



# HEALTHY EATING AT WORK

## THIS SECTION INCLUDES:

Promoting Healthy Eating  
Sugar Sweetened Beverage Removal Guide  
C2F Health Promotion Recommendations  
Mental Wellness and Stress Management





# PROMOTING HEALTHY EATING

Providing an opportunity for your employees or organization members to eat healthy is very important for the success of any wellness program. There are many low cost strategies that can be implemented to improve the nutrition environment at your business or organization. Areas for consideration include: healthy vending machines, sugar sweetened beverage removal, and developing guidelines of healthy meetings.

## GUIDE TO HEALTHY MEETINGS

Ensure the meal meets the recommended calorie guidelines

- Breakfast or lunch: 500-650 calories
- Snacks: 100-200 calories

Include **at least** three of the five major food groups – grains, vegetables, fruits, dairy, and protein – in the meal option and **at least** two of the five food groups in snack offerings. Remember fruits and vegetables are easy, healthy options for snacks.

Ensure that most of the food is low in trans & saturated fat, sodium, and/or added sugars.

Use smaller plates or serving sizes.

Offer healthier dessert options:

- Fruit salad or naturally sweet whole pieces of fruit
- Smaller sweets, like individual chocolates
- Cookies, brownies, and cake cut into halves or quarters

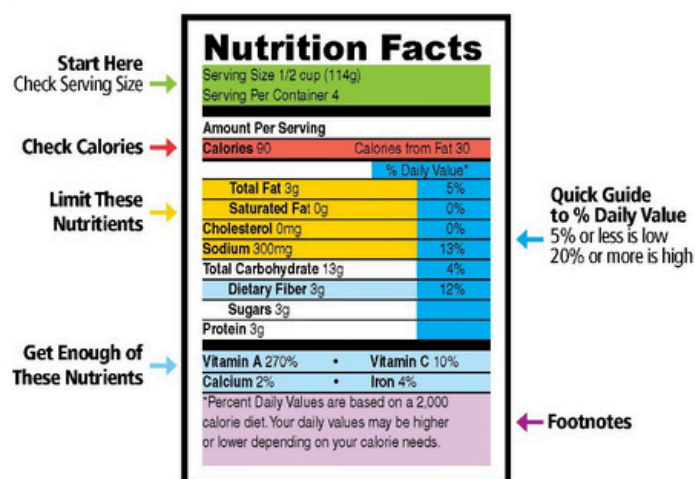
Offer condiments on the side.

Offer healthy drinks and water

- Avoid soda and sugary juices
- Provide tea and coffee

Place nutritional information next to the food being served with facts, including serving size and calorie count

## Commit to Fit! Nutrition Label Guide



### DIETARY GOALS FOR GOOD HEALTH:

#### Calories:

- 40 calories per serving = low
- 100 calories per serving = moderate
- 400 calories or more per serving = high

**Total Fat** – About 60g per day

**Trans Fat** – 0g per day

**Cholesterol** – Less than 300mg per day

**Sodium** – Less than 2,000mg per day

**Total Carbohydrate** – At least 130g per day

**Protein** – 0.8g-1g per pound of body weight per day

**Dietary Fiber** – At least 25g per day







# SUGAR SWEETENED BEVERAGE REMOVAL GUIDE

Sugar-sweetened beverages are a large source of added sugar and empty calories, and have been directly linked to the nations' obesity epidemic. Below are steps for successful healthy beverage program recommendation.

## IMPLEMENTATION STEPS

### CREATE A HEALTHY BEVERAGE GROUP

Convene an internal group of individuals from a variety of departments to help create a workable healthy beverage program. This is also a great project for your Workplace Wellness Council!

### ASSESS BEVERAGE AVAILABILITY AND STAFF PERSPECTIVES

Assess the current beverage environment in your facility by considering the following:

- Types of beverages available
- Healthy and unhealthy options available
- Facility contracts with beverage suppliers

Survey staff to determine their awareness and knowledge of beverage choices and their perspectives on implementing a healthy beverage program

### DEVELOP A HEALTHY BEVERAGE POLICY AND PROGRAM

When developing your healthy beverage policy, keep in mind the following key policy elements:

- Statement summarizing why the organization developed the program
- Clear definitions
- Nutritional standards and other product specifications
- Provisions identifying the personnel responsible for implementing the policy

### ENGAGE SENIOR MANAGEMENT AND KEY STAKEHOLDERS

- The proposed healthy beverage policy should be presented to senior management for approval
- Senior management buy-in is critical as they will be responsible for enforcing the policy

### EDUCATE STAFF, VISITORS, AND STAKEHOLDERS

- Educate staff about the negative health impacts of sugary drinks, and benefits of healthy alternatives
- Educate staff early to promote awareness

