



**EMPLOYER-BASED
COMPREHENSIVE WELLNESS
TOOLKIT**

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May 2015



COMMIT TO FIT! WORKPLACE TOOLKIT

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EMPLOYER-BASED COMPREHENSIVE WELLNESS TOOLKIT

This toolkit was designed to provide businesses and organizations with an overview of the necessary components for successful wellness program implementation. Commit to Fit! is a **FREE** resource available to ALL Genesee County businesses and organizations.

GETTING STARTED

Assessment is the best way to determine the needs and potential areas of improvement for your business or organization. The assessment included in this toolkit is modeled after the Designing Healthy Environments at Work (DHEW) assessment created by Michigan Healthy Worksites. The [Commit to Fit! DHEW Assessment](#) is available for completion online, as well as located in [Appendix A](#) of this toolkit. This assessment will collect information on leadership support, current wellness program structure, workplace environment and policies. Once submitted online or via email, a Commit to Fit! Staff person will contact you to review your assessment score.

For businesses new to workplace wellness, this toolkit will serve as a step by step guide for successful program implementation; from gaining leadership support, to creating healthy work environments. For established workplace wellness programs, this toolkit will provide you with information on **FREE** Commit to Fit! programs available for your workplace, and ideas for program expansion.



ABOUT US

Commit to Fit! is an ongoing health behavior improvement initiative that seeks to mobilize employers, schools, residents, neighborhoods, churches, and the community at-large to support and utilize a common message focused on healthier, more active lifestyles. Thus, the healthy messages of Commit to Fit! are reinforced throughout the community, across settings where residents live, learn, work, and play.



GOOD HEALTH IS GOOD BUSINESS: MAKING THE CASE FOR WORKPLACE WELLNESS

Reducing the risk of chronic disease for employees through healthy lifestyle behaviors such as physical activity, a healthy diet, and tobacco cessation is good for business. With increasing healthcare costs, and employees spending upwards of 40 hours a week at work, employer based wellness programs are crucial to improving the health of Genesee County residents.

RISING HEALTHCARE COSTS PRESENT A SIGNIFICANT BURDEN FOR BUSINESSES

Employers generally contribute approximately 72% of employee health insurance premiums, representing a significant cost for both small and large businesses.

EMPLOYEE HEALTH RISK FACTORS

- 59% of employees do not get adequate exercise
- 50% or more have high cholesterol
- 27% have cardiovascular disease
- 26% are overweight by 20 percent or more
- 24% have high blood pressure

Increased risk for chronic diseases leads to increased cost for employers:



Source: Kaiser/HRET Employer Health Benefits 2014 Annual Survey

HIGH RISK EMPLOYEES=HIGH COSTS

Direct: Medical & Pharmacy Claims

Indirect: Absenteeism, short & long term disability, workers compensation and productivity.

The cost of high risk employees to their employers is significantly higher than low risk employees.

	Base	Excess Absenteeism	Excess Medical Claims	Excess Pharmacy Claims	Total Cost
Low Risk (0-2 Risks)	\$4,685	\$0	\$0	\$0	\$4,685
Medium Risk (3-4 Risks)	\$4,685	\$1,190	\$2,018	\$415	\$8,308
High Risk (5+ Risks)	\$4,685	\$1,968	\$3,070	\$777	\$10,500

Source: Yen L. Schultz AB, Schnueringer E, Edington DW. Financial Costs due to Excess Health Risks among Active Employes of a Utility Company. J Occup Environ Med. 2006; 48(9):896-905



WHY WORKPLACE WELLNESS?

Multiple studies have found that workplace wellness can lead to cost savings for companies.

- Comprehensive worksite health programs that focus on lifestyle behavior change have been shown to return \$3 to \$6 for every dollar invested.
- An independent review of nine businesses investing in health and productivity management found the return on investment ranging from \$1.40 to \$4.90 in savings per dollar spent.
- A review of 42 studies found that worksite health promotion programs can reduce absenteeism, health care, and disability workers compensation costs by more than 25 percent each.

ADDITIONAL WORKPLACE WELLNESS PROGRAM BENEFITS

CONTROLLING HEALTH CARE COSTS

Healthier employees cost less

INCREASED PRODUCTIVITY

Healthier employees are more productive

REDUCED ABSENTEEISM

Healthier employees miss less work

ENHANCED IMAGE FOR YOUR COMPANY

A company that cares about its employees health is often seen as a better place to work

MICHIGAN ADULT WORKFORCE STATISTICS

1. Physical inactivity results in the annual loss of about 20 days per worker.
2. Individuals who are overweight or obese incur up to \$1,500 more in annual medical costs than individuals who are a healthy weight.
3. Cigarette smokers are absent from work on average 6.5 days per year more than nonsmokers. In additions, employees that smoke cost a company an estimated \$3,391 per year- including \$1,760 in lost productivity and \$1,623 in excess medical expenses.





WELCOA'S 7 BENCHMARKS

For the past 20 years, the Wellness Council of America has dedicated its efforts to studying and promoting the efforts of America's Healthiest Companies. During that period, WELCOA developed its patented Well Workplace process. At the core of the Well Workplace model, we have identified seven key benchmarks of success. Specifically, these seven benchmarks are inherent in companies that have built results-oriented workplace wellness programs

1. *Capturing CEO Support*

From our experience, CEO support is essential to the process of developing best-in-class programs. Indeed, we know of very few programs that have contained costs and improved employee health that don't have strong senior level support.

2. *Creating Cohesive Wellness Teams*

Once CEO support has been captured, the next task is to create a cohesive wellness team. Teams are essential to building great wellness programs because they help to distribute the responsibility for wellness throughout the organization.

3. *Collecting Data To Drive Health Efforts*

The team's first and primary responsibility is not to start offering programs, but rather to step back and gather important data. The data will be collected using corporate culture audits, health risk appraisals, and knowledge and interest surveys. This data is extremely important because it will reveal the specific areas of health needs and interests within the organization.

4. *Carefully Crafting An Operating Plan*

With essential forms of data having been collected, the task is now to develop an operating plan for health and wellness within the organization. This operating plan will serve as the roadmap and will guide the company's efforts and investments in workplace wellness.

5. *Choosing Appropriate Interventions*

With the first four benchmarks completed, it is now appropriate to begin choosing and implementing the appropriate health and productivity interventions. These interventions will most likely include tobacco cessation, physical activity, weight management, self-care, and stress management. But, they also may include things like fatigue management and ergonomics—depending on what the company's data reveals.

6. *Creating A Supportive Environment*

Once the appropriate health promoting interventions are up and running, it's time to create a Supportive environment. Indeed, by having a supportive environment, organizations can be confident that employees will be supported in their efforts to lead healthier lives. Environmental interventions may take the form of policies, physical modifications, and rewards and incentives.

7. *Carefully Evaluating Outcomes*

The seventh and final benchmark in the Well Workplace model is carefully evaluating outcomes. It is within this benchmark that companies will religiously keep score when it comes to their wellness program. Evaluation targets include things like participation, participant satisfaction, behavior modification, and cost containment.



EMPLOYEE ASSESSMENT



This sections includes:
Health Risk Assessment Explanation
Sample Health Risk Assessment
Employee Interest Survey



HEALTH RISK ASSESSMENT

Health Risk Assessments (HRA) are excellent tools for establishing a baseline of health for participating employees. HRA’s are a valuable engagement tool that also helps to increase individual’s awareness of personal health risks. Strong evidence supports the effectiveness of HRA’s in improving employee health when implemented in conjunction with additional health promotion and health education programming.

HRA BENEFITS TO EMPLOYERS

- Creates a culture of health
- Establishes a gateway to targeted prevention and interventions programs
- Helps determine necessary wellness programming, and allows for the evaluation and monitoring of health trends among employees

HRA BENEFITS TO EMPLOYEES

- Serves as an entry point to health and lifestyles services they may need
- Creates or reinforces awareness of personal risk factors
- Empowers individuals to take action to reduce their health risks and positively impact their health

The Commit to Fit! General Health Risk Assessment is included in this Toolkit and individuals are encouraged to complete the assessment and discuss it with their physician to determine areas for improvement.

Note: Most health insurance companies offer a Health Risk Appraisal to health plan members. Employers may want to encourage employees to complete that Health Risk Appraisal, as often times they provide immediate feedback for participants.

READINESS TO CHANGE

Employees that complete an HRA generally have an increased awareness of their health, prompting them to make lifestyle changes. Below is a brief explanation of the “Stages of Change” model. HRA’s can be used as a tool to move individuals from the pre-contemplation stage to the contemplation stage, as well as contemplation to preparation.

Pre-contemplation	Individual is not thinking about change, believes consequences are not serious.
Contemplation	Individual is weighing benefits of behavior, proposed change
Preparation	Making small changes toward behavior
Action	At this stage, individual has made desired behavior changes
Maintenance	Maintaining the new behavior over time

Prochaska, J. O., & Norcross, J. C. (2002). Stages of change. In J. C. Norcross (Ed.), *Psychotherapy relationships that work* (303-313). New York: Oxford University Press.



Commit to Fit!



General Health Risk Assessment

Commit to Fit! promotes the practice of healthy behaviors and encourages the completion of this General Health Risk Assessment, developed by Anthem Blue Cross and Blue Shield, a resource to help identify an individual's potential risk factors that can affect health. Please complete this form by entering your answers in the space provided. Bring the completed form with you to your next medical appointment to discuss with your physician.

Your name: _____

Date of birth: _____

Gender: Male Female

Weight (in pounds): _____

Height: _____

Body frame size: Small Medium Large

Race: African-American Aleutian Asian Caucasian Eskimo
 Hispanic/Latin Other _____ Don't Know

Gender-specific: female

At what age did you have your first menstrual period? _____

How old were you when your first child was born? _____

About how long has it been since your last mammogram (breast x-ray)?

How many women in your natural family (mother and sisters only) have had breast cancer? _____

How often do you examine your breasts for lumps? _____

When did you last have your breasts examined by a nurse or physician?

Have you had a hysterectomy operation (removal of your uterus)? _____

Yes No

When did you last have a pap smear? _____

About how long has it been since you had a rectal exam? _____

Gender-specific: male

About how long has it been since you had a rectal or prostate exam? _____

My health and family history

Has a health care provider ever said that you or a member of your immediate family has or has had any of the following? (Please check any that apply)

- Cancer Diabetes Heart attack Heart disease
- High blood pressure High cholesterol Stroke

Which describes your blood pressure? (Please check one)

- High Normal Low Don't know

If you know your blood pressure reading, please enter here: _____

Which describes your total cholesterol?

- High Normal Low Don't know

If you know your total cholesterol level, please enter here: _____

Tobacco use

Describe your tobacco use. (If you check "Never used tobacco," skip to Nutrition section.)

- Never used tobacco Used to smoke or chew Still smoke or chew

How many years has it been since you smoked cigarettes fairly regularly?

How many cigarettes a day do you, or did you, smoke? _____

How many cigars do you smoke each day? _____

How many pipes of tobacco do you usually smoke each day? _____

How many times per day do you usually use smokeless tobacco? _____

Nutrition

How often do you eat: At least 6 servings of bread, cereal, rice and pasta?

At least 2-4 servings of fruit? _____

At least 3-5 servings of vegetables? _____

At least 2-3 servings of meat and dairy products (milk and cheese)?

Fatty meats like sausage, steak, roasts or deep fried foods?

Rich breads (doughnuts, croissants) and fried grains (chips)?

Rich desserts (ice cream, custards, pies and cakes)?

