

Bay Area Nutrition and Physical Activity Collaborative (BANPAC)

Worksite Wellness Evaluation Online Survey for Key Organizational Contact- Print Version

RESPONDENT CHARACTERISTICS

RC_1. Please enter an ID code for yourself. This will help us clean the data if you happen to take the survey more than once.

First three letters in First and Last Name: _____
(ex. John Smith would enter JOHSMI)

RC_2. What is your current position?

- 1) Manager
- 2) Food service manager
- 3) Labor representative/Union Steward
- 4) Human resources representative
- 5) Health and safety representative
- 6) Individual contributor
- 7) Clerical/administrative assistant
- 8) Other

RC_3. How long have you been employed by this company?

____years ____months

RC_4. Please provide your best estimate of the total number of employees who are employed at your worksite.

STANDARDS DEVELOPMENT STEPS AND CAPACITY

1. Please report your progress to date on implementing your wellness standards?

- a. Healthy Beverage
- b. Physical Activity
- c. Healthy Food: Meetings and celebrations
- d. Healthy Food: Client programming
- e. Healthy Food: Events
- f. Healthy Food: Vending
- g. Healthy Food: Café/Cafeteria/Snack Shack

Response Categories:

- 1. Fully Implemented
- 2. Implementation in Progress
- 3. Implementation Planned (listed in standards but have not yet initiated activities or changes)
- 4. Not applicable/not working within this domain
- 5. Do not know
- 6. Other: _____

2. What were the key steps your organization took to develop and pass the wellness standards? Please indicate which steps were taken, and which organization or combination of organizations primarily led the step. “Technical assistance partner” in this question could refer to BANPAC or McClure Nelson Associates.

Wellness Standards Development Step	Was this step taken?
a. Education materials or presentations for organizational leadership on the benefits of passing wellness standards (e.g., improved health, lower health care costs, improved organizational culture)	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
b. Education or presentations provided to staff on the health impacts of sugary beverages, benefits of physical activity or benefits of healthy eating	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
c. Educating staff on what the standards look like in practice, and foods and activities that would be acceptable under the standards (e.g., taste tests, reviewing product lists).	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
d. Convened a staff wellness committee to inform the wellness standards development process (or engaged an	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own

existing committee on Physical Activity and Healthy Food/Beverage standards)	<input type="checkbox"/> No, we have not taken this step
e. Identified and supported a staff champion	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
f. Developed draft wellness standards	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
g. Coordinated open forums or venues where staff impacted by the wellness standards could provide feedback on draft	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
h. Formalized leadership buy-in (e.g., through endorsed events or communications supporting the release of the final standards)	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
i. Reviewed potential physical activity resources and programs with staff to gauge interest	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step
j. Other: _____	<input type="checkbox"/> Yes, my organization took this step with help from technical assistance provider(s) <input type="checkbox"/> Yes, my organization took this step on our own <input type="checkbox"/> No, we have not taken this step

SUPPORTS AND CHALLENGES

3. What were the greatest supports to standards development and implementation? Please choose the three most important supports.

- a. Leadership support of health initiatives
- b. Staff support of healthy eating and active living
- c. Facilities and operations management staff at my company that support providing additional space and/or resources for physical activity (e.g. open rooms, bike racks, showers)
- d. Facilities and operations management staff at my company that support providing healthier food and beverage supports (refrigerators, water fountains, etc.)
- e. Food Service Staff, Vending Vendors and/or Catering staff eager to provide healthier options
- f. Development structure (MOU with Partner organization, examples of standards/ policy language, etc.)
- g. Technical assistance provided by Public Health or Partner organization (Trainings, presentations, assistance establishing wellness committee)
- h. Incentives and promotional materials provided by Public Health/Partners to engage staff
- i. Funding for hydration stations to support health beverage standards
- j. Public recognition provided to organization by Public Health/Partners
- k. Don't know
- l. Other:
- m. Other:

4. What challenges did you face in the process of developing and implementing the standards? Please check the three greatest challenges.

