



# 2023 Coachella Valley Workplace Wellness Luncheon

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HARC, INC.



# Today's Event

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- Introduction and welcome
- Keynote: Surgeon General's Framework for Workplace Mental Health and Well-Being
- Lunch break
- Panel: Empowering Workplace Wellness— Insights from Local Leaders
- Conclusion:
  - A word from our Titanium Sponsor, Desert Oasis Healthcare
  - Prize drawing
  - Resource fair





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# Thank You to the HARC Team

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## HARC STAFF

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Dr. Cassaundra Leier, Director of Research

Chris Morin, Senior Research and Evaluation Associate

Dr. Daniel Polk, Research and Evaluation Associate

Bernardo Lino, Research and Evaluation Assistant

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# 2023 Workplace Wellness Luncheon

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Annual event started in 2016 as awards

Awards: 2016, 2017, 2018, 2019 – Prizes for large and small organizations:

- Nutrition and Fitness
- Safety and Environment
- Mental Health and Wellness
- Overall Grand Prize

Switched from awards to a symposium during the pandemic; the goal is now to teach organizations about the importance of workplace wellness and share best practices with each other.



# Keynote

DR. JENNA LECOMTE-HINELY,  
CEO OF HARC

**#WellnessAtWork2023**

The U.S. Surgeon General's  
Framework for

# Workplace Mental Health & Well-Being

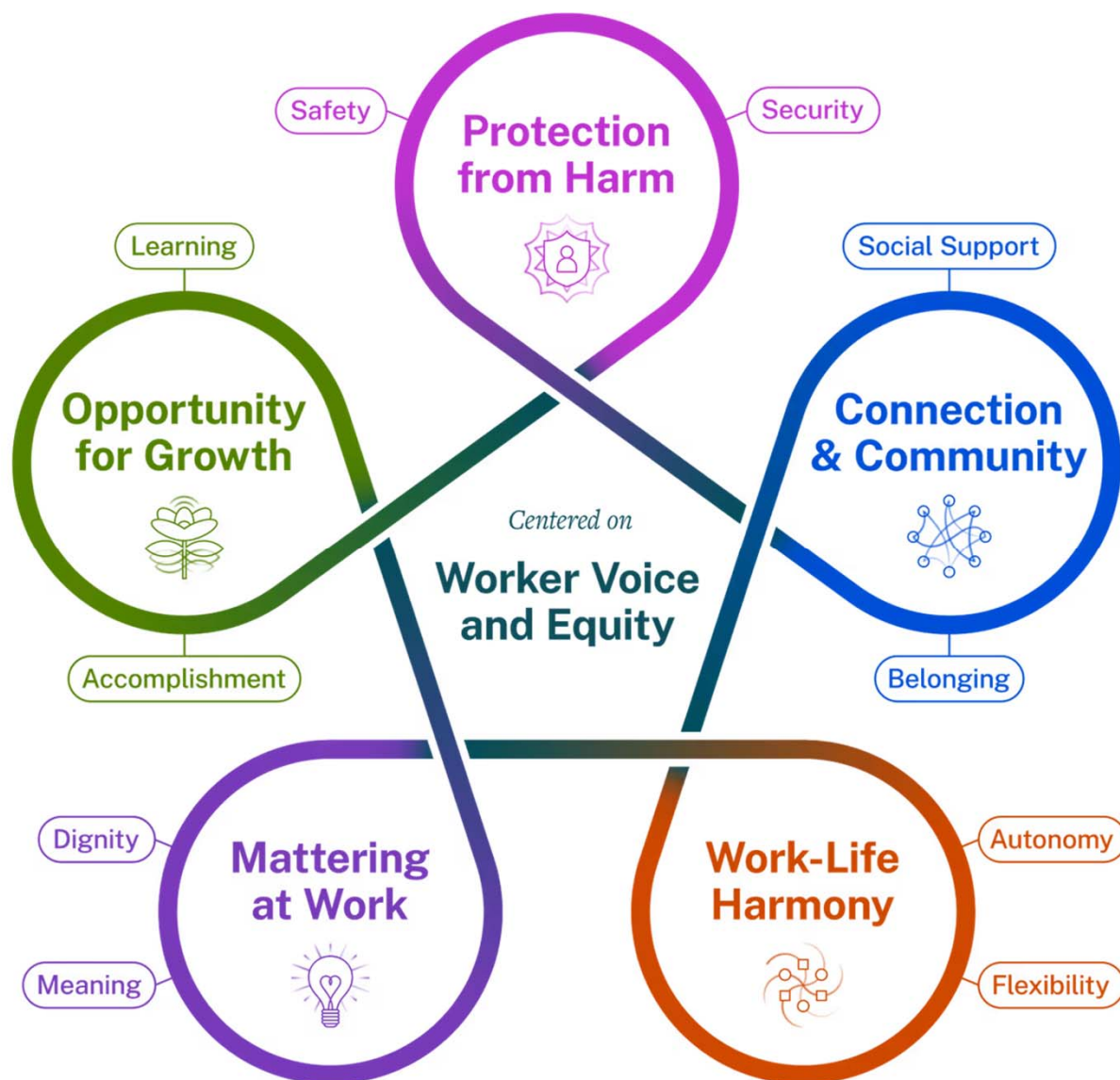
2022

# Five Essentials for Workplace Mental Health & Well-Being

Centered on the worker voice and equity, these five essentials support workplaces as engines of well-being.

Each essential is grounded in two human needs, shared across industries and roles.

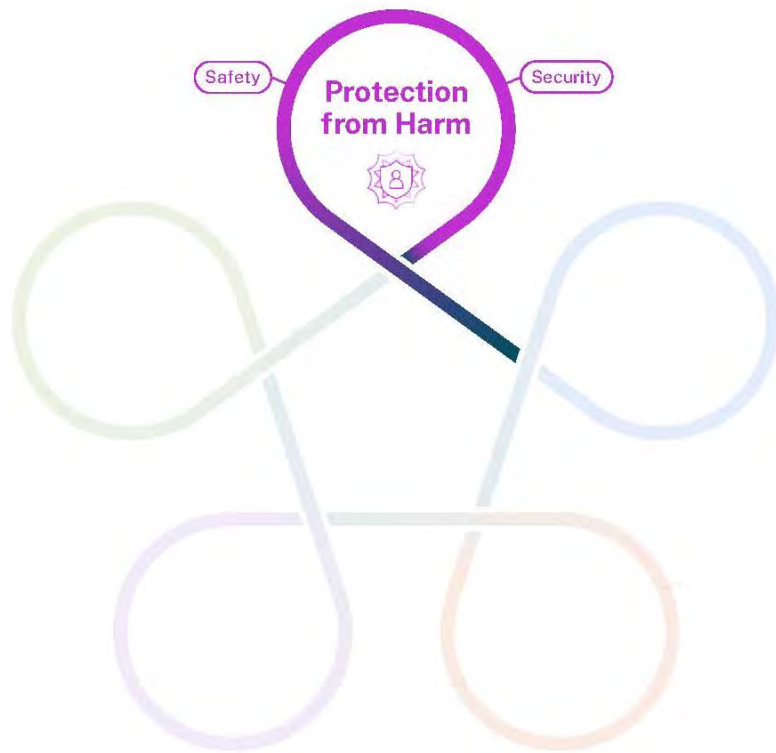
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# Essential 1: Protection from Harm



Creating the conditions for physical and psychological safety is a critical foundation for ensuring workplace well-being. This Essential rests on two human needs: **safety** and **security**.

- **Safety** is protecting all workers from physical and non-physical harm, including injury, illness, discrimination, bullying, and harassment.
- **Security** is ensuring all workers feel secure financially and in their job future.

