2020 Workplace Wellness Calendar

Monthly health campaigns to empower your employees

Important Note: This resource is designed for fully-insured groups with more than 50 employees enrolled in Providence Health Plan.
Workplace Wellness Calendar Overview

Empower and engage your employees

Our Workplace Wellness Calendar can help you plan, promote and implement activities throughout the year. Each month features a different health topic and key dates, industry resources and tips for engaging employees. We have suggested a month for each topic but these can be adjusted to align with your organizational promotions or events.
<table>
<thead>
<tr>
<th>Month</th>
<th>Key Dates</th>
<th>Learn More</th>
<th>Engage Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>• Cervical Cancer Awareness Month</td>
<td>Organizations can support employee self-care in several ways:</td>
<td>• Launch a <a href="#">personal health assessment campaign</a> to learn more about the health risks of your population</td>
</tr>
<tr>
<td></td>
<td>• National Glaucoma Awareness Month</td>
<td>• Prioritize ergonomics</td>
<td>• Promote <a href="#">health coaching</a> to encourage a healthy lifestyle and support employees in achieving their goals</td>
</tr>
<tr>
<td></td>
<td>• 1/28: Fun at Work Day</td>
<td>• Offer healthy food options</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Schedule walking meetings</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="#">Source: Workforce Institute</a></td>
<td></td>
</tr>
<tr>
<td>February</td>
<td>• American Heart Month</td>
<td>Many factors impact heart health including nutrition, activity, stress and tobacco use</td>
<td>• Promote <a href="#">tobacco cessation benefits</a> – there are a variety of options from medications to telephonic counseling or group classes</td>
</tr>
<tr>
<td></td>
<td>• 2/4: World Cancer Day</td>
<td>• Complete the <a href="#">HERO Scorecard</a> or <a href="#">CDC Worksite Scorecard</a> to identify gaps and opportunities within your wellness program to best support overall health</td>
<td>• Promote <a href="#">Active &amp; Fit</a> which provides discounted gym memberships</td>
</tr>
<tr>
<td></td>
<td>• 2/16-2/23: Random Acts of Kindness Week</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 2/23-2/29: National Eating Disorder Awareness Week</td>
<td></td>
<td></td>
</tr>
<tr>
<td>March</td>
<td>• National Nutrition Month</td>
<td>Food influences employees’ energy, sleep, immunity and productivity and overall health</td>
<td>• Implement a <a href="#">healthy food policy</a> for meetings and company-sponsored events</td>
</tr>
<tr>
<td></td>
<td>• Colorectal Cancer Awareness Month</td>
<td>• Offer healthy food and beverage choices, nutrition education seminars or healthy recipe contests</td>
<td>• Promote <a href="#">Providence Health and Wellness classes</a> – from baby basics to fitness and weight management</td>
</tr>
<tr>
<td></td>
<td>• 3/6: Employee Appreciation Day</td>
<td><a href="#">Source: Anthem</a></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 3/20: International Day of Happiness</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### April | May | June  » 2020

<table>
<thead>
<tr>
<th>04 April</th>
<th>Mental Well-being</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Key Dates</strong></td>
<td></td>
</tr>
</tbody>
</table>
| • Stress Awareness Month  
• 4/3: Walk to Work Day  
• 4/7: World Health Day  
• 4/28: World Day for Safety and Health at Work |  |
| **Learn More** |  |
| Organizations can support mental well-being several ways:  
• Create an open dialogue around mental well-being  
• Encourage self-care to help employees build resilience  
Source: Workforce |  |
| **Engage Employees** |  |
| • Promote mental health benefits, like Live & Work Well and your EAP  
• Share the American Heart Association’s "Stop Stress in its Tracks" infographic with employees |  |

<table>
<thead>
<tr>
<th>05 May</th>
<th>Physical Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Key Dates</strong></td>
<td></td>
</tr>
</tbody>
</table>
| • National Physical Fitness and Sports Month  
• Mental Health Month  
• Women’s Health Month  
• 5/2: World Asthma Day  
• 5/31: World No-Tobacco Day |  |
| **Learn More** |  |
| Create physical activity breaks in the workplace:  
• Identify group leaders to lead stretching breaks, group walks or office workouts  
• Integrate activity breaks into staff meetings  
Source: CDC |  |
| **Engage Employees** |  |
| • Provide benefits that support active commuting such as transit passes, bicycle parking and on-site showers  
• Encourage physical activity and friendly competition by hosting a fun wellness challenge |  |