- a. Resistance from leadership and management
- b. Resistance from staff
- c. Competing priorities across divisions or levels within the organization
- d. Lack of interest and engagement among staff
- e. Lack of interest and follow-through among management to complete the standards
- f. Insufficient recognition provided to organization by SCC/Partners
- g. Facilities unavailable to provide additional space and/or resources for physical activity (e.g. bike racks, showers)
- h. Facilities staff unsupportive of providing available space and resources to support healthy eating (e.g., refrigerators, water fountains)
- i. Food Service Staff, Vending Vendors and/or Catering staff resistant to providing healthier options
- j. None (skip to Q6)
- k. Other:

l. Other:

5. How did you overcome the challenges (check all that apply)?

- a. Provided education that addressed concerns raised by leadership and staff
- b. Surveyed leadership and staff to see what healthy beverages and healthy food and physical activity options they wanted
- c. Provided taste tests of compliant beverages and foods
- d. Demonstrated what the physical activity breaks would look like
- e. Shared success stories from other organizations
- f. Provided additional training for food service staff
- g. Renegotiated contracts with existing vendors for snacks, meal service, and/or meeting catering
- h. Changed vendors providing snacks, meal services, and/or meeting catering
- i. Extended wellness committee to include wellness champions in each department
- j. Was not able to overcome challenges
- k. Other:

6. Was there any support needed that was not provided?

- a. Yes
- b. No

If yes to Q6, go to Q8. If no to Q7

7. What additional support would have been helpful (check your top 3)?

- a. Steps to take to pass a wellness standards
- b. Strategies to minimize staff/leadership resistance
- c. Sample/draft wellness standards language
- d. Statistics or recommendations on the need for healthy beverage, healthy food and physical activity wellness standards
- e. Stories about other organizations that have passed policies
- f. Education on incorporating healthy beverages, healthy food and physical activity in the workplace
- g. One-on-one guidance on drafting an implementation plan
- h. Engaging food service staff/vending vendors
- i. Other:

- 8. Implementation resources (such as a water pitcher with filters and physical activity posters) were provided as an incentive for organizations to pass wellness standards. Would your organization have participated in passing wellness standards if there were no incentives?**
- a. Yes
 - b. No
 - c. Don't know

ORGANIZATIONAL HEALTH NORMS AND VALUES

- 9. Compared to four months ago, how have the behaviors of your employees changed, if at all? Please choose how much you agree or disagree with the following statements:**
- a. More employees are good role models for making healthy food choices.
 - b. More employees are good role models for a physically active lifestyle.
 - c. More employees would support others if they tried to adopt good health habits (e.g., healthy eating and physical activity).

Answer choices:

- 1) Strongly Agree
- 2) Agree
- 3) Disagree
- 4) Strongly Disagree
- 5) Don't know

- 10. Please indicate how much you agree or disagree with the following statements. Generally, due to the development and implementation of the worksite standards...**

- a. It is clearer to employees that this company values healthy workers.
- b. It is more apparent to staff and managers that this company is genuinely concerned about the health and well-being of workers.
- c. It is easier to see that top management has a commitment to improving employee health.
- d. It is easier to see that middle management has a commitment to improving employee health.

Answer choices:

- 6) Strongly Agree
- 7) Agree
- 8) Disagree
- 9) Strongly Disagree
- 10) Don't know

11. What additional support do you need to implement your wellness standards (check your top 3)?

- a. Overcoming resistance from staff
- b. Working with beverage and food vendors
- c. Educating leadership and staff about the wellness standards change
- d. Funding
- e. Maintaining a wellness committee
- f. Ways to enforce the wellness standards
- g. Lists of healthy beverages and foods that meet the standards
- h. Healthy celebration ideas
- i. Healthy fundraising ideas
- j. Physical activity break ideas
- k. No support needed
- l. Other:

12. From your perspective, what are the main outcomes of your wellness standard development and implementation thus far? (check your top 3)

- a. Staff and/or leadership are supportive of a healthy work environment
- b. Staff and/or leadership are unhappy there are fewer beverage/food choices at work
- c. Food Service staff experience difficulty locating/procuring healthier items
- d. Staff and/or leadership are pleased there are healthier food/ beverage choices at work
- e. Staff and/or leadership are not bringing in unhealthy foods and beverages to share with others
- f. Staff and/or leadership report that they are eating more healthful food at work
- g. Staff and/or leadership report they are more physically active at work
- h. Staff and/or leadership think the wellness standards take time away from work
- i. Don't know
- j. Other:
- k. Other:

13. Please share with us a quote or anecdote about what you've seen or how you think implementing the wellness standards has positively impacted your organization.

References:

BANPAC Pledge the Practice Pass the Wellness standards Stakeholder Interview guide. 2013.

<https://www.cdph.ca.gov/programs/cpns/Documents/CheckforHealth.pdf>

<http://www.ifebp.org/inforequest/ifebp/0166854.pdf>

http://www.cdc.gov/nationalhealthysite/docs/nhwp_inputs_manual.pdf