



The Torch

The official newsletter for State of Indiana employees

SEPT
2024

Learn more about the SECC featured charities

The featured charities for the 2024-2025 State Employees' Community Campaign (SECC) have been selected! If you want to learn more about these and other local nonprofits, the Charity Fair will take place alongside the [Statehouse Market](#) on September 12 from 10:30 a.m. to 1:30 p.m. Find brief descriptions of each of the featured charities below.

[A Kid Again](#)

A Kid Again provides Adventures for families raising children with a life-threatening condition. Their program is unique because Adventures are designed to include the whole family, they are group-based so families can connect with others, and they are regularly scheduled so there is always something fun to anticipate.



[Boys & Girls Clubs of Indiana](#)

The Boys & Girls Clubs in Indiana play a vital role in supporting the local community by providing a safe and nurturing environment for children and teenagers. These clubs offer a variety of programs focused on education, health and leadership development, helping young people build the skills necessary for a successful future. By offering after-school activities, mentorship and access to resources, the Boys & Girls Clubs aim to inspire and empower youth to reach their full potential. Their efforts contribute to reducing juvenile delinquency, improving academic performance, and fostering a sense of community and belonging among members.



**BOYS & GIRLS CLUBS
OF AMERICA**

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The Torch is published monthly by the Indiana State Personnel Department and is available online at on.in.gov/TheTorch.

Got a story?

Submit your story ideas to: spdcommunications@spd.in.gov

X



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Learn more about the SECC featured charities



[The Correctional Professionals Assistance Fund of Indiana](#)

Your donation will directly support staff (state, contractual, full or part-time) with expenses associated with the loss of a family member, loss of staff in the line of duty and extenuating medical costs. Donations also help staff and their families with the costs of post-secondary education through a variety of scholarships.

[Hoosier Burn Camp](#)

Hoosier Burn Camp is committed to providing life-changing experiences for young people who have suffered the physical and emotional trauma associated with their burn injury. Their annual summer camp and monthly events create experiences for burn survivors where they can be just one of the kids™ in a safe and supportive environment. In addition to summer camp, they offer family retreats and day outings, teen adventure and overnight trips, young adult opportunities and more. All of their programs include therapeutic elements and are offered at no cost to participants.



[Indiana Land Protection Alliance](#)

Indiana Land Protection Alliance (ILPA) is a vibrant nonpartisan network of land trusts, conservation partners and community members. Their alliance actively champions land and water protection for all of Indiana. Collectively, their members serve all 92 counties, and they have protected more than 176,000 acres of Indiana's most significant land, water and cultural resources.



[Pacers Foundation](#)

The Pacers Foundation is on a mission to empower young people and invest in community partnerships addressing equity and justice in education, health, and safety. With a focus on providing opportunities and programming for Indiana's most vulnerable and at-risk communities, the Pacers Foundation envisions Indiana as a place where young people have access to opportunities and experiences to thrive.



[Riley Children's Foundation](#)

Your gift allows every child access to best-in-class pediatric health care today and funds the development of new treatments for tomorrow. That means more kids overcome cancer, more kids born with heart defects grow up to be strong, more kids head back to the playground after an accident and more kids suffering from depression get the help they need. Your gift means more kids thrive.



State agencies connect with Hoosiers at the fair

Each August, the 250 acres and 1,000,000 square feet of event space at the Indiana State Fairgrounds transforms into what is arguably its most iconic event—The Indiana State Fair. An incredible 850,000 fair patrons filled the space this year. And alongside the barnyard animals, daring food creations and carnival games, you could also find State of Indiana agencies engaging with Hoosiers from around the state.

These state agencies sought to bring an element of fun while continuing to provide the excellent service that Hoosiers expect. The Indiana Secretary of State registered countless voters to get them involved in the upcoming elections and the Bureau of Motor Vehicles was back with their full-service branch. By the first Tuesday of the fair, they were averaging around 50 license renewals and 60 registrations per day and were happy to help with standard requests and those that were a little more challenging—one customer was trying to track down a physical registration from 1971. It's all in a day's work for BMW employees who said many customers sought them out specifically at the fair, wanting to get a side of fried Oreos and pickle pizza with their renewals and registrations.

Managing a different kind of license, one of the Department of Natural Resource's new booths educated visitors on the importance of reporting poachers by calling 1-800-Tip-IDNR. They were able to answer questions and talk more about the importance of protecting wildlife, explaining that when hunters kill animals without a license or out of season, they can negatively impact the entire ecosystem. Beyond this booth, DNR has one of the largest agency presences at the fair. From the Fishin' Pond to the butterfly garden to animal demonstrations and more, they took any opportunity to engage patrons and convey the importance of protecting our natural resources.

"Our 2.5 acre area has something for all Hoosiers to enjoy, and we saw and interacted with a large, diverse contingent again this year. We had a great time, they had a great time, and we're already looking forward to next year," said DNR Director Dan Bortner.

Safety and fun also went hand in hand. The Department of Homeland security gave out first aid kits and emergency planning flipbooks and the Department of Transportation sought to make the roads a safer place. Kids and adults alike could visit their interactive stations to get hands-on with different building materials and pick up a free helmet. INDOT gave away thousands over the course of the fair and wearing one can [help reduce serious head injuries by 60%](#).

Over at the Criminal Justice Institute's booth, they used their "seatbelt convincer" like a mini ride to show fairgoers what a crash



State employee Veronica Woodcox poses with the I VOTE sign at the Indiana Secretary of State booth



DNR employee Abeyla Cruz teaches about Gyo-taku, a traditional form of Japanese art in which nontoxic ink prints are made from fish



ICJI employees pose beside the seatbelt convincer

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State agencies connect with Hoosiers at the fair

at 5-10 mph feels like with a seatbelt. “We call them Walmart crashes,” said one ICJI employee, because they’re the types of accidents that happen frequently in parking lots. Even at this slow speed, seatbelts are an essential safety tool and the jolt of riding the seatbelt convincer is a great reminder. The ICJI employees also had the opportunity to teach fairgoers how to change a tire safely—even those that thought they already knew all the tips and tricks. They found it rewarding to share these extra pointers to keep drivers safer on the road.

These lessons shared with fairgoers are a great benefit, but the stories Hoosiers shared with state employees brought their own unique value. At the Department of Veteran Affairs booth, Gabrielle Owens and Kevin Hinton shared about a woman who came by to visit their table. She said that her father-in-law had stopped by the year before and picked up one of their flag lapel pins. “When he passed away, he was so proud of it that he wanted to be buried with it,” said Owens, and his wishes were honored. That type of connection is what brings agencies back to the fair.

These stories only scratch the surface of the impact these agencies and others made at the fair. If you didn’t catch them this year, be sure to add them to your list for 2025.



Department of Veteran Affairs employees, Kevin Hinton (left) and Gabrielle Owens, pose for a picture in between conversations with fairgoers.

Safari so good: IDOH Chief Information Officer completes half-marathon on South African game preserve

Mohan Ambaty, Indiana Department of Health chief information officer, has made it his goal to complete a half-marathon on each of the world’s seven continents. His journeys have taken him from the Great Wall of China to the polar desert of Antarctica and even the Australian Outback, but none quite prepared him for this race.