### IMPLEMENT THE POLICY

- Consistent and comprehensive implementation of the policy is key to success
- Make sure the policy is incorporated into vendor contracts moving forward





# SUGAR SWEETENED BEVERAGE REMOVAL GUIDE CONTINUED

## ADDRESSING AND OVERCOMING CHALLENGES

- Provide advanced notice about the initiative to reduce negative reactions to the healthier beverage transition
- Include messages in internal newsletters with informational and encouraging emails from upper level administration

## TRACK PROGRESS

- Tracking helps monitor your progress and understanding the economic impact of the strategies chosen, and ultimately recognizes program impact
- Tracking can be done in two ways: 1) Measuring sugary drinks purchased, and 2) Measuring healthy beverages purchased

## CELEBRATE SUCCESS

- Share tracking results and beverage trends in a newsletter with encouraging commentary
- Host an event with local advocates and community leaders to highlight the positive steps taken to support healthy, sustainable choices

## ANOTHER OPTION TO REDUCE SSB CONSUMPTION

An alternative option to complete SSB removal, the stoplight system of labeling beverages can be used to decrease SSB consumption at your workplace.

Beverages are labeled based on the following criteria:

- Red: >150 calories, > 12 grams of sugar or >12 grams of fat per 12 oz.
- Yellow: 6 to 12 grams of sugar per 12 oz., or contains artificial sweeteners
- Green: 0 to 5 grams of sugar per 12 oz.

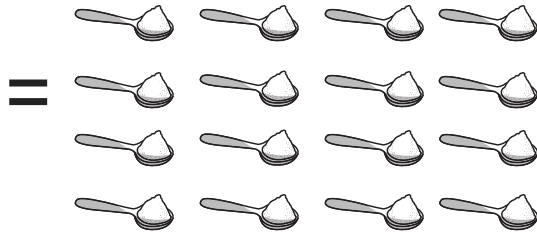
# SUGAR OVERLOAD



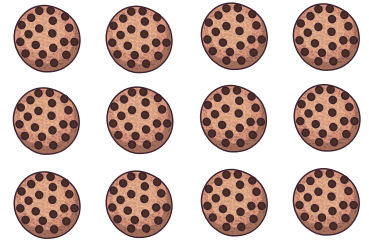
## RETHINK YOUR DRINK



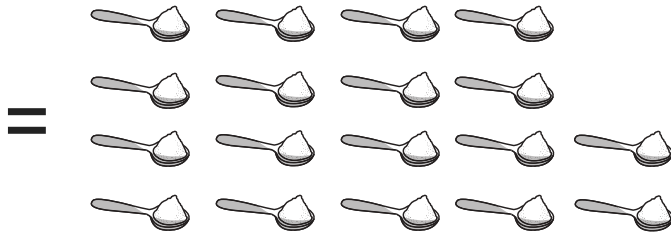
16 TEASPOONS OF SUGAR



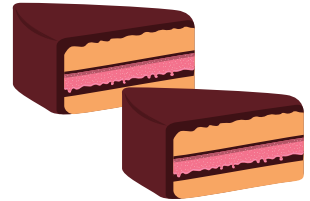
12 COOKIES



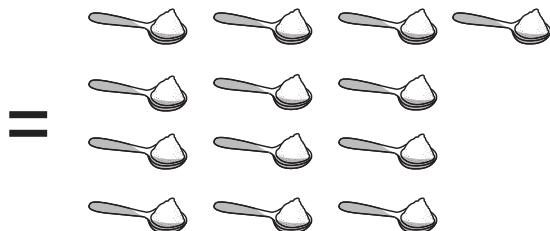
18 TEASPOONS OF SUGAR



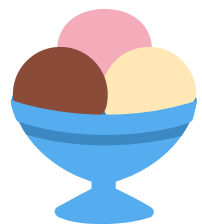
2 SLICES OF CAKE

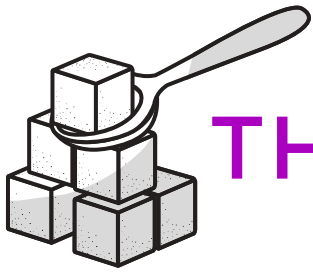


13 TEASPOONS OF SUGAR



4 SCOOPS OF VANILLA ICE CREAM





# THE FACTS

Americans are drinking sugary beverages more than ever. Beverages like pop, fancy coffee drinks, sweet tea, energy/sports drinks, and more are the main source of added sugar in American's diet, causing life threatening health consequences.

Sugary drinks provide a concentrated dose of sugar as compared to sugary foods such as desserts, and these high levels of sugar cause weight gain and increased risk of type 2 diabetes, heart disease, certain cancers, cavities, and more.

