

The logo for Austin Business Group features the word "AUSTIN" in a serif font. The letters "A", "U", "S", and "T" are blue, while "I", "N", and "I" are red. A red swoosh underline starts under the "A" and ends under the "I". A blue five-pointed star is positioned above the second "I". Below "AUSTIN" is the text "BUSINESS GROUP" in a black serif font. Underneath that is the phrase "ON HEALTH" in a smaller black serif font, flanked by horizontal lines on both sides.

AUSTIN  
BUSINESS GROUP  
— ON HEALTH —

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:



Tammy Killebrew – ABGOH Co-Chair



Cristina Garcia – ABGOH Co-Chair

# Agenda

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- Announcements & Introductions
- Panelist Discussion
- Program Highlights
- Questions & Answers
- Closing Remarks

Please have your  
phones ready so we  
can connect



# Welcome Panelists



**Vicki Parsons,**  
Director of Ballet  
Austin's Butler  
Center for Dance  
& Fitness

Ballet Austin



**Bianca Enriquez,**  
Senior Health  
Program Manager

Foundation  
Communities



**Kyle Yarkosky,**  
Wellness Program  
Manager

Capital  
Metro/EXOS



**Chris Vykukal,**  
Wellness  
Coordinator

City of Austin

# Let's Connect!!

Text ABGOHADMIN040 to 22333 to join the poll; once you are connected you will receive a text in return indicating you have joined the group.



# Discussion

# Panelist Program Highlights



BALLET  
AUSTIN

# A Culture of Being Active For a Healthier Workplace

Vicki Parsons



# Ballet Austin



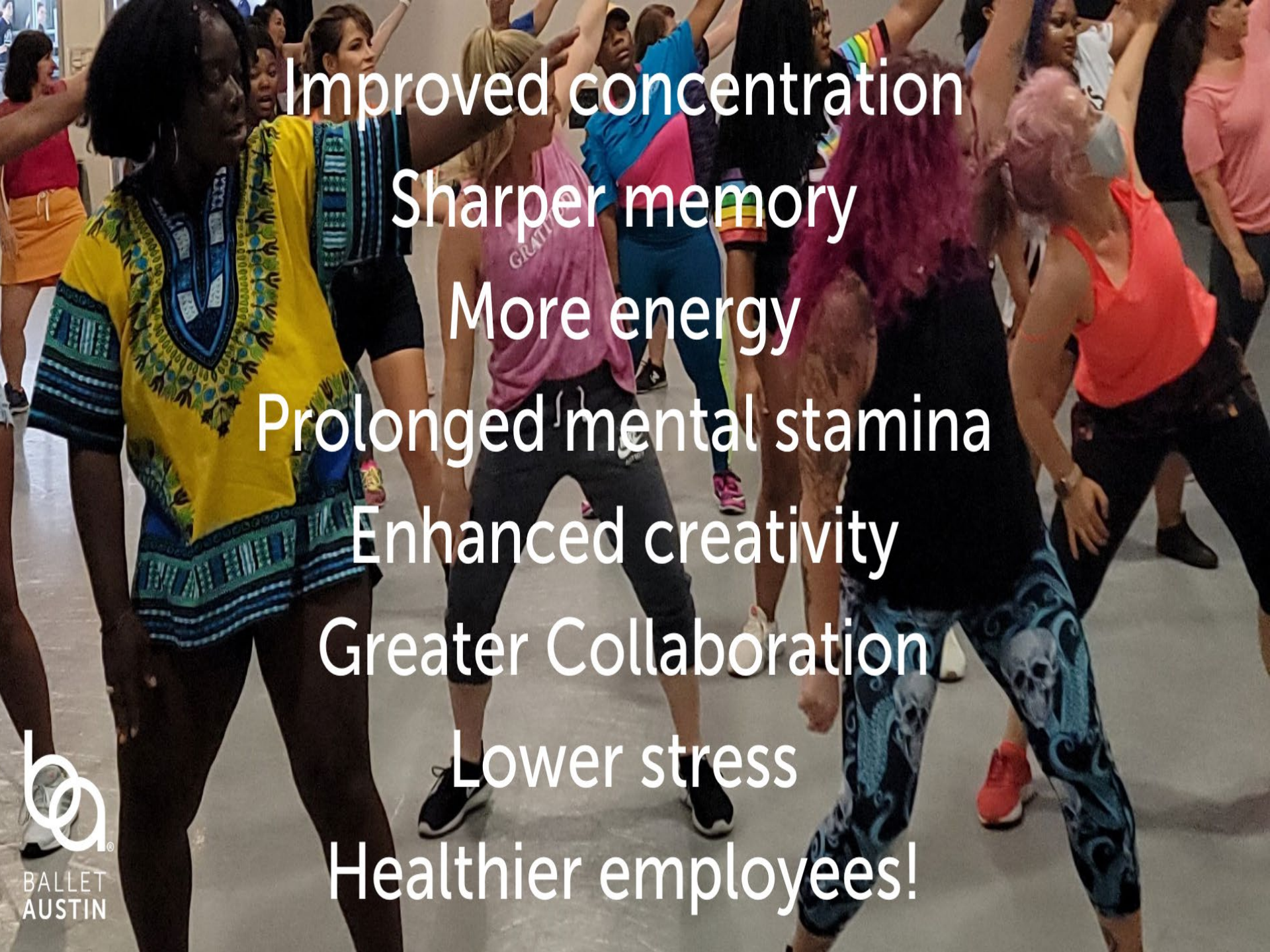
# Why a Culture of Being Active is a Priority at Ballet Austin