The [Big Five Marathon](#) in South Africa’s “Cradle of Humankind” is one of the most unique running events you’re likely to find in either hemisphere with spectators including elephants, buffalo, lions, leopards, and rhinoceros (the big five). Ambaty was able to see cheetahs dart across the arid plains in pursuit of prey, a weary lion with

the physical signs of a recent battle and more.

“As I started running, my heart felt ‘You’re not just racing against the clock; you’re sharing this space with creatures that have roamed these lands for centuries,’” Ambaty recalled. He finished 44th in the race, though this event was less about winning and much more about the experience itself. Outside of the running event itself, Ambaty got to practice his photography, spend time in Cape Town and Johannesburg, visit the home of Nelson Mandela and more. Though he’s already completed a North American half-marathon, Ambaty said the Chicago and Boston Marathons remain on his to-do list.



IDOH’s Mohan Ambaty celebrates after completing The Big Five half-marathon in South Africa.

He next plans to head to Rio and will likely finish his continent-hopping journey with a family trip to Europe.

Check out more photos from Mohan Ambaty’s Big Five Marathon experience [here](#).

Article submitted by the Indiana Department of Health

Back to school season is for state employees too

Annie Frischkorn is one of the exceptional State of Indiana employees taking steps to further her education. She's currently pursuing a bachelor's degree in human resource management from Indiana Wesleyan University, and this is what she had to say about her experience: "I decided to start taking courses with Indiana Wesleyan University due to the flexibility of courses being online and the structure they have. I would have to say my favorite course so far has been business law. If you are considering going back to school, just do it! The state recently has added additional school options you can receive discounts at — Indiana Wesleyan being one of them... with the [Education Reimbursement Policy](#) and our work life balance state of Indiana employees there is no reason to put off pursuing your education goals." Annie is currently a Senior Human Resource Business Partner with the Indiana State Personnel Department. Keep up the great work, Annie!

For State of Indiana employees, Indiana Wesleyan University provides preferred pricing in the form of discounts: *

- 10% off associate degrees
- 15% off most bachelor and graduate degrees
- \$250 per credit for RN to BSN

As a military-friendly institution, IWU also extends military preferred tuition to active duty, National Guard, reserves, retirees, veterans, spouses and surviving spouses, DOD employees, DHS employees, and dependent children.



Annie Frischkorn

For those who have served or are currently serving, DOD employees and DHS employees, IWU offers \$250 per credit for bachelor's degree programs and a 15% discount on most graduate programs.

**The discounts listed above are for online degrees and those offered at satellite learning centers and do not apply to the residential campus. Please contact an enrollment counselor at 866-498-4968 for eligibility and any exclusions that may apply.*

[Find Your Program](#)

Learn more about continuing education opportunities here >

Donate to the SECC silent auction

INSPD is collecting donations for the virtual silent auction. Experiences like sports tickets, zoo passes, show tickets, etc. and gift cards to restaurants, retail stores and more are especially desired. High quality artwork created by employees (photography, pottery, paintings, etc.) tends to be popular as well. State employees should not solicit donations from private businesses but may donate items/tickets already in their possession or purchased for the auction. Contact spdcommunications@spd.in.gov with any questions and for instructions to submit a donation. All donations should be submitted by September 27.

Thank you!



DEP's Denson wins national award for Emergency Information System work

Jenna Denson has been with the Indiana Department of Health's (IDOH) Division of Emergency Preparedness (DEP) for only about nine months, but her work is already garnering national attention.

Denson, IDOH DEP information management coordinator, in July earned the 2024 Best Client-Led Users Group Award from Juvare, an emergency preparedness and response software provider.

The award came in the mail, and was unexpected, Denson said. The surprise may not have been anticipated, but it was certainly well-deserved.

"Jenna's efforts not only have made the emergency information system community stronger, they amplify the impact of coordinated work together to make communities around the state safer," according to information about the award.

District and Local Readiness Program Manager Holley Rose took note of Denson's outstanding work accomplished in a very short time.

"Jenna joined IDOH DEP in December 2023 and early on embraced the world of public health preparedness," Rose said.

Rose mentioned Denson engages in monthly office hours calls with all Indiana Emergency System users. Additionally, Denson coordinated and oversaw with other IDOH divisions the migration of the Indiana Health Alert Network (IHAN). She is a key part of the

migration of the State Emergency Registry of Volunteers for Indiana (SERV-IN).

"Jenna also provides direct technical assistance to local health departments, health care coalitions, and hospitals in all system aspects," Rose added. "She has in her short time also been involved in two DEP responses and has gone above and beyond to assist with information compilation."

Denson said she felt "so honored" to be part of the group, which includes fellow administrators in Chicago as well as the states of Michigan, Wisconsin, Minnesota and Ohio.

"I have to thank my leadership team, Holley Rose and [DEP Director] Angelo Soto, for giving me such a great opportunity to show the skills I have learned," Denson said. "I'm just glad my work reflects the hard work all of us do here at IDOH."

Article submitted by the Indiana Department of Health



Jenna Denson

Artwork by Stacy Peterson (Indiana Department of Health)



Artwork by Traci Dedor (Indiana Department of Transportation)



Artwork by Eihi Yoshinaga (Indiana Department of Health)



September is Healthy Aging Month

It's important to prioritize your mental and physical health at any age, but as adults get older, healthy habits become even more important to incorporate. Follow these Healthy Aging Month tips to keep yourself or a loved one on track for success.

Check in with your doctor

Regular appointments and preventive screenings can help keep you informed about the current state of your health. Recommendations for when to start getting these screenings and how frequently to repeat them can depend on different risk factors like family history, but these are some guidelines from the [U.S. Preventive Services Task Force](#) to start a conversation with your doctor about health screenings:

- **Breast cancer:** Screening every 2 years between the ages of 40 and 74.
- **Cervical cancer:** Screening every 3-5 years between age 25 and 65, depending on the type of screening test you receive.
- **Colorectal cancer:** Screening is typically recommended for adults between the ages of 40 and 75. Talk with your doctor about recommended frequency and method for screening.
- **Lung cancer:** For adults who are currently smoking at least 20 packs per year or have quit within the last 15 years, yearly screening is recommended between the ages of 50 and 80.

Eligible preventive screenings can also earn eligible employees and spouses \$50 in Wellness Rewards.



Make time to socialize

You may not think of your social life as a key part of your health. However, many older adults may find themselves spending more time alone and loneliness has been associated with increased risk for depression, heart disease and more. Make spending time with your loved ones a priority and don't be afraid to try new things like a book club, walking club or other social outlet. These activities have the potential to boost your mood and keep you active.

Get a good night's sleep

Older adults still need the recommended seven to nine hours of sleep and not getting enough can have a number of negative health effects. A [study](#) of adults in their 50s and 60s also found that those who got six hours of sleep or less were at a higher risk of getting dementia. Inadequate sleep can also make you more irritable, forgetful or even depressed. Try to be consistent with your sleeping schedule, avoid napping and remove nighttime distractions like your phone before bedtime to improve the quality of your sleep. Regular exercise (that's not too close to bedtime) can also help.

