



Sleep for Better Health Campaign

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2/12/2025



Agenda

1. Intro
2. Well-Being@Work Program Updates
3. Sleep Deprivation: Protecting Your Physical and Mental Health
4. Sleep for Better Health Campaign
5. New 2025 Well-Being Activities
6. Next Steps





Well-Being@Work Updates

- Wrapping up Check-in Meetings
- Plan a head schedule for the next check-in with your Coordinator in April
- Work on completing Annual Plans, due June 30
- Spotlight submissions, sfhss.org/well-beingwork-spotlights
- Reminders about activities, swag, and fruit requests
- April 2025 - Next Key Players training




Douglas Cyr is a Licensed Marriage and Family Therapist, Certified Employee Assistance Professional, and Senior Employee Assistance Counselor with the San Francisco Health Service System EAP. He has over 10 years of experience with employee assistance programs and was awarded the *Fellow* credential from the American Academy of Experts in Traumatic Stress in 2024.



Douglas Cyr

Senior Employee Assistance Counselor,
MPA, LMFT, CEAP



Sleep Deprivation: Protecting Your Physical and Mental Health

Douglas Cyr, MPA, MFT, CEAP, FAAETS
SFHSS Senior EAP Counselor

Objectives & Goals

- **Learn** - Causes & Symptoms of Fatigue
- **Explore** - Problems Resulting from Fatigue
- **Learn** - Strategies for Improving Your Sleep
- **Develop** - Personal Goals for Helpful Sleep Habits



1. How do you know when you've had enough *quality* sleep?

2. How is your mood and life *different* when you have slept well?

Sleep Goals

Sleep *Quantity* Goal

- 7-8 Hours of Undisturbed Sleep

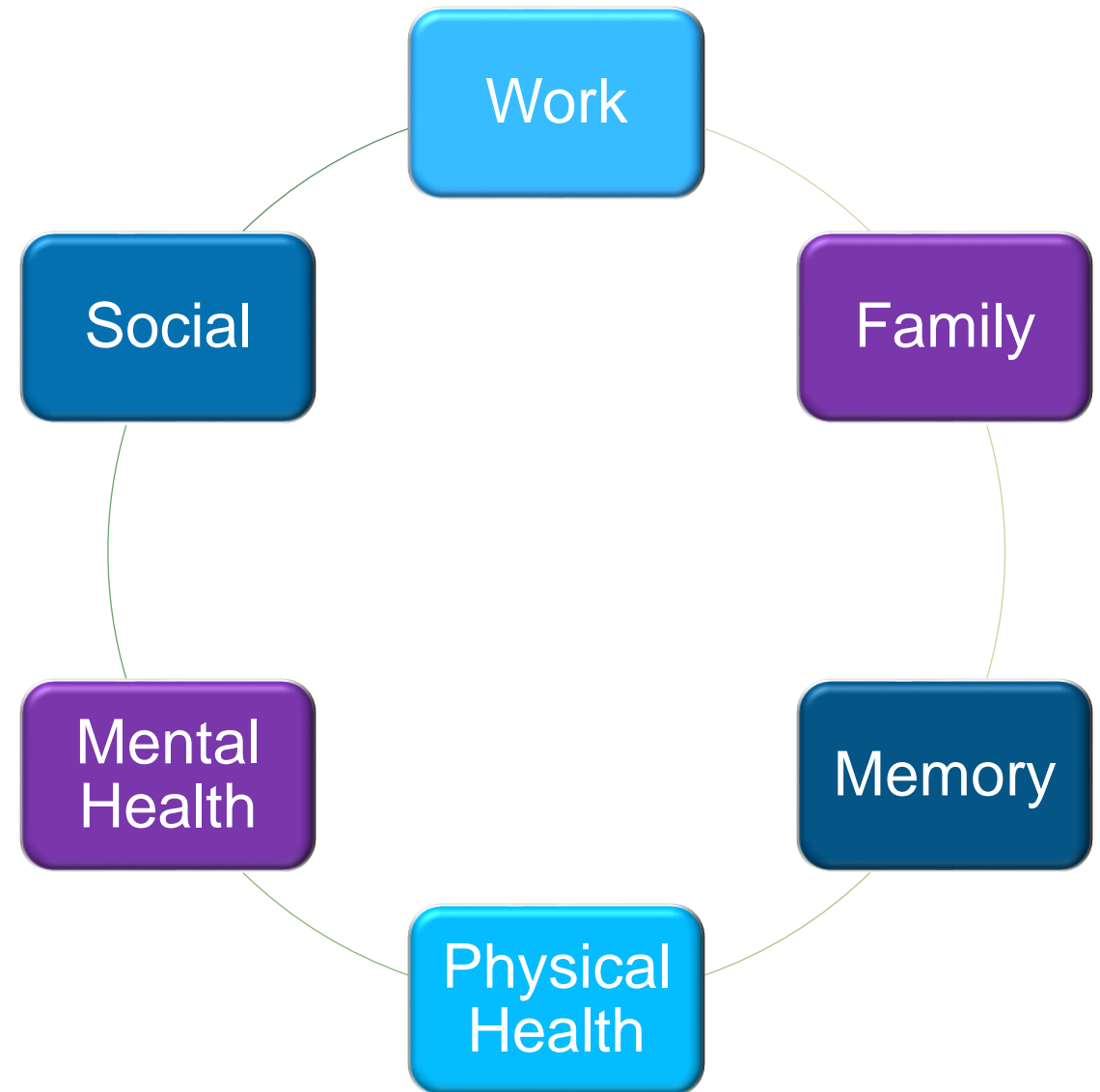
Sleep *Quality* Goal

- 5-6 *Sleep Cycles* Per Night (90' each)
 - ✓ Light sleep
 - ✓ REM sleep (dreaming)
 - ✓ Deep sleep



How does fatigue impact these areas of your life?

