

# Supporting Healthful Eating in the Workplace

Washington Wellness Program

May 25, 2022



# Agenda

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- ▶ Introductions and Housekeeping
- ▶ Healthful Eating in the Workplace
  - ▶ What is Nutrition?
  - ▶ What is Healthful Eating?
  - ▶ What is the Employer's Role?
  - ▶ Workplace Nutrition Toolkit
- ▶ Peer Sharing
  - ▶ Policy Changes
  - ▶ Including Nutrition in the Department of Health Wellness Program
- ▶ Networking
  - ▶ Supporting and promoting healthful eating in the workplace

# Housekeeping

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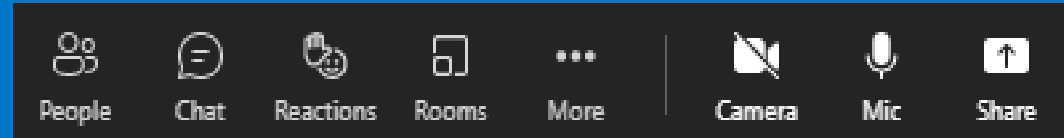
- ▶ The recorded webinar will be available on the WA Wellness page within a few days.
- ▶ Please click the link in the chat to submit your questions.
- ▶ Initially, only the moderator can see your questions.
- ▶ We will post and answer your questions by the end of the presentation.



# Turning on Live Captions

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- ▶ Open "More"



- ▶ Select "Turn on Live Captions"

- ▶ Don't select "Start Transcription"

# Introductions

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**Amber Rust**

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Manager of Client  
Experience  
Vivacity



**Nicole Horgan**

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Director of Client  
Experience  
Vivacity



**Kim Concepcion**

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Wellness Coordinator  
Washington State  
Department of Health



**Darcie Hill, MPH, RDN**

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Wellness Administrator  
Western Washington  
University

*Supporting*

**HEALTHFUL**

**EATING IN THE  
WORKPLACE**



# AGENDA

- **Introductions & objective**
- **What is nutrition?**
- **What is healthful eating?**
- **Employer's role**
- **Workplace nutrition toolkit**
- **Q&A**

*Additional articles and resources are linked throughout the presentation. Underlined text indicates there is a link.*

# INTRODUCTIONS



*Nicole Horgan*



*Amber Rust*

## **OBJECTIVE:**

This session will be focused on how nutrition habits impact health and performance in and outside of the workplace. Employer contacts will learn how to think of nutrition in the workplace and be equipped with a set of tools to enhance their workplace culture related to nutrition habits.



# WHAT IS NUTRITION?

The act or process of nourishing or being nourished

*Specifically: the sum of the process by which an animal or plant takes in and utilizes food substances*

*Source: Merriam-Webster Dictionary*



## HOW NUTRITION IMPACTS HEALTH

- Immune health
- Gut health
- Chronic disease
- Mental health

## HOW NUTRITION IMPACTS THE WORKPLACE

- Performance
- Customer service
- Connection
- Culture

<https://www.health.harvard.edu/blog/nutritional-psychiatry-your-brain-on-food-201511168626>