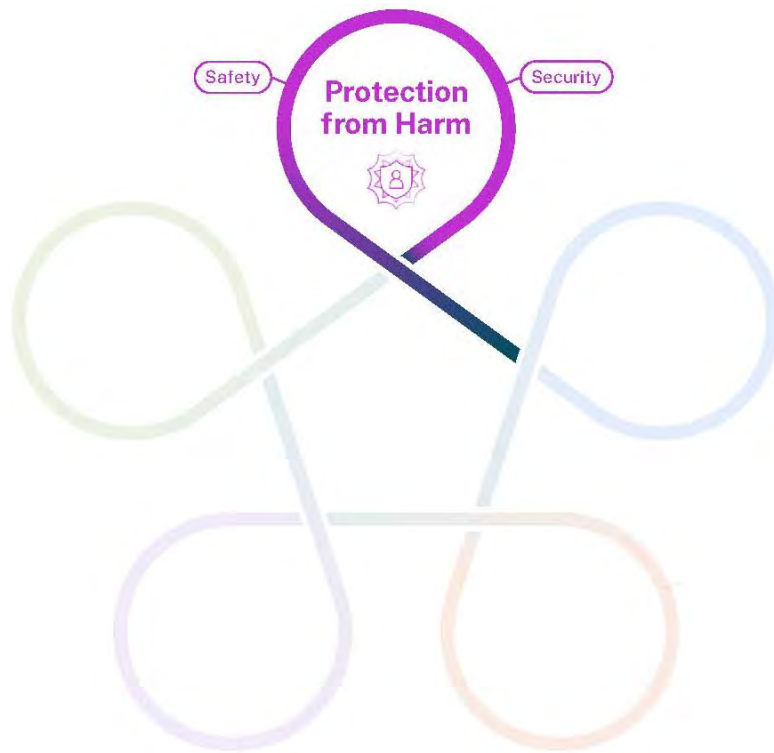






# Essential 1: Protection from Harm

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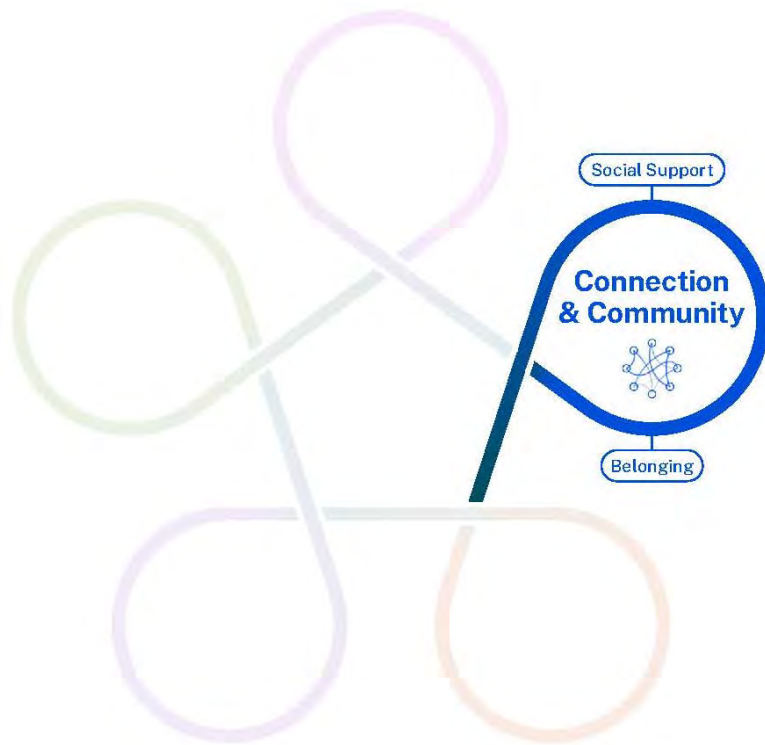
## **Protection from Harm** *Components*

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize Diversity, Equity, Inclusion, and Accessibility (DEIA) norms, policies, and programs





# Essential 2: Connection and Community



Fostering positive social interactions and relationships in the workplace supports worker well-being. This Essential rests on two human needs: **social support** and **belonging**.