- Health and well-being of our employees requires a *physical activity* component
- Because...Studies indicate that our mental firepower is directly linked to our level of physical activity
- Physical activity helps to elevate mood, which has serious implications for workplace performance
- Evidence suggests that exercise *during* regular work hours boosts performance, resulting in managing time more effectively, being more productive, and having smoother interactions with colleagues.
- Employees go home feeling more satisfied at the end of the day



BALLET  
AUSTIN





Improved concentration

Sharper memory

More energy


Prolonged mental stamina

Enhanced creativity

Greater Collaboration

Lower stress

Healthier employees!

A decorative vertical bar on the left side of the slide, consisting of a dark grey upper section and an orange lower section. In the bottom-left corner, there is a white graphic of three overlapping circles.

# How We Promote a Culture of Physical Activity Amongst Employees



90% of Administrative staff have a standing desk





Take the Stairs



GET OFF EMAIL and  
Walk to Talk with  
Co-workers when  
able





**FREE Onsite Dance, Fitness & Pilates Classes 7 Days a Week**

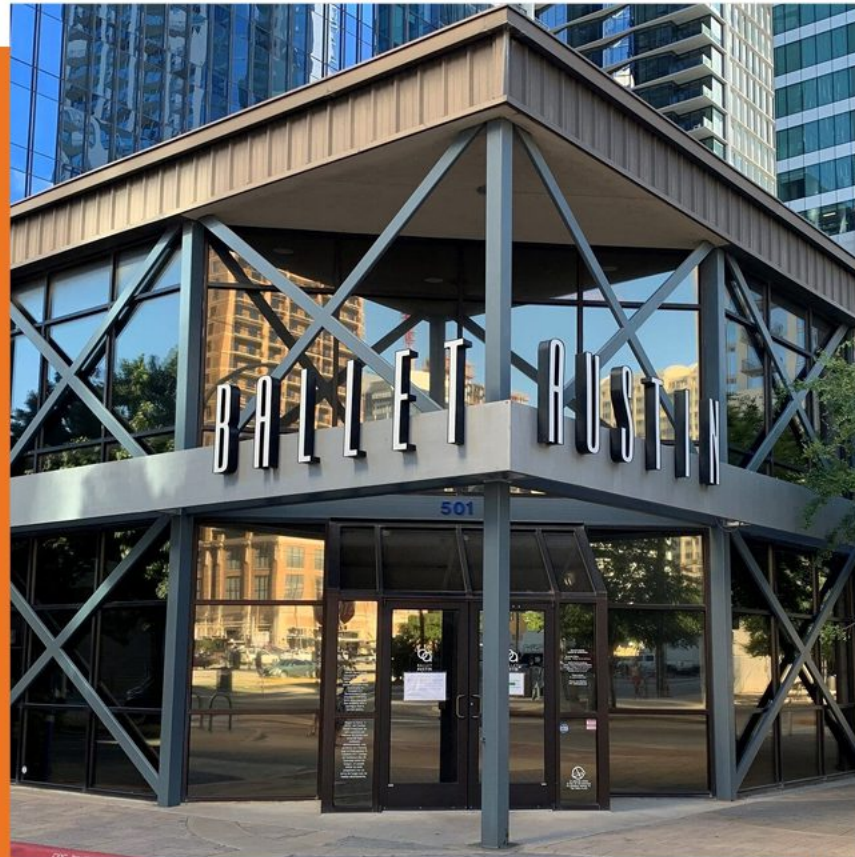


# STEPS FROM



Walking is encouraged at any time during the day.

Ballet Austin has developed a WALKING MAP of downtown Austin measuring steps and distance to various destinations from Ballet Austin.



Ballet Austin's mission is to involve and strengthen our community through the creation and experience of dance and the encouragement of health and well-being.

# Walking alone or walking meetings



# SIMPLE WAYS TO ENCOURAGE MOVEMENT THROUGHOUT THE DAY

- Stand while talking on the phone. Phone rings...stand up! A trigger!
- Move trash cans and office supplies out of reach so you have to get up to use them
- Take a standing “break” every 30 minutes. If sitting all day, stand up every 30 minutes for 1 minute of standing to give both brain and body a recharge
- Keep a resistance band or hand weights at your desk for added movement when possible
- Trade inter-office email, texting and phone calls for **walks to other desks or offices.**
  - Start a “*NO Email Initiative*” unless a documented communication is needed.