Alcohol

How many drinks of alcoholic beverages do you have in a typical week? _____

Injury

How many miles per year do you drive in a car, truck or van? _____

How many miles per year do you ride on a motorcycle? _____

On a typical day, how do you usually travel? _____

What percent of the time do you usually buckle your safety belt when driving or riding?

If you ride a motorcycle or ATV (all-terrain vehicle), what percent of the time do you wear a helmet?

Injury (continued)

On average, how close to the speed limit do you usually drive? _____

How many times in the last month did you drive or ride when the driver had perhaps too much alcohol to drink?

Fitness

Do you have an existing condition that prevents you from exercising?

How many times do you engage in physical activity in a typical week? _____

Wellbeing

Considering your age, how would you describe your overall physical health?

- Excellent Good Fair Poor

In general, how satisfied are you with your life?

- Mostly satisfied Partly satisfied Not satisfied

Have you suffered a personal loss or misfortune in the past year that had a serious impact on your life?

- Yes, one serious loss or misfortune Yes, two or more No

Did you feel depressed during the past month?

- Yes, I felt like taking my own life
 Yes, I didn't care about anything
 Yes, very depressed almost every day
 Yes, quite depressed almost every day
 Yes, quite depressed several times
 Yes, a little depressed now and then
 No, never felt depressed at all

Have you been bothered by nervousness during the past month?

- Every day Almost every day About half the time
 Now and then, but less than half the time Rarely None of the time

I felt downhearted and blue during the past month.

- None of the time A little of the time Some of the time
 A good bit of the time Most of the time All of the time

Were you generally tense or did you feel any tension during the past month?

- Yes, extremely tense, most of the time
 Yes, very tense most of the time
 Did feel fairly tense several times
 I felt a little tense several times
 My general tension level is quite low
 Never felt tense or any tension at all

Have you felt so sad, discouraged, or hopeless or had so many problems that you wondered if anything was worthwhile during the past month?

- Extremely so, I have given up Very much so Quite a bit
 Some, enough to bother me A little bit Not at all

Have you been anxious, worried, or upset during the past month?

- Extremely so, to the point of being sick Very much so Quite a bit
 Some, enough to bother me A little bit Not at all

Have you felt relaxed, or high-strung, tight or keyed up during the past month?

- Relaxed and at ease all month
 Relaxed and at ease most of the time
 Felt relaxed, at times felt high strung
 Felt high strung, at times felt relaxed
 High strung or keyed-up most of the time
 Felt high strung or keyed up the whole month

Have you been under or felt you were under any strain, stress or pressure during the past month?

- Yes, more than I could stand
 Yes, quite a bit of pressure
 Yes, some, more than usual
 Yes, some, but not more than usual
 Yes, a little bit
 Not at all





EMPLOYEE INTEREST SURVEY

This survey can be distributed to employees to determine their needs and interests when developing your businesses wellness program. Employees should be surveyed on a regular basis.

1. Please circle the number that indicates your interest in the following wellness activities that we might offer at the workplace (little or no cost to you). 1 = no interest 5 = very interested

a. Blood pressure/cholesterol screening

1 2 3 4 5

b. Cancer education/screening

1 2 3 4 5

c. Walking Program

1 2 3 4 5

d. Physical activity classes/program

1 2 3 4 5

e. Smoking cessation

1 2 3 4 5

f. Healthy Eating

1 2 3 4 5

g. Stress management/ relaxation

1 2 3 4 5

h. Weight Management

1 2 3 4 5

i. Diabetes screening

1 2 3 4 5

j. Commit to Fit! Challenges (Physical activity, weight, or nutrition)

1 2 3 4 5



2. What other activities would you like to see offered?

3. What times would you like to see wellness activities held (check all that apply)

Before Work

During the workday (lunch time or breaks)

After work

4. What is your preferred method of communication for company wellness program activities?

Flyers

Newsletter

Email

Other _____



PROGRAM COMPONENTS & EMPLOYEE ENGAGEMENT



This sections includes:
Commit to Fit! Custom Challenges
Physical Activity Opportunities
Healthy Eating Promotional Tools
Stress Management Information



WORKPLACE HEALTH EDUCATION AND PROMOTION

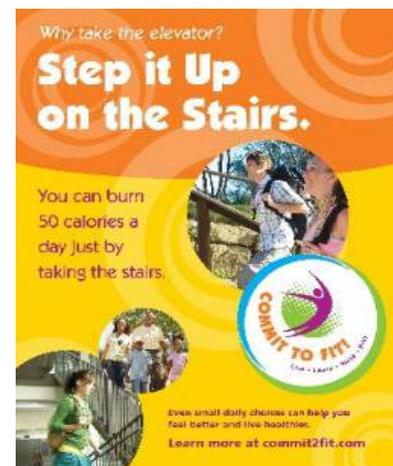
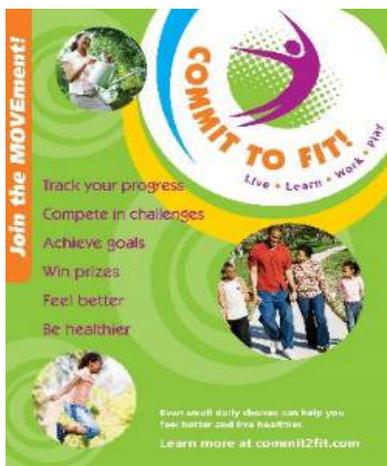
Increasing awareness and educating employees is the first step towards improving their health. This toolkit provides of a variety of educational materials developed to encourage and promote healthy lifestyle participation. We encourage you to utilize the resources below by placing the brochures and posters in high-traffic areas around your business or organization. All of the following items are located in [Appendix B](#) of the toolkit; additional quantities of those items can be ordered online at Commit2fit.com.

- Commit to Fit! 99 Easy Ways to Better Health Brochure
- Commit to Fit! Step It Up On The Stairs Poster
- Commit to Fit! Eat Smart. Re-Think Your Drink Poster
- Commit to Fit! Join the Movement Poster
- Re-Think your Drink Posters (Versions One & Two)
- The Facts- Sugar Sweetened Beverages
- Tips to Get Started- Sugar Sweetened Beverages

Commit to Fit! Staff is available to discuss the development of customized Commit to Fit! promotional materials for your business, organization or community group if interested. Customized materials that can potentially be provided include, but are not limited to:

- Signage/Posters
- Banners
- Window Clings
- Web button
- Logo (to be used in internal communications)

Contact Commit to Fit! at commit2fit@flint.org or (810) 232-2228 to schedule a time to speak with a representative regarding your organization's involvement with Commit to Fit!.

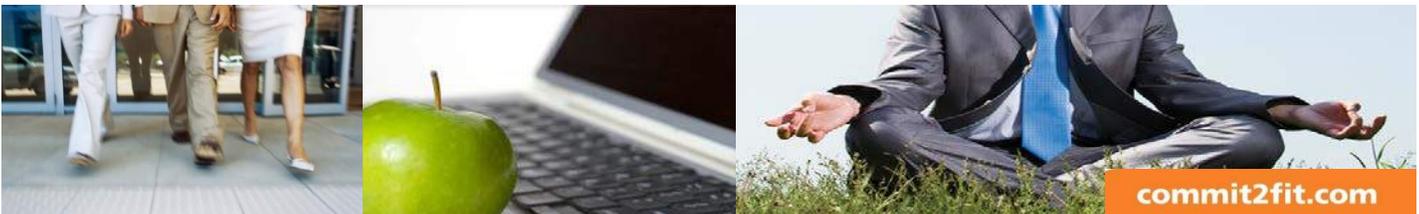




WORKPLACE WELLNESS COMMITTEE FORMATION GUIDE

One of the best ways to encourage healthy lifestyles among employees is with a team. Wellness Teams are formed in many organizations and include a group of people interested in fostering employee wellness to develop, oversee, and evaluate an organization's wellness efforts.

- 1 Identify your Wellness Sponsor**
Choose someone from senior management to ensure financial and organizational support.
- 2 Choose a Wellness Committee Lead**
This individual will chair the committee, and should have a passion for wellness
- 3 Determine the Size of your Committee**
 - Less than 300 employees: 3-8 members
 - 300 – 1,000 employees: 8-12 members
 - More than 1,000 employees: 12 or more members
- 4 Get Supervisor Approval for Potential Member Participation**
Get supervisor buy-in before inviting candidates to join the committee to ensure wellness activities are integrated with employee work responsibilities.
- 5 Member Recruitment**
Members can volunteer or be appointed.
Invitation to participate can be done via email, and should be positioned as an opportunity to assist employees in professional skill development.
 - Committee should:
 - ✓ Include people from different departments
 - ✓ Have at least one member from senior management
 - ✓ Offer incentives for becoming a member
- 6 Ask for a Minimum of One-Year Commitment from Members**
Have committee members sign an informal pledge of their commitment. You may consider including a procedure for rotating members on and off to ensure program activity continuity and refreshed perspectives.
- 7 Work with Wellness Sponsor to Set a Budget**
Nonfinancial resources may be needed, such as meeting space or access to employee email lists.
- 8 Schedule a Kick Off Meeting**
Prepare a meeting agenda and stick to it to make the best use of everyone's time!





WORKPLACE WELLNESS COMMITTEE OPERATING PLAN

Development of an operating plan is important for a variety of reasons including: empowering committee members to move forward and get things done, understanding the “what, why and when” of your program, and helping to keep management informed of the program status.

What to include in an operating plan:

- 1 Goals and objectives.** Goal statements describe what is to be accomplished, and objectives describe what changes are necessary to reach the desired goal. Objects should be **SMART** (Specific, Measurable, Achievable, Realistic and Time Sensitive).
- 2 Timelines.** Specify what needs to be done and by when, this helps to keep committee members on task and successful.
- 3 Roles and responsibilities.** Identify the strengths and talents of your wellness committee. Be sure to assign tasks that work with people’s natural strengths.
- 4 Itemized budget.** Include the cost of everything: staff time, employee participation time, health risk appraisals, brochures, incentives, etc. WELCOA estimates employers may need to spend \$100-\$150 per year to get a return on investment of \$300-\$450.
- 5 Approval from management.** This helps to ensure goals and objectives align with those of the organization
- 6 Evaluation.** Outline how to measure and evaluate the results from your program. Potential items for measurement:
 - Participation: Total participants, or break down by individual programs
 - Participant Satisfaction (See Employee Interest Survey in on page 11 and [Appendix A](#))
 - Physical environment and corporate culture
 - Productivity: Review absenteeism, turnover and morale statistics
 - Risk factors: Identifying percentage of employees at high, medium, or low health risk. (This can be accomplished through health risk appraisal completion.)

GOALS FOR MANAGING EMPLOYEE HEALTH RISKS

Help **high-risk** employees (4 or more risk factors) manage, maintain or improve their current health status.

Help **medium-risk** employees (1 to 3 risk factors) reduce current risks and keep them from moving into the high risk category.

Prevent **low-risk** employees (no more than 1 risk factor) from becoming high-risk employees.



COMMIT TO FIT! HEALTH BEHAVIOR TRACKING PORTAL

Providing employees with opportunities to engage in healthy behaviors is easier than you may think! Commit to Fit! offers Genesee County / Flint employees and residents a **FREE** online health behavior tracking portal at www.commit2fit.com. The health behavior trackers available include physical activity, nutrition, hydration, weight and are free-of-charge.