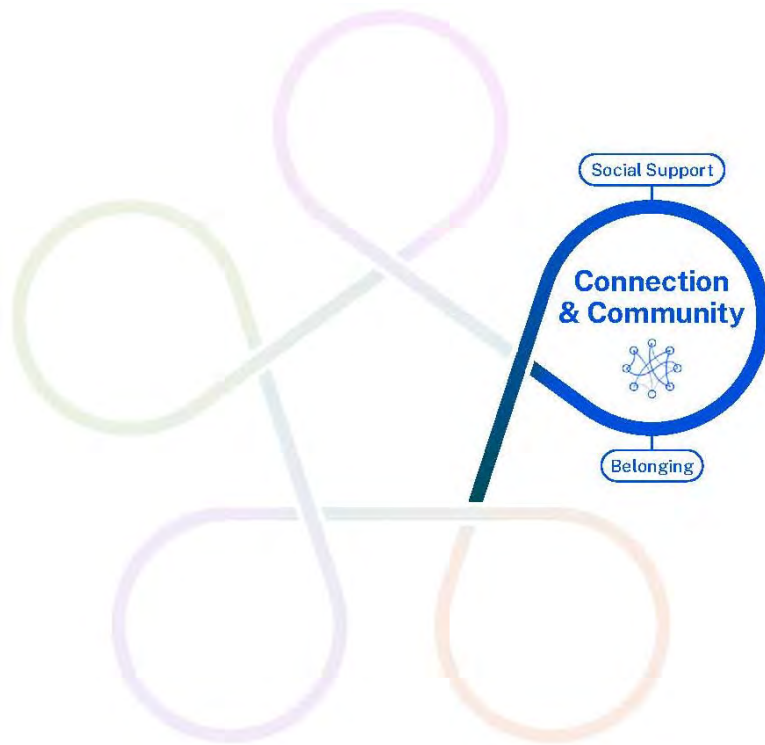
- **Social Support** is having the networks and relationships that can offer physical and psychological help, and can mitigate feelings of loneliness and isolation.
- **Belonging** is the feeling of being an accepted member of a group.





# Essential 2: Connection and Community

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## **Connection and Community** *Components*

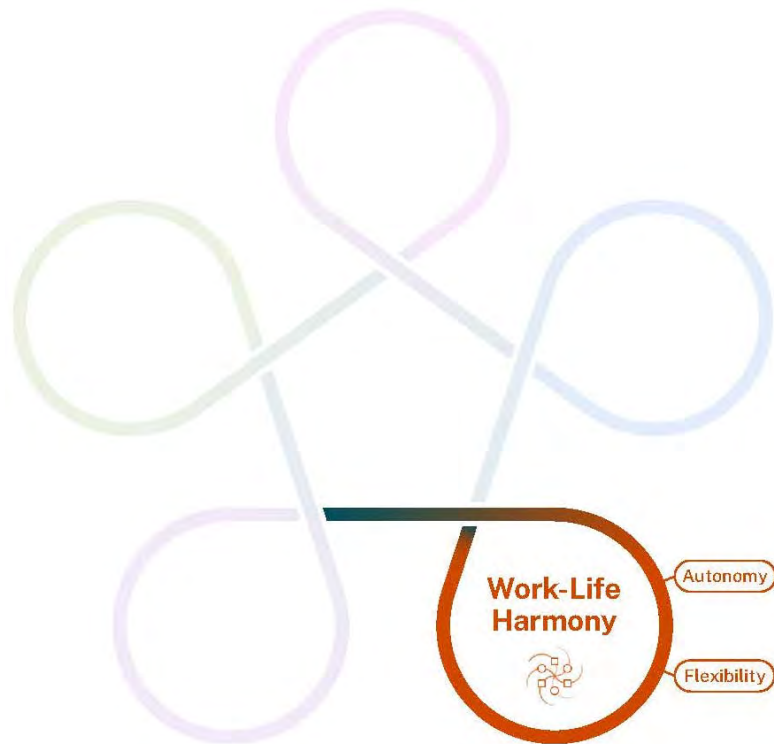
- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork





# Essential 3: Work-Life Harmony

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Professional and personal roles can together create work and non-work conflicts. The ability to integrate work and non-work demands, for all workers, rests on the human needs of **autonomy** and **flexibility**.