- Drink a lot of water! Walk often to **fill up you water bottle** - Laws of nature will then kick in and get you up and walking even more!
- 2 to 3 minute power walks around the building or outside a few times a day







BALLET  
AUSTIN

# What if...

Wellness was built directly  
into the Workplace  
DNA...instead of being  
*programmed* for us?

# To Get there...How Does This Play Out in The Day to Day?

- Employers must understand what it means to TRUST their team members
  - TRUST ASSUMES THAT EVERYONE IS GETTING THEIR WORK DONE - IN FACT MORE EFFICIENTLY and EFFECTEVELY
  - Be okay with employees taking physical activity breaks and trust they will be better for it!
  - Outcomes and productivity are the measurement
    - (if they are not getting the job done...then that is a different issue)
- Employees have to understand their role in acting in a trustworthy manner
  - “Doing your job is part of your job” RIGHT?
  - Put your best foot forward! Do the work! When you do the work...  
...the you can get up and walk or work out knowing the work gets done!
- Colleagues play a role here too! Quit judging, counting, talking about what others are doing or not doing – especially when doing something healthy!
  - When you see your co-worker out for a walk our taking a class JOIN THEM or go about your own business of doing *your* job..



**Thank you!**



FOUNDATION **COMMUNITIES**

# HEALTH INITIATIVES

Health Education & Preventive Services



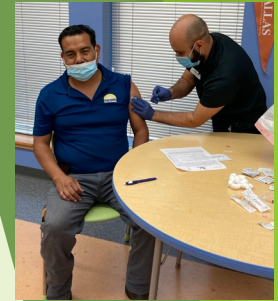
# Health Education

- ▶ Health & Wellness Newsletter - monthly
  - ▶ Monthly Observances - provide information, activities and resources on topics
  - ▶ Employee Wellness program updates
- ▶ Mindfulness Workshops- The Science of Burnout and Creating a Respectful Workplace
  - ▶ Free weekly meditation
- ▶ One-on-one consultations with staff regarding health questions or concerns
  - ▶ Employee Wellness Manager & Community Health Workers to provide health resources.
- ▶ COVID-19 outreach & Education
  - ▶ Dashboard on employee portal with updated information and resources
- ▶ Wellness Platform
  - ▶ We utilize a wellness platform for those on medical benefits
- ▶ Nutrition & Physical Fitness
  - ▶ Nutrition education and resources provided
  - ▶ Free Fitness classes provided



