

IOWA

College of Public Health

Business Leadership Network

Improving Employee and Family Health

Community Forum Summary

June 8, 2023

CARROLL

BUSINESS LEADERSHIP NETWORK

The Business Leadership Network comprises Iowans who are leaders in business, educators, public health professionals, health care professionals, and community leaders who are interested in improving the health and well-being of their community through a mutually beneficial relationship with the University of Iowa College of Public Health. The Network is guided by a Business Leadership Network Steering Committee which serves in a primary advisory role.

One way the UI College of Public Health collaborates with Iowa communities is through the Business Leadership Network Community Grant Project. Grants are awarded annually on a competitive basis to community nonprofit organizations or local government agencies to foster collaboration to begin or strengthen partnerships among businesses and industry to address an identified public health issue. Five grants have been awarded for 2023 with projects in the cities of Creston, Davenport, Manning, Tipton, and in rural Bremer and Butler Counties.

Support for the grant program is provided by the Iowa Farm Bureau Federation. More information on the grant program: <https://www.public-health.uiowa.edu/bln-community-grant-program/>.

The Carroll community forum provided opportunities for area business, community, healthcare, and public health leaders to discuss resources for employers on how to improve worker health and wellness in the areas of nutrition, physical activity, mental health, and substance use.

The forum was jointly sponsored by the UI College of Public Health's Business Leadership Network, St. Anthony Regional Hospital, Manning Regional Healthcare Center, New Opportunities, Carroll Chamber of Commerce, Carroll County Growth Partnership, and Carroll County Public Health.

WHAT IS PUBLIC HEALTH?

Public Health is the science and art of protecting and improving the health of communities through education, promotion of healthy lifestyles, and research for disease and injury prevention. Public health helps improve the health and wellbeing of people in local communities and often, while operating in the background, helps meet the public expectation for ensuring a quality of life – safe water, clean air, and protection from injury. The dramatic achievements of public health in the 20th and 21st centuries have improved our quality of life: an increase in life expectancy, safer workplaces, worldwide reduction in infant and child mortality, and the elimination or reduction of many communicable diseases.

WWW.PUBLIC-HEALTH.UIOWA.EDU/BLN

The Mission of the UI College of Public Health is to promote health and prevent injury and illness through commitment to education and training, excellence in research, innovation in policy development, and devotion to public health practice.

Panel Presentations

Christy Jenkins is Behavioral Health Director at New Opportunities.

They can help with a full spectrum of prevention, treatment and recovery services: <https://www.newopp.org/>.

- Prevention resources available for workplaces:
 - Tobacco and nicotine free policies. They can come to your workplace, help obtain signage, and promote the Iowa Quit Line which is a free service. If you have a non-smoking staff and a smoking staff member who share the same work car, chemicals can be transferred. They also have info on vaping, a huge issue especially for youth – Quit line can also help the 12 and up age group that is trying to quit vaping.
 - Drug free workplace policies – can help put infrastructure in place, training for supervisors and staff, signs and symptoms, how to have difficult conversations on addressing performance. Look at workplace culture activities – do they include alcohol? They have alternative ideas.
 - Drug testing – random or pre-employment.
 - Problem gambling – they have workplace toolkits.
 - <https://yourlifeiowa.org/> – website is supported by Health and Human Services that provides resources and services for mental health, different substances, community resources, crisis line (call, text, chat online).
 - Offer free trainings on – stigma, mental health, using naloxone and can help businesses obtain it to keep on hand in your workplace.
 - Mentoring programs – employees can volunteer to become mentors for kids in the area, or maybe the employee’s child needs a mentor – can help connect them.
- Substance use treatment services – they are part of the integrated provider network, a safety net provider.
 - If someone doesn’t have insurance and meets income guidelines, New Opportunities can cover the cost of services. They have outpatient and early intervention services. Can also provide services via telehealth.
 - Can provide screenings – alcohol, substance use, gambling. Could hold a health fair.
 - Medication assisted treatment unit – assist with opioid use and alcohol use disorders.