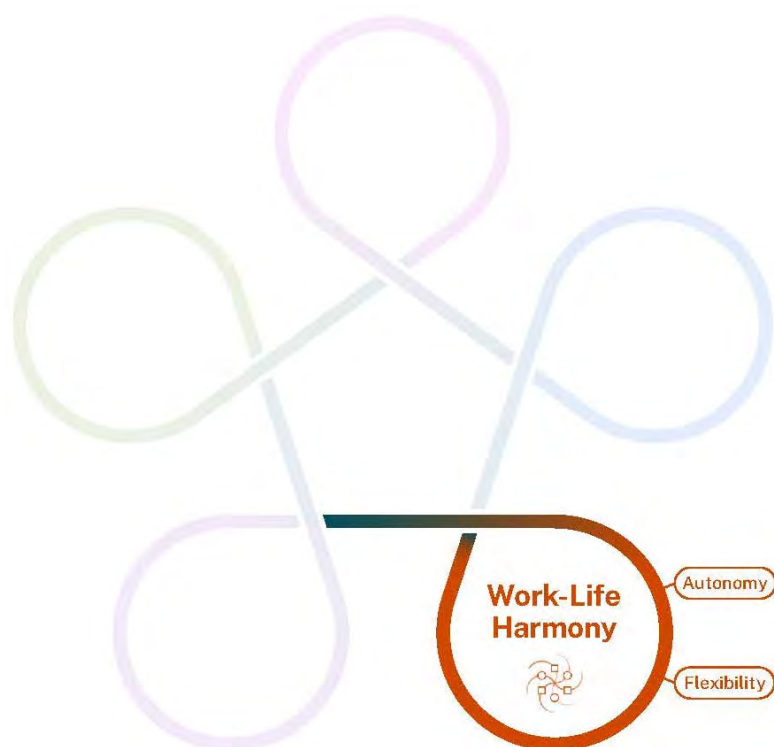
- **Autonomy** is how much control a worker has over when, where, and how they do their work.
- **Flexibility** is ability of workers to work when and where is best for them.





# Essential 3: Work-Life Harmony

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## **Work-Life Harmony** *Components*

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time





# Essential 4: Mattering at Work



People want to know that they matter to those around them and that their work matters. Knowing you matter has been shown to lower stress, while feeling like you do not can raise the risk for depression. This Essential rests on the human needs of **dignity** and **meaning**.

- **Dignity** is the sense of being respected and valued.
- **Meaning** in the workplace can refer to the sense of broader purpose and significance of one's work.





# Essential 4: Mattering at Work

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## **Mattering at Work** *Components*

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission







# Essential 5: Opportunity for Growth



When organizations create more opportunities for workers to accomplish goals based on their skills and growth, workers become more optimistic about their abilities and more enthusiastic about contributing to the organization. This Essential rests on the human needs of **learning** and a sense of **accomplishment**.

- **Learning** is the process of acquiring new skills and knowledge in the workplace.
- **Accomplishment** is the outcome of meeting goals and having an impact.





# Essential 5: Opportunity for Growth

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## **Opportunity for Growth** *Components*

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback





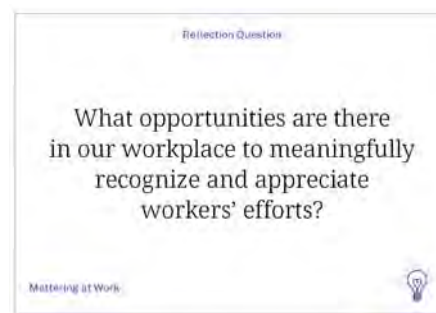
# Learn More

To learn more, please visit

<https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>

The website has valuable resources such:

- Workplace mental health and well-being reflection questions deck
- Practice examples in workplaces around the country
- Toolkits
- Tipsheets
- Research papers





# Lunch Break – Share Your Reactions!

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## Panel: Insights from Local Leaders

Moderated by Dr. Casey Leier, Director of Research at HARC

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**Dr. Brian Hodgkins**  
**Executive VP of Clinical Operations**  
**Desert Oasis Healthcare**



**Sheila Thornton**  
**President and CEO**  
**OneFuture Coachella Valley**



**John Epps**  
**Founder and CEO**  
**We Are One United**





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Titanium Sponsor  
Megan Guerra, MBA  
Employer Group Project Manager

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