## Did you know?



1 teaspoon of sugar is 4 grams. To find how many teaspoons of sugar are in your drink, look at the nutrition label, find total grams of sugar, and divide by 4 to find teaspoons.

Drinking more than one sugary drink a day can increase your child's risk of obesity by 62%.

One soda everyday can increase your risk for type 2 diabetes by 25%.

Children who drink sugary drinks double their risk of cavities and tooth decay.

## Quiz Time!

1

If you drink one can of soda everyday, how much weight can you gain at the end the year?

2

If you drink one soda per day for one year (45 grams of sugar), at the end of the year how many 4 pound bags of sugar will you have consumed?

3

How many minutes would you have to run to burn off the calories from 1 can of soda?



Answers:

1. Over 15 pounds

2. Nine bags! That is over 35 pounds of sugar!

3. Over 35 minutes!



GREATER FLINT HEALTH COALITION



# COMMIT TO FIT HEALTH PROMOTION RECOMMENDATIONS

Below are simple ideas on how you can encourage healthy behaviors throughout your organization. These can be accomplished with minimal resources.

## **PROMOTE PREVENTIVE CARE**

Encourage employees to get the flu and other recommended vaccines. Offer onsite vaccines or reimburse individuals for vaccination fees.

## **ENCOURAGE EXERCISE**

Offer covered, secure bike parking, provide shower facilities or locker rooms for those who exercise during lunch, implement a walking club and incentivize those who participate, and encourage the use of stairs

## **EMPHASIZE EDUCATION**

Bring in speakers to lead lunch hour sessions about cooking healthy, staying healthy while traveling, and quick stress management skills. Have space? Provide fitness classes during lunch such as yoga, tai chi, and aerobics

## **INVEST IN INCENTIVES**

Incentivize individuals and reward staff for healthy behavior and achieving goals. Popular incentive options include gym memberships, reduced health insurance premiums, active group outings and gift cards (non-food rewards encouraged)

## **BE MINDFUL OF MENTAL HEALTH**

Offer employee assistance programs for individuals who have financial troubles, excess stress, or depression symptoms. Encourage individuals to practice stress management techniques including frequent walk breaks and getting some fresh air

## **BRING THE DOCTOR IN**

Provide an onsite health clinic to allow individuals to schedule a visit without taking time off work

## **RECOMMEND BEHAVIOR RESOURCES**

Offer tobacco cessation, weight loss, or stress management programs

## **HONE HUNGER OPTIONS**

Offer healthy meal and snack options. Implement a healthy vending machine policy or stock lunch rooms with fresh fruit baskets

Simple, low- cost activities in the workplace can be an effective way to improve employee wellness. Here are some sample activities for the workplace on a budget:

- Hold walking meetings
- Announce a one-minute employee stretch over the intercom
- Hold a healthy recipe contest
- Encourage stress relief breaks (close office door, meditation, walking)
- Promote office chair/desk exercises
- Invest in stability balls to use as chairs
- Challenge employees to use the stairs
- Offer healthy food and beverage items at meetings

## **PROMOTION IS KEY**

Remember to promote your wellness activities a variety of ways! Though emails can be a quick way to share information, don't forget to include healthy activity information on bulletin boards, memos, company newsletters and paycheck stuffers!



# MENTAL WELLNESS AND STRESS MANAGEMENT

Mental health conditions are the second leading cause of absenteeism and businesses spend over \$15,000 annually per employee due to stress and stress-related conditions. The following is a list of best practices for addressing mental wellness in the workplace.

- Provide mental health and mental illness materials through various means.
- Offer confidential screenings for depression, anxiety, post-traumatic stress disorder and substance abuse.
- Offer stress reduction presentations on varied topics: conflict resolution, managing multiple priorities, project planning, etc.
- Provide the Mental Health in the Workplace toolkit and other helpful information available at: <https://mhanational.org/self-help-tools>.
- Sponsor presentations and training on mental health issues for supervisors and/or the leadership team.
- Review policies and practices concerning employee privacy, HIPPA, accommodation and ADA guidelines.
- Offer seminars regarding mental health at work which provide practical information about the connection between health and work.
- Provide an employee assistance program.

## TAKE ACTION: EFFECTIVE STEPS TO REDUCE WORKFORCE STRESS

- Ensure all levels of leadership-including managers- know how to recognize and manage stress in their employees.
- Understand your employees' stress drivers.
- Listen to employees to find out how they are coping with stress and how you can help.
- Review and adjust the company's health and workforce programs in light of the findings.
- Offer stress relief support that covers acute episodes, and more sustained long-term solutions for chronic conditions that can lead to issues and burnout.
- Encourage employees to take their full vacation time.
- Offer physical/exercise activities.
- Provide formal stress/resilience management programs.

