle seminars (subject to change)	10		get in full by EU up to \$50.00 G
	Complete approved Smoking Cessation Program	10		
	Member complete MetLifeLife activities	10		
	Gym attendance, EU Fitness room or run/walk file with GPS tracker for 60 to 119 sessions (30 minute minimum workouts)	5		\$100.00 C
	Gym attendance, EU Fitness room or run/walk file with GPS tracker 120 to 179 sessions (30 minute minimum workouts)	10		\$200.00 C
	Gym attendance, EU Fitness room or run/walk file with GPS tracker 180 or more sessions (30 minute minimum workouts)	10		\$300.00 C
Lifestyle Improvement (no maximum)	Participate in & Complete Wellness Program offered by EUUC examples			
	Company Sponsored Healthy Lifestyle Program	10		
	Fall EU Family Fit	5		
	Plant and Maintain an EU Garden	10		
	Hearts Don't Stop Challenge	10		
	Company Sponsored Walking Challenge	10		
	National Walk @ Lunch Day	5		
Wellness Events/Challenges (no maximum)	Participate in a community focused physical event. Examples include:			
	Rickshaw League	5		
	Ride to End Hunger (Monday, Four de la Brea)	5		
	YMCA Chesapeake Run for Hospice	5		
	Bank in the Park	5		
	EVFD "Stop, Drop & Run" 5K	5		
	Across the Bay 10K	5		
	Parkrun	5		
Community Engagement (Physical Activity) (no maximum)	Participate in a community focused event. Examples include:			
	Join on Reading Participation	5		
	Endorsing for a Non-Profit Organization	5		
	Serve as Boardmember for Local Organization	5		
	Volunteer Member	5		
Community Engagement Volunteer or work max of 8 points	Have and/or continued growth of our wellness and safety program			
	Complete end of year wellness program assessment	5		
	Participate as member of wellness committee	5		
	Participate as member of events committee	5		
	Participate as safety committee member attending 80% of monthly mtgs	10		
	Participate as safety committee member attending less than 80% of monthly mtgs	5		
Wellness Program Involvement		300	0	

TENTATIVE WELLNESS & SAFETY SCHEDULE FY20

DATES SUBJECT TO CHANGE			
Month	DATES SUBJECT TO CHANGE	Topic	Points
JUL	Wednesday, July 10, 2019	Securian Website and Features for Employees	5
AUG	Thursday, August 1, 2019	REPLAY - Securian	5
SEP	Tuesday, September 24, 2019	Functional Movement Screenings	5
OCT	Thursday Oct 3 and Friday Oct 4	Biometric Screenings (Cigna)	10
	Thursday Oct 3 and Friday Oct 4	Flu Shots	5
	Thursday, October 10, 2019	5K Fall Family Fun Run	5
	Oct 12 - November 30	Health Risk Assessments (Cigna)	-
	Thursday, October 24, 2019	Stop the Bleed Training	10
NOV	Thursday, November 7, 2019	Stop the Bleed Training	-
	Tuesday, November 19, 2019	Maintain Don't Gain Kickoff Presentation	5
	Thursday, November 21, 2019	Great American Smokeout - Cold Turkey Day	5
	Thursday, November 21, 2019	MDG Weigh-In (Brad Sutcliffe)	-
	Thurs Nov 21 through Tues Jan 9	Maintain Don't Gain Program	-
DEC	December	Maintain Don't Gain Continues	-
JAN	Thursday, January 9, 2020	Maintain Don't Gain Ends - Weigh-out	5
	Tuesday, January 14, 2020	Healthy Lifestyle Program Kickoff - Balanced Habits	10
	January 29 & January 30	Stress Management	5
	Tuesday Jan 21 - Tuesday Feb 25	Healthy Lifestyle Program	-
FEB	Tuesday, February 18, 2020	Cardiovascular Health	5
	Tuesday, February 25, 2020	Healthy Lifestyle Program Completed	10
MAR	Tuesday, March 3, 2020	First Aid/CPR/AED Training	5
	Thursday, March 12, 2020	First Aid/CPR/AED Training	5
	Tuesday, March 17, 2020	Gradfin - Student Loan Refinancing Presentation	5
	Tuesday, March 24, 2020	Asthma & Sleep Apnea	5
APR	Tuesday April 1 - Tuesday April 30	Walking Challenge	10
	TBD	Alternative Med (Acupuncture/Essential Oils/Massage)	5
	Wednesday, April 29, 2020	National Walk at Lunch with Eat Sprout (Smoothies/Kombucha)	5
	Tuesday, April 30, 2019	Distraction and Impaired Driving	5
	Spring/Summer	Employee Gardens (Plant, Maintain & Harvest)	10