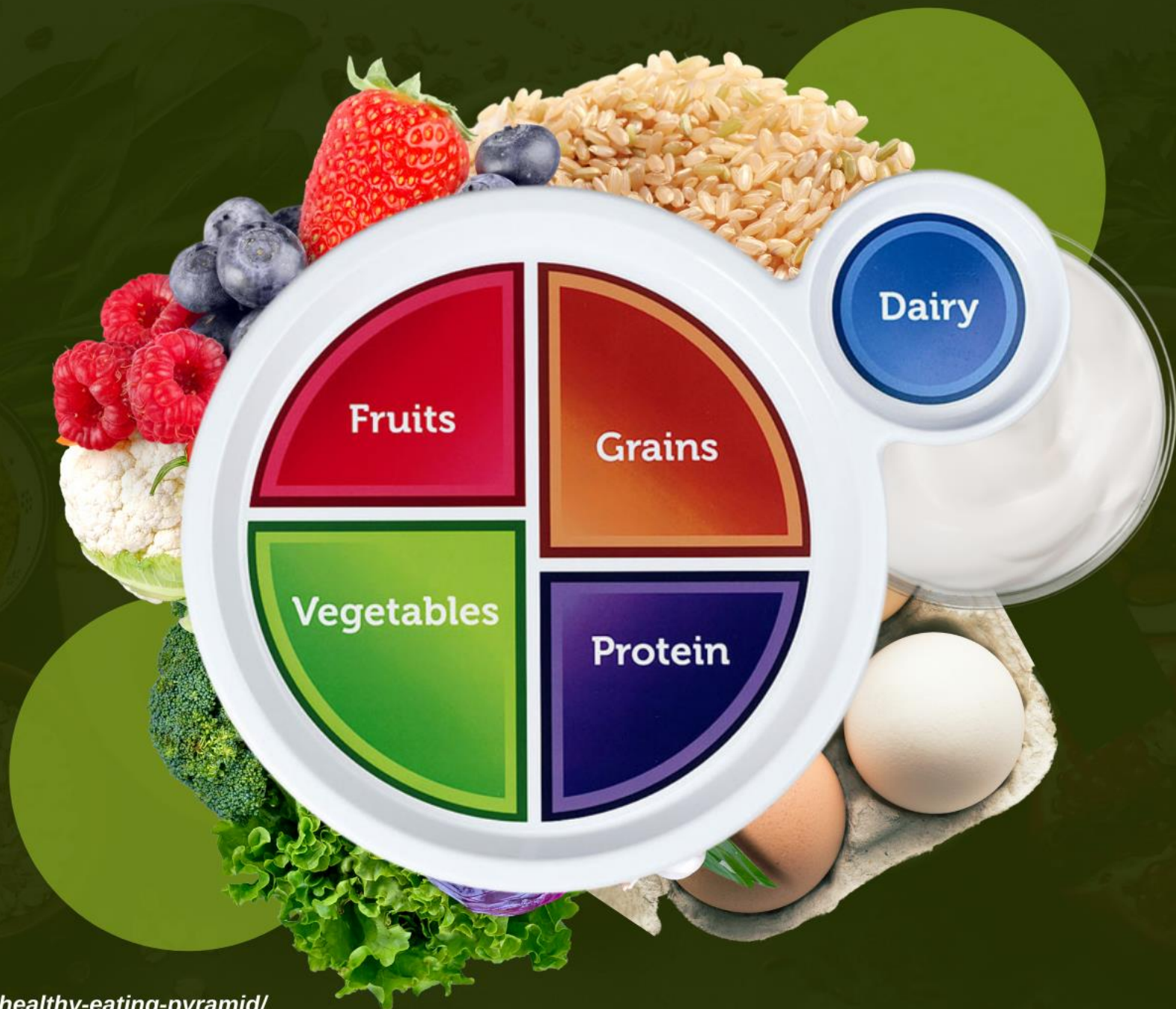
# WHAT IS "HEALTHFUL EATING"?

- Nutrition is individualized
- Beware! Product labeling & marketing
- Least controversial nutrition advice
  - Fiber - vegetables, fruit, carbohydrates
  - Less processed - if it grows from the ground it's generally good
  - Protein - animal or plant
  - Healthy fats - omega 3
  - Hydration

*Healthy Eating Is Human/(healthline.com)*

*The Nutrition Source/Harvard T.H. Chan School of Public Health*

# HOW TO BUILD A HEALTHY PLATE



[choosemyplate.gov](https://www.choosemyplate.gov)

<https://www.hsph.harvard.edu/nutritionsource/healthy-eating-pyramid/>

# HOW TO BUILD A HEALTHY PLATE

**BASED ON DIETARY NEEDS**

**PLANT-BASED**



**HEART HEALTHY**



**DIABETES FRIENDLY**



**GLUTEN FREE**



# EMPLOYER'S ROLE

What is the employers role in supporting healthy eating?