Brad Madsen is Clinical Coordinator at the Recovery Center at Manning Regional Healthcare Center:

<https://manningrecoverycenter.com/>.

- Substance use disorder is very prevalent – about 20% of U.S. population. A Harvard health study showed that addiction in the workplace can cost an estimated \$80 billion/year. Employees that suffer from addiction miss an average of 15-20 days of work/year.
- Services they provide: substance use evaluations, outpatient, extended outpatient, partial hospitalization, and residential treatment for those with severe substance use disorders. Also offer education on problem gambling.
- How to recognize signs – performance evaluations, frequent unexplained absences, reduced efficiency and productivity, erratic behavior, poor judgement. More overt signs: employee comes to work intoxicated or clothing smells like cannabis, lack of coordination, trembling hands, low energy, glassy eyes, high energy mania.

- What to do if suspect employee has a substance use problem? Talk to the employee, they may deny which is typical human nature. Could use a more objective measure like a urine drug screening. Don't shame the employee which can make it worse. Causes of addiction are complicated. Provide a supportive environment and be flexible if people need to attend treatment or go to AA meetings. Lots of online resources for employers – SAMHSA has an employer resource page: <https://www.samhsa.gov/workplace/employer-resources/>.

Dr. Amy Canuso is Medical Director of psychiatry and mental health at St. Anthony Regional Hospital and is a board-certified adult and child/adolescent psychiatrist: <https://www.stanthonyhospital.org/services/mental-health/>.

- Inpatient psychiatric unit offers services for non-chronic psychiatric symptoms or needs for adults only. Short stay. New patients will be evaluated for all medical conditions and establish an outpatient treatment plan. Refer to others like New Opportunities, Manning Health Care, IHH, resources like food banks. Psychiatric conditions are varied – psychosis, mild to severe depression, developmental disorders, substance use which often co-occurs with another diagnosis, environmental stresses like ACEs (adverse childhood experiences) or military traumas or workplace problems.
- Outpatient services for adults and children. Besides Dr. Canuso there are 3 psychiatric nurse practitioners. Even if employee is doing well, they may have children or someone in their family who needs treatment. They offer medication treatment and refer patients elsewhere for therapy.
- Nurse crisis line (staffed locally) is available to the community and is heavily utilized. Having a crisis line posted in the workplace can be helpful.
- Have a grief group that is run by St. Anthony's social work department and meets bimonthly. Could be helpful to refer an employee experiencing grief.
- Question: Does St. Anthony's offer mental health services for employees, resources for work life balance?
 - Yes, the hospital has a chaplain who offers mindfulness classes and a walk and talk option.
 - The HR dept is good about reaching out to employees who they think are struggling.
 - Also have an Employee Assistance Program that is user friendly.
 - Destigmatizing and modeling. Have people in leadership positions model behavior that it is okay to seek assistance. Do check-ins with employees and give them space to talk.



Cara Vogl is an Advanced Registered Nurse Practitioner at the Chronic Care Center at St. Anthony Regional Hospital. <https://www.stanthonyhospital.org/services/chronic-care-center/diabetes/>.

- 1 in 3 people have pre-diabetes and most do not know.
- Diabetes prevention program – a one-year long lifestyle change program:
 - Goal is to help people lose 5-7% of their body weight and move them toward physical activity of 150 minutes/week. Most people lose about 10 lbs in a year.
 - This program uses lifestyle trained coaches. For first 4 months sessions are weekly, then every other week to month 8 or 9, then every 3 weeks. Meetings are 1 hour. Do 2 programs/year of 12 people max.
 - It is helpful to have the program run for a year so participants can experience how to handle holidays and celebrations like birthdays and vacations.