[Click here for more resources to improve your health >](#)

Take part in the health coaching challenge bonus before September 30

Take part in the 2024 Wellness Rewards Program with a friendly agency vs. agency competition! The Challenge Bonus is new this year and gives you the opportunity to earn a bonus \$25 in Wellness Rewards.

Agency vs. Agency Health Coaching Competition

This bonus opportunity is an agency vs. agency Health Coaching Competition and the agency with the highest participation in health coaching wins. All you have to do is complete one individual or group health coaching session through ActiveHealth by September 30 to help your agency.

If you've already completed a health coaching session in 2024, you've done your part to help your team!



How to participate?

- **For individual health coaching**, call ActiveHealth at (855) 202-4219 to schedule an appointment. Health coaches are available from 9 a.m. to 9 p.m. ET Monday through Friday and from 9 a.m. to 2 p.m. Saturdays by appointment.
- **For onsite health coaching**, check with your human resources department to see if onsite health coaching is available at your work location. These appointments are scheduled through work site sign-ups.
- **For group coaching**, log in to the ActiveHealth portal and click on Coaching. Click the "Sign Up for Group Coaching" tile, then select the topic that is right for you and click "Let's Go" to register. You will receive an email with a link you can use to join the sessions, or you can join from the ActiveHealth portal.

View the [Wellness Rewards FAQ](#) and navigate to the ActiveHealth Activities section for more info about group and individual health coaching.

OrthoIndy Urgent Care

As the preferred orthopedic care provider for State of Indiana employees, we're reminding you that OrthoIndy Urgent Care clinics offer a convenient and cost-effective alternative to the ER for many orthopedic injuries.

OrthoIndy Urgent Care provides immediate access to orthopedic specialists, X-rays, and treatment options, without the long waits and high costs associated with emergency room visits.

When to Choose OrthoIndy Urgent Care:


- Recent or chronic back pain
- Possible broken bones
- Sprains and strains
- Sports injuries
- Swollen joints

[Click here to view OrthoIndy Urgent Care locations >](#)

View the flyer on page 9 for an overview of when to visit OrthoIndy Urgent Care and when to visit the ER.

When to visit ORTHOINDY URGENT CARE

Sports injury 

Possible broken bones 

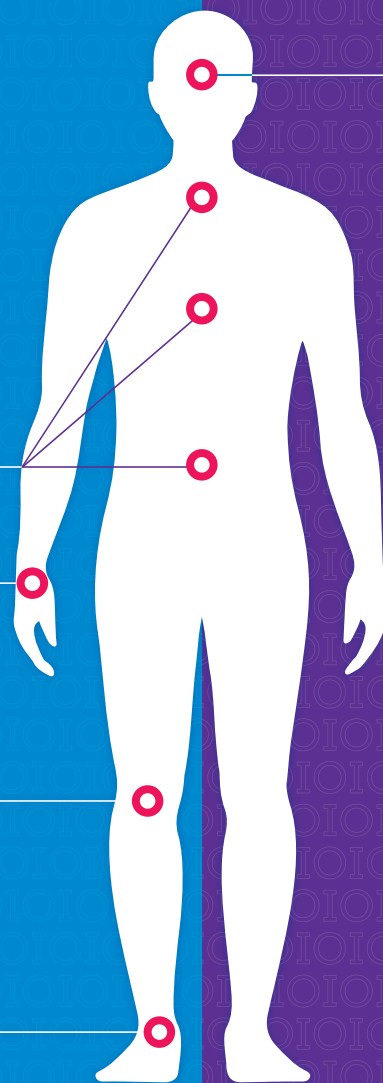
Recent back pain

Injury to hand, wrist or shoulder

Knee injury

Swollen joint 

Possible sprained ankle or foot



When NOT to visit ORTHOINDY URGENT CARE

 Head injury or concussion

 Injuries with bleeding

 Burns

 Cuts/wounds that may require stitches

 Animal bites

For these types of injuries, please visit any one of our six **urgent care clinics** conveniently located in Brownsburg, Center Grove, Fishers, Greenwood, Indianapolis and Westfield.

If you are bleeding from an injury, please proceed directly to a **hospital emergency room** (or contact your current treating physician's office for guidance).

For more information, please visit OrthoIndy.com/urgent-care or call 317.802.2000.

Get free personalized meal plans for diabetes management with 9amHealth

The 9amHealth diabetes management program just got even better! The endocrinologist-led program has a new feature that creates a personalized meal plan that's tailored to your medical needs, your budget and your preferences. This feature helps to take the guess work out of your nutrition. You'll receive expert guidance from dietitians and hundreds of recipes to incorporate into your routine for plenty of variety. When you're ready to start cooking, you can get grocery lists for these easy-to-make recipes and have them delivered through your local grocery store (fees may apply).



In addition to this meal planning service, 9amHealth's Diabetes Management Program includes free and unlimited fitness and nutrition coaching to give you even more tools for success. Plus, the program offers access to specialists, dietitians and quick scheduling for endocrinologist appointments (subject to deductible and coinsurance) and a variety of free devices and testing supplies. They're passionate about providing specialized care for the whole body and helping you manage diabetes so you can achieve your health goals.

Individuals that work with 9amHealth on their health goals on average see weight loss of over 14%, a blood pressure reduction of 17.7 mmHg and an A1c reduction of 2.8%.

[Click here to learn more about the 9amHealth program and to sign up >](#)

Get the most out of your 2024 Wellness Rewards

Employees and spouses eligible for the ActiveHealth program can each earn up to \$500 (\$1000 total) in Wellness Rewards. If you haven't already, start scheduling wellness appointments today to earn your full \$500 before the end of the year. Some of the largest rewards include your:

- [Annual Physical](#): Earn \$200 (you must submit a completed [annual physical form](#) to receive this reward which may take up to four weeks to process)
- [Cancer Screenings](#): Earn \$50/screening
- [Eye Exam](#): Earn \$50
- [Dental Exam & Cleaning](#): Earn \$50
- [Vaccines](#): Earn \$25/vaccine, up to \$100

Preventive activities like these are critical to understanding and maintaining your health and offer more opportunities for early diagnosis of medical conditions. These appointments may also take time to process and appear in the ActiveHealth portal. Schedule your appointments today to make sure you can redeem your rewards by the December 31, 2024 deadline.

You can also quickly complete activities like a Mental Health Check In (earn \$5 per check in for up to \$60 per year), the Maximize Your Program Webinar (earn \$10), a Group Coaching Session (earn \$5 per session for up to \$25 per year) and more. Find a full list of available activities [here](#) and visit the ActiveHealth portal to get started.

