



Welcome! The meeting will begin shortly.

Announcements

- Thanks for joining!
- All participants will remain muted for the presentation
- Use the chat box for questions

Moderators for today's meeting include:



Claire Hahn – ABGOH Chair



Mary Faria – MHFC Chair

Agenda

- Announcements & Introductions
- MTNA Winner's Spotlight
 - ▣ Kyle Yarkosky
 - ▣ Aaron DeLaO
 - ▣ Jayne Frasure
- Questions & Answers with Panelists
- Closing Remarks



Today's Panelists



Kyle Yarkosky

Wellness Program Manager

Capital Metro Wellness



Aaron DeLaO, MPA

Director of Health Initiatives

Foundation Communities



Jayne Frasure, MBA, SPHR

Human Resources Manager

Baylor Scott & White Health

Capital Metro Wellness



METRO

WELLNESS

Overview

- Three full-time wellness staff
 - Professionally managed by EXOS
- Three onsite fitness centers
- Population breakdown: ~2,000 employees
 - 75% bus operators, 15% vehicle maintenance, 10% administration
- Key Health Factors:
 - Obesity, cardiovascular disease, stress, musculoskeletal injuries, tobacco use

EXOS[®]

COVID-19 Impact

- Bus operators are public-facing
- High rate of comorbidities to COVID-19
- Labor shortage



Responses – Public Safety

- Installed barriers between drivers and passengers
- Waived fares
- Back of the bus boarding
- Face masks required for all passengers
- Enhanced cleaning



Responses – Community Impact

- Buses Delivered Food to Vulnerable Members of Community
 - 22,500 volunteer hours
 - 1,019,268 meals delivered
- Winter Storm Response
 - Water delivered to 1,296 Austin households
 - 466 passenger trips to warm shelters for unhoused individuals
- Blood Drives
 - 3 onsite blood drives with We Are Blood (44 total donations)



Responses – Community Impact



Responses – Workplace Wellness

- Hybrid Wellness Program:
 - Reopened fitness centers September 2020
 - Capacity limit, temperature checks
 - Increased equipment spacing and “workout zones”
 - Outdoor workouts
 - Virtual Wellness
 - Fitness classes
 - Mindfulness sessions
 - Consultations
 - Over 3,000 individual engagements
- Continuous Partnership with Onsite Cafeteria
 - \$2,000 in healthy menu discounts per month



Responses – Workplace Wellness

- Provided Onsite COVID-19 Vaccines for All Employees
 - Tailored to unique schedules: 4-8am, 4-8pm
 - 503 employees vaccinated onsite
 - 8 hours of bonus pay
- EAP Promotion
 - 17% of employees took advantage of EAP resources (nat'l avg: 2-4%)
- Vaccine Promotions on Buses





METRO

THANK YOU!

Foundation Communities Employee Wellness Program

Mayor's Health and Fitness Council and Austin Business Group on Health
Moving the Needle Award presentation 10/29/21

Health Initiatives Department

Aaron DeLaO, Director of Health Initiatives

aaron.delao@foundcom.org



FOUNDATION
COMMUNITIES

Employee Wellness Program Overview

Go365 Rewards Program

- ▶ Foundation Communities (FC) partners with Humana, our insurance carrier, to deliver a holistic wellness program called Go365
- ▶ Go365 encourages participants to proactively manage their own health through preventative care and healthy lifestyle behaviors through an app-based rewards program
- ▶ An FC-dedicated program manager maintains regular communication with employees about upcoming Go365 events and provides 1:1 employee support to personalize their plan and activate health and wellness goals

Employee Wellness Events

- ▶ FC provides, on-site employee wellness events to create a convenient access point to preventative care services
 - ▶ This includes vaccination and mammography clinics, biometrics screening, vaccines, and fitness events
- ▶ Mindfulness moments, stress reduction workshops and skills building sessions



Pandemic Programming

Wellness

- Continued access to preventive services via virtual wellness sessions on timely, pandemic-oriented topics (e.g. coping with stress, resilience)
- Weekly mindfulness moments to inspire calm, presence, and connectedness during the work day
- Rewards for telemedicine visits and at-home workouts through Go365
- Weekly COVID-19 specific emails about pandemic staging, testing, vaccines, and resource support

COVID-19 Vaccines

- Employee-to-employee education campaign to encourage confidence in the COVID-19 vaccine
- Individualized employee support for vaccine access and appointment scheduling
- T-shirt distribution to employees receiving the vaccine through an FC-sponsored vaccine clinic to drive awareness and confidence

COVID-19 Safety

- Through a cross-departmental taskforce, adjusting operational policies and procedures to abide with ever-evolving guidance from the CDC and the City of Austin regarding COVID-19 protocols
- Maintaining up-to-date communication, signage, sign-in sheets, and PPE supply complying with the latest guidance from public health authorities
- Continued mask enforcement at FC facilities throughout the entire pandemic
- Employee vaccine incentive program for fully vaccinated employees in the fall of 2021
- Mandatory vaccine policy for all FC employees in December 2021

Best Practices and Take-aways

- ▶ **Regular, transparent, and consistent communication**
 - ▶ Weekly or bi-weekly emails with COVID-19 updates in community and organization
- ▶ Focus on **holistic health** including physical, emotional, and mental health
 - ▶ Mindfulness moments (started as daily, then 4x week, then as needed)
- ▶ Host **onsite vaccination clinics** when possible, including FLU vaccines
 - ▶ Are there partnerships you can create to make this happen?
- ▶ **Data-driven decision-making** where possible leveraging employee surveys and evidence-based research
- ▶ **Flexibility and pivoting as needed**, while also maintaining consistency in how decisions are made (e.g. adhering to established public health organizations' guidance)
- ▶ Maintaining a cross-department forum for ongoing communication about employee-based issues related to the pandemic
- ▶ Creating **policy alignment across departments** as much as possible while also allowing for department autonomy in operational decision-making





Baylor Scott & White Health

Wellness Program - THRIVE



Wellbeing Assessment

- Annual opportunity to empower employees to consider their well-being status and establish health goals.
- Assessment is used to target programs to address greatest areas of need to help employees achieve their wellness goals.



One Simple Idea

To provide employees and spouses with the health and wellness tools and support they need to thrive.

Focus on 5 key pillars of health

- Physical
- Emotional
- Social
- Financial
- Professional



Events

- Wellness Coaching program certified by the Nation Council on Quality Assurance since 2017
- Weekly meditation events
- Virtual painting classes, book clubs and crocheting sessions
- “Power Talk” series allows employees a place to be open and honest about struggles
- Virtual “self care retreat”



Ongoing Support

- Peer Support
 - Team members in all locations
 - Get the “right” support
 - For team members undergoing personal or work stressors
- Free access to Headspace app



Takeaways

- **Ask what the team wants/needs**
- **Pivot to support in specific moments**
- **Offer variety**



Questions & Answers

- Use the chat box to send your questions or experiences with COVID-19 Vaccinations and the Workplace to the Moderators
- A moderator will read questions as they are submitted



In Appreciation



Claire Hahn
ABGOH Chair since
2020

Announcements

- Thank you to our speakers – Kyle, Aaron, Jayne!
- Today's presentation will be posted to the MHFC website.
- Session evaluation in the chat box.
- ABGOH Member planning survey will be emailed to you in November.

Wishing you a happy & healthy holiday season!