HOW YOUR ORGANIZATION CAN BENEFIT FROM HEALTH BEHAVIOR TRACKING

Tracking health behaviors provides many benefits for individuals and employers alike. Those who track their health behaviors are more likely to improve their health and stick to a healthy regimen than those who do not track their health behaviors. Employers can benefit from healthy employees through:

- Enhanced productivity
- Reduced absenteeism
- Lower insurance and workers compensation costs

HOW TO INTEGRATE THE COMMIT TO FIT! HEALTH BEHAVIOR TRACKING PORTAL INTO YOUR WORKPLACE

Commit to Fit! personally works with each interested organization to provide assistance in implementing the Commit to Fit! Health Behavior Tracking Portal into their workplace based on specific organizational needs. The Commit to Fit! Health Behavior Tracking Portal can be utilized in a variety of ways to assist employers in encouraging healthy lifestyles among employees. Additionally, Commit to Fit! can provide employers with individual employee progress related to the various health measures upon request. Available reports include: login statistics, participation summaries, minutes of physical activity and/or steps, total weight loss, and much more.

CUSTOM INTERNAL WELLNESS CHALLENGES

Commit to Fit! can assist your organization in creating a custom wellness challenge within your business, organization or community group. With custom challenges, you can create an internal competition between individuals, teams, departments, or other groups to compete to achieve various health behavior goals.

HEALTH BEHAVIOR TRACKING FEATURES AND MOBILE INFO CAN BE FOUND ON PAGE 44-48





COMMIT TO FIT! CUSTOM CHALLENGE OVERVIEW

Commit to Fit! offers **FREE** custom wellness challenges to all businesses, organizations, and community groups in Genesee County. Custom, internal wellness challenges are a fun way to create healthy competition among employees while encouraging them to practice healthy behaviors.

HERE'S HOW IT WORKS: CUSTOM CHALLENGE SETUP OVERVIEW

- 1 FOCUS**
Do you want to encourage physical activity, fruit and vegetable consumption, hydration, or a combination of health behaviors?
- 2 GOAL**
What is the goal you wish to encourage individuals to achieve? For example, if your challenge is focusing on physical activity, the goal may be to engage in 30 minutes of physical activity per day.
- 3 DURATION**
How long do you want your challenge to last? Challenges vary depending on preference, however, our most common challenges are one-week and one-month challenges.
- 4 FORMAT**
Do you want the challenge be individual or team-based? In team-based challenges, individuals record their own activity, but aggregate results are reported per team.
- 5 INCENTIVES**
Determine how you wish to reward your employees. For example, you may wish to distribute prizes to all individuals who reach the challenge goal.
- 6 CUSTOM HOMEPAGE**
Commit to Fit! can create a customized homepage on commit2fit.com for all individuals participating in your challenge. The homepage includes your organization's logo, detailed challenge information, and health behavior tracking specific to your challenge.
- 7 REGISTRATION**
Encourage individuals to sign up for the challenge on commit2fit.com. Registration is simple, and a brief "How to Register" guide will be created to facilitate registration.
- 8 PROMOTION**
Promote the challenge as often as possible and continue to remind participants to track their health behaviors on commit2fit.com!

Businesses, organizations and community groups interested in implementing an organizational-specific initiative to encourage individuals to practice healthy behaviors via utilization of the Commit to Fit! Health Behavior Tracking Portal are encouraged to contact Commit to Fit! at commit2fit@flint.org or (810) 232-2228.

COMMIT TO FIT! WORKSITE WALKING CLUB

Worksite walking is an easy way to get active during the workday, its cost-effective, and a great opportunity for coworkers to interact with each other. Walking provides individuals with many health benefits such as improved flexibility, coordination helps control body weight, lowers blood pressure, and reduces the risk of chronic diseases. Below is a simple guide for businesses to create their own walking club.



When and how often will the club meet? Plan at least 2 to 3 days per week! Set a time when most employees can attend. Choose a safe route.

Hosting a kickoff event creates excitement for the walking club. Remind individuals to walk at their own pace, and as often as possible!

Management support is key to maintaining a successful worksite walking club. To sustain management support, periodically share evaluation data and positive impacts. Consider the following to measure the effectiveness of your walking club: Keep attendance records, member satisfaction surveys, and member testimonials



Identify 3 to 5 individuals to help you start the club by promoting the club and encouraging employee participation.

Develop posters and flyers noting the date, time and location of walks. Advertise the walking club in your worksite newsletter or email communications.

Continuously promote the club. Recognize members' efforts and continue to motivate by include testimonials in the worksite newsletter, recognize members when they reach milestones, and provide incentives if possible!



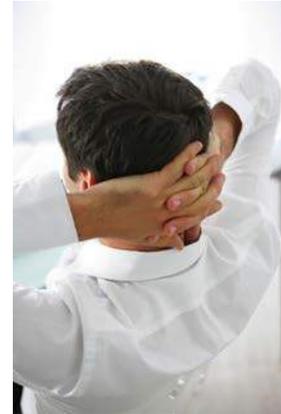


COMMIT TO FIT! GUIDE TO HEALTHY BREAKS

A short break can positively impact the mental and physical health of your employees. A constant focus on one activity and staring at a computer screen for a long period of time will eventually lead to mental exhaustion. Don't just encourage employees to take a break - encourage them to participate in physical activity as well!

Healthy Break Suggestions:

- Take a walk around the parking lot
- Walk up and down the stairs
- Use restrooms on other floors to get more walking in during the day
- Do some stretches
- Stop by a co-workers desk instead of calling them
- Shut your eyes for a few minutes
- Do 60-90 second standing breaks for every hour you sit
- Keep a set of hand weights by your desk – use them 3-4 times per day for muscle strengthening
- Take a five-minute walking break while you brainstorm



Don't let meetings stop your employees from being active

Schedule at least one 5 minute stretch break for every one hour meeting

- Simple yoga poses
- Chair exercises, like leg lifts
- Arm and body stretching

Arrange for one 15 minute activity break during an all day meeting

- Invite a wellness champion to lead a brief workout
- Organize a walk around the building or campus
- Organize a stair climb during the break

Resources for Healthy Breaks

- Office Stretches:
 - <http://www.mayoclinic.com/health/stretching/WL00030>
 - <http://workawesome.com/productivity/desk-fitness-series-11-simple-stretches/>
- Yoga Stretches:
 - <http://www.yogajournal.com/practice/231>
- Office Exercises:
 - <http://www.washingtonpost.com/wp-srv/special/health/workout-at-work/>



COMMIT TO FIT! FITNESS & NUTRITION CLASSES

Additional opportunities for physical activity and nutrition education are available free of charge through Commit to Fit! Fitness classes are located at various locations throughout Genesee County / Flint. These classes are beginner level and available for individuals that live or work in Genesee County / Flint! Share this information with your employees or community members to encourage their healthy lifestyle.

The fitness and nutrition class schedule is updated monthly and can be viewed at Commit2fit.com



FITNESS CLASSES

The classes change throughout the year and have included:

- Zumba
- Yoga
- Drums Alive
- Bokwa
- WERQ
- Body Phit
- CrossFit
- Jazzercise



HEALTHY COOKING DEMONSTRATIONS: FLINT FARMERS MARKET TUESDAYS AT NOON!





COMMIT TO FIT! EVENT CALENDAR

To allow community residents to easily share health and wellness activities and events throughout Genesee County/Flint, *Commit to Fit!* features a public Event Calendar on Commit2fit.com. The Event Calendar is designed to allow anyone in the community to post an event on the Calendar, and is a great resource for businesses, organizations, and community groups to utilize.

How to Access the *Commit to Fit!* Event Calendar:

1. Visit Commit2fit.com
2. Click Events & Classes
3. Click Event Calendar

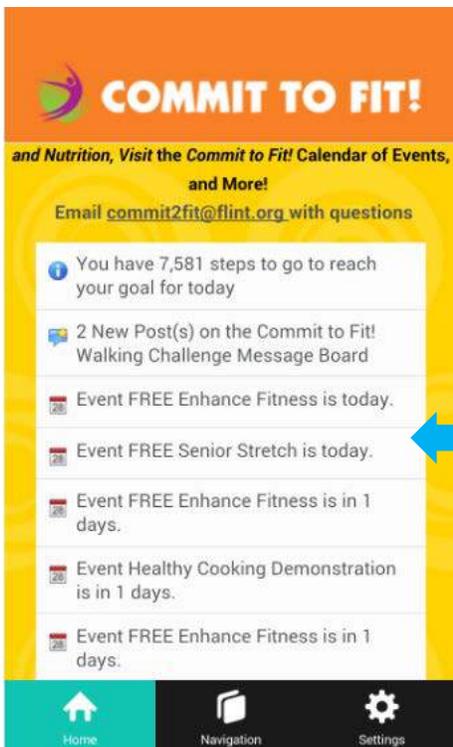
Search events by day, week, or month

Click an event to view the details

All Categories							Apply
◀ Today ▶ May, 2015							Day Week Month
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
26	27	28	29	30	01 May	2	
	FREE Enhance Fitness	FREE Enhance Fitness	FREE Enhance Fitness	FREE Enhance Fitness	FREE Enhance Fitness	FREE Cooking Demo	
	FREE Senior Stretch	FREE Cooking Demo Show more...	FREE Zumba Gold	Mayor's Finale Event Show more...	FREE Body PHIT	FREE Cross Fit Class	
3	4	5	6	7	8	9	
Flintstone Challenge	FREE Senior Stretch	FREE Enhance Fitness	FREE Enhance Fitness	FREE Enhance Fitness	FREE Senior Center	FREE Cross Fit Class	
Mayor's Event: City Bike Ride	FREE Enhance Fitness Show more...	FREE Cooking Demo Show more...	FREE Enhance Fitness Show more...	FREE Enhance Fitness Show more...	FREE Body PHIT Class	Fit Club at the Local	

View more events for a specific date by clicking "Show More..."

The event calendar also populates on users mobile app!



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 to five major food groups – grains, vegetables, fruits, dairy, and meats and beans – in the meal option. At least two of the five food groups in the snack offerings. Remember fruits and vegetables are easy, healthy options for snacks.

- 
 Ensure that most of the food is low-fat, low-sodium, and/or low-sugar

- 
 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

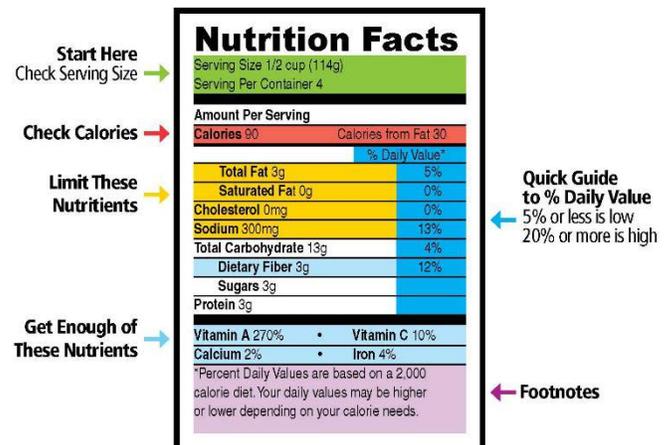
- 
 Offer healthy drinks and water
 - Avoid soda and sugary juices
 - Provide tea and coffee

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

Commit to Fit! Nutrition Label Guide Available in [Appendix B](#)



Commit to Fit! Nutrition Label Guide



Nutrition Facts
 Serving Size 1/2 cup (114g)
 Serving Per Container 4

Amount Per Serving

	% Daily Value*
Calories 90	Calories from Fat 30
Total Fat 3g	5%
Saturated Fat 0g	0%
Cholesterol 0mg	0%
Sodium 300mg	13%
Total Carbohydrate 13g	4%
Dietary Fiber 3g	12%
Sugars 3g	
Protein 3g	
Vitamin A 270%	Vitamin C 10%
Calcium 2%	Iron 4%

*Percent Daily Values are based on a 2,000 calorie diet. Your daily values may be higher or lower depending on your calorie needs.

