

WELL-BEING@WORK



Quarters 3 & 4
Spotlights
FY 2021-2022

ADM-311 - Land's End Hike

On Sunday, June 12, 2022 311 sponsored a hike at Land's End beginning and ending at the USS San Francisco Memorial.

This program was designed to get employees active and out into nature and to see one another as not everyone is in the office on the same days.

Employees are already making suggestions for when and where the next get together may happen.



AIR - Bike Panel Discussion & Hosted Energizer Station

We offered a Bike Panel Discussion with Airport Commissioner Jane Natoli who moderated the event. Our guest panel members included the San Francisco Bike Coalition, the Silicon Valley Bike Coalition (SVBC), Bay Area Rapid Transit (BART), and SFO's Landside Operations.

Our panelists discussed cycling to and from the Airport, plans for increased cycling infrastructure at SFO and beyond, learning to ride a bike, and tips for getting around the Bay Area on a bike.

In addition, SFO hosted an Energizer Station on Bike to Work Day on Friday, May 20, 2022, to support bicyclists and encourage our employees to jump on their bikes and get pedaling!



AIR - Bay Trail Walk

The Airport Wellness Committee wanted to encourage Physical Well-Being by offering a Bay Trail Walk. It was a great way to connect with colleagues and add steps.

Thanks to our Landside Operations team, we used the Airport shuttle buses to transport employees to the Bay Trail.



ASR - Stress Awareness Month

April was Stress Awareness Month, so we took this opportunity to encourage our staff to reflect on their health. We all experience stress on some level, often multiple times a day.

We encouraged our staff to do their best and take their breaks, stretch out when possible, and take a moment to take a few deep breaths. We shared with them literature and information flyers. We even provided some tea ☺



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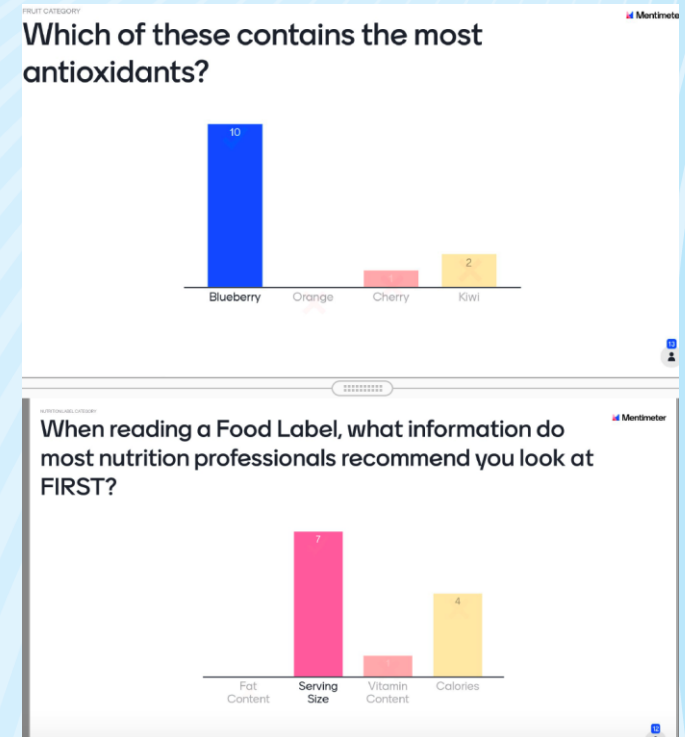
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ASR - Wellness Session

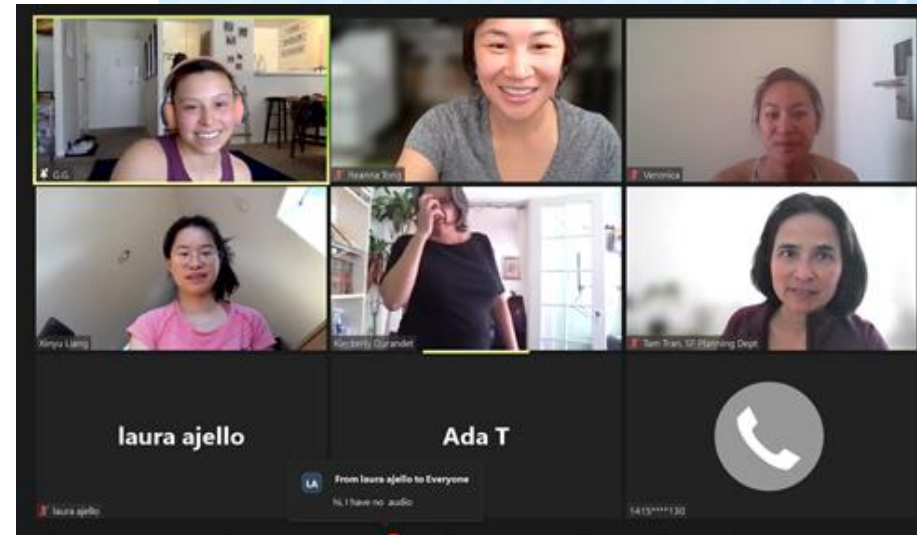
February was Heart Health and & Well-Being Month, so we put together a wellness session that would highlight both topics. We did some light exercises/stretchers, and a competitive trivia game. The winner was awarded with some cool HSS Swag!