## **POLICIES**

*both official and cultural*

- Guidelines around healthy food behaviors in the office



## **PROGRAMS**

*to encourage social contagion and micro-communities*

- Nutrition habit challenges
- Healthy food incentives
- Tying purpose to healthy habits



## **ENVIRONMENT**

*conscious and unconscious*

- Vending machines, cafes, etc.
  - Not only options but pricing strategy, visual layouts
- Making the healthy choice the easy choice



# WORKPLACE NUTRITION TOOLKIT

EAT TO  
*Thrive*



**NUTRITION CHALLENGE**



**WORKPLACE ASSESSMENT  
CHECKLIST**



# Peer Sharing

## Including Healthful Eating in Your Wellness Plan

Washington State Department of Health

Kim Concepcion





# Agenda

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- ▶ Policy/Executive Order
- ▶ Food Venues, Meetings and Events
- ▶ Education
- ▶ Looking to the Future
- ▶ Communication and Messaging

# Executive Order 1306

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“Improving the Health and Productivity of State Employees and Access to Healthy Foods in State Facilities”

- ▶ *WHEREAS, policies related to healthy food, activity and behaviors, disease prevention, and exposure to smoke all significantly influence the environments in which people work;*

# Executive Order (Continued)

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- ▶ *All State Executive agencies shall adopt and begin to implement a food and beverage policy for employees.*
- ▶ *Ensures the provision of healthful food and beverage in all food venues available, including vending machines, cafeterias, on site retail establishment and meetings or events when applicable.*
- ▶ *These policies shall meet the standard of the Washington State Healthy Nutrition Guidelines based on the 2010 Dietary Guidelines for Americans*

# Meetings and Events

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- ▶ The [Healthy Nutrition Guidelines for Meetings and Events](#) ensure that employees have healthy food and beverage choices.
  - ▶ Help attendees get the most out of the meeting or event.
  - ▶ Support their overall health.
  - ▶ Help reduce their risk for chronic disease and obesity.
  - ▶ Model healthy behaviors.
- ▶ To meet the Healthy Nutrition Guidelines for Meetings and Events, choose foods and beverages that meet at least the Healthy standard. We encourage agencies to work to meeting the Healthier and Healthiest standards.

# Meetings and Events

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## Healthy

- Diet and culture
- Water
- Fruits and veggies
- Low fat



## Healthier

- Whole grains
- Low/no-fat dairy
- Lean protein
- Portion size



## Healthiest

- Low sodium
- WA grown/local foods
- Farmers Market

# Micro Markets

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Work with Dept of Services for the Blind (DSB) and the vendor to adjust product options

Stickers can be placed to highlight items

Placement of healthier items at eye level

Allows for refrigerated items including

Salads

Sandwiches

Yogurt, String cheese, milk

Fruit & veggies cups

Microwavable lunches

Includes dry items



# Agency Events

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Worked with the cater to incorporate healthiest options which included vegetarian and gluten free options for a taco bar