What are the most significant challenges of being over-tired?



Fatigue Impacts Decision-Making And Cognition

Decision-Making:

- Reactions tend to be more *emotional*, which can impact relationships and behaviors
- Reduced *quality* of decisions
- Motor skill reaction times reduced
 - Sleeping between 5-7 hours/night ≈ **.05% blood alcohol content (BAC)**
 - Can make us act like:
 - **137lb woman drinking 3 drinks over 2 hours**
 - **170lb man drinking 4 drinks over 2 hours**

Cognition: What is it?

- Memory
- Concentration
- Language
- Reasoning

Studies show:

- There is a direct connection between fatigue and reduced cognitive abilities
- Fatigue is also connected to numerous medical problems, including:
 - Occupational accidents, reproductive issues, gastrointestinal and neurological problems, chronic pain, and cancer.

Sleep Habits

3-7

Hours before bed –
Reduce caffeine

2

Hours before bed –
No alcohol, nicotine
or large meals

30-60

Minutes before bed –
No TV/computer/
smartphone

Before

Bed – It is okay to
have a light snack



Sleep Routines and Your Environment

Stress Management

- Take time alone to unwind every day (routine): ideas?
- Stretch 5-10 minutes before bed
- *Write out* what's bothering you (early evening)

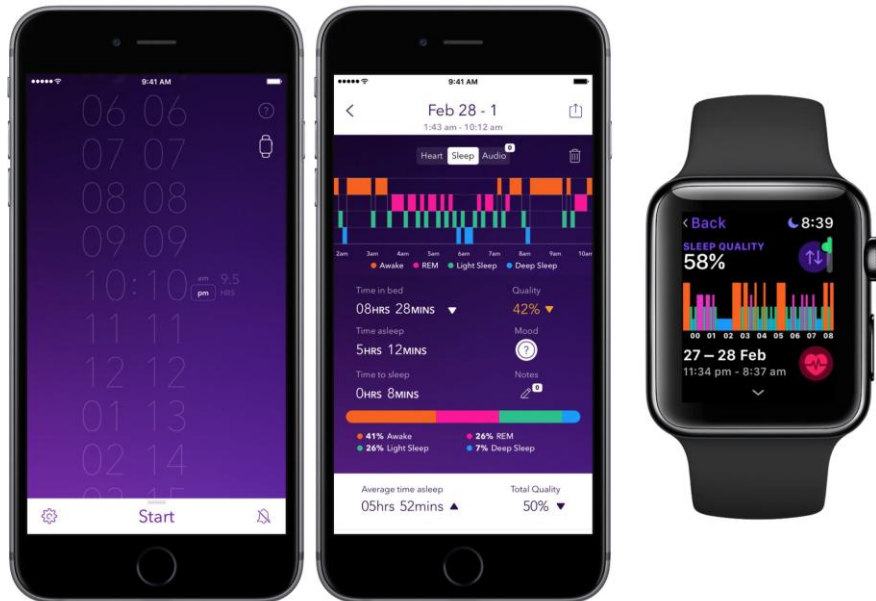
Minimize Light Exposure

- Dim house lights 1 hour before bed
- Use blackout curtains or eye mask
- Put smartphones in *Night Mode* after 6pm

Your Sleep Environment

- Reduce clutter, make the room temperature cool
- Use earplugs and/or white noise machine
- Set a regular **wake-up time** (regular bedtime where possible)
- Set and turn alarm clock/cell phone *away* from you
- Rewiring the brain: get into bed *only when you are tired*; **get out of bed if you are not asleep within 20 minutes** – and read something boring for 4-14 nights in a row
- Take naps **only** if you routinely sleep 7-8 hours (or if you work odd hours)

Tracking Your Way to Improved Sleep



➤ Health Plans

- Health Net – Teladoc, BetterSleep and ShareCare
- Kaiser – Calm and Headspace
- Blue Shield – Headspace

➤ Lighthouse (FIR, POL, SHF)

➤ SFHSS Sleep Campaign

➤ [Health Tracking Devices and Apps](#)

Setting Your Personal Sleep Goals

*What is one strategy
you are willing to commit to
for one week
to get an extra 15 minutes of sleep?*



Employee Assistance Program Benefits

6 sessions of short-term, solution-focused counseling per problem, in a twelve-month period, for employees & eligible family members

Counseling/therapy services are:

Confidential (with legally mandated exceptions)

Free

Voluntary

Licensed clinicians

Counseling services are offered:

In-person and telehealth

For individual, couples, and family

Resolve Your Worries For Better Sleep

NON-Sworn Employees

ComPsych EAP

Call (628) 652-4600

or Email eap@sfgov.org

Employee Assistance Program Benefits

8 sessions of short-term, solution-focused counseling per problem, in a twelve-month period, for sworn & eligible family members

Counseling/therapy services are:

Confidential (with legally mandated exceptions)

Free

Voluntary

Licensed, culturally-competent clinicians

Counseling services are offered:

In-person and telehealth

For individual, couples, and family

Resolve Your Worries For Better Sleep

**SAN FRANCISCO
HEALTH SERVICE SYSTEM**

Better Every Day.