TENTATIVE WELLNESS & SAFETY SCHEDULE FY20

DATES SUBJECT TO CHANGE			
Month	DATES SUBJECT TO CHANGE	Topic	Points
MAY	TBD	Brain Health (Alzheimer Awareness)	5
	TBD	Brain Health (Alzheimer Awareness)	5
	Wednesday, May 20, 2020	REPLAY - Asthma & Sleep Apnea	5
JUN	Tuesday, June 9, 2020	REPLAY - Cardiovascular Health	5
	Monday, June 15, 2020	REPLAY - Gradfin Student Loan Refinancing	5
	All Year	PARTICIPATE IN WELLNESS COMMITTEE	5
	All Year	PARTICIPATE IN EVENTS COMMITTEE	5
	Tuesday, June 30, 2020	ANNUAL WELLNESS SURVEY	5
	All Year	PARTICIPATE IN SAFETY COMMITTEE	5/10
ALL YEAR EVENTS	all year as many as you like 5 points each	Community physical events such as:	
		Relay for Life	5
		10K Across the Bay	5
		YMCA - Chesapeake Run for Hospice (Turkey Trot)	5
		EVFD Stop, Drop & Run 5K	5
	Max of 5 points awarded	Bark in the Park	5
		Kickball League	5
		TCYP Paddle Jam	5
		Various Other Activities	5
		Community events (non physical)	
		Boardmember for Local Organization	5
		Volunteer Work	5
	TeleHealth	Don't forget Cigna or other lifestyle improvement programs	
		EmWell or MDLive	5
		Online	10
		Telephone	10

**Employees are your greatest asset.
A healthy, empowered employee will positively
impact your bottom line.**



Worksite Wellness Awards

On The Path – Level Ranking

- Merkle Response Management Group
- MedStar Health Research Institute
- Northrop Grumman
- Saval Foods



Bronze – Level Ranking

- Shore United Bank



Silver – Level Ranking

- City of Havre de Grace
- University of Maryland, St. Joseph Medical Center
- Talbot County Government
- Caroline County Public Schools
- St. Mary's County Department of Social Services
- AstraZeneca-Gaithersburg
- Anne Arundel County Government



Silver – Level Ranking, cont.

- Maryland University of Integrative Health
- Anne Arundel County Public Schools
- Dorchester County Department of Social Services
- Plamondon Companies
- Allegany College of Maryland
- Salvere Health and Fitness



Silver – Level Ranking, cont.

- Pompeian Inc.
- 14 W Administrative Services, LLC
- Leidos Biomedical Inc.
- Venable LLP
- Johns Hopkins Applied Physics Laboratory



Gold – Level Ranking

- City of College Park
- Carroll County Health Department
- Garrett College
- CBIZ, Inc.
- A2LA
- Choptank Electric Cooperative
- WSSC Water formerly know as Washington Suburban Sanitary Commission
- Battelle National Biodefense Institute



Gold – Level Ranking, cont.

- Queen Anne's County
- Frederick Health
- Charles County Government
- Western Maryland Hospital Center
- Frederick County Health Department
- Medifast Inc.



Gold – Level Ranking, cont.

- Everbright Pacific LLC dba Wisp Resort
- Corporate Office Properties Trust
- Doctors Community Hospital
- AstraZeneca-Frederick
- The Arc of Washington County
- University of Maryland, Baltimore



Gold – Level Ranking, cont.

- Easton Utilities
- Hub Labels
- Howard County Government
- CareFirst BlueCross BlueShield
- Adventist Healthcare
- Hood College
- Atlantic General Hospital



Gold – Level Ranking, cont.

- Washington County Health Department
- Frederick County Public Schools
- AOPA
- Montgomery County Public Schools
- MedStar St. Mary's Hospital
- Maryland Public Television



Gold – Level Ranking, cont.

- Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc.
- Legal & General America
- ChristianaCare, Union Hospital
- Hyatt Regency Chesapeake Bay



Kristi Pier

**Maryland Department of
Health**



THANK YOU!

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