The event was held virtually on February 16, 2022. Staff who participated enjoyed taking a break to focus on stretching techniques and learn fun facts on Fruits & Veggies 😊



CPC - Live Virtual Yoga

To mark the beginning of spring and to celebrate the Spring Equinox, the San Francisco Planning Department hosted another live yoga session led by Greta “GG” Gunther on March 17th. GG led the group through different yoga stretches, poses, and core exercises. The class helped employees to reduce stress and reenergized during the work day. Participants enjoyed it, especially when the class was led by a familiar face, thank you GG! A total of 8 employees attended, including a few first-time attendees.



CPC - Meditation Monday

The San Francisco Planning Department hosted a Meditation Monday event led by Kaiser Permanente on February 28th. Employees practiced 20-minutes of meditation that focused on mental and physical awareness. Participants were guided through a meditation session and received resources to practice meditation on their own. There were nine participants, including two from other departments. Employees from HSA and DBI were also invited to participate.



Image courtesy of Kaiser. Due to the webinar format, we were unable to capture images of participants.

CPC - Plant Swap

The Planning Department continued to celebrate spring by organizing a department-wide plant swap event. Prior to the event, participants received an invitation to get their plant cuttings ready to bring to the office and share. Studies have shown that indoor plants can help to boost mood and reduce stress. Indoor plants also provide a welcoming environment, especially in an office setting. Event organizers designed and printed plant care information cards for people to complete and leave with their cuttings.

Participants brought cuttings in to share on April 19th and were free to come and go. 11 employees participated and received feedback that people would like to have more plant swap events!



CPC – Welcome Back Social

On March 8, 2022, the Planning Department hosted a welcome back social for employees after months of remote work. Employees were able to reconnect in-person with refreshments and music. These social events improves working relationships and helps to boost employee morale. Approximately 50 employees attended the event.



HSA-DAS - Wellness Play Your Way BINGO

HSA and DAS Wellness Champions joined forces to host a month-long Wellness Play Your Way BINGO activity for all staff at 2 Gough St and 1650 Mission St offices.

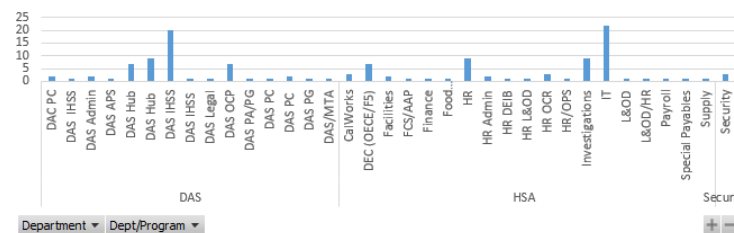
Staff were encouraged to safely complete 5 BINGO activities listed on the BINGO card during break time or at home. Then submit completed cards for a raffle drawing to win wellness prizes.

To encourage BINGO participation, fruit was distributed during the BINGO launch and during the BINGO raffle drawing. Over 128 staff participated from various departments/programs (listed below). A total of 38 raffle prizes were awarded to participants. Surprisingly, the raffle drawing resulted in at least one winner from each department, so it was great outcome.

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Play Your Way BINGO Participant Count



DAS-IHSS Staff Appreciation Party

A 2-day, mid-day In-Home Supportive Services (IHSS) staff appreciation party was held in a community space where IHSS staff had the opportunity to interact and play games i.e., darts, ping pong, basket ball, skee ball, etc. with other department staff. Shiatsu massage chair was also set-up at a relaxation station.

All IHSS staff were entered into a raffle drawing to win wellness prizes, along with Giants tickets, gift cards, and other donations by management. Fruit, disinfectant wipes, COVID-19 test kits, and pre-packaged snacks were distributed.