Sworn Employees

ComPsych First Responder EAP

Call (833) 541-2341

Use Code: *San Francisco First Responder* for a referral

or

Use Your Lighthouse App Therapist Finder



Coming Soon!

Services to be available to ACC and OCME



EMPLOYEE ASSISTANCE PROGRAM

Difficulty in Accessing Care

If you are having difficulty access Behavioral/Mental Health Services ***don't wait, Call SFHSS EAP***

Jeannette Longtin, Sr. EAP Counselor (415) 919-9718

Douglas Cyr, Sr. EAP Counselor (415) 919-9613

Available Monday through Friday
8:00am-5:00pm

Email: eap@sfgov.org

WE'RE HERE *For You*

Resources

- SFHSS Sleep for Better Health Campaign: sfhss.org/sleep-campaign
 - SFHSS Lifestyle Coach & Healthy Sleep Program (March 2025)
- SFHSS [Employee Assistance Program](#)
- [Helpguide.org](https://helpguide.org)
- [Crediblemind.com](https://crediblemind.com)
- [Thensf.org](https://thensf.org) (National Sleep Foundation)



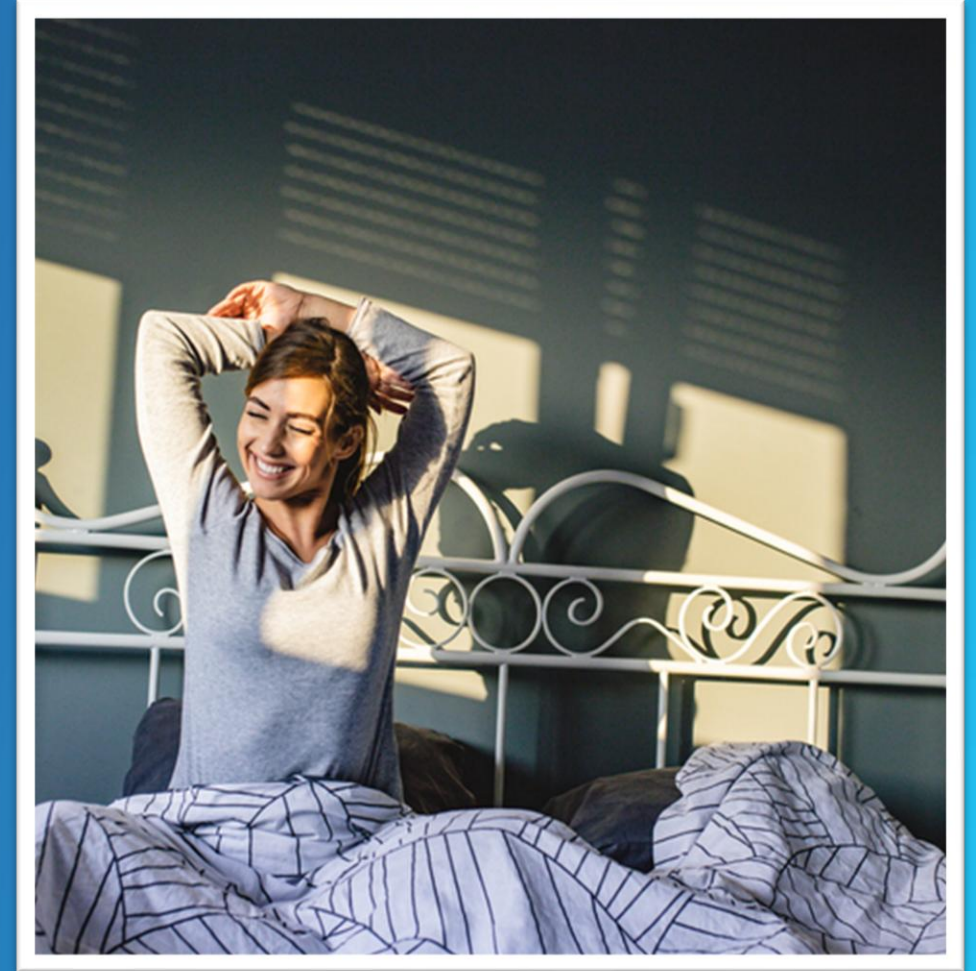
QUESTIONS





Sleep for Better Health Campaign

March 2025





What is the Sleep for Better Health Campaign?

The Connection between Sleep and Mental Health

The Silent Struggle: Sleep Problems and Their Toll on Mental Health

Sleep Your Way to Better Mental Health



Get Informed

We encourage everyone to learn about the science of sleep and take an assessment to determine your sleep quality.

Sleep and its Impact on Mental Health

Discover how insufficient sleep affects cognitive functions, emotional resilience, and overall mental well-being.

Sleep Assessment

Find out how your sleep quality has been over this past month.

Mental Health Assessment

find out how you're doing in over 20 areas of mental health and emotional, psychological, and social wellbeing.