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



HEALTHY VENDING MACHINE IMPLEMENTATION GUIDE

For many workplaces, vending machines provide a quick and easy solution to those seeking a snack no matter the time of the day. Most often, the range of food and drinks available are high in saturated fat, sugar and salt. When these types of food are eaten regularly, they often lead to weight gain and the development of chronic disease. This guide will assist your business with seeking out healthier options for your vending machines.

1 VENDING MACHINE
 Determine the individual in your organization who primarily works with the vending machine supplier, and obtain contact information. Alternatively, this information is usually noted on a sticker on the machine.

2 VENDING MACHINE CONTRACT
 Obtain the current contract with the vending machine supplier to determine if content and/or product placement negotiation is an option. If so, discuss with the supplier your intent to negotiate with them once the contract is up for renewal.

3 TALKING WITH YOUR SUPPLIER
 Think about the following questions related to the vending machine(s) in your workplace in preparation of the conversation with your supplier to determine opportunities for modifying the food and drink offered in your workplace:

- What type(s) of vending machine does your workplace use (i.e. drink, snack, refrigerated)?
- How many product selections can be displayed?
- Are the tray spirals able to be manually manipulated to hold different sized products?
- Can the number of trays (rows) in the machine be altered?
- Is the workplace able to manually fill the machine(s)?
- What type of signage is on the machine(s)? Can this be changed?



Ensuring Successful Healthy Vending Implementation

-  Opt for smaller packet sizes to allow for more choices
-  Dedicate a tray in the machine to healthier options
-  Price the healthier options competitively
-  Negotiate a 'trial period' for new products



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. Included in [Appendix B](#) of this toolkit you will find a sugar sweetened beverage resolution, fact sheet, and tips to get started removing sugar sweetened beverages from your business or organization. Below are steps for successful healthy beverage program recommendation.

IMPLEMENTATION STEPS

- 1 Convene a Healthy Beverage Group**
Internal group of individuals from a variety of departments to help create a workable healthy beverage program
- 2 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 suppliersSurvey staff to determine awareness and knowledge of beverage choices and their perspective on how to approach implementing a healthy beverage program
- 3 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
- 4 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
- 5 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
- 6 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

7 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

8 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

9 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

Re-Think Your Drink Fact and Tip Sheets available in [Appendix B](#)



INDIVIDUALS

- Pledge to stop your consumption of sugary drinks.
- Make water your default drink.
- Tell everyone you know "The Facts" about sugary drinks.
- Investigate your school district's policy on selling sugary drinks in vending machines, school stores, or at fundraisers.

BUSINESS

- Include "The Facts" about sugary drinks in workplace wellness education.
- Provide and sell only healthy beverages at programs and events, especially those attended by children and adolescents.
- Limit or stop the sale of sugary drinks in vending machines and cafeterias in your facilities. Stop serving sugary drinks at conferences and staff meetings.
- Adopt the GFHC Sugar Sweetened Beverage Resolution.

SCHOOL & DISTRICTS

- Eliminate the sale of sugary drinks on k-12 school campuses, before, during, and after school.
- Prohibit sugary drink advertising and sponsorship on school campuses.
- Don't accept sponsorship, grant, or gift money from sugar sweetened beverage companies.

LOCAL CITY & COUNTY

- Prohibit the purchase of sugary drinks with city or county funds.
- Eliminate the sale of sugary drinks in vending machines on property owned or leased by cities or counties.
- Prohibit sugary drink advertising and sponsorship at city and county events, sports leagues, facilities and programs.

Download the sugar sweetened beverage fact sheet at commit2fit.com



1 WHAT ARE SUGAR SWEETENED BEVERAGES?

Sugar sweetened beverages include: pop, fruit drinks with less than 100% juice, flavored milk, energy drinks and sports drinks.

2 WHY SHOULD I BE WORRIED ABOUT SUGAR SWEETENED BEVERAGES?

- Empty calories in popular sugary drinks can lead to obesity, type 2 diabetes, heart disease and some cancers.
- For each additional sugary drink a child consumes a day, their risk of obesity increases by 60%.
- Drinking one sugar sweetened beverage, every day, for an entire year increases your risk of type 2 diabetes by 25%.
- Women who drink more than two sugary drinks a day are 40% more likely to have a heart attack or die from heart disease.
- In men, each soda consumed per day increases the risk of heart disease by 19%.

3 "I THOUGHT JUICE WAS GOOD FOR YOU"

100% juice can provide added dietary benefits such as vitamins, but are still high in sugar. If juice is consumed, especially by children, it's recommended it be in small amounts (4 to 6 ounces).



HEALTHY BEVERAGE PROGRAM IMPLEMENTATION

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.

**STOP. RETHINK YOUR DRINK.
GO ON GREEN.**

Red - Drink Rarely, if At All

- Regular sodas
- Energy or sports drinks
- Fruit drinks

Yellow - Drink Occasionally

- Diet soda
- Low-calorie, low-sugar drinks
- 100% juice

Green - Drink Plenty

- Water
- Seltzer water
- Skim or 1% milk

BOSTON PUBLIC HEALTH

Building a Healthy Boston
Mayor Thomas M. Menino

Made possible by funding from the US Department of Health and Human Services through Communities Putting Prevention to Work.

Visit www.bphc.org/chronicdisease for more information.

For information contact Commit2fit@flint.org



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 vaccine. Offer onsite flu 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



COMMIT TO FIT! HEALTHY ACTIVITY OPPORTUNITIES

Simple, low- cost activities in the workplace can be just as 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, businesses spend \$7,500 annual 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: <http://www.mentalhealthamerica.net/live-your-life-well>
- Sponsor presentations and training on mental health issues for supervisors and/or leadership team
- Review policies and practices concerning employee privacy, HIPPA, accommodation and ADA guidelines
- Offer the Mental Health@Work seminar, which provides 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.





WORKPLACE WELLNESS: FUNDING & RECOGNITION

There are many ways to fund workplace wellness initiatives for your business, organization or community group, as well as a variety of recognition opportunities to be acknowledged for your workplace wellness activities. The following document outlines funding and recognition opportunities for your business, organization or community group to consider pursuing.

FUNDING OPPORTUNITIES

INTERNAL FUNDING

- **Organizational Budget**
Review your organization's budget to determine your internal funding capacity
- **Determining Return on Investment (ROI)**
Determine the ROI for employees practicing healthy behaviors to aid in obtaining funds; most comprehensive wellness programs have an ROI of about \$3:\$1



CONSULTATION ASSISTANCE

Edington Associates

Edington Associates specializes in assisting organizations with incorporating health and wellness into existing organizational structures. For more information on the available services, visit edingtonassociates.com

Your Health Insurer

Inquire with your health insurer about the wellness services offered to members

AVAILABLE AWARDS

- **Commit to Fit! Certified Healthy Workplace (Page 30)**
- **Wellness Council of America** - <http://welcoa.org/wellworkplace>
- **American Heart Association** - www.startwalkingnow.org
- **Michigan Fitness Foundation** - www.michiganfitness.org/governors-fitness-awards
- **101 Best and Brightest in Wellness** - www.101bestandbrightest.com/wellness-champions





COMMIT TO FIT! HEALTHY WORKPLACE DESIGNATION

CERTIFICATION PURPOSE

This certification aims to acknowledge businesses actively working to improve the health of their employees by providing workplace wellness programming.

CERTIFICATION CATEGORIES INCLUDE:

- Workplace environment
- Policies
- Leadership Support
- Wellness Program Components



POINTS REQUIRED FOR DIFFERENT CERTIFICATION LEVELS

	Small Business/ Organizations (<100 Employees)	Large Business/ Organizations (>101 Employees)
Bronze Certification	75-106	85-116
Silver Certification	107-139	117-146
Gold Certification	137+	147+

CERTIFICATION BENEFITS

- Award recognition
- Website
- Newsletter
- Other media outlets
- Certified Healthy Workplace Designation Signage

APPLICATION PROCESS

The initial application for certification will be made available online through *Commit2fit.com* September 1-September 30, 2015. The application for certification will be made available twice a year. Application will take approximately 20 minutes to complete. It is recommended that businesses “Wellness Champion” complete the application.

Certified Workplaces will be announced **October 15, 2015.**



POLICY IMPLEMENTATION



This sections includes:
Sample Physical Activity Policy
Breastfeeding Policy Template
Smoke-Free Campus Policy Template
Sugar Sweetened Beverage Resolution



POLICY/ MISSION STATEMENT TEMPLATES

The purpose of this section is to provide your business, organization or community group with sample policies that focus on creating an environment conducive to health and wellbeing that have been successfully implemented in other organizations. We encourage your business, organization or community to consider adopting policies supporting a culture of health, and are welcome to begin utilizing the templates in this section.

Templates and sample policies include:

- Physical Activity Policy (Created by BlueCross BlueShield of Minnesota)
- Breastfeeding Policy Template
- Smoke-Free Campus Policy Template
- Sugar Sweetened Beverage Resolution

MISSION STATEMENT

The mission of the _____ Employee Wellness Program is to enhance organization health by fostering interest and encouraging employees to initiate or expand healthier lifestyles, provide diverse wellness programs to meet a wide range of personal health needs, recognize employees for participating in healthier lifestyles activities, decrease absenteeism due to illness and stress, and develop a positive work culture that is focused on celebrating and improving the quality of life for all employees.

WELLNESS PROGRAM PURPOSE

The wellness initiative encourages all staff to pursue a healthy lifestyle. It is designed to promote the physical, social, emotional, and mental health of employees, thus promoting better overall health, improved morale, and a greater personal commitment to the _____ Employee Wellness Program. Personal commitment is likely to transfer into greater commitment to the health of employees and positive role modeling. Aside from saving on health care costs, a wellness initiative could be seen as a way to improve daily attend and staff morale, earn the loyalty of workers, and promote employees' general health and well-being.





SAMPLE PHYSICAL ACTIVITY POLICY

SAMPLE PHYSICAL ACTIVITY POLICY #1

Beginning September 1, 2015 all employees of _____ are required to receive an additional 15 minutes of paid break time each day to participate in physical activity. This time may be combined with the current lunch time (of 40 minutes) to accumulate 55 minutes of total break time. The additional 15 minutes of break time is designated for the purpose of participating in physical activity only. Employees who do not wish to use the extra time for physical activity are not eligible to take the extra break time.

Our organization supports the effective use of walking meetings. Walking meetings are most effective when there are three or fewer individuals involved and the topic doesn't require handouts or extensive note taking.

Staff must follow the current human resources dress code policy. However, employees are encouraged to keep a pair of walking shoes at their desks to allow for a walk break or walking meeting.

Senior leadership at our organization will provide information regarding physical activity opportunities at least quarterly to all employees.



SAMPLE BREASTFEEDING POLICY



SUBJECT: Breastfeeding-Friendly Workplace	POLICY #: 02-008-13	Page 1 of 2
SECTION: Human Resources	CHAPTER: Human Resources	
WRITTEN BY:	TECHNICAL REVIEW BY:	AUTHORIZED BY:

I. APPLICATION

All GHS and PIHP Staff; All GCHC Staff; Contractors; Temporary Staff; Students; Volunteers

II. POLICY STATEMENT

Genesee Health System (GHS) recognizes the scientific evidence that breast milk is the optimal food for growth and development of infants and encourages employees and management to have a positive, accepting attitude toward working women who are breastfeeding. GHS promotes and supports breastfeeding and the expression of breast milk by employees who are breastfeeding when they return to work.