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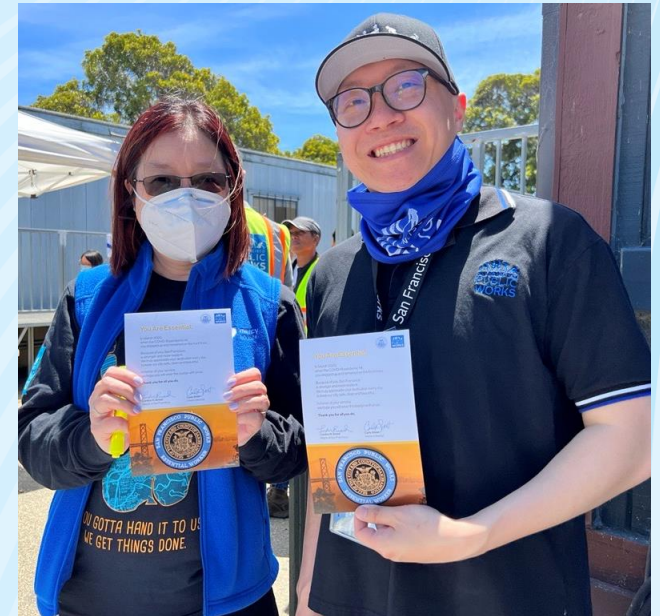


SFPW - Public Works Week

Operations Yard & 49SVN

Public Works (PW) hosted a weeklong (May 16-20) Public Works Week, Essential Worker Ceremony at the various PW locations. PW had employee appreciation celebrations and activities daily for all employees. The event celebrated employees for all their hard work during the pandemic.

- Employees received their service pins for their years of service
- Employees expressed their gratitude for the recognition event.
- PW passed out fruit and water to promote health and wellness to all the workers.



ECN - Healthy Holiday Challenge

Last November and December OEWD hosted a Healthy Holiday Challenge for employees. The challenge helped to remind employees to practice healthy habits and to focus on their emotional well-being, especially during a stressful time of year for many. The challenge encouraged employees to participate in the various citywide well-being activities offered during the holiday season. Employees received raffle entries for every activity that they attended.

The top three activities attended by employees was Chair Yoga, Practicing Self-care and Managing Holiday Stress webinars.

Congratulations to the five challenge winners, they all expressed their gratitude for the activities and prizes.

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ENV - Staff Art Show and Opening Reception

The opening reception took place on June 22 on the 2nd floor of 1155 Market St.

During the pandemic, many of our staff had taken up art as part of their wellness journey. We asked staff to bring those pieces to the art show and had them talk about their pieces. We had a variety of formats from new and old staff alike. This also enabled us to see the side of staff that we do not get to see anymore now that we are in the office.

More staff take a few minutes to take in the art, stop and appreciate the various facets of their colleagues and take a mindful break to recognize the beauty around them. Our Department went through some very abrupt changes in management and this felt like a way to get people together outside of our work focused meetings or traditional wellness sessions.

More context: Shawn Rosenmoss who started the staff art receptions 15 years ago and has had one every few years suggested the idea for when we return to work and Jax Puliatti who is an artist herself volunteered to set it all up. Coincidentally with all the changes happening, it was nice to get back to familiar bonding activities that our Department is so well known for.

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HSA - Mindful Moments by Candace Gray

This activity was suggested and lead by employee, Candace Gray. The Mindful Moments has become a standing agenda item at the weekly all staff meetings on Teams for about 6 months now.

Every week, at the very end of the meeting, Candace has something lined up for her colleagues. It is anywhere from 3-10 minutes long. Mindful Moments has included activities like: guided meditation, chair yoga, short self-care videos, etc. The entire team looks forward to this activity. Even when Candace is not available to lead the activity, she would designate another team member to support.

This activity has helped employees' bonds and created opportunities engage with each other in a fun lighthearted activity to help break-up the week. Mindful Moments has supported and boosted employee's morale and emotional well-being.



SFMTA - Parenting Webinars

Parenting can be challenging, with issues that range from managing online learning at home and navigating social media, to setting boundaries, managing their own stress and feeling burned out.

In response to feedback from employees about their parenting struggles, the SFMTA Wellness Program partnered with SFHSS to sponsor a biweekly series of Parenting Webinars, with topics that included:

- No Such Thing as the Perfect Parent
- The Emotionally Healthy Teen: Dealing with Issues of Substance Abuse, Depression, Suicide and Eating Disorders in Teenagers
- Talking to Kids About Violent Events with Widespread Media Coverage
- Kids and the Internet: Becoming a Cyber-Savvy Parent

The webinars were aimed to help provide some sense of guidance in uncertain times. By being gentle with themselves and maintaining a sense of balance, parents can keep stress levels in check and make each day a little easier for themselves and their families.

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Free Parenting Webinars

Parenting can be challenging, as our current lifestyles constantly shift with changing expectations and demands. To help provide some sense of guidance, check out the free online webinars being offered by the SFMTA Wellness Program in partnership with SFHSS. Simply scan the QR Codes below to register.



No Such Thing as the Perfect Parent

April 13, 2022; 11 a.m. to noon

This webinar helps you learn ways to let go of perfection and seek a balanced parenting approach.



The Emotionally Healthy Teen

April 27, 2022; 11 a.m. to noon

How to deal with issues of substance abuse, depression, suicide and eating disorders in teenagers.



