

- Offer to pay for offsite smoking cessation classes.
- Offer health insurance premium reduction for non-smokers.
- Make work facility tobacco free.
- Start a committee to promote non smoking programs.
- Use the CDC site for smoking & tobacco use.
- Dedicate a column in employee newsletter to tobacco free information.
- Reimburse for tobacco cessation course.
- Host a tobacco cessation course.
- Promote community smoking cessation resources.
- Participate in The Great American Smoke Out. Post stats on social media; display posters in the workplace; send out email to staff about the costs (both physical and monetary) of smoking, etc.
- Offer flex spending allowance for nicotine replacement products or Rx Meds in insurance packages.
- Offer reimbursement for nicotine replacement products.
- Post creative media that addresses tobacco in the workplace.
- Set a timeline and date for smoke-free workplace; actively offer assistance during the approach period.
- Test for, and exclude, tobacco users during hiring.
- Promote the workplace's smoke free policy online and in new employee orientation.
- Arrange support groups for employees trying to stay smoke-free.
- Provide individual, group, or phone counseling through a health plan/EAP for employees to quit and stay smoke-free.
- Schedule a quarterly lunch and learn. Coordinate with a neighboring business to increase participation.
- Consider covering smoking cessation RX in health care plans.
- Offer incentives to quit smoking.
- Run challenges and post the results in a public place for a number of days since last smoked.

- Get vending machines with healthy choices.
- Employer provided fruit in break/lunch room.
- Organize a healthy potluck luncheon.
- Dedicate a column in the employee newsletter dedicated to health recipes.
- Create a health recipe cook book by employee for employees- free of charge.
- Set up a fresh food vendor at facility once weekly.
- Organize cooking demonstrations during lunch break.
- Distribute nutrition/dietary information as payroll stuffer.
- Create a wellness team.
- Bring in nutritionist to speak to employees.
- Offer healthier choices at company sponsored events.
- Educate employees on how to read labels, understand portions, educate about nutrients.
- Implement event around the movie "Fed Up" or "That Sugar Film"
- Provide free fruit and other healthy snacks weekly (in break areas).
- Hold healthy cooking contests or similar events.
- By policy, provide healthy food choices for catered company events/meetings.
- Partner with local hospitals to offer clinics on nutrition and healthy cooking classes.
- Provide healthy eating reminders and prompts to employees via posters, emails, etc.
- Provide an opportunity for on-site gardening if possible.
- Celebrate "free fruit day" and give away apples.
- Have a homegrown fruit and vegetable exchange.
- Offer info/recipes on packing health brown bag lunches.
- Organize visits with local fruit and vegetable supplier to sell produce on-site.
- Work with vending machine company to post calorie/nutrient content amounts on machines.
- Place myplate.gov charts in break rooms.
- Schedule quarterly lunch and learn on a healthy eating topic.
- Change portion sizes of food/beverages.
- Decrease the size of cups and plates at events.
- Install nutrition posters.
- Do a food prep demo to show how healthy cooking can be fun and simple and still taste good.

- Create a walking campaign, reward team achievements.
- Offer bike storage for those who can bike to work.
- Make stairwells appealing with artwork.
- Implement a 2/3 minute stretch break during work hours.
- Sponsor employees who take part in community running events.
- Provide a room that employees can bring in exercise DVDs; provide fitness equipment and incentives to use.
- Promote department challenges.
- Promote biking and walking trails. Provide staff with bike storage.
- Post sign-up for employees to coordinate walking/cycling groups. Promote a buddy system to hold each other accountable.
- Consider walking meetings.
- Sponsor sporting event/team.
- Sponsor competitive sport events in the community.
- Sponsor company teams for intermural and local sports.
- Negotiate gym discounts for employees.
- Encourage team building events that focus on physical activities.
- Negotiate discounts with fitness trainers for employees.
- Promote friendly competitions within the workplace.
- Offer rewards for accomplishments related to fitness.
- Encourage employer-sponsored youth athletic teams along with employee volunteers.
- Map out indoor and outdoor walking trails accessible to employees of all abilities.
- Encourage employees to walk to a specific location and log individual miles for incentive prizes.
- Offer flexible lunch periods/breaks to encourage individual, group, or buddy walks.
- Promote other community assets and resources.
- Offer reimbursement for fitness facilities or an annual reimbursement for (\$200) for fitness equipment or activities.
- Implement a stretching program.
- Post signs regarding stretching at shared places like copier, fax machines, coffee pots, etc.
- Sponsor other sporting teams or coordinate softball/kickball/golf outing.
- Provide a room that employees could bring in fitness DVDs or unused fitness equipment.
- Have a company picnic and offer fun outdoor activities for all fitness levels.