[Log in to ActiveHealth >](#)

Invest In Your Health

Wellness Rewards Program

Get Rewarded for What Matters

Run the State events finish up for 2024

In 2024, Invest In Your Health Indiana and our partners at Anthem hosted five different 5K events that drew hundreds of State of Indiana employees and their families (including some canine companions) from around the state. Runners and walkers of all paces kicked off the event with the Indiana Dunes State Park 5K on April 20 and as the summer progressed, participants enjoyed 5K events at Spring Mill State Park (June 8), Clifty Falls State Park (June 22), Fort Harrison State Park (July 13) and Ouabache State Park (August 10).

Participants were able to enjoy the natural scenery during the 5K events, participate in lawn games like giant Connect Four, giant Jenga and cornhole, get all sorts of free goodies from Anthem and Invest In Your Health, and more. It was great to see state employees getting active and having some fun at the same time. “We were excited to bring the Run the State 5k & Hike series back for 2024 and are happy so many state employees and their family members could enjoy the events in our beautiful state parks.” said Ashley Martin, wellness consultant for the Indiana State Personnel Department.

Congratulations to our first-place finishers for these 5K events (the Spring Mill first-place finisher was not recorded):

Indiana Dunes 5K: Alan Holderread with a time of 20:24

Clifty Falls 5K: Xavier Alexander with a time of 20:57

Fort Harrison 5K: Kevin Blankenberger with a time of 22:00

Ouabache 5K: Kyler North with a time of 19:00



If you didn't have the chance to participate in one of the Run the State 5Ks, check out the [Race Finder](#) to search for races near you. You can filter by state, city, or region. Eligible employees and spouses can also earn \$10 in Wellness Rewards by completing a 5K and logging it in the [ActiveHealth portal](#).

Log in to ActiveHealth >

Preparing for the unexpected

September is National Preparedness Month

[National Preparedness Month](#) serves as a critical reminder for individuals, families and communities to take proactive steps in preparing for emergencies. Disasters — natural or man-made — can strike at any time. Being prepared can make all the difference in ensuring safety and reducing the impact of such events.

This year's theme for National Preparedness Month is "Back to Basics." This theme emphasizes the importance of returning to foundational preparedness principles that can be easily overlooked as people go about their busy lives. Here is a brief overview of how to stay ready for any situation.

Build An Emergency Kit

One of the most crucial steps in preparedness is assembling an emergency kit. Your kit should include enough supplies to last you and your family for at least 72 hours. Essential items include:

- non-perishable food
- water (one gallon per person per day)
- medications
- first aid kit
- flashlights
- batteries
- battery-powered or hand-crank radio

Remember to add essential documents such as identification, insurance policies and necessary medical records, and keep those documents in a waterproof container.

It is important to consider the specific needs of all family members, including pets. For older adults, additional considerations like extra medical supplies, mobility aids and copies of prescriptions should be included.

Create An Emergency Communications Plan

In the chaos of an emergency, having a plan for how your family will communicate is essential. Start by designating a contact person outside your immediate area. This person can act as a relay point for family members to check in and share information. Keep in mind, actual phone calls may be hard if cell towers are overwhelmed, but text messages may still go through.

Establish A Meeting Place

Ensure all family members know where to go if you need to evacuate your home. Establish a meeting place outside your neighborhood and another outside your city. Make sure everyone knows the routes to these locations.

Know Basic First Aid

Knowing basic first aid can save lives in an emergency. Take a first aid course to learn how to treat injuries, perform CPR and use an automated external defibrillator (AED).

Participate in Community Preparedness Efforts

Individual preparedness is essential, but community preparedness can amplify those efforts. Get involved with local organizations like the Community Emergency Response Team (CERT) or volunteer with organizations like the American Red Cross. These groups provide training and support to help communities prepare for and respond to disasters more effectively.

National Preparedness Month is more than just an awareness campaign— it is a call to action. Visit the [National Preparedness Month webpage](#) and following IDHS on [Facebook](#), [X](#) (formerly known as Twitter), [Instagram](#) and [YouTube](#) to learn more preparedness tips and view basic first aid videos.

Article submitted by the Indiana Department of Homeland Security



The three C's of an effective safety and health program

Safe work practices and hazard awareness are essential in maintaining a safe working environment. Companies with solid safety programs often share a common theme of higher employee morale and less employee turnover. But how does a company foster such an environment? There are three key factors to a safety and health program, and we call them the three C's: Choice, Culture, and Communication.

Choice

Humans are not robots. As individuals with our own sets of beliefs, goals, and ideas, we may not all respond to inputs the same way. Simply mandating that we must all stay safe while working isn't enough direction. We must give each individual a choice in how they apply the message of safety. Some employees will inherently be right on the front lines, fighting the good fight every day for safety and health. They will identify hazards, warn other team members, and do what they can to ensure hazards are corrected timely. Others may take a more passive approach or be less engaged. They may not be champions of safety themselves, but they are grateful for the effect the champions are having on the team.

Giving employees and management the autonomy to identify and address hazards gives them a choice to either fully-engage or offer complicit support to those who do. The only wrong choice is to intentionally disregard safety and health rules, which could become a much larger disciplinary issue.

Communication

The old cliché of “communication is key” may be overused, but it is an essential tenet of a strong safety and health program. Ensuring good communication from all sides of a business—management, employees, vendors, regulators, etc.—is the

heart of an effective program. Communication doesn't just travel two ways. Encouraging employees, vendors, and even visitors to speak up when they see something unsafe or have an idea on how to better a process can lead to changes and possibilities that would be otherwise overlooked. Communication must not be limited to a top-down approach. If the employer simply asks employees to follow directions blindly with no way to provide feedback and no way to guarantee that changes will be made, employee engagement will quickly falter and any excitement about the program will vanish. It will no longer be a choice, but a mandate.

Culture

Once clear expectations are communicated and employees and management have chosen to put safety first, a company has the best chance of changing the culture. A culture shift isn't a single-day project. It can't be accomplished with a single e-mail or a pizza party. Positive changes to a company's culture take time. Culture changes are about the series of small wins that lead up to the big successes.

Ensuring that the company's culture is meeting expectations for both management and employees is crucial. For example, if a company asks employees for help in identifying hazards and then fails to correct them, employees will

quickly determine that the company isn't really serious about safety. Morale will suffer and all of the work a company put into changing the culture will be for not. By the same token, if employees are only going through the motions or telling management what they want to hear, then they aren't as committed to the culture as it may seem.

Workplace safety and health aren't just destinations on a roadmap. You can't just arrive at “safe” and expect to stay there forever. Like any other process, effective safety and health programs require frequent review, fine-tuning, and re-training. Be it a new process to assess a hazard to correct or an injury to investigate, there is almost always a proverbial fire to put out. When the safety culture in a company is strong, however, the fires turn from frequent raging infernos into occasional match strikes.

Need help setting implementing the ‘Three Cs’? Give INSafe a call. A division of the Indiana Department of Labor, INSafe provides safety and health consultations and training to Hoosier employers, including state agencies, at no cost. For more information, visit in.gov/dol/safety-and-health-consultation/insafe-home/ or call (317) 232-2688.

Article submitted by the Indiana Department of Labor

Two-day Labor of Love Summit is resource for all things mom, baby and family

The 11th annual [Labor of Love Summit](#) lived up to its tagline of “Expecting More” in more ways than one.