Talking to Kids About Violent Events They See in the Media

May 11, 2022; 11 a.m. to noon

Whether it's war, terrorist attacks or school shootings, help your kids understand violent events with widespread media coverage.



Kids and the Internet: Becoming a Cyber-Savvy Parent

May 25, 2022; 11 a.m. to noon

For parents interested in learning about managing the risks and enhancing the benefits of computers in the home.



SFPD - LUNCHTIME POWER WALK / JOG SERIES AROUND PHQ

5/11, 5/18, 5/25, 6/1 (Weekly Wednesday Series)

SFPD Police Headquarters
1245 – 3rd Street, Around PHQ
San Francisco, CA 94158



We had the pleasure of participating in a Lunchtime Power Walk / Jog series led by our very own Ms. Nora Wong, who is an avid runner.

She encouraged members to walk at their own comfortable and healthy pace and to start/stop whenever they wished, so the walk was super enjoyable knowing there wasn't any pressure to keep up or finish the entire route.

From Police Headquarters, we power walked around the Giant's parking lot headed towards Terry François to Kelly's Mission Rock, then back to PHQ. Some of us walked faster than others, but Nora stayed in the middle and encouraged us along the entire route, which took approximately 45 minutes to complete.

We got to see and enjoy areas of the Mission Bay neighborhood we normally wouldn't have seen if not for Nora taking us out for this walk! Looking forward to more power walk / jog series in the near future!
THANK YOU NORA!!

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SFPD - Mental Health Awareness Month May 2022 - Green Pin Project



Entire month of May 2022

San Francisco Police Department

Department-Wide

Mental illnesses are common in the United States. Nearly 1 in 5 U.S. adults live with a mental illness (52.9 million in 2020). Mental illnesses include many different conditions that vary in degree of severity, ranging from mild to moderate to severe. Each year the month of May is recognized as **Mental Health Awareness Month**. In support of those who experience mental health illness, and the role physical and emotional well-being plays in our mental health, SFPD members (both sworn and professional staff) are authorized each year to wear a **green pin** during the month of May.

Members are encouraged to make use of the resources offered by our Behavioral Science Unit, including the Cordico Wellness App, the San Francisco Health Services System, and National Alliance on Mental Illness (NAMI).

The officers and professional staff are so excited and honored to support this campaign and wear their green pins proudly! We all shared the importance of this powerful cause in the hopes that those who suffer from mental illness get the help and support they need!



**SAN FRANCISCO
HEALTH SERVICE SYSTEM**

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SFPUC - LGBTQIA+ Employee Affinity Group

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The group started formally meeting online in January 2022, and now connects every three weeks on Fridays during the lunch hour via Zoom.

The LGBTQIA+ Employee Affinity Group is a community building, education, and advocacy space. It is designed for SFPUC employees who identify within the LGBTQIA+ community and allies of the LGBTQIA+ community. LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and all others who identify as part of this community. All SFPUC employees from across the agency and its different worksite locations are welcome.

Positive well-being changes in the workplace as a result of this program include:

- Fostering a sense of community and belonging – there is both a history and active present representation of LGBTQIA+ folks at the SFPUC!
- New cross-agency connections between LGBTQIA+ folks working here
- Honest conversations around identity and the many different ways LGBTQIA+ folks may identify
- Building community through shared learning and collaboration
- Increased visibility of LGBTQIA+ employees and their contributions to the agency
- Increased peer support for LGBTQIA+ identified employees
- Provides a resource to the SFPUC on LGBTQIA+ issues

SFPUC- Well-Being Coffee Break + Site Revamp

Online via Zoom on February 24, 2022

We recognize that the pandemic had significantly impacted all of us in various ways. This SFPUC All Hands Meeting/Coffee Break: A Reflection of Employee Experiences gave an opportunity for employees from different divisions throughout SFPUC to share their work and life experiences during the pandemic. City and SFPUC well-being resources were also shared, including the revamped SFPUC Well-Being@Work Site.

Some positive well-being changes in the workplace as a result of the Coffee Break include:

- Managers and colleagues alike are encouraged to be understanding, flexible, and supportive of each other
- More SFPUC employees are aware of the well-being resources available to them

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A screenshot of the Human Resource Services website. The page is titled 'Latest Employee Well-Being@Work Resources'. It features a list of resources and a featured campaign. The resources include: 'Learn about mental health and substance abuse benefits for employees', 'Explore CredibleMinds, a website that provides tools, assessments, videos, and podcasts covering mental health, stress management, parenting during a pandemic, work-life balance, therapy and support groups', 'Participate in virtual group exercise classes', and 'Use the Employee Assistance Program (EAP), a confidential service with free telephone counseling 24/7'. The featured campaign is 'Kids and the Internet: Savvy Parent' for May 25, 11:00 AM.