Power Up Your Support

Access support through your SFHSS programs.

Healthy Sleep Program

Learn how bedtime habits and thinking patterns affect sleep and how to change them.

Group Coaching for Sleep

Get your specific and personalized questions about sleep answered by a health specialist

Sleep Series

Train your brain to improve sleep and develop healthy habits and rituals for better rest.



Power Up Your Support Healthy Sleep Program

Led by a Lifestyle Coach. Learn how bedtime habits and thinking patterns affect sleep, and how to change them.

- Free
- 2 Cohorts
- 4 weeks
- Online

Start Dates:

- Tuesdays, 3/11, 12pm-1pm
- Tuesdays, 3/11, 5:30pm-6:30pm

[Register Today!](#)



Power Up Your Support Group Coaching for Sleep



Join Small Group Coaching and focus on improving your sleep! Check in with a Lifestyle Coach, set goals and learn how to build better sleep hygiene, create healthy work-life balance, and manage stress effectively. It's your chance to get the support you need for a more restful, balanced life!

- March 13, 12pm – 1pm
- March 20, 12pm – 1pm
- Virtual Teams Platform
- Space is Limited to 25 Participants
- [Register Today!](#)



Power Up Your Support

Sleep Better Series

In this series through CredibleMind, you will learn how to train your brain to sleep better and form good sleep habits as well as helpful rituals to ensure you get enough rest. Each resource is designed to be accessible and easy to follow.

[Get started Today!](#)





Program Registration Webpage

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RETURNING USERS: well-being@sfghov.org [password] [Log In](#) | [Forgot My Password](#)

Create an Account

Unless you opt-in to receive additional information, we will use your email only to send notices related to wellness events for which you've registered, and to invite you to take an online satisfaction survey.

Email (required)

First Name (required)

Last Name (required)

Birthdate (required)

Gender (required) Male Female Non-binary

Phone (required)

Are you a Kaiser Permanente member? (required)
 Yes No

Department

[Save & Continue](#)

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HEALTH RESULTS | REGISTER FOR A WELLNESS EVENT | Julisa Nunez [profile icon]

Healthy Sleep Program

Sign up to join the Healthy Sleep Program (Cohort series). This is a virtual event (Teams link will be shared in confirmation email).

[Choose Event](#)

Group Coaching for Sleep

Sign up for a small group coaching session focused on sleep. This is a virtual event (Teams link will be shared in a follow-up email after registering).

[Choose Event](#)

[Know your numbers](#)

[Create healthy habits](#)

[Discover Kaiser Permanente](#)

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Program Registration Details



Healthy Sleep Program:

Registrants for the “Healthy Sleep Program” Cohort Series will receive the MS Teams meeting link in the confirmation email. They will also receive an email from Southbay-Worksite-Wellness@kp.org with additional information for the program, along with a link to the participant pre-survey.

- Registrations will close for both cohorts on Friday, March 8th at 4:30pm



Group Coaching for Sleep:

Registrants for the “Group Coaching for Sleep” Series will receive a meeting link in the confirmation email. They will also receive an email from Southbay-Worksite-Wellness@kp.org with additional information for the program.



Progress Through Practice

Engage resources that are available to you to improve your sleep and mental health.



Sleep Hygiene Tips

- Just like any other part of basic self-care, your sleep behavior could also benefit from hygiene. Use this helpful Sleep Hygiene Tool to support your journey.



Shift Work Sleep Tips

- Shift work can make restful sleep difficult, especially for night, early morning, or rotating shifts. Use this flyer for tips to improve your sleep.



CredibleMind

- Explore a curated list of strategies and resources that help support better sleep.



SFHSS Events Calendar

- Access webinars and workshops to learn about tools, strategies, and resources to support sleep hygiene.



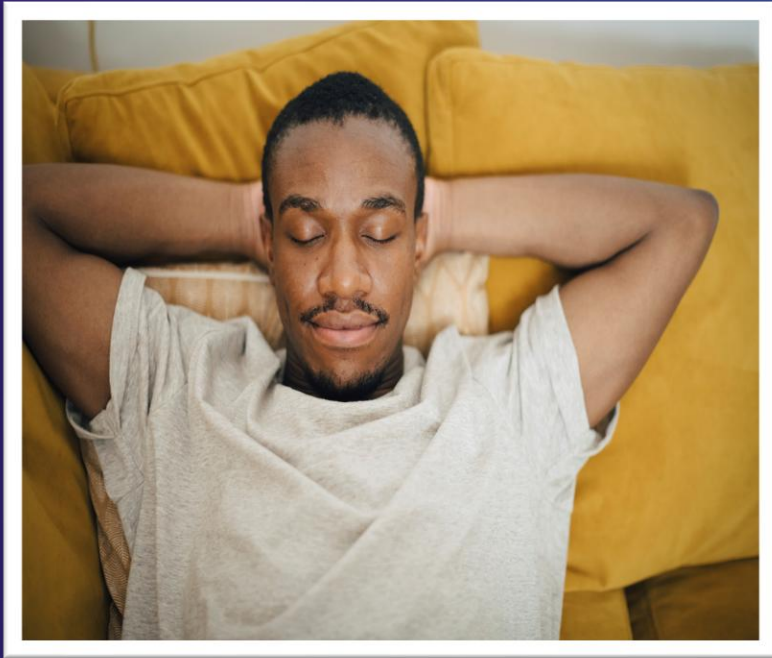
Employee Assistance Program

- Your mental and emotional health can affect how well you sleep; reach out to EAP for support.



