

St. Lawrence Health: Employee Engagement and Belonging

Lauren Prentice, MS, RDN, CDN

System Director of Food and Nutrition Services

Co-Chair of SLH Employee Wellness Committee

SLH DEI & AHEI Committee Member

Employee Wellness Committee

The Employee Wellness Committee's mission is to establish and maintain a workplace that empowers individuals to prioritize their well-being. From an inclusive and holistic perspective, our activities, education and initiatives welcome and encourage all employees to:

- actively engage in improving and maintaining their quality of life;
- seek balance in body, mind and spirit; and
- inspire, encourage and support one another to accept personal responsibility in the health of our team and community.

Current projects include developing an Employee Resource Guide and offering employee wellness discounts in our community.

The Employee Wellness Committee now has 45 members with representation from across the health system, including frontline staff, nursing, support services and management.

Employee Wellness Committee

Fitness center, gym, yoga studio discounts, onsite fitness rooms, onsite fitness classes.

Employee wellness challenge: focusing on physical, emotional, and mental health.

Community business discounts: health food stores, art classes, and event sponsorships.

Sustainability committee efforts: e-waste collection, maple sapling giveaways.

Tranquility rooms at each main hospital with a goal to include offsite locations.

System-wide food drive to support our local Neighborhood Centers.

Diversity, Equity and Inclusion Committee

Committee mission: to encourage an inclusive and inviting workplace, improve employee retention and create a welcoming environment for new employees.

- The DEI Committee has grown to 35 members, with frontline staff, leadership, clinical and non-clinical representation from across the health system.
- Current projects:
 - Pronoun Project (badge stickers, email signature guidance);
 - 2024 Cultural Calendar with support from hospital cafes;
 - DEI Training Series, offered system-wide and hosted by Rochester Regional Health; and
 - Three committee members awarded the AHEI scholarship to complete the eCornell DEI Certificate program.

Where can you share your pronouns?

St. Lawrence Health Badge

Workday Personal Information

Email Signature

Mary Welcomer

Patient Registration

Pronouns she, her

[Why share pronouns?](#)

Share a short video such as this one to help people understand why
<https://youtu.be/D7yj2XT3Wuk>

Webex Zoom Name

Mary Welcomer (She/Her)

Meeting Introductions

"Hello, I'm Mary. I use she/her pronouns"

The St. Lawrence Health Diversity, Equity, and Inclusion Committee meets monthly. Questions? Contact Carolyn Zanta, SLH DEI Chairperson (czanta@cphospital.org) / (315) 216-5406

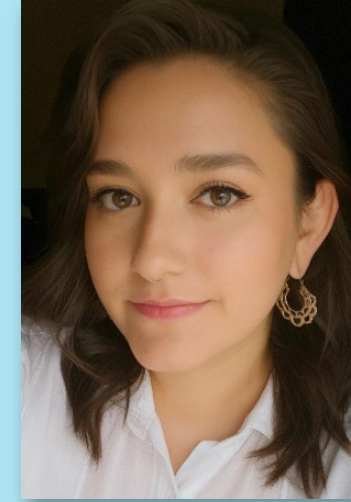
eCornell DEI Certificate program scholarship recipients