Discrimination and harassment of breastfeeding mothers in any form is unacceptable and will not be tolerated by GHS.

It shall be the policy of GHS to provide:

A. Training and Support

The Breastfeeding-Friendly Workplace policy shall be disseminated to every incoming and current employee, contractor, temporary staff, student, or volunteer at GHS and GCHC.

Information about breastfeeding support after returning to work shall be provided to the staff named above prior to their maternity leave.

A peer support group will be established to provide activities in support of breastfeeding mothers in the workplace.

B. Time to Express Milk or Breastfeed (Lactation Time)

Lactation times shall be established for each employee based on her work schedule. If possible, the lactation time is to run concurrently with any break time already provided.

Lactation time beyond the regular break time will be negotiated between the employee and her supervisor, as GHS recognizes that the needs of each mother are unique.

C. Space for Expressing Milk or Breastfeeding

Employees shall be provided the use of a clean, comfortable space or "Lactation Area." A toilet shall not serve as the lactation area.

Each Lactation Area:

- is equipped with an electrical outlet.

SUBJECT: Breastfeeding-Friendly Workplace		POLICY #:	Page 2 of 2
SECTION:		CHAPTER:	

- is in close proximity to the employee’s work area.
- contains comfortable seating.
- has a lock or other mechanism to ensure privacy.
- has a sink with hot water and soap for hand washing and cleaning of equipment.
- (ideally) has a small refrigerator for storage of expressed breast milk, depending on space available.
- has antibacterial wipes and gel.

Ideally, the Lactation Area will be near or co-located with a toilet.

D. Equipment for Expressing Milk or Breastfeeding

GHS’ health insurance carriers cover the cost of individual breast pumps as a part of women’s prevention services.

E. Direct Access for the Purpose of Breastfeeding

Direct access to children for the sole purpose of breastfeeding will be allowed. Direct access must occur in the Lactation Area, and only during regular break times.

F. Atmosphere of Tolerance

Breastfeeding should not constitute a source of discrimination in employment or in access to employment. It is prohibited under this policy to harass a breastfeeding employee; such conduct unreasonably interferes with an employee’s work performance and creates an intimidating, hostile, or offensive working environment.

Any incident of harassment of a breastfeeding employee will be addressed in accordance with GHS policies and procedures for discrimination and harassment.

III. DEVELOPMENT AND EVALUATION

The GHS COO and the CRO will review this policy on an annual basis.

SMOKE-FREE POLICY TEMPLATE

Below is a policy template to support the implementation of a smoke-free campus. It is based on existing policies within Genesee County and the City of Flint, as well as national templates for smoke-free policy development.

POLICY TITLE: SMOKING AND TOBACCO USE

Purpose & Objective

The purpose and objective of this policy is to provide a smoke-free and tobacco-free environment within _____ facilities and campus in order to promote health and protect employees and individuals who choose not to smoke or use tobacco.

Scope

This policy applies to all employees, volunteers, contract workers, clients, and visitors.

Policy

This policy prohibits smoking or tobacco use in any building, vehicle, or campus area that is owned, operated, or controlled by _____ .

Employees who use tobacco products or smoke on the campus will be subject to corrective action. Infractions of this policy should be directly challenged, and if compliance is refused, directed to the appropriate supervisor. In all cases, the right of the non-smoker to protect his or her health and comfort will prevail over a smoker's desire to smoke or use tobacco.

Definitions

For the purposes of this policy, the use of a "smoking or tobacco" product means any of the following:

- The carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device;
- Placing in the person's mouth, inhaling or chewing of a smoking or tobacco product (which means any preparation of tobacco to be inhaled, chewed, or placed in a person's mouth).

NOTE: This Smoke-free Policy Template is designed to serve as a starting point for the implementation of a campus-wide smoke-free policy within your organization or business. Beyond this template, it is suggested that the appropriate Human Resources representative or Committee review the content of this policy template to ensure it will function within the structure of your business or organization.

SAMPLE SSB RESOLUTION

GREATER FLINT HEALTH COALITION

RESOLUTION TO SUPPORT A REDUCTION IN SUGAR SWEETENED BEVERAGE CONSUMPTION AND INCREASED WATER CONSUMPTION AS A PRIORITY STRATEGY TO IMPROVE HEALTH IN FLINT AND GENESEE COUNTY

WHEREAS, sugar-sweetened beverages (SSBs) including soda, fruit punches, sports drinks, energy drinks, sweetened tea, and other carbonated or uncarbonated drinks that are sweetened with sugar, corn syrup, or other caloric sweeteners are the largest source of added sugar in the American diet today;

WHEREAS, Genesee County has a 36% adult obesity rate compared to 32% for the state of Michigan and 25% as the national benchmark and sugar-sweetened beverages are linked to more than 180,000 obesity-related deaths worldwide each year;

WHEREAS, a significant increase over the past 3 decades of caloric intake from Sugar-sweetened beverages includes an increased average portion size (from 13.6 ounces to 21 ounces) and an increased number of servings per day (from 1.96 to 2.39);

WHEREAS, since 1965, sugar-sweetened beverage consumption has increased significantly: Approximately a 100% increase for children (from 94 calories per day to 191 calories per day) and approximately a 250% increase for adults (from 55 calories per day to 195 calories per day);

WHEREAS, over consumption of sugar-sweetened beverages contributes to a myriad of chronic diseases and health conditions for both children and adults, including obesity, diabetes, hypertension, dental health and coronary heart disease;

WHEREAS, each additional 12-ounce soft drink consumed per day by children increases their odds of becoming obese by 60%;

WHEREAS, scientific evidence suggests that sugar sweetened beverages contribute to the epidemic of obesity in the U.S., with the effects observed to be strongest in children;

WHEREAS, the Greater Flint Health Coalition is a nonprofit Michigan collective impact organization whose mission is to improve the health status of the residents of Genesee County and to improve the quality and cost effectiveness of the health care system in Genesee County;

WHEREAS, the Greater Flint Health Coalition's strategic business plan has a focus area of Health Improvement with a goal to promote and advocate for policies and practices at multiple levels of society that engage our community's residents in healthy behaviors;

WHEREAS, the Greater Flint Health Coalition's *County Health Rankings Action Plan* identified an increase of healthy food access and improved nutrition and diet in workplaces, campuses, and other community settings as a strategy to be implemented to improve health behaviors in Genesee County;

WHEREAS, the Greater Flint Health Coalition seeks to support a reduction in sugar-sweetened beverage consumption and to promote the increased consumption of water, a readily accessible, calorie free and healthy alternative to SSBs as a strategy to improve the practice of healthy behaviors;

NOW, THEREFORE, IT IS HEREBY RESOLVED that the Board of Directors of the Greater Flint Health Coalition, composed of representatives and leadership from Genesee County's hospitals, physicians, healthcare providers, health insurers, business, government, educators and schools, organized labor, and community residents, strongly support a community-wide reduction in sugar-sweetened beverage consumption in Genesee County and Flint as it would: contribute to a decrease in the overall rates of overweight and obesity, encourage healthy behavior alternatives such as increased water consumption, and significantly decrease the likelihood of illness, disease, and death among residents due to the scientifically documented harmful side-effects of high consumption of sugar-sweetened beverages.

THIS RESOLUTION has been adopted effective February 9, 2015.



Peter Levine, Secretary



COMMIT TO FIT! WEBSITE & MOBILE APP GUIDE



This sections includes:

- Commit to Fit! Annual Challenge Calendar
- Commit to Fit! Custom Challenge Overview
- Commit to Fit! How to Register Guide
- Commit to Fit! Mobile App Guide
- Commit to Fit! Health Behavior Tracking Feature

2015 Annual Challenge Calendar

The *Commit to Fit!* campaign is designed to promote the practice of healthy lifestyles in Genesee County by utilizing a common message that engages all residents. To facilitate improved health behaviors throughout the year, *Commit to Fit!* offers six community-wide challenges annually centered around physical activity, nutrition, and overall wellness. Each of the challenges are designed for specific times of the year to assist those who live and work in Genesee County with improvements in their overall health and well being.

CHALLENGE	DATES	DESCRIPTION
	A two month, individual challenge taking place January 1st - February 28th 2015	A challenge focusing on healthy living and community unity as participants share a common goal of healthy weight loss in the New Year.
	A one month, college based challenge taking place February 1st – February 28th 2015	A challenge that focuses on promoting physical activity in local colleges by giving students the chance to take part in “healthy” competition.
	A one month, individual challenge taking place April 1st – April 30th 2015	A challenge that focuses on promoting overall wellness through a variety of health behaviors and healthy communications.
	A one month, individual challenge taking place July 1st – July 31st 2015	A challenge that promotes improved nutrition choices with a special focus on fruits and vegetables.
	A one month, business-to-business challenge taking place October 1st - October 31st 2015	A challenge designed to increase physical activity among employees while promoting cooperation and teamwork.
	A four week, individual challenge taking place November 16th – December 11th 2015	A challenge focusing on promoting health and happiness during the holiday season through practicing various health behaviors.

 = Indicates business-to-business challenge



COMMIT TO FIT! CUSTOM CHALLENGE OVERVIEW

Commit to Fit! offers **FREE** custom wellness challenges to all businesses, organizations, and community groups in Genesee County. Custom, internal wellness challenges are a fun way to create healthy competition among employees while encouraging them to practice healthy behaviors.

HERE'S HOW IT WORKS: CUSTOM CHALLENGE SETUP OVERVIEW

- 1 FOCUS**
Do you want to encourage physical activity, fruit and vegetable consumption, hydration, or a combination of health behaviors?
- 2 GOAL**
What is the goal you wish to encourage individuals to achieve? For example, if your challenge is focusing on physical activity, the goal may be to engage in 30 minutes of physical activity per day.
- 3 DURATION**
How long do you want your challenge to last? Challenges vary depending on preference, however, our most common challenges are one-week and one-month challenges.
- 4 FORMAT**
Do you want the challenge be individual or team-based? In team-based challenges, individuals record their own activity, but aggregate results are reported per team.
- 5 INCENTIVES**
Determine how you wish to reward your employees. For example, you may wish to distribute prizes to all individuals who reach the challenge goal.
- 6 CUSTOM HOMEPAGE**
Commit to Fit! can create a customized homepage on commit2fit.com for all individuals participating in your challenge. The homepage includes your organization's logo, detailed challenge information, and health behavior tracking specific to your challenge.
- 7 REGISTRATION**
Encourage individuals to sign up for the challenge on commit2fit.com. Registration is simple, and a brief "How to Register" guide will be created to facilitate registration.
- 8 PROMOTION**
Promote the challenge as often as possible and continue to remind participants to track their health behaviors on commit2fit.com!

Businesses, organizations and community groups interested in implementing an organizational-specific initiative to encourage individuals to practice healthy behaviors via utilization of the Commit to Fit! Health Behavior Tracking Portal are encouraged to contact Commit to Fit! at commit2fit@flint.org or (810) 232-2228.