Additional Campaign Resources

- [RECHARGE](#)
- [CredibleMind Practices](#)
- [Using Your Benefits](#)
- [HelpGuide Meditations](#)
- [Greater Good Science Center](#)
- [SFHSS Stress Management](#)





March Well-Being Webinars



- 3/6 - Sleep Your Way to Better Health
- 3/12 - Green Foods Food Demo
- 3/18 - The Power of Productivity
- 3/19 - Healthy Meals for Busy Lives
- 3/19 - Developing Healthy Habits
- 3/20 - Sleep: An Essential Component of Health and Well-Being
- 3/24 - Bedtime Routines For Adults
- 3/25 - Commuting Fit & Healthy Behind the Wheel
- 3/26 - Mindful Nutrition and Sleep Hygiene: Unlocking the link between Diet, Sleep and Brain health



Campaign Communications



Citywide Emails

1. March 3– Campaign Intro
2. March 17 – Sleep Problems and Their Toll on Mental Health
3. March 31 – Sleep Your Way to Better Mental Health



Promotional Materials

Sleep Healthy Resources
Explore the programs and tools below to help you stay motivated on your journey to a better nights sleep.

HEALTHY SLEEP PROGRAM: SLEEP SERIES
Join this 4-week program led by a Lifestyle Coach. Learn how nighttime habits and your thinking patterns affect sleep, and how to change them. This is an online class.
Cohort 1: Mondays, beginning March 11 (5:30 p.m. - 6:30 p.m.)
Cohort 2: Tuesdays, beginning March 12 (Noon - 1 p.m.)
Register today at sfhss.org/sleep-campaign

HEALTHY SLEEP COACHING
Lifestyle Coach appointments are virtual and will provide you with an opportunity to discuss lifestyle habits that may be affecting your sleep. Whether it is developing a good sleep hygiene, finding work-life balance, or stress management – the Coach can help! Schedule a 20-minute appointment at sfhss.org/sleep-campaign.
Meet with a Coach for one-on-one support and learn about tips and tools to help get you started on your journey to better nights sleep.
Appointments available April 2, 3, 4, 9, 10 & 11 (10 a.m. - 2 p.m.)

WEBINARS
Attend a webinar or workshop to learn new skills, add new activities to support your sleep hygiene.
Breathing Techniques to Relieve Stress and Improve Health
Sleep: An Essential Component of Health and Well-Being
Bedtime Routine for Adults
Visit [SFHSS Events Calendar](https://sfhss.org/sleep-campaign) to explore more offerings.

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sfhss.org/sleep-campaign

Sleep for Better Health Flyer

sleep for Better Health

Sleep Well, Be Well

Sleep for Better Health. Our busy lives make it easy to take sleep for granted, but with the right amount of sleep, you can reduce stress, increase energy, and improve your overall well-being. The *Sleep for Better Health* campaign will help you understand the importance of getting healthy sleep, introduce programs and resources, and provide the tools to build a healthy sleep routine. This month, you'll receive emails with programs, resources, and activities to help your journey to get better sleep. Get started today and visit sfhss.org/sleep-campaign to learn more.

Need support? Sign up for a program and check out the resources below to help improve your sleep habits:

- Healthy Sleep Program:** Join this 4-week program led by a Lifestyle Coach. Learn how bedtime habits and thinking patterns affect sleep, and how to change them.
 - Cohort 1: Meets Mondays, starts March 11 (5:30pm-6:30pm)
 - Cohort 2: Meets Tuesdays, starts March 12 (12pm-1pm)
- Healthy Sleep Coaching:** Check in with a Lifestyle Coach to discuss and set goals to support good sleep hygiene. Schedule a 20-minute telephone appointment today.
 - Appointments available April 2, 3, 4, 9, 10 & 11 (10am-2pm)
- Tap into your Health Plan Benefits:** Explore well-being resources and programs that can help support your journey for better sleep.
- Employee Assistance Program:** Your mental and emotional health can affect how well you sleep; reach out to EAP for support.

Additional Resources:

- [SFHSS Events Calendar](#)
- [Tips That Can Help Taxi Responders and Shift Workers Get Better Sleep](#)
- [CredibleMind Sleep Better Series](#)
- [UCLA Guide Bedtime Meditation](#)

Learn more at sfhss.org/sleep-campaign
Thank you,
[Add Champion Name(s)]

Champion Email Template

Sleep For Better Health

Poor sleep can affect both physical and mental health as well as your overall well-being. When it comes to improving your sleep, it can be hard to know where to start. Take steps to Sleep for Better Health this month. Improve your quality of sleep by learning about the importance of good sleep hygiene, setting a consistent program, and creating a routine that works for you.

Get started today to improve your sleep:

Step 1: GET INFORMED: Learn about the science of sleep and take an assessment to find out your sleep quality.

Step 2: GET SUPPORT: Join a healthy sleep program or access support through our benefits.

Step 3: PRACTICE MAKES PROGRESS: Consistently practicing good sleep hygiene can make a difference.