For the first time, the Indiana Department of Health’s infant mortality summit took place over two days at the JW Marriott in downtown Indianapolis. It also brought hundreds of visitors and public health professionals together for a call for more emphasis, action, and collaboration in continued efforts to improve infant and maternal health outcomes. The summit had approximately 1,100 registrants.

Labor of Love 2024 was bolstered by a data release showing a decrease in Indiana’s infant mortality rate just prior to the event’s July 23 opening. The infant mortality rate in 2023 was found to be 6.6 deaths per 1,000 live births. In 2022, the rate was 7.2 deaths per 1,000 live births.

“Every loss of a baby is heartbreaking,” State Health Commissioner Lindsay Weaver, M.D., FACEP, said. “The data showing a decrease in infant mortality in Indiana is encouraging and makes



The annual Labor of Love infant mortality summit took place over the course of two days at the JW Marriott in downtown Indianapolis. This year’s theme was “Expecting More.”

it that much more critical to expect more from all our ongoing efforts to better understand the root causes of infant mortality and continue to work to improve the health outcomes of mothers and babies in Indiana.”

Eden Bezy, Assistant Commissioner (Women, Children and Families), said Labor of Love began as a “small grantee meeting,” one quite modest compared to how much the summit has grown in barely more than a decade. The summit remains an indelible resource for “all things

moms, babies and families,” she added.

Check out the recent “Conversations with the Commissioner” episode featuring a chat with Bezy and Dr. Weaver [here](#) to learn much more about the 2024 Labor of Love Summit. For scenes from the summit, check out [this video](#) on the IDOH YouTube channel.

Article submitted by the Indiana Department of Health

Updated PeopleSoft look

On August 23, the design of PeopleSoft HCM was refreshed. You may have already noticed the new look and feel. This update is part of an ongoing commitment to improving the employee experience and the tools utilized.

Please note that while the design has been updated, no functionalities have been changed or updated. Everything you are accustomed to remains the same.

Thank you for your attention and continued dedication.

Connecting the crossroads: Governor Holcomb, INDOT celebrate opening of I-69

I-69 connection becomes reality between Evansville and Indianapolis

On August 6, Governor Eric J. Holcomb, Former Vice President Mike Pence and Former Governor Mitch Daniels joined INDOT Commissioner Mike Smith to celebrate the opening of the Interstate 69 corridor connecting Evansville to Indianapolis.

“This historic milestone, completed three years ahead of schedule, is the culmination of decades-long conversations, planning efforts and progress,” said Gov. Holcomb. “The opening of the I-69 Finish Line corridor completes not only a direct connection between Evansville

and Indianapolis, but also to and through Kentucky and Michigan all the way ultimately to our important Canadian and Mexican supply chain trade markets.”

Construction on the Finish Line project, the final segment of I-69, began in 2019 in Martinsville. Since then, the \$2 billion project has upgraded more than 26 miles of State Road 37 to interstate standards, constructed ten new interchanges and built more than 35 lane-miles of local access roads through Morgan, Johnson and Marion Counties.

The new interchange at I-69 and I-465 consists of two flyover ramps just west of the existing SR 37/

Harding St. interchange. South of I-465, the newly constructed I-69 diverts from the current path of SR 37 north of Edgewood Ave. From the interchange, I-69 will run concurrently with I-465 to the I-69 interchange on the northeast side of Indianapolis.

“The transformation that has occurred along the I-69 Finish Line corridor over the past four to five years has been amazing to witness,” said INDOT Commissioner Mike Smith.

[Read the full press release from INDOT here >](#)



WIC celebrates 50th anniversary

Women, Infants and Children (WIC) special supplemental nutrition program celebrates its 50th anniversary in 2024, and that special occasion was marked by a letter from Indiana Gov. Eric J. Holcomb as well as a memorable annual meeting.

The celebratory meeting took place at Wyndham Indianapolis on Aug. 13 and featured keynote speaker Clancy Harrison, TEDx professional speaker, as well as a plenary address by writer Ragen Chastain. The special event was appropriate as statistics show Indiana's WIC program has much to celebrate.

The Indiana WIC program expects to serve more than 1.77 million pregnant, breastfeeding, postpartum women, infants, and children in 2024, the proclamation states. Additionally, WIC food benefit purchases at Hoosier retail stores are anticipated to reach about \$128.3 million in fiscal year 2024. There are more than 600 Indiana WIC-authorized grocery stores and pharmacies.

The public health impact of the WIC program is far-reaching as well. Recent studies show that WIC has been successful in the reduction of fetal deaths, infant mortality, low birthweight rates, iron deficiency anemia and obesity in children, and increased immunization rates.

"WIC is an enduring example of public health practice that spans federal, state, and local governments and impacts mothers, children, and families across our state and over time," said Indiana Department of Health WIC Program Director Laura Chavez. "I am so proud of our state WIC team and local agencies for



A 50th anniversary is cause for celebration as seen here with WIC staff taking time to pose for a silly pic at the August 13 WIC celebration at Wyndham Indianapolis West.

compassionately caring for and serving families every day!"

In addition to nutritious supplemental food, the WIC program provides participants nutrition education and counseling, breastfeeding promotion and support, and health screenings and referrals for women, infants, and children at nutritional or medical risk. Families enrolled in the WIC program collectively redeem more than 91% of the fruit and vegetable benefits allotted to them.

In all, Indiana WIC serves an average of 145,000 women, infants, and children each month via a statewide network of 140 WIC clinics.

Gov. Holcomb recognized the program's enduring success in a formal letter.

"While reaching 50 years is an incredible achievement, I can

assure you that the State of Indiana will rely on the Indiana WIC Program to provide nutritious foods, nutritional education and counseling, breastfeeding promotion and support, health screenings, and referrals to Hoosiers for years to come," he wrote.

Article submitted by the Indiana Department of Health

Artwork by Jessica Feldkamp (Indiana Department of Administration)



IDOI launches new All Payer Claims Database website

The Indiana Department of Insurance (IDOI) recently launched the Indiana All Payer Claims Database (APCD) website. This database collects healthcare claims information from various sources, such as health insurers and provides valuable healthcare insights for all Hoosiers.

This interactive tool allows consumers to shop for health care services by comparing price and quality of care across the state. For example, someone in need of a knee replacement can select their insurance, procedure, and zip code on the database. They will then see a list of health care providers that perform the service within a certain distance of their zip code, the quality rating for that facility, and the average out-of-pocket cost.

“Providing access to cost and quality information on healthcare services in Indiana through a consumer-facing website will empower consumers to make more informed decisions regarding their healthcare,” said Jonathan Handsborough, Executive Director of the IDOI APCD. “This program will enable Hoosiers to compare procedures across different providers, hospitals and insurers, fostering greater transparency in healthcare costs. Additionally, it will facilitate policy decisions aimed at improving the provision of quality healthcare and reducing healthcare cost disparities.”

By catering to various audiences, including consumers, hospitals, providers, researchers, employers, legislators, government entities and insurance carriers, the program aims

to create a more accessible and equitable healthcare system for all Hoosiers.