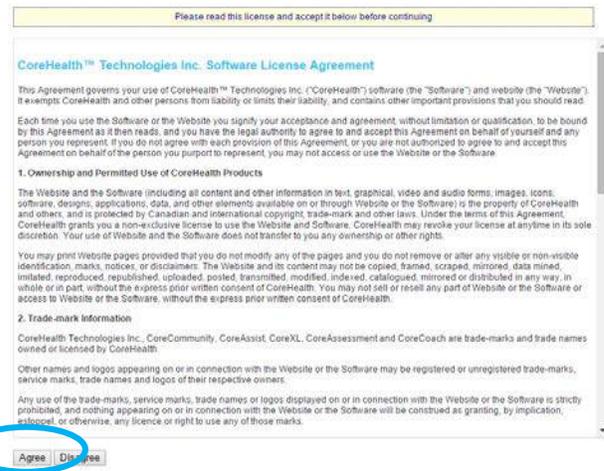
HOW TO REGISTER FOR COMMIT TO FIT! CHALLENGES

1. Go to commit2fit.com and Click “Sign Up”

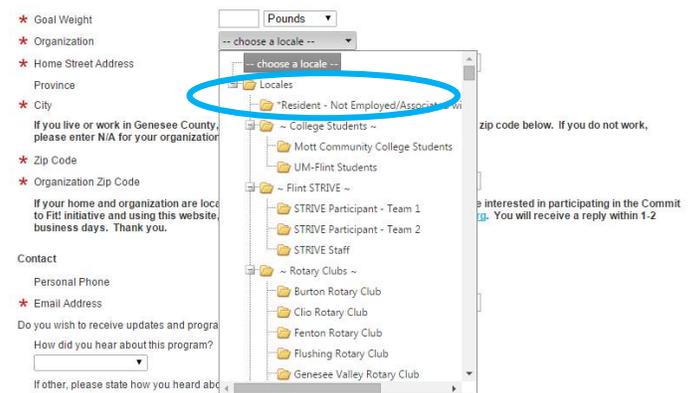


The Commit to Fit! Mayor's Wellness Challenge takes place during the month of April in partnership with City of Flint Mayor Dayne Walling and other elected officials. This is an individual challenge for the community and includes a full April Calendar of FREE health and wellness events!

2. Read the User Agreement & Click “Agree”



3. Complete your registration information. For locale, choose your place of employment, or “resident”



4. Track your activity online or with our Mobile App (Download the App How-to-Guide at Commit2fit.com)





COMMIT TO FIT!

HEALTH BEHAVIOR TRACKING WEBSITE FEATURES

PHYSICAL ACTIVITY TRACKER

- Enter Steps- Enter the number of steps you take daily, then hit “add”
- Count Activities- Choose your type of activity from the dropdown menu, and enter the number of minutes the activity was performed.

HYDRATION TRACKER

The Commit to Fit! Hydration trackers individuals to track their water intake throughout the day. Hydration can be tracked by clicking the water icon for each serving of water consumed.

NUTRITION TRACKER

The Commit to Fit! Nutrition Tracker allows for individuals to track their consumption of a variety of foods to include: fruits, vegetables, grains, protein and dairy. Simply click the food icon in the appropriate category for each serving consumed.

WEIGHT TRACKER

The Commit to Fit! Weight Tracker allows individuals to manage their weight through this easy to use feature. Individuals simply input their weight as often as needed to track their weight management progress.

COMMIT TO FIT!

HOW TO GUIDE: DOWNLOADING OUR MOBILE APP

Reminder: In order to utilize the mobile app you must first create an account at Commit2Fit.com

1. Sign in to your account at Commit2fit.com
(Not registered? Go to Commit2fit.com and click on “Sign Up”)
2. Click on “Mobile App” then “Mobile Access”



3. Click “New” under Mobile Access. Your access code will appear.
(You will need this code to connect your mobile device to your commit2fit.com account)



4. Search for “Wilo Touch” in your Mobile App Store and download.



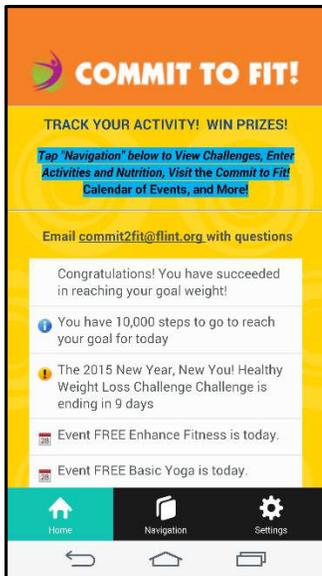
5. Open the Wilo App on your mobile device and enter your access code from the website.





Welcome to the Commit to Fit! Mobile App

Open your WILO App to get started!



App Home screen

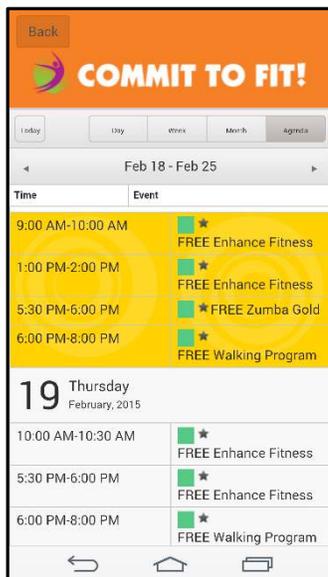
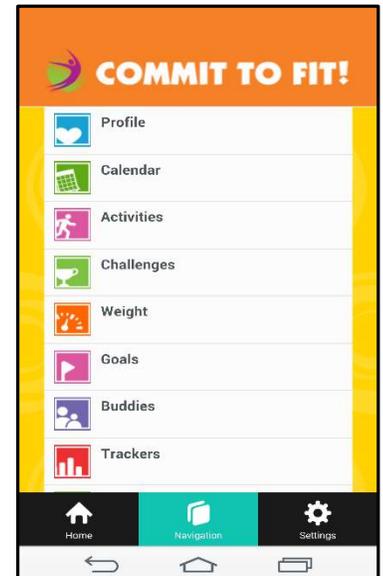
This screen will provide you with upcoming Commit to Fit! Events, daily activity goals, challenge progress and more!

←

Navigation Screen

Tap “Navigation” to view your Commit to Fit! health trackers, challenges, and events calendar!

→



Event Calendar

Stay current on FREE Commit to Fit! Events like free fitness classes and cooking demonstrations by viewing our calendar feature!

←

Trackers

Track your healthy behaviors such as fruit and vegetable servings and hydration!

Click + to add a serving

Click – to delete a serving

→





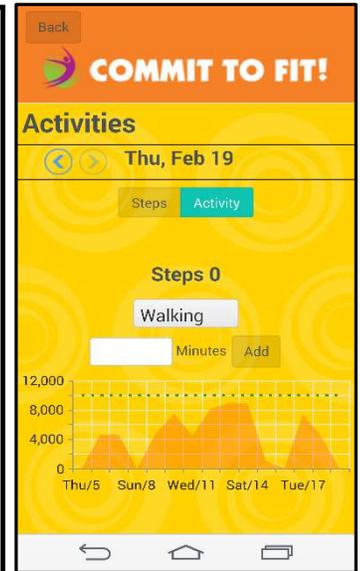
Steps

Track your daily steps using the “Steps” button and enter your daily steps.



Activities

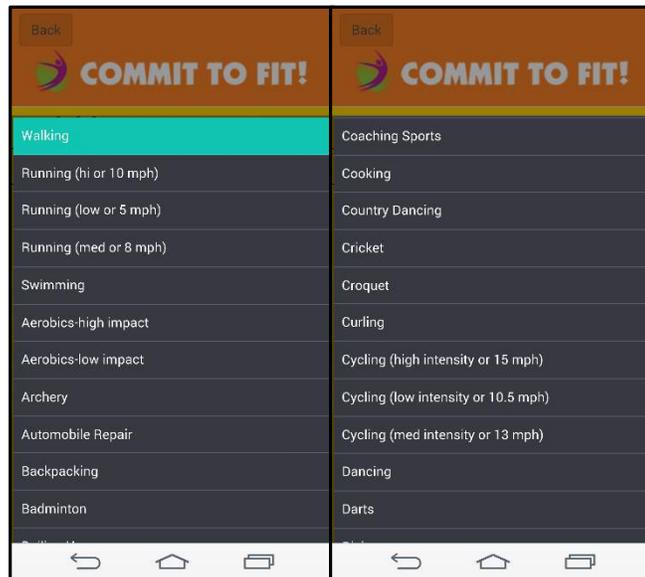
Track your minutes of physical activity by clicking the “Activity Button” and choosing your type of activity.

Activities

Commit to Fit! recognizes that ALL physical counts.

This tracker allows you to log specific activities and track your minutes of activity



APPENDIX A



This sections includes:
Commit to Fit! DHEW Assessment (Print Version)
Employee Interest Survey



COMMIT TO FIT!

DESIGNING HEALTHY ENVIROMENTS AT WORK (DHEW) ASSESSMENT

Commit to Fit! is a communitywide health behavior improvement initiative to improve health behaviors via education, programmatic offerings, and shared policy, systems, and environmental changes. As one of the many components of the Commit to Fit! campaign, the Greater Flint Health Coalition encourages workplace wellness initiatives and encourages the completion of this Commit to Fit! DHEW Assessment designed as a resource for businesses, organizations, and community groups to evaluate their current workplace against the leading components responsible for a successful wellness strategy.

It is recommended that the Employer based Workplace Wellness Assessment be completed by the CEO, Human Resources Representative, or Wellness Coordinator. This survey can be completed at <https://www.surveymonkey.com/r/C2FDHEW>. Upon survey completion, a representative from the Greater Flint Health Coalition will contact you to review your survey results, address any questions you may have, and discuss health and wellness opportunities available through the Greater Flint Health Coalition that your organization may wish to pursue.

1. Name of Company _____
2. Number of Employees _____
3. Location(s) (City/County, State) _____
4. Contact Name, Title, Email Address, Phone Number

5. In the last 12 months, did all levels of management support work site health promotion programs?

Yes No

6. In the last 12 months, did your worksite set annual organizations objectives for your work site wellness program?

Yes No

7. In the last 12 months, did your work site have a designated wellness champion or advocate?

Yes No

8. In the last 12 months, did your work site have a wellness committee that met at least once?

Yes No

9. Does your work site wellness program have an annual budget?

Yes No

10. In the last 12 months, has your work site conducted a health risk appraisal?

Yes No



11. If you answered “Yes” to question 10, did the health risk appraisal provide individuals with personalized feedback?

Yes No

12. Has an employee needs and interests survey been distributed to assist in planning health promotion activities?

Yes No

13. Are health education activities available to ALL employees?

Yes No

14. Does your work site use incentives to increase participation in health promotion programs, such as cash, gift certificates, or health insurance premiums?

Yes No

15. If you answered “Yes” to question 15, please provide examples below:

16. Does your work site promote health education programs through various communication channels? (e-mail, posters, newsletters, etc.)

Yes No

17. Does your work site conduct an ongoing evaluation of health promotion activities? Such as collected data on employee health risk, medical claims, and employee feedback?

Yes No

18. Does your work site have a formal wellness policy?

Yes No

19. Does your work site provide any of the following items to support participation in physical activity? Check all that apply.

- Walking paths or trails
- Bike racks
- Maps of area walking/biking trails
- Open area for recreation and exercise
- Shower and changing facilities
- Well lit, safe and accessible stairwells

20. Does your work site post signs at elevators and entrances to encourage stair use?

Yes No



21. Does your work site provide employees with free physical activity seminars or workshops throughout the year?

Yes No

22. Does your work site support physical activity opportunities such as Commit to Fit! Challenges, sports teams, and/or charity walks?

Yes No

23. If you answered “Yes” to question 22, please provide specific examples below.

24. Does your work site provide health education material for employees such as posters, pamphlets, newsletters or via website links?