Lauren Prentice, MS, RDN, CDN
SLH Director of Food & Nutrition
Services



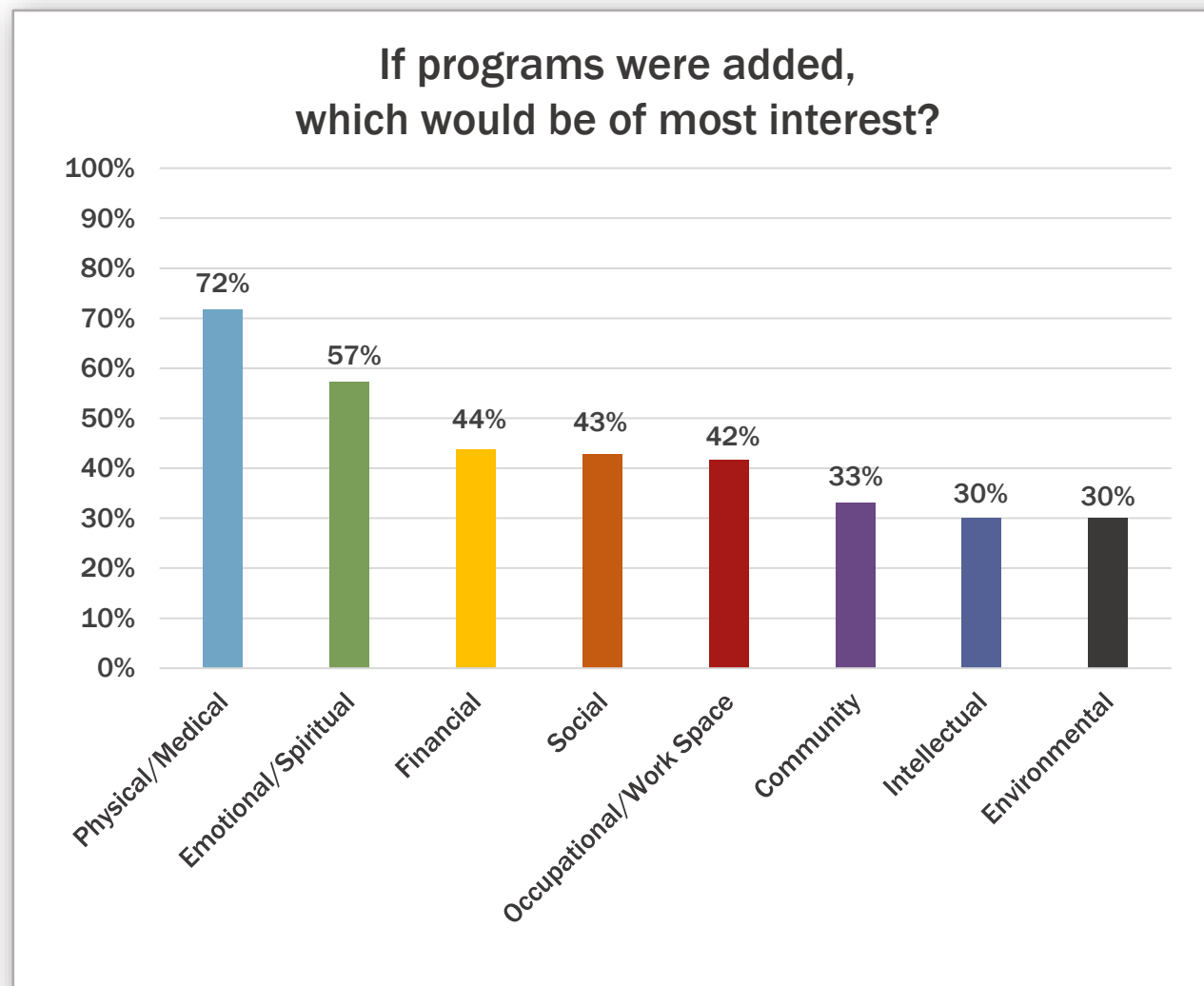
Carolyn Zanta, Ph.D.
Health Coach Advisor