# Preventive Services

- ▶ **Biometric Screenings** - offered onsite monthly, in-home kits, or through local clinics
  - ▶ Blood Pressure, Cholesterol, A1C (Blood sugar), BMI and Nicotine
  - ▶ Onsite biometric screenings are held during work hours for staff convenience. Employees do not have to take their personal time off, so there is minimal interference with work and personal schedules.
  - ▶ 63% of employees received a biometric screening in the past year
- ▶ **Preventive Health Screenings** -
  - ▶ Mammogram Mixer - 71% of eligible employee received a mammogram. Partnership with St. David's Breast Center provides a unique, but comfortable experience during mammogram.
  - ▶ Prostate Cancer screening for men - finger stick done onsite for eligible members.
  - ▶ 73% of employees completed an online Health Assessment
- ▶ **Vaccines - Onsite Flu and COVID Clinics**
  - ▶ 54% of employees received a flu vaccine
  - ▶ 90% of employees received a COVID vaccine



# CapMetro

## CapMetro Wellness Nutrition Program

11/4/22

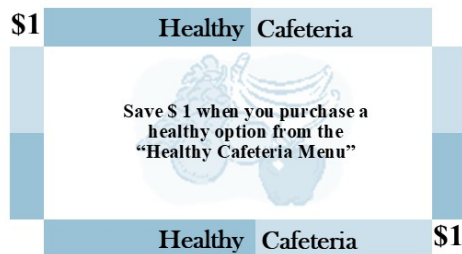
# Employee Population Overview

- Approx. 2,000 employees
  - 75% bus operators
  - Health risks
  - Challenges
    - Schedule
    - Accessibility
    - Education/awareness



# Healthy Cafeteria Coupons

- Onsite Cafeteria Overview
  - Healthy Menu Options
- Coupon Program
  - How they are distributed
- Engagement



## Smoothie Menu

\$4.99 Each  
(\$1 off with Healthy Options Coupon)

Banana  
Strawberry  
Pineapple  
Mango  
Mixed Berry

Additional fruits: \$0.50  
Add Protein: \$1.00



# Fresh Food Boxes To Go

- Program Date: February 2022
- Partnered with Good Apple
  - Weekly box of fresh produce
  - Weekly Journal
  - Boxes donated to community
- 26 Participants
- Feedback:
  - 100% satisfaction
  - Loved the variety & recipes
- Plans for 2023



**CapMetro**

**Thank You!**



# City of Austin Keeping Wellness Relevant





# The New Normal

- Majority of employees are teleworking
- In-person events have gone virtual
- Turnover from great resignation
- Employees are dealing with burnout
- Mental health issues are at an all-time high

# How We Are Pivoting

- Onsite and mobile City Health Clinics (virtual appointments available)
- Promoting EAP and BCBS mental health resources
- Adding mental health services to City Health Clinics
- Adding a second City Health Coach
- Adding virtual components to all programs
  - Seminars to webinars
  - Health coaching
  - Tobacco cessation coaching
  - Fitness challenges (Health Code, ITT)
  - PE You Tube Channel with virtual fitness classes

# Outcomes We Are Seeing (2022)

- Conducted 372 health coaching sessions with a 99% satisfaction rate
- Conducted 50 wellness webinars with 6,491 attendees
- Engaged 3,490 employees in over 10,000 healthy activities
- Engaged 38% of employees/dependents in EAP resources
  - Top issues: Partner/Relationship, Stress, Anxiety
- Provided 1,400 visits in City Health Clinics (January-September)
  - Half were preventive screenings, half are provider visits
- Conducted 113 PE classes with 4,360 registrations
  - Majority of registrations are virtual classes

# Challenges That Remain

- Engagement in in-person events is down
- Virtual work environment can contribute to burnout and mental health conditions
- Virtual mental health resources are lacking
- Difficult to communicate to and engage a virtual audience
- Culture of wellness has been lost in the remote work environment



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**City of Austin Wellness**  
**[Chris.Vykukal@austintexas.gov](mailto:Chris.Vykukal@austintexas.gov)**  
**512-974-3284**



# Questions & Answers

- Use the chat box to share what you learned in the breakout session or to send your questions to our speaker.
- A moderator will read questions as they are submitted.





# Closing Announcements

- Congratulations to our Mayor's Healthiest Workplace Award Winners!! Thank you to our speakers – Vicki, Bianca, Kyle, Chris
- Today's presentation will be posted to the MHFC website.
- Session evaluation in the chat box.