- Partner with local area gyms – classes are held at rotating area gyms. Participants can work out for no extra charge before and after class.
- Class visits grocery store, convenience store, and farmers markets to talk about healthy options.
- What is the cost for this program? If you don't have insurance that covers it (Medicare is the only one that does), it is free for hospital employees or \$200 for the general public. There are scholarships available through Iowa Dept of Health and Human Services that will cover all but \$25.
- Have a registered dietician who helps with meal planning.
- They also offer group classes and individual appointments on diabetes education in the center.
- Future offerings – they hope to provide a support group for participants after they finish the diabetes prevention program and are looking at on-site workplace programs. Employers can contact to see if it would be possible.

Natoshia Askelson is Deputy Director of the Prevention Research Center for Rural Health and Associate Professor of Community and Behavioral Health at the University of Iowa College of Public Health.

- She has worked with Carroll in many areas – St. Anthony's with cancer work, New Opportunities on adolescent pregnancy prevention and sexual risk avoidance, and others on HPV vaccine work.
- Her work is focused on figuring out how to get people to change behaviors (eating more fruits and vegetables, being more active, getting their cancer screening).
- Through the Prevention Research Center (<https://prc.public-health.uiowa.edu/>) she primarily focuses on micropolitan communities, like Carroll, with populations of 10,000 to 50,000 which are hubs of activity for surrounding areas and helps connect them to resources. We have 17 micropolitan communities in Iowa.
- Dietary guidelines for the US on fruit and vegetable consumption = 1.5-2 cups fruits, 2-4 cups vegetables which is hard to achieve. Iowans are lower on the scale: 11% meet the fruit consumption and 7% for vegetables. The science shows it is easier for people to start a behavior than quit a behavior.
- Physical activity – should strive to get 150 minutes/week or 30 minutes 5x's a week, but any amount is beneficial. About 50% of Iowans are meeting this goal.
- Evidence based programs – researchers have taken a lot of time to design a study that can measure does this program change behavior. Unfortunately, programs are usually adopted in urban areas, and they might not work for people in micropolitan areas. So, the Prevention Research Center is looking at what are the barriers and what supports or resources do micropolitan areas need to take advantage of these programs.
- Ways to improve worker and community health:
 - In schools (people who develop habits as kids in schools grow up to be employees/employers).
 - Participation in school meals increases fruit and veggie consumption.
 - Have schools participate in the farm to school program – lots of funds coming to Iowa from the USDA.
 - Having free meals like those that were available during the pandemic.
 - Summer meals program – supporting these programs is important.
 - Behavioral economics (ex: in a Muscatine high school, they moved the cookies to a less visible placement and cookie sales dropped by 50%). Milk – if you put chocolate milk towards the back, more kids will take the white milk. Simple ways that don't cost a lot of money to get kids to eat healthier.
 - Workplace events – have the dessert in a different area so people take the healthy food first.
 - Have vouchers to the farmers market for employees or others in the community. Participate in double up food bucks which allows people using SNAP to double their money when buying fruits and vegetables: <https://www.iowahealthieststate.com/double-up-food-bucks/>.

- Have food prescriptions – health care providers can write scripts for people to take a voucher for fresh fruits and vegetables: <https://www.iowahealthieststate.com/produce-rx/>.
- Community gardens.
- Have healthy food offerings in gas stations and convenience stores.
- Have low-cost places for people to be active. People may be intimidated by fitness centers or not have the money. Think about spaces that aren't used after hours – could offer yoga classes, or schools in the summer could have walking groups for a cool place to walk.

Diane Rohlman is Associate Dean for Research and Professor of Occupational and Environmental Health at the University of Iowa College of Public Health and Director of the Healthier Workforce Center of the Midwest which is a federally funded center that focuses on small employers with limited budgets to help create safer healthier lives for their employees: <https://www.HealthierWorkforceCenter.org/>.