“The Indiana All Payer Claims Database website will provide valuable insights into healthcare costs, quality and utilization patterns across our state. By making this data accessible, the APCD website will be an invaluable tool in driving data-based decisions, and ultimately enhance the well-being of Indiana residents,” said IDOI Commissioner Amy L. Beard.

In addition to the benefits for healthcare consumers, the Indiana APCD may provide valuable information to employers, researchers and policy makers. Indiana employers can glean more information about the quality of care their employees receive and strengthen their decision making about benefit design and network optimization for employees. Additionally, researchers and policy makers can study healthcare utilization and cost trends by service type and location across the state.

Impacts of this new database will be seen in the future, too, explained Handsborough.

These impacts include:

- Streamlining the data request process will ensure efficient access to relevant information. An outreach plan to educate stakeholders and the community will further support the success of these initiatives.
- Introducing enhancements to existing systems and

continued on page 23

Ethics training and refresher course

This year’s required OIG Ethics Training and Refresher Course will be available from September 6 to October 18 in SuccessFactors. Please ensure you complete the training within this period. Note that the content of the training will remain unchanged from previous years. The Ethics Training is sponsored by the Office of Inspector General and the State Ethics Commission. It is required within six weeks of new hire/appointment and every two years thereafter. This training provides workforce members with a primer on the Indiana Code of Ethics, covering all the ethics rules state workers are expected to comply with. It helps employees understand how these rules are applied and provides information on the necessary precautions to ensure they do not violate any rules while carrying out their official responsibilities. The training will be assigned to employees in SuccessFactors and is mandatory.

Artwork by Joan Hall (Indiana Department of Child Services)



Indiana MPH encourages state employees to complete Data Proficiency Training

The Indiana Management Performance Hub (MPH) is helping state employees understand their role in data and to skill up by completing a free training series hosted on IN.gov and accessible to all employees at work. MPH created the statewide Data Proficiency Program that engages employees at all knowledge levels and shows how data impacts all our jobs every day.

With the ever-increasing importance on data-driven decision making for state agencies to serve Hoosiers, it is important to create a culture of data proficiency across the state.

The collection, organization and analysis of data is a part of all state employees' daily activities. From entering customer information to monitoring weather conditions to managing budgets, **data** drives operations for all agencies.

Employees are tasked to complete a collection of lessons and can earn badges by taking the quiz at the end of each series. The quizzes hosted on Microsoft Forms and are accessible through each individual's state employee account. There are a total of three badges (Green, Blue and Gold) that may be earned. Once you pass the test, MPH will send completed badges to your state email! Get started today on the Data Proficiency Program Home on the MPH website: in.gov/mph/data-proficiency-program/.



Own your retirement

October doesn't have to be spooky...neither should saving for retirement.

This October, join the Indiana Public Retirement System & Hoosier START to learn what to do today to plan for your dream retirement tomorrow.

Whether you're balancing caregiving, growing your career or just getting started, in just five weeks, you'll be inspired by what the future holds.

- **Oct. 2 (IGCS)** | Back to the Basics - Know your plans & maximize your savings opportunities.
- **Oct. 9 (IGCS)** | Navigating Life Events - When life happens, flex & adjust with confidence.
- **Oct. 16 (IGCS)** | The Caregiver Generation - Unpack the balancing act required for your time & money.
- **Oct. 23 (Virtual)** | Maximize Your Peak Earning Years - Make the math work for you now & in retirement.
- **Oct. 30 (INPRS)** | Planning Your Exit Strategy - Take your earned benefits with you as you step into a new chapter.



Registration starts Sept. 24.

Out of the Darkness Walk

September 7, 2024

The Division of Mental Health and Addiction staff are leading an [Out of the Darkness Walk](#) team to raise awareness and funds for suicide prevention on Sept. 7 in Indianapolis. Out of the Darkness is a movement begun by the American Foundation of Suicide Prevention to create a platform for people and loved ones impacted by mental health and suicide. If you can't make the Indianapolis event, there are additional walks around the state.



From now through Sept. 7, there will be many ways to show your support and get involved.

- Register to walk with DMHA: [Join Team DMHA here](#)
- Show your support by making a donation [here](#)

Out of the Darkness Walk details:

Saturday, Sept. 7, 2024 | [Military Park](#), Indianapolis, IN

- 12:30 p.m. | On-site registration
- 1:30 p.m. | Bead ceremony
- 2:30 p.m. | Program start
- 3 p.m. | Walk begins.

[Click here](#) to learn more, or email Angela Hitze (Angela.Hitze@fssa.in.gov) or Caitlyn Short (caitlyn.short@fssa.in.gov).

[Click here to find a walk near you >](#)

If you or someone you know is currently experiencing thoughts of suicide, or a mental health or substance use crisis, please call or text 988 to reach the Suicide & Crisis Lifeline and speak with a trained crisis specialist 24/7.

Volunteer at MLK Days of Service

Use your Community Service Leave to make a difference

The Indiana Civil Rights Commission (ICRC), the MLK Holiday Commission, and the Indiana Black Expo, Inc. are excited to host their annual MLK Days of Service and are seeking volunteers.

The days of service are Tuesday, Sept. 17 and Wednesday, Sept. 18, from 8:30 a.m. to 4 p.m. along Dr. Martin Luther King Street and Watkins Park in the Near Northwest Landing Neighborhood of Indianapolis. ICRC has collaborated with members of the community, the Northwest Landing Association,

and the City of Indianapolis to identify a variety of beautification projects in order to improve the neighborhood's quality of life.

This is a great opportunity for state employees to use Community Service Leave hours. For more information on the policy, [click here](#).

Volunteer check in begins at 8:30 a.m. each day at the Watkins Park Family Center. Light breakfast refreshments will be served from 8:30 to 9:30 a.m. and lunch will be served in the afternoon.

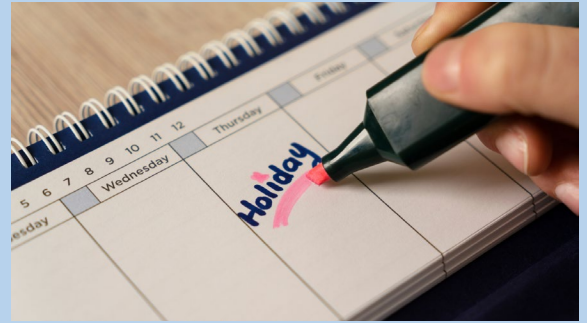
For more information, [click here](#).



[Register to volunteer here >](#)

Check out the 2025 state holiday schedule

The 2025 state holiday schedule has been finalized and signed by Governor Eric J. Holcomb. The following is a list of the 2025 state holidays and the dates on which they will be observed. The schedule is also available for download on the Indiana State Personnel Department website: in.gov/spd/benefits/state-holidays.