Encourage people to bring their own water bottles

Fruit infused water, tea

Have offered GF Pancakes, Yogurt, Turkey Sausage, Fruit, low sugar juice, coffee



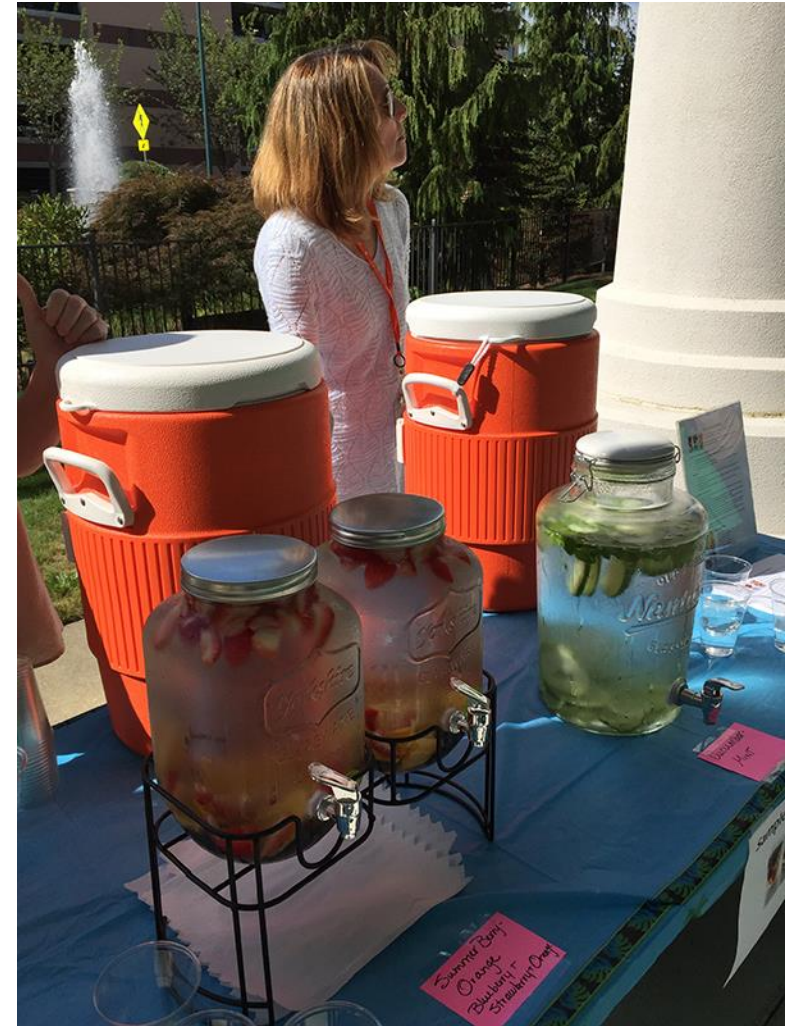
# Sips & Tips Event





# Sips and Tips

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# Educational Events

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- ▶ Speakers on a variety of topics: Diabetes, Intuitive Eating, Health at Every Size, Nutrition for Mental Health, Why Diets Don't Work, Healthy Eating for the New year and for Life, Eating for Energy, the Dash Diet, Snacks for Road Trips
- ▶ Film and discussion "Fed Up"
- ▶ Recipe sharing program, recipe library
- ▶ Agency challenges often incorporate physical activity, nutrition, and mental health
- ▶ Promote Omada (Diabetes Prevention Program)

# What does this mean for a virtual world?

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- ▶ Utilize national campaigns: American Heart Association, CDC
- ▶ Supports both healthy lifestyle and body positive goals
- ▶ Pay attention to use of language (“Healthy” means different things to different populations)
- ▶ How to make cultural or traditional dishes healthier
- ▶ Utilizing all modes of communication available to you: survey, agency platforms, newsletter, e-mail, SharePoint/website, Smart Health

# Looking to the Future

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- ▶ Nutrition Education through reputable sources, websites, virtual speakers, videos
- ▶ What can they do throughout the day to support their health?  
Short 5-minute videos, food prep, cooking extra for leftovers, freezing meals
- ▶ Promoting farmers markets and co-ops around the state
- ▶ Creating a body inclusive environment
- ▶ Building community through Employee Resource Groups

# How you can help create a body-inclusive work environment

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- ▶ Stop talking about (and commenting on) weight, being on a diet, and/or food groups you don't eat.
- ▶ Don't start or engage in conversations about how the pandemic impacted your weight.
- ▶ Don't participate in body shaming of yourself or others (e.g., don't talk about how much you dislike a part of your body).
- ▶ Don't keep scales, BMI charts, or weight bias materials on display in shared workspaces (including bathrooms).
- ▶ Offer education, videos, resources and community spaces around body positive messaging (building healthy habits, self-acceptance)

# Creating a Body Inclusive Environment

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- ▶ Recognize that social eating is not fun for everyone, and for some, it is highly distressing. Don't make every team event and ice breaker about food.
- ▶ Advocate for workspaces that are accessible and comfortable for people of all bodies. This could include a mix of seating options (including chairs without armrests), restroom options, and accessible locations.
- ▶ Recognize that all foods have nutritional value and a place in our lives, but foods do not have morality: there is no such thing as "good" foods and "bad" foods.