Step 1: Get Informed
Being informed about your sleep quality is the first step to getting better sleep. Why is sleep important? It's not just that sleep matters – when it comes to your health, adequate sleep can help you with a balanced diet and regular exercise, your stress levels, mood, judgment, and ability to concentrate. If you don't get enough sleep regularly, you could also be increasing your risk of developing chronic conditions, such as heart disease, mental health problems, obesity, and type 2 diabetes.

Take the following steps to start your journey to better sleep:

1. Watch the video: How Sleep Works - Understand the Science of Sleep
Learn exactly what's at work in our bodies and brains when we sleep.

2. Take a Sleep Assessment
Find out how your sleep quality has been over the past month.

Step 2: Get Support
So how do we improve our ability to get sleep? We can train our brains to sleep better. Sleep hygiene means going through a routine that helps your body be better at sleep. Having a consistent sleep hygiene means having both a bedtime environment and a daily routine that promotes consistent, uninterrupted sleep.
Join a program or access your health plan benefits and get the support you need to develop good sleep hygiene.

Sleep for Better Health Website

sleep for Better Health

ARE YOU GETTING GOOD SLEEP?

NOT ENOUGH SLEEP
In the U.S., 3 in 10 working adults sleep 6 hours or less in a 24-hour period.

HEALTHY SLEEP
Increases
• Concentration
• Attention
• Creativity
• Social skills
• Immunity
• Energy

Decreases
• Mood swings
• Stress
• Irritability
• Impulsiveness
• Accidents
• Drunkenness

LACK OF SLEEP

40 Million Americans
According to the National Sleep Foundation at least 40 million Americans suffer from a sleep disorder. Failing to get enough sleep can have both short-term and long-term effects, reduced performance at work, and cause irritability or depression.

36%
Sleep-deprived employee made more errors at work compared to the non-sleep-deprived.

\$411,000,000,000
CDC reports 1.2 million lost working days and up to \$111 billion cost to the economy each year because of insufficient shut-eye.

70%
Sleep deprivation increases the likelihood of a workplace accident by 70%.

HEALTH RISKS
Poor quality sleep is one risk factor that can contribute to cardiac rhythm disorder, hypertension, chronic headaches, diabetes problems, mental acuity issues, irritability, and attention deficit-like behavior.

Sleeping Six (6) hours or less increases risk for:

Obesity	Stroke	Diabetes	Heart Disease
21%	22%	25%	35%

WARNING SIGNS

- Start to doze off while driving.
- Rely on caffeine to stay awake.
- Forgetful or make mistakes.
- Foaming irritable, cranky, or irritable.
- Fatigued or lack of energy.
- Getting sick frequently.

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sfhss.org/sleep-campaign

Sleep Fact Sheet



Promotional Materials

Shift Work Sleep Tips

Shift work can be challenging, especially when it comes to getting restful sleep. This is particularly true for those working nights, early mornings, or rotating shifts. Follow these tips to improve your sleep.

<p>Make Use of Natural Light or Well-Lit Work Space</p> <p>Whether outdoors or in an office, proper lighting—natural or artificial—helps maintain focus, reduce fatigue, and supports your circadian rhythm.</p>	<p>Consider Sunglasses and Your Sleep Environment</p> <p>After a night shift, wearing sunglasses reduces bright light exposure, making it easier to sleep. Creating a dark, quiet, and cool environment also promotes better rest and recovery.</p>
<p>Be Mindful of Your Caffeine Consumption</p> <p>Manage your caffeine intake by consuming it earlier in your shift to prevent sleep disruption.</p>	<p>Avoid Alcohol and Large Meals Before Bed</p> <p>To promote better rest and prevent disruptions, avoid alcohol and large meals two hours before bedtime.</p>
<p>Reduce Stress and Your Anxiety</p> <p>Reading, listening to music, stretching, or practicing mindfulness, meditation, or deep breathing before bed can improve relaxation and sleep quality.</p>	<p>Use the Hour Before Bed to Relax</p> <p>Prepare for bed by avoiding stimulating activities like intense exercise, hot showers, or using electronic devices during the hour before sleep.</p>

Better Every Day. SAN FRANCISCO HEALTH SERVICE SYSTEM For additional resources and support, please visit sfhss.org/sleep-campaign for CreditBuilder, HelpGuide, and EAP.

Shift Work Sleep Tips

Sleep Hygiene Tips

Sleep hygiene means having good sleep habits. Follow these tips for better sleep.

- Create a Healthy Sleep environment**

Make sure your bedroom is quiet, relaxing, dim lit, or dark, and set at a comfortable cool temperature.
- Establish a nightly relaxing routine**

Be consistent. Go to bed at the same time, and get up at the same time every day even on weekends or during vacations. Aim for 7 to 8 hours of sleep.
- Turn off all electronic devices before bedtime**

Remove electronic devices, such as TVs, computers, and smart phones, from the bedroom. If you must have a smart phone, make sure it is on "no-disturb" mode.
- Avoid large meals, caffeine, and alcohol before bedtime**

Don't eat a large meal or fried food before bedtime. If you are hungry at night, eat a light, and healthy snack.
- Exercise regularly**

Focus on getting at least 30 minutes of physical activity per day in a way that makes you feel good. It can help you fall asleep more easily.
- Reduce stress and anxiety**

Reading, listening to music, relaxing, mindful meditation or deep breathing before bed can help get you to relax and sleep better.