New Year's Day: Wed., Jan. 1, 2025

Martin Luther King, Jr. Day: Mon., Jan. 20, 2025

Good Friday: Fri., April 18, 2025

Memorial Day: Mon., May 26, 2025

Independence Day: Fri., July 4, 2025

Labor Day: Mon., Sept. 1, 2025

Columbus Day: Mon., Oct. 13, 2025

Veterans Day: Tues., Nov. 11, 2025

Thanksgiving Day: Thurs., Nov. 27, 2025

Lincoln's Birthday: Fri., Nov. 28, 2025

Christmas Day: Thurs., Dec. 25, 2025

Washington's Birthday: Fri., Dec. 26, 2025

FIESTA Indianapolis

Sept. 21 | noon - 8 p.m.
Military Park, Indianapolis

FIESTA Indianapolis celebrates National Hispanic Heritage Month and the Latino community in Indiana.

Come join us and enjoy a full day of music, dancing, food, children's activities, a health and wellness fair, and community service booths. Admission is free!

[Click here for more information >](#)

A vibrant red promotional poster for the 43rd FIESTA Indianapolis event. At the top, the La Plaza logo is displayed with the tagline 'Strengthening Youth, Families, and Community'. Below it, the word 'FIESTA' is written in large, colorful, stylized letters, followed by 'INDIANAPOLIS' and '43rd FIESTA Indianapolis'. The event details are listed: 'Saturday, Sept. 21 2024 | 12 PM - 8 PM' and 'New Location: Military Park! 601 W New York St, Indianapolis, IN 46204'. The poster features a collage of images showing people dancing, playing music, and socializing. At the bottom, the La Plaza logo and website 'www.laplazaindy.org' are repeated, along with the FIESTA logo.

September 7, 2024

Singing Sands Star Gaze | Indiana Dunes State Park

Bring a blanket or beach chair and join us on the beach for this annual event with local astronomers from the Calumet Astronomical Society. Local experts and naturalists will be on hand with several telescopes to help answer questions and to give periodic constellation talks using laser pointers.

[More Information >](#)

Monarch Mania | Harmonie State Park

All things Monarch Butterfly today: milkweed, metamorphosis, migration! We'll learn and have some fun.

[More Information >](#)

Arts, Blues, and BBQ | McCormick's Creek State Park

Join us for Arts, Blues, and BBQ! Shop around at our local art vendor booths. Bring a lawn chair to enjoy live blues music. Local food trucks will be available offering BBQ, ice cream and lemon shake-ups.

[More Information >](#)

September 7 & 8, 2024

Mansfield Village Cornbread Festival | Raccoon State Recreation Area

Celebrate the end of summer and the beginning of fall at this small festival in Mansfield Village. Shop at the vendors, tour the 140 year old working mill, make a candle or pick up a dish of beans and cornbread.

[More Information >](#)

September 21, 2024

Poker Paddle | Tippecanoe River State Park

Join us for our 12th annual Poker Paddle! Float down the Tippecanoe River and pick a card at five stations on the river and submit your hand at the end of the float to see what prizes you won!

[More Information >](#)

Archaeology Day | Mounds State Park

Meet folks from the DNR's Division of Historic Preservation and Archaeology, Ball State University, and the Upper White River Archaeological Society. They will have artifacts and stories to share. Bring any artifacts you would like to have identified. There will also be activities including making cordage and pinch pots, watching a flintknapper make stone tools, atlatl throwing, and more!

[More Information >](#)

Life as It Used to Be | Chain O'Lakes State Park

Take a step back in time...join us at the historic 1915 Stanley Schoolhouse for activities such as candle making, quilting demonstration, traditional games, and more!

[More Information >](#)

Fall Equinox Flashlight Scavenger Hunt | Summit Lake State Park

Fall is here! Join us on Trail 5 for a fall-themed scavenger hunt. What to bring: Flashlight, pencils, clipboard and anything you think you would need for a night hike!

[More Information >](#)

September 22, 2024

Seaplane Splash-In | Pokagon State Park

More details to come!

[More Information >](#)

September 27-29, 2024

Hassmer Fest | Versailles State Park

Celebrate our 11th year in Versailles State Park. This family-friendly event is a must-attend for anyone who enjoys mountain biking and just having a blast!

[More Information >](#)

September 28, 2024

Autumn Harvest Hoedown | Pokagon State Park

More details to come!

[More Information >](#)

Night Fishing | Interlake Off-Road State Recreation Area

For one night only the property will remain open after dark, until 11 p.m. CST, for night fishing.

[More Information >](#)

Tri-State Artist Exhibition | Pokagon State Park

Artwork featuring the natural environment created by local artists will be on display in the Nature Center Auditorium, and many of the artists will be present to discuss their work.

[More Information >](#)

View all DNR
special events >

This Month WITH



September 7, 2024

Family Discovery Day: Archaeology | Indiana State Museum

Embark on a quest with Indiana Bones to discover what it takes to be an archaeologist! Find hidden relics, discover stories from an ancient civilization, piece together mysteries from the past, meet with a real-life archaeologist and more!

[More Information >](#)

Historic Newport Walking Tour | Levi & Catharine Coffin State Historic Site

The community of Newport, Indiana was well known in the decades before the Civil War as a place for those seeking freedom from slavery. Levi and Catharine Coffin, as well as others in the community, were instrumental in providing support to freedom-seekers. On this walking tour, you'll explore the sites to understand how Newport worked together as a part of the Underground Railroad.

[More Information >](#)

September 8 & 29, 2024

Urban Sketching | Indiana State Museum

Seek your inspiration on a walkthrough of the Hoosier Salon Collection exhibit and the urban landscape surrounding the museum. Using sketchbooks and a variety of media, you'll become the artist as you find a spot on the grounds of the museum and participate in urban sketching.

[More Information >](#)

September 14, 2024

36th Great Outdoor Art Contest | T.C. Steele State Historic Site

Register to compete in the oldest plein air painting contest in Indiana.

[More Information >](#)

September 20 & 29, 2024

Specialty Tour: Servants at the Lanier Home | Lanier Mansion State Historic Site

Have you ever wondered what life was like for a servant in the Lanier home? Hear the stories of some of the people who worked in the home during this special tour. We'll explore the grittier side of being a domestic laborer including topics such as immigration, wages, working hours and the role of gender, race and religion.

[More Information >](#)

September 21, 2024

Tinkerfest | Indiana State Museum

Join us for the annual Tinkerfest, a day-long celebration of curiosity and creativity for families and children! Explore 30+ interactive activities hosted by the maker community designed to engage and inspire Indiana's builders, coders, artists, designers, makers and tinkers of all ages.

[More Information >](#)

Field Day at the Mounds | Angel Mounds State Historic Site

Assemble your team and test your skills at archery, chunky, ring the stick, the hand game and other traditional games during a day of friendly competition.

[More Information >](#)

What Did Emancipation Do? | Levi & Catharine Coffin State Historic Site

Storyteller Portia Sholar Jackson will highlight how Levi Coffin, Frederick Douglass and William Still used their voices of reason to persuade leaders like Abraham Lincoln to consider emancipation. The program will investigate what emancipation did, looking at both positive and negative outcomes for a newly freed population.