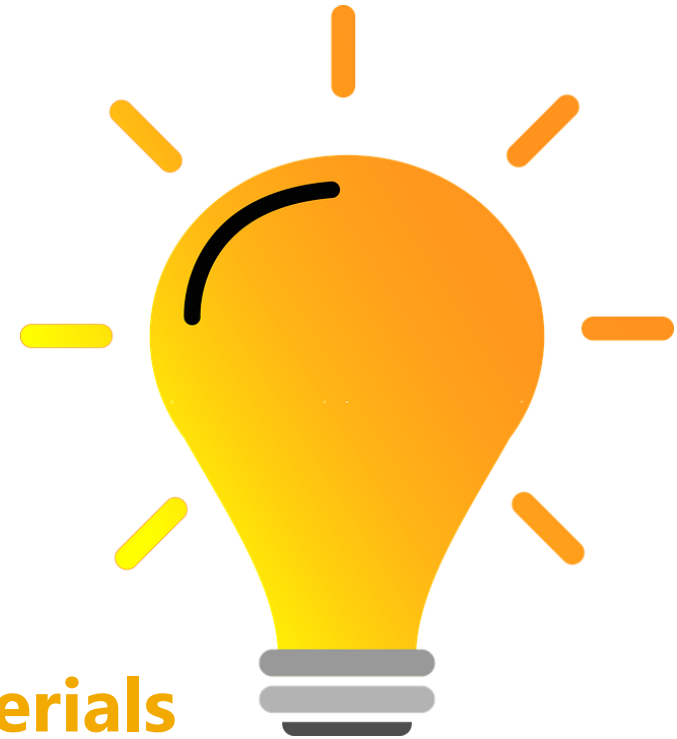
# Resources

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- ▶ Supporting Healthful Eating in the Workplace Presentation
- ▶ Nutrition Resources for Healthful Eating
- ▶ Workplace Nutrition Toolkit
- ▶ [SmartHealth.hca.wa.gov](https://www.smarthealth.hca.wa.gov)



**Meetings and Materials**



# Questions

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Time to  
evaluate

# Contact Us

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[hca.wa.gov/washington-wellness](https://hca.wa.gov/washington-wellness)



[wawellness@hca.wa.gov](mailto:wawellness@hca.wa.gov)

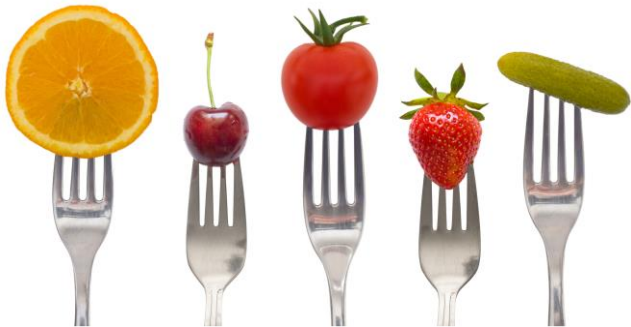


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# Virtual Networking Session

# Western Washington University Promoting Healthful Eating among Faculty & Staff



- Faculty & Staff Wellness Program
  - Nutrition & Wellness Consults
  - Nutrition Seminars:
    - Examples: *Maintaining Healthful Nutrition with a Busy Schedule*, *Health at Every Size®*, *Body Empowerment*, *Importance of Breakfast*, *Pre-Exercise Nutrition*, *Food Insecurity*
  - Top Resources:
    - [MyPlate.gov](https://www.myplate.gov), [EatRight.Org](https://www.eatright.org)
    - [Food Hero](#) for recipes & affordable options
    - [Health at Every Size®](#), [mindful eating](#), & [intuitive eating](#)
  - How do we spread the word? Bullseye email, Western Today, [Facebook](#) & [Website](#), NEO's, word of mouth & the Shirt

# Ideas for Implementation



- Stocking breakrooms & vending machines with healthful snacks & drinks
  - Examples: trail mix, dried fruit, apples, string cheese, hummus & veggie containers, popcorn, etc.
- Monthly nutrition challenges:
  - Examples: sit down every time you eat, express gratitude for your food, make half of your plate veggies for lunch and dinner, drink 8 x 8oz cups of water per day, etc.
- Seminars/Groups for different life stages/groups
  - Example: postpartum, menopausal, those with ADHD, etc.
- ❖ There is no one size fits all
  - Community based, NOT Community Placed
  - Utilize surveys, implement gradually, reevaluate & adapt
- ❖ Please share your questions and/or ideas with me:  
[Darcie.Hill@wwu.edu](mailto:Darcie.Hill@wwu.edu)

# Participation Options

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Participate	Ask	Introduce
Participate verbally or type responses and comments in chat	Use the "Raise Hand" feature to ask a question	When you participate, please introduce yourself and share what organization you are representing

# Virtual Networking Session

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## Guiding Questions

- ▶ Share an example of how you or your organization have supported healthful eating in your workplace.
- ▶ What challenge/s have you experienced supporting healthful eating?
- ▶ Please share any additional ideas you have for supporting healthful eating.

# Guiding Question #1

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Share an example of how you or your organization have supported healthful eating in your workplace.



# Guiding Question #2

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What challenge/s have you experienced supporting healthful eating?

# Guiding Question #3

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Please share any additional ideas you have for supporting healthful eating.

Thank You!