Jessica L. DeForge
Incentive Coordinator

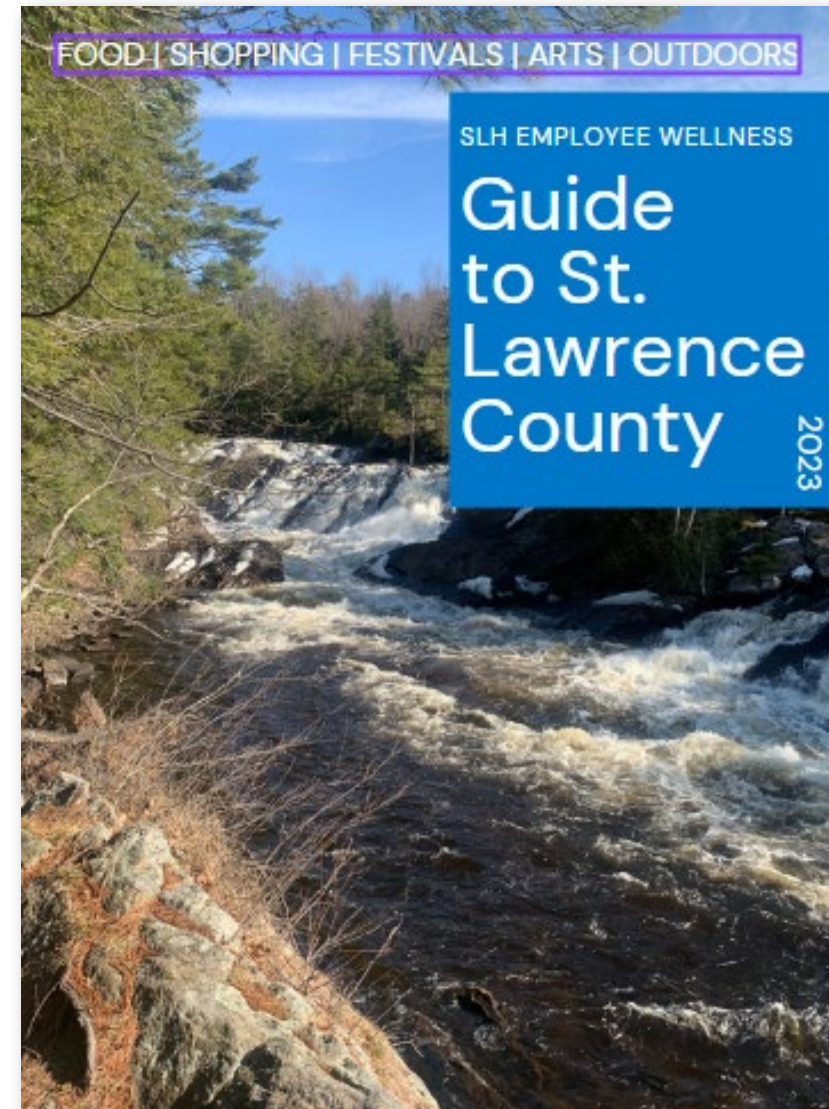
Why this project?

- The Employee Wellness Survey was built in Summer 2023, using REDcap.
- Completed by 109 of 2,176 employees (5% completion rate), with input from frontline, leadership, clinical and non-clinical staff.
- Most desired programs: physical/medical (72%), emotional/spiritual (57%), and financial (44%).
- Employee Wellness Committee determined that a resource guide was needed for new and current employees and their families.
- The goal of the resource guide is ***to create a sense of belonging to support engagement and retention.***



Employee Resource Guide

- Toolkit for new and current employees that includes resources on various well-being opportunities throughout St. Lawrence County, as well as discounts and offerings specific to St. Lawrence Health Employees.
- Originally created by Sarah Coupal, Spring 2023 Dietetic Intern at Canton Potsdam Hospital to provide education to those new to area.
- Available in print and online, on the system's Intranet.



Employee Resource Guide

Information and activities included in the Employee Resource Guide:

- About St. Lawrence County
- Eateries, Shopping, Museums, Festivals & Events
- Outdoor Activities for All Seasons
- Clubs & Volunteering
- Gyms & Fitness Centers Discounts
- Food Access-pantries, Food \$en\$e program, Gardenshare
- Medical Assistance-discounts, benefits, prevention and support programs
- Financial Assistance: tuition, DailyPay, Legal support
- Diversity, Equity & Inclusion: The Q Center, LGBTQI support, Cultural Clubs and Community Groups, SLH DEI Committee Contact

What's next?

Final approval: Obtain final approval of Employee Resource Guide, then update quarterly; include additional DEI resources.

Survey update: Include more DEI-specific questions in the Employee Wellness Survey.

- Do you feel you and other employees are allowed to be themselves at work without fear?
- Do you feel your individual beliefs and values are respected?

Post-release survey: Ask for feedback on the Employee Resource Guide, as well as current programs and offerings.

Grow committee: Continue to promote the SLH Employee Wellness Committee and SLH Diversity, Equity and Inclusion Committee, with a goal to create a welcoming and inclusive workplace.



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EXCELLENCE AND INCLUSION

Questions?

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