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Sleep Hygiene Tips Flyer

Key Player Support

Raise Awareness:

- Communicate the mental Health resources available to employees including EAP
- Promote Healthy Sleep Habits
- Send a department wide email

Offer Programs:

- Offer workshops or resources about the importance of good sleep hygiene
- Offer courses in meditation, deep breathing, or other mindfulness practices to help reduce stress
- Develop a walking group

Create a Culture:

- Create a supportive environment and dedicate a quiet room (Wellness / RECHARGE room)
- Boost morale by recognizing employees to help mitigate the stressors that negatively impact both sleep and mental health



Key Player Support

Host Well-Being Activities



Implementation ideas:

- Request a [SFHSS Sponsored activity](#) for March or April
- Use the [RECHARGE toolkits](#) (Create a RECHARGE Space, Walking to RECHARGE, Instant Recess)
- Create a Sleep for Better Health resource table with handouts, tea packets, coloring books, journals, etc.
- Encourage employees to complete the [CredibleMind Sleep Series](#) or [Sleep Assessment](#)
- Lead or stream videos of stretching and meditation mindfulness breaks
- Request incentives (e.g. sleep masks, journals, coloring books, sound machines, cozy socks, Fitbits) and/or fruit to help support your activities - 2 weeks advance notice.



NEW 2025 WELL-BEING@WORK ACTIVITIES

COMPSYCH[®]

These 45-60-minute workshops are informative and engaging and can be done in-person or online.

For more information and workshop descriptions download:

[ComPsych Training 2025 Catalog](#)

New Workshops

- Coaching vs Directing: A Guide For Leaders pg. 2
- Asking for Help pg. 13
- Building Respectful Relationships pg. 16
- Communication Skills For A Global Team pg. 18
- The Power of Storytelling pg. 33
- Developing a Growth Mindset pg. 86
- Make a Decision Already! How To Avoid Indecisiveness pg. 104
- Money and Relationships pg. 111
- Rumors & Gossip: Avoiding The Harmful Effects pg. 121
- Using Positivity In Constructive Ways pg. 131
- Adapting to Management Change pg. 134
- Mental Health Impacts Of A Medical Diagnosis pg. 142
- Bedtime Routines for Adults pg. 168
- Understanding Trauma Bonds In An Abusive Relationship pg. 226



**KAISER
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Small Group Coaching

Sessions will discuss goal setting and action planning for behaviors and habits associated with lifestyle factors. Through coaching, participants will learn how to turn lifestyle changes into habits, discuss barriers and triggers for positive health changes, and make an action plan for their habit changes.

Possible session topics: Burnout, meditation, movement, nutrition, resiliency, sleep, stress.

- Virtual live sessions
- Max 20 Participants
- 30-60 minutes

New Webinars

- **Healing Power of Nature** - Explore the health benefits of blue & green spaces, and nature therapy.
- **Healthy Aging for Women** - Delve into menopause and sleep for women.
- **Meaningful Connections** - Foster group cohesion at work and learn how community and connection can be antidotes to loneliness.

Healthy Lifestyle Program

A 6-week program that addresses 6 core topics of healthy behaviors in a group setting.

1. Nutrition
2. Physical activity
3. Stress
4. Sleep
5. Social connections
6. Avoidance of risk substances

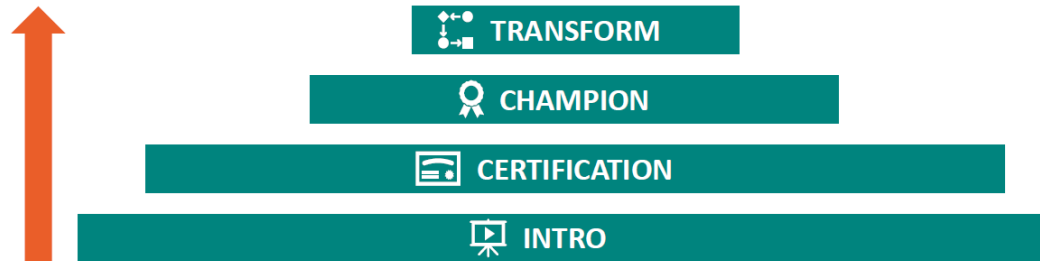


Mental Health
FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

New - Mental Health First Aid (MHFA) Trainings

MHFA at Work is a high-impact, evidence-based mental wellness program that teaches employees how to identify, understand and respond to a colleague who may be developing or experiencing a mental health or substance use challenge or crisis in the workplace.



Why choose MHFA at Work

- **Industry-specific training:** Addresses common workplace mental health concerns specific to your workplace or industry (office, retail, restaurants and food service, or manufacturing).
- **Create a caring workplace culture:** Your department is interested in building a comprehensive mental wellness program, with options to train employees at every level and develop a wellbeing strategy.
- **Long-term training solutions:** You are interested in providing the same training to employees for years to come.

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Mental Health FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

Intro

A self-paced eLearning course that introduces employees to workplace wellbeing practices and teaches how to understand and reduce stigma in the workplace, recognize and help a colleague who may be experiencing a noncrisis mental health or substance use challenge, build a resilient mindset, and implement best practices for self-care.