- Create a campaign or messaging to reduce stigma around mental health.
- Offer training on trauma and Adverse Childhood Experiences for employees and how this impacts physical and mental health.
- Anonymously ask employees what they would like offered to help reduce stress and act on these suggestions.
- Establish a safe zone/office to ask for help.
- Offer mental health first aid training.
- Bring in a speaker to talk about mental health services available in our community.
- Leaders model good self care and mental health care.
- Provide flexible schedules.
- Provide and promote employee assistance program and advertise community resources.
- Offer crisis briefings after traumatic events.
- Offer workplace yoga, meditation, mindfulness and stretching opportunities.
- Provide money management classes.
- Encourage laughter and team building and facilitate opportunities for this.
- Provide opportunities for employees to eat together.
- Offer questionnaire and resources around caregiver strain.
- Schedule lunch and learns on mental health topics.
- Offer Compassion Fatigue/Burnout training.
- Celebrate company and personal success.
- Create an environment where employees may express themselves in a constructive manner.
- Create a social emotional health/trauma informed care committee.
- Implement Michigan's "Becoming Trauma Informed" Assessment and Toolkit.
- Encourage staff to complete mental health screenings.
- Encourage employees to explore mental health Apps for their phones.
- Bring in speakers to talk about isolation and social connectedness.
- Implement ProQol survey with employees and use information for creation of strategies to improve morale (Professional Quality of Life).
- Offer suicide prevention classes such as QPR (Question, Persuade, Refer).

- Use all available avenues to reach employees (break rooms/social media/etc.)
- Start an employee newsletter, interview employees, have letters to the editor section.
- Create a suggestion box to further discussion about workplace health.
- Use games, activities, friendly competitions to foster improved communication.
- Consider creating an onboarding video as well as a series of videos that brand your organization.
- Use T-shirts/other branding items to communicate corporate message.
- Celebrate company & personal successes.
- Hold "all hands" meetings to spotlight important local topics.
- Set up displays of health posters in lunch/meeting rooms.
- Send health related e-cards found on free sites like the CDC.
- Promote success stories- highlighting healthy lifestyle success stories.
- Provide health information fact sheets for employees to take home.
- Include wellness activity information in new employee orientation.
- Have a wellness newsletter or a wellness section in your newsletter.
- Post sign-up sheets that employees can coordinate walking or cycling groups.
- Do team building activities that encourage employees to work together to solve problems/games.
- Put up a board with sign ups for various worksite and non-worksite events.
- Do a quarterly or bi-annual forum to open up the floor to employees to discuss events and group outings they would like to see happen.
- Create a wellness committee and open it up to everyone.
- Review national, monthly health observances and plan at least a quarterly campaign aligned with a national observance.

1 in 21 Champion Goals: Community Outreach

- Offer paid time off to employees who want to volunteer.
- Communicate community initiatives-calendar of events-within the company.
- Allow and/or promote use of facility/meeting rooms for community initiatives.
- Educate your HR Staff in how to engage employees.
- Offer to match gifts to community non profits.
- Start a share program and let employees suggest nominees and those who participate can vote.
- Recognize the volunteer efforts of employees.
- Start a community garden, allow employees to plant/tend garden during breaks.
- Support and promote the Muskegon Farmer's Market.
- Encourage ALL employees to participate, and sponsor their participation in community improvement groups.
- Organize community benefit events for employees to participate in (during, and outside, working hours).
- Track & recognize community benefit efforts by employees in their performance reviews.
- Participate in community walks.
- Hold healthy cooking demos.
- Partner with other local organizations to sponsor an event. Share expenses and resources. Network with others.
- Develop a brainstorming team for ideas and to help with wellness activities.
- Allocate a day per month/quarter/year for a team to give back to local community by volunteering.
- Promote community smoking cessation resources.
- Organize opportunities for employees to serve the community (ex- roadside clean up day, sponsoring a food truck, etc.)
- Run internal challenges for social groups (Toys for Tots, Kids Food Basket, etc.)

- Take inventory of all health and safety initiatives in your workplace.
- Do a survey on interest. Do a follow up evaluation on programs.
- Create a wellness team or at least incorporate wellness in your events and safety teams.
- Track consistent measurements, such as sick days, participation levels, costs, & savings from programs.
- Start at the executive level, use as guinea pigs and don't be hypocritical.
- Do a HRA. Utilizing it, look at the top 3 areas that will most impact your workplace and begin to create a plan of attack.
- Do either a bi-annual or annual reassessment to make sure your plan is working and then make changes to the current plan to make it more effective.
- Have health related information accessible for employees and their families so that they are able to make informed healthcare decisions
- Health related absence days to allow for appointments, education, etc.
- Develop a brainstorming team for ideas and to help with wellness activities.