

# Strategies to Create a Skinny Workplace



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March 29, 2011

Environmental & Policy initiatives make **healthier choices easier** and target the **entire workforce** by changing the **physical environment** or organizational structures.



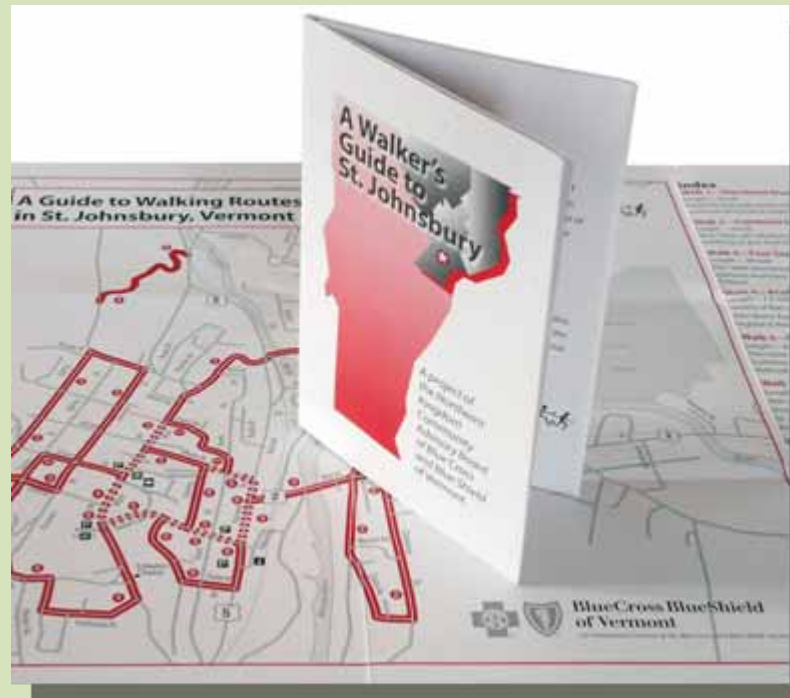
# Nutrition Environmental Initiatives

- Healthy Food at Meetings and Celebrations
- Healthy Choices in Vending Machines
- Worksite Community Supported Agriculture



# Physical Activity Environmental Initiatives

- Point of Decision Prompts at Elevators
- Promotion of Community Resources



# What you need:

- Support and Role Modeling from Management (Policies)
- Buy in from Employees (Participation)
- Thick skin!



# What's Your Management Culture?



“enthusiastic about health  
on

and actively promote it a work”



“opposed to health promotion  
and actively try to stop it at work”

<http://www.welcoa.org/freeresources/index.php?category=11>

# What Do Employees Want?

## Ask them! (surveys)

## and

## Use them! (wellness teams)

[http://healthvermont.gov/family/fit/documents/WorksiteWellness\\_Resource.pdf](http://healthvermont.gov/family/fit/documents/WorksiteWellness_Resource.pdf)

[www.welcoa.org/freeresources/index.php?category=11](http://www.welcoa.org/freeresources/index.php?category=11)

# A Word About Policies

- Policies help create a healthy culture and promote healthy behaviors
- Can be written, formal or informal
  - Formal: mandatory
  - Informal: voluntary
- Can be a common practice



[www.eatsmartmovemorenc.com/PhysicalActivityAndHealthyEatingPolicy/Texts/sample\\_health\\_foods.pdf](http://www.eatsmartmovemorenc.com/PhysicalActivityAndHealthyEatingPolicy/Texts/sample_health_foods.pdf)

# Healthy Food at Meetings and Celebrations

## Meetings

- More fruits and vegetables – buy seasonal and local when possible
  - Bowls of whole fruit
- Whole grains: muffins, breads, bagels, pasta
- Low fat or no trans fat items (check the labels)
  - Serve low fat or no trans fat condiments
  - Low or non-fat milk/yogurt/cheese products
- Smaller portions: cut bagels and muffins in half prior to serving
- Consider only serving water (no soda!)
- Consider food allergies or other restrictions (peanuts, gluten-free)



## Celebrations

- Offer choices: cake and fruit
- Watch portions

[http://healthvermont.gov/family/fit/documents/WorksiteWellness\\_HealthyEatingGuidelines.pdf](http://healthvermont.gov/family/fit/documents/WorksiteWellness_HealthyEatingGuidelines.pdf)

# Healthy Choices in Vending Machines

## Work with your vendor

- Baked chips
- Reduced fat crackers/graham crackers
- Canned “lite” fruit (packed in juice, not syrup)
- “Lite” or low fat microwave popcorn
- Bottled water
- Low fat or non-fat milk/yogurt/pudding cups
- 100% fruit juice



## Alternative – Honor System Snacks

# Community Supported Agriculture CSA

- Survey Employees
- Contact Local Farmers
- Offer Payroll Deduction
- Provide Food Storage



and Preparation Tips

- Provide Recipes

[www.vtfoodbank.org/fornetworkpartners/~media/VTBarre189/Files/FruitandVegetableGuide/150fruit\\_and\\_vegetable\\_information\\_guide.ashx](http://www.vtfoodbank.org/fornetworkpartners/~media/VTBarre189/Files/FruitandVegetableGuide/150fruit_and_vegetable_information_guide.ashx)

# Point of Decision Prompts At Elevators

☀️  
In one minute,  
a 150 pound  
person burns  
approximately  
10 calories  
walking up stairs,  
and only 1.5  
calories riding  
an elevator.



<http://www.cdc.gov/nccdphp/dnpao/hwi/toolkits/stairwell/index.htm>

# Promotion of Community Resources

The screenshot shows the Northeastern Vermont Regional Hospital website in a Windows Internet Explorer browser window. The address bar displays <http://nvrh.org/interior.php/pid/6>. The browser interface includes a Bing search bar and navigation tabs for News, Entertainment, Video, Sports, and Money. The website header features the NVRH logo and navigation links: [Donate](#), [Contact NVRH](#), [Directions](#), and [Home](#). A main navigation menu includes: [About Us](#), [Find a Doctor/Provider](#), [Services](#), [Patient & Visitor Information](#), [Community & Wellness Resources](#), [Employment Opportunities](#), and [How to Help](#). A secondary navigation bar contains the text "BUILDING HEALTHCARE PARTNERSHIPS" and "How can we help you?" with a dropdown menu set to "Our Services". The main content area features a banner with the text: "Staying active throughout life helps reduce the risk of chronic conditions such as diabetes and heart disease." Below this, the "Community & Wellness Resources" section is displayed, with a sub-header "Community & Wellness Resources" and a paragraph: "At NVRH we firmly believe that preventing illness is a major part of wellness. We support and contribute to the commitment to a healthy lifestyle through many wellness programs." To the right of this text are links for "NVRH Documents" and "Wellness Calendar". A sidebar on the left lists: "Community & Wellness Resources", "Wellness Calendar", "Blueprint/Medical Home", and "Community Connections". The browser's taskbar at the bottom shows the Start button and several open applications, including "Inbox - Microsoft...", "Microsoft PowerPoi...", "stjworksitprogram...", "Worksite Wellness", and "Northeastern Ve...". The system tray shows the time as 12:11 PM.

# Questions and Your Stories



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