- Their center focuses on things employers can do to prevent people from developing chronic conditions and stress at work that might result in dependence on substance use. Have recently been expanding how we think about workplace health from preventing injury and illness, to promoting well-being, including healthy eating in the workplace, and mental health.
- The center recently produced a report on best practices to improve recruitment and retention: https://hwc.public-health.uiowa.edu/wp-content/uploads/HWC_Recruitment-and-Retention-White-Paper-2023.pdf/
- Mental health – we have been working with the construction industry where you are more likely to die by suicide than by a workplace injury. In the healthcare industry burnout and stress is also an issue.
 - *Toolbox talks* – 5 short one-page documents that take about 10 min to cover. Could be used during a safety meeting, or a lunch and learn – there is also a facilitator guide to help the person leading the conversation. What are some of the warning signs, how to talk to someone in distress.
 - Suicide prevention campaign for the workplace: <https://hwc.public-health.uiowa.edu/you-ok-campaign/>. Materials include small medallions that have the suicide prevention hotline phone number and the message “You OK?” If someone is in distress or you are worried about someone, you can discreetly hand them one of the medallions and they’ll know someone cares.



- Their center hosted an online event on June 12, 2023, on “The Why and How of Recovery Friendly Workplaces” discussing how to support employees recovering from substance use disorder. View the webinar recording here: <https://www.youtube.com/c/HealthierWorkforceCenter/>.
- The way to address these topics is to work together as a community which is the goal of this community forum, to share all the resources available to those in the Carroll area.

GROUP DISCUSSIONS

Participants divided into groups to further discuss nutrition/physical activity, and substance use/mental health.



Nutrition and Physical Activity

Tools and ideas to assist with eating healthier:

- You're told to eat a certain number of nutritious foods, but then how do you cook meals to ensure you are reaching those amounts?
 - The Chronic Care Center at St. Anthony Regional Hospital can help with this with individual appointments and the groups. The dietician meets people where they are and helps meal plan based on foods you have access to and can afford, what you are already doing and how can it be improved. <https://www.stanthonyhospital.org/services/chronic-care-center/dietitian/>.
- How do you make quick meals to cater to a family's busy schedule or for a worker that is on the road frequently?
 - It takes a lot of practicing and planning on making healthier meals during the less busy times, so you know what to do during the hectic times.
- Iowa State Extension has an app/website "ISU Spend Smart Eat Smart" that you can use to eat healthy while sticking to a tight budget: <https://spendsmart.extension.iastate.edu>.
 - They will also come give a presentation in a community. Food and health specialists for the Carroll area are Tom Keinert (tkeinert@iastate.edu) and Renee Sweers (rsweers@iastate.edu).
- How do you pick good produce? These sites will help: <https://spendsmart.extension.iastate.edu> and "Pick a Better Snack" <https://hhs.iowa.gov/inn/pick-a-better-snack>.
- American Diabetes Association website has a diabetes food hub which talks about healthy living and has a lot of fun easy recipes: <https://www.diabetesfoodhub.org/>.
- Do a meal prep on the weekend for the week ahead.
- A business that has a newsletter could share tips on healthy meals or share wellness info.
- The UI Prevention Research Center is working on innovative solutions to food access – schools are essentially the biggest restaurant in in town. They have a nutrition director as do the long-term care facilities and hospitals.

Are there ways that these groups could work together and put their buying power together to help with a food pantry or starting a grocery store?

- They each have access to different food supply vendors. Would there be value in buying together so you can purchase larger quantities that give a better price deal.
 - Could they have a garden together, perhaps assisted by the school children?
 - Sharing the nutritionist between organizations?
 - Partnering could help prevent food waste.
- To get employees to eat healthier options from vending machines – could offer a taste test day of the healthier options. Form a committee of workers to provide input on healthier options to have on site.