- 2-hours Virtual Only
- unlimited participants
- Good for all employees

Certification

An Instructor-led training where employees practice the skills needed to recognize and respond to a co-worker who may be experiencing a noncrisis or crisis mental health or substance use challenge – and connect them with the appropriate resources in accordance with company policies. Upon completion, learners will receive a certification in MHFA at Work.

- 4-hours virtual/in-person
- 15-30 participants
- Good for all employees
- Prerequisite: MHFA Intro



Mental Health FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

Champion

An Instructor-led session that empowers a network of employees to provide mental health and substance use support to other employees as the company's go-to resource. Employees will develop an action plan for their role as a MHFA at Work Champion.

- 1.5 hours virtual/In-person
- 5-25 participants
- Select employees
- Prerequisites: MHFA Intro and Certification

Transform

An interactive workshop for HR professionals and leaders from different departments to discuss their organization's current mental health culture and create a cohesive strategy to address factors that may be impacting the workforce on their path to a healthy workplace culture that enhances employee wellbeing.

- 2 hours virtual/in-person
- 5-25 participants
- For Leaders & HR Professionals
- Prerequisites: MHFA Intro and Certification



Mental Health FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

**SAN FRANCISCO
HEALTH SERVICE SYSTEM**

Better Every Day.

	MHFA at Work (new)			
	Intro	Certification	Champion	Transform
Audience	All employees	Employees who want to become certified First Aiders	Select employees: Advocates and Champions	Organizational leaders & HR professionals
Time	2 hours	4 hours	1.5 hours	2 hours
Delivery Method	Self-paced online course	In-person or virtual	In-person or virtual	In-person or virtual
Industry	All industries, with restaurant- and industry-specific versions available			All industries
Outcomes	<p>Outcomes:</p> <p>Deliver mental health education to all employees and new hires.</p>	<p>Intro outcomes plus:</p> <p>Upskill employees by teaching them to recognize and help coworkers who may be experiencing mental health challenges.</p>	<p>Certification outcomes, plus:</p> <p>Create a network of peer support and develop an action plan.</p>	<p>Certification outcomes, plus:</p> <p>Develop your wellbeing strategy with interactive leadership workshop for a complete culture transformation.</p>



Mental Health
FIRST AID

from NATIONAL COUNCIL FOR
MENTAL WELLBEING

Get Trained

SFHSS is looking for 30 Well-Being Champions to get trained.

- Timeline: April – May 2025
- Setting: Virtual

Training Title	Time Commitment
Intro	2 hours
Certification 2.0	4 hours
Champion	1.5 hours
TOTAL TIME COMMITMENT	7.5 hours

**If you are interested, sign up here: <https://forms.office.com/g/6DdqHM7ezY>
by February 28**

SFHSS will be in contact with you for next steps.

SAN FRANCISCO
HEALTH SERVICE SYSTEM

Better Every Day.

Diabetes Prevention Program (DPP)

Are you interested in hosting an in-person DPP at your worksite?

The SFHSS and the YMCA of San Francisco are partnering to offer the DPP to CCSF employees at our worksite.

Please reach out to lisa.Ocampo@sfgov.org to learn more.

Program details: Starts September 2025

A one-year program designed to help adults at risk for type 2 diabetes reduce their risk and adopt healthy lifestyle changes.

Participants focus on making sustainable health improvements over the course of the year, supported by a group of 8-16 people with similar goals.

Participants receive hands-on guidance from trained Lifestyle Coaches using a CDC-approved curriculum, as part of the CDC-led National Diabetes Prevention Program (NDPP).

Champion Role	SFHSS/YMCA Role
<ul style="list-style-type: none">Secure a dedicated meeting space and storage for program materialsHelp promote the programKeep employee's participation confidentialAttend a planning call with SFHSS/YMCAAdd to Annual Plan under 3B 'Create a Culture'	<ul style="list-style-type: none">Provide all program and promotional materialsHelp promoteWill manage all program meetings and participantsEnd of program reports

Requesting Well-Being Activities

Please allow 8 weeks lead time to order an activity for your department (MHFA and tailored content requires 90 days advance notice).

Work with a SFHSS Well-Being Coordinator to choose the best activity for your team.

How to request an activity:

1. Select an activity from the [Well-Being Activities List](#).
2. Complete the online [Activity Request Form](#).
3. After submitting your request, email your SFHSS Well-Being Coordinator and Cc Well-Being@sfgov.org.

Visit sfhss.org/well-being/WB-activities to learn more.

For additional questions, contact a SFHSS Well-Being Coordinator or email Well-Being@sfgov.org.





Next Steps



1. Promote the campaign website, sfhss.org/sleep-campaign.
2. Download and share campaign promo materials:
 - [Sleep for Better Health Flyer](#)
 - [Sleep Hygiene Tips Flyer](#)
 - [Shift Work Sleep Tips Flyer](#)
 - [Champion Email Template](#) – Send email week of 2/24
3. Request SFHSS-sponsored activities to support the campaign and/or host department-led activities, visit sfhss.org/well-being/WB-activities.
4. Key Players training materials visit, sfhss.org/training_sleepcampaign
5. MHFA training for Champions pilot, [Sign up today!](#) Deadline 2/28
6. Interest in hosting DPP at your worksite, email lisa.Ocampo@sfgov.org



Sleep Well!

Presentation Sources

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- <https://sfhss.org/sleep-campaign>
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