Yes No

25. Does your work site have a healthy food policy to encourage nutritious options at meetings?

Yes No

26. Does your work site identify healthier food and beverage choices in vending machines or in the cafeteria with signage or specific symbols?

Yes No

27. Does your work site provide free, health eating seminars, workshops or classes to employees?

Yes No

28. Does your work site have a tobacco free policy?

Yes No

29. Is your tobacco policy clearly communicated to employees via signage and communication channels?

Yes No

30. Does your work site have a formal breast feeding Policy?

Yes No

Thank you for completing the Commit to Fit! DHEW Assessment. Please submit this via email to: Commit2fit@flint.org A staff person will review your survey and contact you with your score and recommendations.

EMPLOYEE INTEREST SURVEY

This survey can be distributed to employees to determine their needs and interests when developing your businesses wellness program. Employees should be surveyed on a regular basis.

1. Please circle the number that indicates your interest in the following wellness activities that we might offer at the workplace (little or no cost to you). 1 = no interest 5 = very interested

a. Blood pressure/cholesterol screening

1 2 3 4 5

b. Cancer education/screening

1 2 3 4 5

c. Walking Program

1 2 3 4 5

d. Physical activity classes/program

1 2 3 4 5

e. Smoking cessation

1 2 3 4 5

f. Healthy Eating

1 2 3 4 5

g. Stress management/ relaxation

1 2 3 4 5

h. Weight Management

1 2 3 4 5

i. Diabetes screening

1 2 3 4 5

j. Commit to Fit! Challenges (Physical activity, weight, or nutrition)

1 2 3 4 5



2. What other activities would you like to see offered?

3. What times would you like to see wellness activities held (check all that apply)

Before Work

During the workday (lunch time or breaks)

After work

4. What is your preferred method of communication for company wellness program activities?

Flyers

Newsletter

Email

Other _____



APPENDIX B



This sections includes:
Commit to Fit! Materials Order Form
Point of Decision Posters
Sugar Sweetened Beverage Tips & Fact Sheets
Re-Think Your Drink Posters



COMMIT TO FIT! ORDER FORM

Thank you for your interest to help spread the Commit to Fit! movement throughout Flint and Genesee County. These materials are available free-of-charge to Genesee County organizations. Please indicate your order below.



“99 Ways” Brochure

Quantity



4x4 Pocket Card

Quantity



Prescription Pad

Quantity



Bill Stuffer

Quantity



Pledge Card

Quantity



Health Happen Here Rack Cards

Quantity



Nutrition Guidelines

Quantity



Outdoor Smoke Free Campus Sign

Quantity



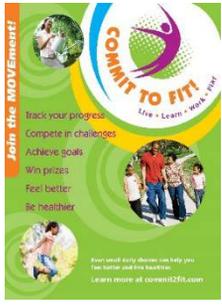
C2F! Rack Cards

Quantity



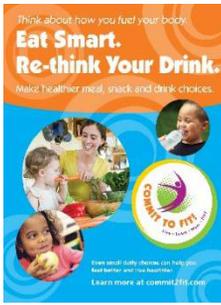
Indoor Smoke Free Campus Sign

Quantity



C2F! Movement Poster

Quantity



Eat Smart Movement Poster

Quantity



Step it Up on the Stairs Poster

Quantity



14 Things Poster

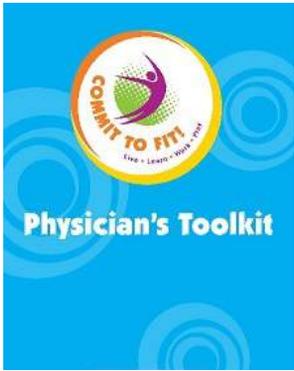
Quantity



Re Think Your Drink Poster Series

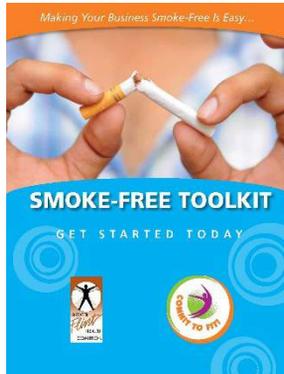
Quantity

Tool kits include a variety of helpful materials and resources



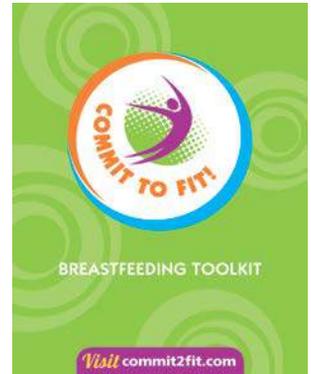
Physician's Toolkit

Quantity



Smoke Free Toolkit

Quantity



Breast Feeding Toolkit

Quantity

DELIVERY INFORMATION

Name: _____

Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Email: _____

Please return this form to:

Greater Flint Health Coalition
519 S. Saginaw Street, Suite 306 Flint, MI 48502-1802
Email: commit2fit@flint.org
Phone: 810.232.2228 Fax: 810.232.3332





Commit to Fit! Material Descriptions

“99 WAYS” BROCHURE

This is the campaign’s primary print piece providing 99 practical ways to think about living a healthier and more active lifestyle.

RACK CARD

This piece provides an overview of the *Commit to Fit!* campaign’s key messages and can be distributed in a number of ways. Brochure holders are also available at no cost.

NUTRITION GUIDELINES

This document provides an simple overview of daily nutrition guidelines.

BILL STUFFER

For distribution with payroll, invoices, newsletters or letters.

PRESCRIPTION PAD

For physicians and health care providers to engage patients in their offices. This prescription for health pad addresses individual health goals and “prescribes” healthy activities, and can also refer individuals or patients to www.commit2fit.com as a follow-up.

PLEDGE CARDS

Pledge cards are a great tool to guide participants on setting goals for nutrition, exercise, and quitting smoking.

4x4 POCKET CARD

This small card acts as a reminder to practice the 4 healthy behaviors and 4 healthy measures supported by *Commit to Fit!* Provides individuals to write down their personalized goals.

POSTERS

Use these posters to promote the *Commit to Fit!* message, where appropriate, within your organization and community

PHYSICIAN’S TOOLKIT

The *Commit to Fit!* Physician’s Toolkit is a resource designed to improve patient weight and related factors of physical activity and nutrition. This Toolkit offers health referral resources to patients and suggests methods to improve the physician-patient relationship. Contained in this toolkit are the *Commit to Fit!* Weight Assessment: Adult and Child, Healthy Weight Plan: Adult and Child, *Commit to Fit!* Prescription Pad, and Supplemental Materials Order Form. It is available free-of-charge to physicians working in Genesee County.



COMMIT TO FIT!

Live • Learn • Work • Play

Start Here
Check Serving Size →

Check Calories →

Limit These Nutrients →

Get Enough of These Nutrients →

Nutrition Facts	
Serving Size 1/2 cup (114g)	
Serving Per Container 4	
Amount Per Serving	
Calories 90	Calories from Fat 30
	% Daily Value*
Total Fat 3g	5%
Saturated Fat 0g	0%
Cholesterol 0mg	0%
Sodium 300mg	13%
Total Carbohydrate 13g	4%
Dietary Fiber 3g	12%
Sugars 3g	
Protein 3g	
Vitamin A 270%	Vitamin C 10%
Calcium 2%	Iron 4%
*Percent Daily Values are based on a 2,000 calorie diet. Your daily values may be higher or lower depending on your calorie needs.	

Quick Guide to % Daily Value
5% or less is low
20% or more is high

← **Footnotes**

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



Here are some ideas to get you started. How many more can you come up with?

1. Turn off the TV and take a walk around the block with the family every evening after dinner.
2. Walk to the mailbox, post office, store or bank whenever possible.
3. Push a stroller or pull a wagon. Your children will love it.
4. Turn on the radio while you clean—and dance around! It can be both fun and aerobic.
5. Instead of using the remote control, pick a week when everyone must get up to change the TV station.
6. Take the stairs at work. Try it two at a time.
7. At home, go up and down the stairs 10 times in the morning and 10 times at night.
8. Wash and wax your car by hand.
9. Have “walking meetings” with business colleagues.
10. Jog in place while watching TV.
11. Wash windows, switching hands every other window.
12. When you take the kids to the park, hop on swings and pump with your legs.
13. Limit screen time and maximize outdoor time.
14. Rake rather than using a leaf blower. Afterward, jump in the pile!
15. Laugh a lot. You’ll feel better—and it has great health benefits!
16. Park farther away in the lot.
17. Walk the dog once a day. You’ll both feel better!
18. Do 10 jumping jacks as soon as your alarm goes off in the morning. Stretch for 5 minutes first.
19. Next, do 10 push-ups!
20. Skip rope for 5 minutes a day. Do it during your favorite TV show, and see how much you can improve throughout the season.
21. Take a walk after you take out the garbage (hey, you’re outside anyway, right?).

Commit to Fit! is a community-wide initiative of the Greater Flint Health Coalition, its Health Improvement Committee and a growing collective of community-based partners, including:

AFL-CIO
 Baker College of Flint
 Blue Cross Blue Shield of Michigan
 Citizens Banking Corporation
 City of Flint
 Clio Healthy Communities
 Crim Fitness Foundation
 Flint Area Reinvestment Office
 Flint Farmers’ Market
 Food Bank of Eastern Michigan
 General Motors Corporation
 Genesee County Board of Commissioners
 Genesee County Community Mental Health
 Genesee County Department of Human Services
 Genesee County Health Department
 Genesee County Medical Society
 Genesee County Osteopathic Society
 Genesee Intermediate School District
 Genesee Regional Chamber of Commerce
 Genesys Health System
 Hamilton Community Health Network
 HealthPlus of Michigan
 Hurley Medical Center
 International United Auto Workers
 McLaren Regional Medical Center
 Mott Children’s Health Center
 Mott Community College
 MSU Extension
 UAW Region 1-C
 United Teachers of Flint
 University of Michigan-Flint

Not on this list? Why not?

Join the MOVEment today – Commit to Fit!



Learn more at commit-2-fit.org, where you can discover more simple tips and track your physical activity and nutrition progress. Contact the Greater Flint Health Coalition at 810.232.2228 or gfhc@flint.org today.



99 EASY WAYS TO Better Health

Even small daily choices can help you feel better and live healthier.

Simple steps lead to better health.

If you pump iron daily and spend hours a week running on a treadmill, you’re probably pretty fit already. If you don’t do those things, take heart. You can still improve your fitness, enjoy better health and extend your life by adding a few simple activities into your day. Did you know that vacuuming is a great upper body workout? Or that you can raise your heart rate by parking your car in the last row at the mall?

Did you know that for the average 150-pound person, everyday activities burn the following calories in 30 minutes:

Raking leaves = 147

Gardening or weeding = 153

Vacuuming = 119

Playing with kids = 136

Mowing the lawn = 205

In addition to burning calories, the cumulative effects of these and other suggested *Commit to Fit!* activities can reduce your risk of heart disease, high blood pressure, diabetes and even depression.

The *Commit to Fit!* challenge is not about becoming a marathon runner or yoga guru. It’s about making conscious daily choices with your health in mind. This includes active living, eating fruits and vegetables, drinking plenty of water and getting eight hours of sleep each night.

Rally your friends and family to take this simple challenge, then go to commit-2-fit.org to learn more and to track your own personal fitness progress.

It will be the best simple thing you do today.