Carroll and Manning:

- The grocery store in Manning closed, leaving only the Dollar General which does not have many healthy options. Many elderly people shop there as they don't want to spend money on gas to go further. Canned fruits and vegetables are good options. You can order groceries online and have them shipped to your home. There is a Manning farmer's market vendor that offers fruits and vegetables inexpensively.
- Both Carroll and Manning have food pantries though they don't have a lot of fresh foods available.
- New Opportunities has a great community garden.
- ISU Extension office had a few classes recently at the library on how to can your garden produce.
- The city of Manning recently planted an edible orchard – pears, cherries, apples. It will be a while before they are producing a lot of fruit. They were planted near a walking trail to encourage people to pick them.
- Even though less nutritious food is inexpensive, you really have to consider the nutritional value.
- With online shopping you can practice and check out prices so you know what produce items are in season and should be purchased at certain times of year to get the best value.
- Hy-Vee offers food classes – could request they do a class on healthy options for busy people.
 - Their aisles online have healthy recipes with ingredients lists.
- Grab and go healthy food options in Carroll include the HyVee gas station and BP gas stations.



Mental health and Substance Use

Modeling Behavior to Reduce Stigma:

- It is helpful for people in leadership positions to share personal experiences with employees to help reduce stigma and let people know they are not alone. You can do so without giving too much detail to still maintain professional boundaries.
- Sometimes people avoid sharing because they feel they are burdening you with their problems. To facilitate this you could have a morning huddle/check-in and have people say how they are feeling today from 0 to 10. Or a thumbs up or thumbs down or neutral. If someone is frequently feeling down, you could check-in with them individually.
- Model relationship building with direct reports. Have individual meetings to discuss work and also ask what they are doing to care for themselves and are they doing check-ins with their support staff.
- Before meetings do a couple minute centering mindfulness exercise that models being present with each other. Helps with relationship building and shows employees it is okay to do on their own during the day.

- A lot of large companies like Google, Ford, see mindfulness as a corporate movement to benefit productivity and creativity. Integrating it into work is important.

Compiling and Sharing Resources:

- Would like more availability on programs available to help people. Carroll is a small community and people are afraid of stigma if they seek help. People may know about Employee Assistance Programs (EAP) available through their work but may not take advantage of them.
- Telehealth is a great option for some people.
- Would be great if we could all distribute all the area resources in our area out through all our own networks.
 - Resources and health navigation could be listed on Carroll County Public Health’s website.
 - Chamber and Growth partnership could help push out info to employers.
 - There is a **guide of all human services** for the **entire county** started on New Opportunities website that would be helpful for employers to know about: <https://www.newopp.org/county-resources/>.
- Could do a campaign to push out mental health resources.
- Could pick a “mental health day” so different orgs – chamber, public health, hospitals promote available resources and can link to one site (maybe on the public health site).
- Could have a mental health and substance use fair. We already do a 5K.
- Even if we promote the services, we may not have enough resources to handle all the interest.
 - The governor just signed an inter-state compact that we can refer people to care across state lines. There are 11 states involved. So this should help.
 - Insurance with lack of coverage is an issue and high-deductible plans. Something for employers to consider and see if they can cover more mental health.
- What does the average mental health coverage cost an employer?
 - One employer shared their EAP plan includes 6 counseling sessions per issue and costs about \$1.50 per person.
 - The National Safety Council has cost calculators for not having coverage: <https://www.nsc.org/workplace/safety-topics/employee-mental-health/cost-calculator#/>
<https://www.nsc.org/forms/substance-use-employer-calculator/>
- Employers should bring up these issues around the times of year that people struggle (ex: holidays).
- Need to have meetings like this forum more frequently, on an annual basis, and involve more employers – maybe the chamber in each city could help. Get all the employers and the people who have the resources in the same room.
- Have a city or county database that is regularly updated with available resources. The county website could be a place to store this information. Could have a document that is regularly updated. Maybe someone once per month could send an email to providers to see if there are any changes and make sure links are still current.



- A University of Iowa College of Public Health student could potentially help with organizing resources or with a campaign on sharing resources:
<https://www.public-health.uiowa.edu/workforce-development-student-opportunities/>.

Questions? Contact: Tara McKee tara-mckee@uiowa.edu.

CARROLL COMMUNITY FORUM

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