[More Information >](#)

September 27 & 28, 2024

Literally, a Haunted House | Culbertson Mansion State Historic Site

Enter the mansion for a night of peril at our annual haunted house! Dare to creak across the floorboards for a look at what scares await you around the corner — or right behind you — at this fan-favorite event.

[More Information >](#)

September 28, 2024

Special Tour: 1920s Tech | T.C. Steele State Historic Site

When the Steeles moved to Brown County in 1907, they brought the best tech of the 20th century! Check out the many modern improvements and cutting-edge devices the Steeles enjoyed, like one of the first Model-Ts, electric lights and factory-made furniture.

[More Information >](#)

[View all Indiana State Museum and Historic Sites events >](#)

IDOI launches new All Payer Claims Database website

processes will be crucial for staying updated with the latest technological and data management capabilities.

- Public reports that provide transparent insights, and dashboards for Medicaid/Medicare, Mental Health, Drug Prescription, and Population Health will also contribute significantly to our overarching goals.

Improving healthcare price transparency has been a priority for Governor Holcomb. The Indiana APCD was part of Governor Holcomb's Next Level Agenda and authorized by the Indiana General Assembly.

IDOI partnered with OnPoint Health Data to create the APCD. OnPoint developed the first-of-its-kind APCD for Maine in 2003 and is a recognized industry leader on APCDs, developing more than 50% of the APCDs nationally since that time. The Indiana APCD adheres to industry-leading data privacy and security standards and follows the strictest federal and state security requirements.

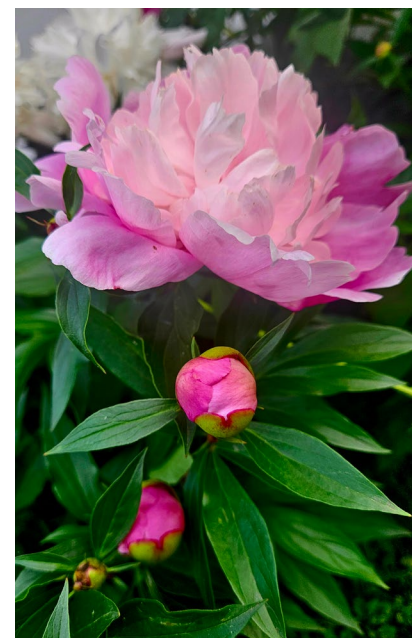
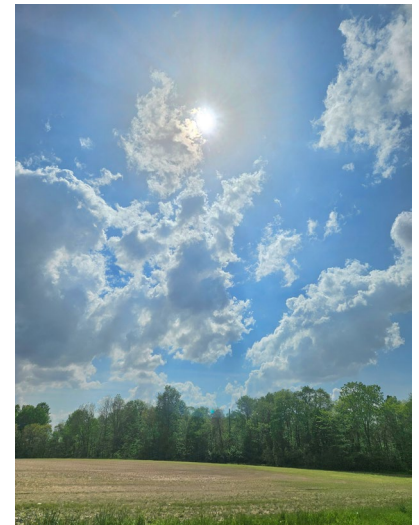
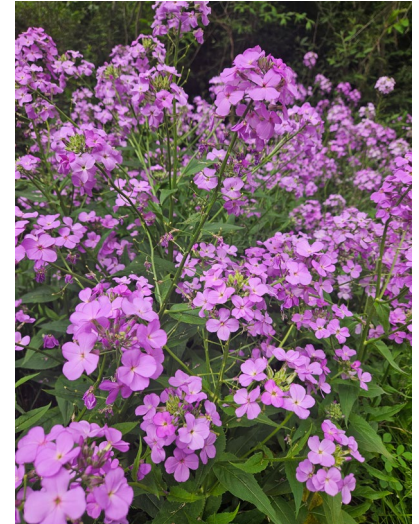
"Our partnership with Onpoint marks a significant milestone in advancing our data management capabilities. We're confident that this collaboration will enhance our ability to deliver innovative data insights that will benefit our stakeholders across the state," said Handsborough.

According to Handsborough, in 2020, the Indiana General Assembly

enacted P.L.50-2020, which established the Indiana All Payer Claims Database (Indiana APCD). This mandated the Indiana Department of Insurance (IDOI) to issue a Request for Information (RFI) and a Request for Proposals (RFP) to select a partner to assist in building, operating, and maintaining the Indiana APCD. Additionally, IC 27-1-44.6 created the Indiana APCD Advisory Board, which meets at least biannually to advise IDOI on the administration of the Indiana APCD and to ensure the integrity, security and privacy of its operations. This marked the beginning of the planning process for the Indiana APCD's consumer-facing website.

Key partners included Commissioner Amy Beard (IDOI), Suraksha Adhikari (IDOI), Stacy French (IDOI), D. Alex Hoyte (IDOI), Michele Miller (IDOI), Diana Ou (IDOI), Laura Yahya (IDOI), Stephen Chamblee (IDOI), Meghann Leaird (IDOI), Brian Arrowood (FSSA), Robert David (DOH), John Helmer (IOT), the Indiana APCD Advisory Board, and Onpoint Health Data, which is the administrator for the IN APCD.

Visit the Indiana APCD website for more information >



INDIANA GROWN MARKETPLACE



September 14, 2024

9 a.m. - 3 p.m.

Hamilton Co. Fairgrounds



Local Vendors Artisan Goods & Products Food Trucks



September 2024: Tips for well-being

Add movement to your workday routine

Working, taking care of family or pets, and cleaning the house all take a bite out of your day. If you commute to work, too, you may feel like there's no time left to work out.

Here's good news: You don't need to sweat for an hour on the treadmill for better health and fitness. Add short bursts of movement throughout your day instead.*

As you go through your day, look for ways to be more active in any situation. Skip the escalator at the office or airport and take the stairs. Park a little farther away from the door of your building. Is your workplace nearby? Ride your bike instead of driving.*

Need more ideas? Check out these tips:*

- Take a break for 10 minutes. Get up from your desk. Stretch out. March in place. Lift a pair of light weights.
- Stash exercise stuff at work, so you're ready for activity breaks. Store walking shoes, a yoga mat, jump rope or barbells.
- Mix movement with social time. Text a coworker to meet for a walk on your lunch break. Catch up as you stroll.
- Search online for short workout videos you can do at work. Try some yoga or Pilates poses, planks or crunches.

Wellness Webinar: Fit fitness into your workday*

How much do you sit during the day? Even if you can't fit in a full workout over your lunch break, you can find ways to move, stretch, and help your posture. Learn new, daily habits to make your workplace better for your health.

Tuesday, September 17, 2024 10:00 AM | 12:30 PM | 4:30 PM, ET



Save your spot

* FOR WELLNESS WEBINAR: The wellness webinar classes are not offered in Spanish.

* FOR EXERCISE BENEFITS SOURCE: Centers for Disease Control and Prevention. Tips for getting more active minutes. Last reviewed Feb. 15, 2022. Accessed July 11, 2024.

* FOR DAILY EXERCISE SOURCE: American Heart Association. No time for exercise? Here are seven easy ways to move more. Last reviewed Jan. 22, 2024. Accessed July 11, 2024.

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