22. Get off the bus several blocks early and walk the rest of the way.
23. If possible, walk to your destinations while on vacation, rather than renting a car or taking a cab.
24. Whenever possible, walk or bike to your destinations while at home, too.
25. Grab a basketball and shoot a few baskets.
26. Use a walk-behind, rather than riding lawn mower.
27. Go to your local high school and walk around the track.
28. Ride a bike to work—or to the store, school or a friend's house.
29. Take a dance class. (Take your spouse and family, too!)
30. Participate in "Adopt A Highway."
31. Work with your employer to start a workplace wellness program.
32. Go roller skating. To make it more fun, take the family or some neighbors with you.
33. Set a goal to complete your first charitable walk this year.
34. Take up a sport you've never tried.
35. Take study or work breaks by walking around or going up and down a flight of stairs.
36. Water aerobics is great for the heart and muscles and easy on the joints.
37. Go window shopping.
38. Maintain a garden, even a small one.
39. Move the furniture when you vacuum. (Be careful not to move furniture that's too heavy.)
40. Revisit your childhood by trying a few cartwheels in the back yard.
41. Adopt a park.
42. Get together with neighbors to beautify your neighborhood.
43. Jump for one full minute on a pogo stick. OK, now do it again.
44. Join a fitness center.
45. Enroll your child in any sports or arts program.



46. Hike in the woods and look for birds.
47. Organize a group of co-workers to walk 15 minutes during your lunch break. Invite your boss.
48. Go to a strawberry farm and pick your own berries. (Also works with blueberries, apples, peaches and fresh vegetables.)
49. Play catch with a friend.
50. Swim laps at your local high school or the YMCA.
51. Wear wrist weights when walking. Try brisk steps as you go.
52. Take your toddler to the local SKIP program offered in all Genesee County school districts.
53. Play ping-pong.
54. Join a Crim walking or training program.
55. Call your local school's community education department and sign up for hockey, soccer, volleyball, softball or another seasonal sport.
56. Try in-line skating. (Remember to wear protective pads.)
57. Here's an exercise bike idea. Once a week, each family member takes turns using it, 15 minutes each, during a favorite family show or video.
58. Walk, run or ride the Flint River Trail! It's 12 miles long east to west.
59. Visit one of Genesee County's 89 parks, you'll be happy you did.
60. Play Frisbee or Disc Golf.
61. Walk three times around your office building during lunch.
62. Get a puppy you can play outside with. (Or borrow your neighbor's.)
63. Wrestle with your grandkids or play a game of chase.
64. Do some toddler lifts! The kids will love it and you get their smiles as well as the health benefits.
65. Build a snowman. (For best results, try this only in the winter.)
66. Sign up for a nutrition class at MSU Extension.



67. Join the kids when they play in the snow.
68. If you eat out at lunch, walk to the restaurant rather than driving.
69. Remember those dreaded leg lifts? Do a few during your favorite TV show.
70. Take the family to the school after hours and enjoy a game of touch football with the kids on the ball field, or race them around the track.
71. Quit smoking – exercise will feel better and easier.
72. Get the family together and play volleyball or badminton in the back yard or at a local gym.
73. Help coach your child's sports team.
74. Take the kids to the park and let them run around. Be sure to run around with them! (Don't worry, nobody's watching.)
75. Get some small weights (two or three pounds) and lift them while watching TV. (Make sure you lift them correctly, though.)
76. Hold your child's next birthday party at the roller skating rink. (Don't just watch; join in!)
77. Go to the mall and walk around the entire inside three times.
78. Vacuum the entire house twice a week.
79. Push-ups are a great way to get fit. Try 10 push-ups in the morning and 10 more at night. Try to work yourself up to 30, twice each day.
80. Take up snow skiing.
81. Sweep the floor, inside or out. Use brisk sweeps to increase intensity.
82. Play fetch with the dog for 20 minutes each day.
83. Do 30 jumping jacks in the morning and 30 more while watching TV at night. For a little more fun, get the whole family jumping with you!
84. Visit a museum or art gallery. The walking is great exercise.



85. Do you have a play area with swings and slides? Go play for a few minutes each day. You'll get your heart going, get a little exercise—and you'll have a blast with the kids.
86. When talking on the phone, use a portable phone and walk around the house.
87. Do your work-related reading while on an exercise bike or exercise ball.
88. Push yourself back from your desk and perform some chair exercises.
89. When your children are at the playground, walk around the perimeter instead of just watching.
90. Exercise early in the day, before mental fatigue helps you talk yourself out of it.
91. Recruit an exercise buddy to keep each other going.
92. Take a yoga class to stretch and tone muscles and release stress.
93. Start a community garden to get active and eat fresh.
94. Next time you go shopping, take a few laps around the mall before you leave.
95. Start a church health team.
96. Volunteer at your local food bank.
97. Spend a Saturday at the Flint Farmers' Market. Walk around and talk to the vendors and sample fresh produce!
98. Take the kids to the beach and play in the water.
99. Get a hula hoop!



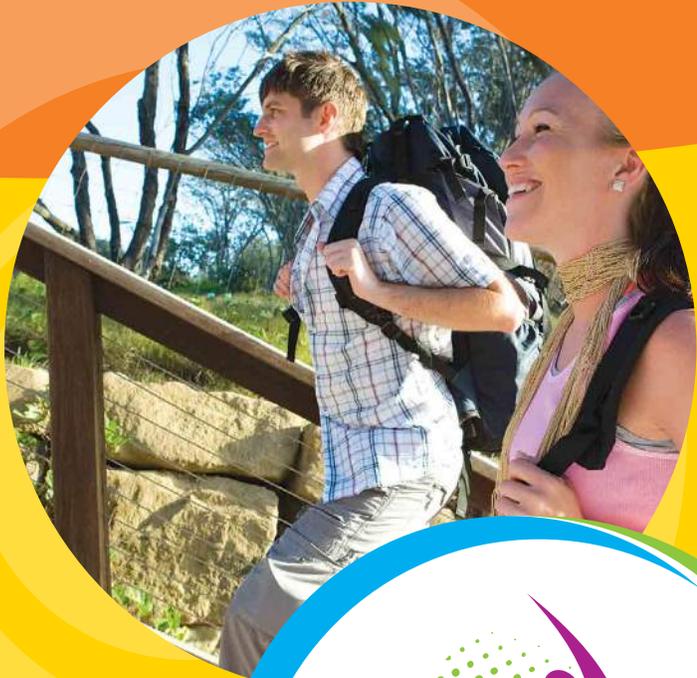
Learn more, make your *Commit to Fit!* pledge and start tracking your progress by logging onto commit2fit.com



Why take the elevator?

Step it Up on the Stairs.

You can burn
50 calories a
day just by
taking the stairs.



Even small daily choices can help you
feel better and live healthier.

Learn more at commit2fit.com

Join the MOVEMENT!



COMMIT

TO FIT!

Live • Learn • Work • Play



Track your progress

Compete in challenges

Achieve goals

Win prizes

Feel better

Be healthier



Even small daily choices can help you feel better and live healthier.

Learn more at commit2fit.com

TIPS TO GET STARTED...



INDIVIDUALS

- Pledge to stop your consumption of sugary drinks.
- Make water your default drink.
- Tell everyone you know “The Facts” about sugary drinks.
- Investigate your school district’s policy on selling sugary drinks in vending machines, school stores, or at fundraisers.

BUSINESS

- Include “The Facts” about sugary drinks in workplace wellness education.
- Provide and sell only healthy beverages at programs and events, especially those attended by children and adolescents.
- Limit or stop the sale of sugary drinks in vending machines and cafeterias in your facilities. Stop serving sugary drinks at conferences and staff meetings.
- Adopt the GFHC Sugar Sweetened Beverage Resolution.

SCHOOL & DISTRICTS

- Eliminate the sale of sugary drinks on k-12 school campuses, before, during, and after school.
- Prohibit sugary drink advertising and sponsorship on school campuses.
- Don’t accept sponsorship, grant, or gift money from sugar sweetened beverage companies.

LOCAL CITY & COUNTY

- Prohibit the purchase of sugary drinks with city or county funds.
- Eliminate the sale of sugary drinks in vending machines on property owned or leased by cities or counties.
- Prohibit sugary drink advertising and sponsorship at city and county events, sports leagues, facilities and programs.

Download the sugar sweetened beverage fact sheet at commit2fit.com

SUGAR SWEETENED BEVERAGES

THE FACTS



1 WHAT ARE SUGAR SWEETENED BEVERAGES?

Sugar sweetened beverages include: pop, fruit drinks with less than 100% juice, flavored milk, energy drinks and sports drinks.

2 WHY SHOULD I BE WORRIED ABOUT SUGAR SWEETENED BEVERAGES?

- Empty calories in popular sugary drinks can lead to obesity, type 2 diabetes, heart disease and some cancers.
- For each additional sugary drink a child consumes a day, their risk of obesity increases by 60%.
- Drinking one sugar sweetened beverage, every day, for an entire year increases your risk of type 2 diabetes by 25%.
- Women who drink more than two sugary drinks a day are 40% more likely to have a heart attack or die from heart disease.
- In men, each soda consumed per day increases the risk of heart disease by 19%.

3 “I THOUGHT JUICE WAS GOOD FOR YOU”

100% juice can provide added dietary benefits such as vitamins, but are still high in sugar. If juice is consumed, especially by children, it's recommended it be in small amounts (4 to 6 ounces).

4 WHAT ABOUT SPORTS DRINKS?

A 20-ounce serving of a typical sports drink has 9 teaspoons of added sugar. For children, the daily recommendation for sugar consumption is 3 to 4 teaspoons during the preschool and early elementary years, and between 5 and 8 teaspoons during the tween and teen years. Experts agree that even when children exercise vigorously for an hour, water works the best for rehydration.

For adults, generally water also works best for rehydration. However, if your activity is vigorous and lasts more than an hour, a sports drink will help provide carbohydrates for energy and minerals to replace electrolytes.

5 WHAT SHOULD I DRINK INSTEAD?

Water and unflavored, low-fat 1% or non-fat milk are best for health, so try those drinks first. Sugar sweetened beverages should only be consumed occasionally.

6 ADDITIONAL FACTS

- Research shows that sugary drinks are the largest contributor of added sugar in the American diet. 46% of added sugar in the diets of Americans comes from sugary drinks.
- One 20-ounce bottle of pop contains 65 grams of sugar.
- Adults who drink one or more sugary drinks a day are 27% more likely to be overweight than adults who do not drink sugary drinks.
- Drinking sugary drinks nearly doubles the risk of dental cavities in children.
- Sugary drink intake by adults has more than doubled in the last 30 years, translating to an extra 77 calories from sugary drinks per day.
- It takes 50 minutes of running to burn off one bottle of pop or fruit juice.





DID YOU KNOW
**IT TAKES 50
MINUTES
OF RUNNING**
TO WORK OFF
ONE BOTTLE
OF SODA OR
FRUIT JUICE?

For fact sheets and tips, visit
commit2fit.com





DRINKING MORE
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For fact sheets and tips, visit
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YOU WOULDN'T
EAT 22 PACKETS
OF SUGAR.
**WHY ARE
YOU DRINKING
THEM?**

For fact sheets and tips, visit
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ONE SODA
X
365 DAYS

**25%
INCREASED
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TYPE 2
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Why Commit to Fit?

Commit to Fit! is an ongoing health behavior improvement initiative that seeks to mobilize employers, schools, residents, neighborhoods, churches, and the community at-large to support and utilize a common message focused on healthier, more active lifestyles. Thus, the healthy messages of Commit to Fit! are reinforced throughout the community, across settings where residents live, learn, work, and play.



Greater Flint Health Coalition

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