<table>
<thead>
<tr>
<th>06 June</th>
<th>Well-being at Work</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Key Dates</strong></td>
<td></td>
</tr>
</tbody>
</table>
| • National Safety Month  
• Men’s Health Month  
• 6/7: Cancer Survivor’s Day  
• 6/8: Family Health and Fitness Day  
• 6/8: Global Wellness Day |  |
| **Learn More** |  |
| Maintain the well-being of your team:  
• Lead by example – take daily breaks and participate in company wellness initiatives  
• Recognize employees’ accomplishments  
Source: Happify |  |
| **Engage Employees** |  |
| • Review “Five ways for workplaces to support employee happiness” Source: UC Berkeley  
• Host an Incentive Campaign – Reward employees for completing activities that improve their well-being. To learn more, email Providence Workplace Wellness |  |
### July

**Summer Well-being**

<table>
<thead>
<tr>
<th>Key Dates</th>
<th>Learn More</th>
<th>Engage Employees</th>
</tr>
</thead>
</table>
| • UV Safety Month  
  • 7/15-7/21: National Youth Sports Week  
  • 7/28: World Hepatitis Day  
  • 7/30: World Friendship Day | Taking vacation time improves productivity and mental health. Fear, guilt and pressures prevent employees from taking time off  
• Create a supportive environment and encourage employees to use time off | • Promote Express Care Virtual and arrange a quiet space to use this service at work  
• Promote LifeBalance for local and national discounts and Assist America for emergency assistance while traveling |

**Source:** SHRM

### August

**Social Well-being**

<table>
<thead>
<tr>
<th>Key Dates</th>
<th>Learn More</th>
<th>Engage Employees</th>
</tr>
</thead>
</table>
| • Immunization Awareness Month  
  • 8/1-8/7: World Breastfeeding Week  
  • 8/14: National Financial Awareness Day | Features of the modern workplace may contribute to loneliness and isolation. This can lead to decreased productivity and engagement  
• Evaluate the culture and create opportunities for connection | • Connect employees to valuable resources with a health fair  
• Work together towards a good cause! Plan a company-sponsored volunteer event. Read about the positive impact volunteering can have on business from Volunteer Match |

**Source:** Workplace Mental Health

### September

**Preventive Care**

<table>
<thead>
<tr>
<th>Key Dates</th>
<th>Learn More</th>
<th>Engage Employees</th>
</tr>
</thead>
</table>
| • Healthy Aging Month  
  • Fruit and Veggie – More Matters Month  
  • 9/10: World Suicide Prevention Day  
  • 9/23-9/27: International Week of Happiness at Work | Health outcomes are largely driven by social, economic or environmental factors  
• Consider what disparities your employees face and how you may address these through programs, culture and benefits | • Encourage employees to identify a primary care provider and utilize preventive benefits  
• Help employees identify and manage health risks by hosting an on-site biometric screening event |

**Source:** HERO
### October

**Sleep**

**Key Dates**
- National Breast Cancer Awareness Month
- Health Literacy Month
- 10/5: Child Health Day
- 10/10: World Mental Health Day

**Learn More**
Sleep deprivation leads to reduced productivity and creativity and more mistakes.
- Promote healthy sleep habits by setting boundaries and promoting a healthy lifestyle.
*Source: Aetna International*

**Engage Employees**
- Review “Employers Can Reduce Worker Fatigue” from the [National Safety Council](https://www.nsc.org)
- Direct employees to the Providence Sleep Disorder Center for treatment and answers to sleep concerns

### November

**Chronic Conditions**

**Key Dates**
- National Diabetes Month
- National Family Caregivers Month
- 11/19: Great American Smokeout
- 11/21: World COPD Awareness Day

**Learn More**
Chronic conditions, which are often preventable, lead to decreased productivity and increased health care costs.
- Encourage lifestyle behaviors to prevent or address chronic conditions. This can lead to cost savings.
*Source: APHA*

**Engage Employees**
- Provide ergonomic assessments and interventions to prevent musculoskeletal disorders
- Promote Providence Care Management for employees living with chronic conditions or acute illnesses

### December

**Caregiver Well-being**

**Key Dates**
- 12/1: World AIDS Day
- 12/1-12/7: Influenza Vaccination Week
- 12/2-12/8: National Grief Awareness Week
- 12/5: International Volunteers Day

**Learn More**
1 in 5 U.S. employees are caregivers. Caregivers report decreased productivity and higher medical costs.
- Offer a comprehensive leave program so employees feel safe and supported.
*Source: NBGH*

**Engage Employees**
- Review “Supporting Your Caregiving Employees” from the Center for Workplace Mental Health
- Provide a back-up care benefit. Learn more from the SHRM
Our Mission
As expressions of God’s healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.

Our Values
Compassion | Dignity | Justice | Excellence | Integrity

Contact us with questions about your employee well-being program:
WorkplaceWellness@providence.org
ProvidenceHealthPlan.com