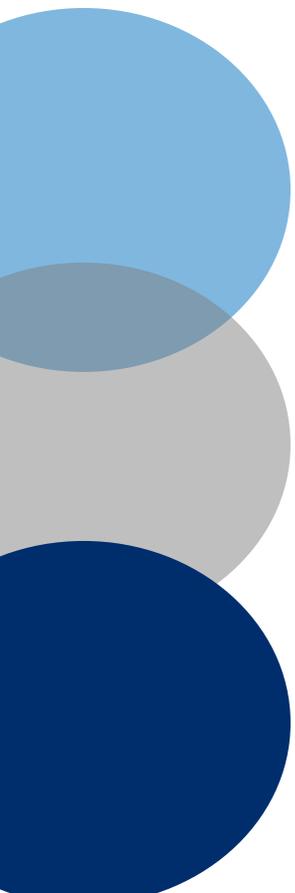


FIND YOUR FIT

Take Action Guide

Organizational Pledge

ACCESS TO CARE





Organizational Pledge Access to Care

Table of Contents

Copy of Find Your Fit Organizational Pledge	2
Healthy Tri-County Overview	2
Beginner Level Action Items Checklist	3
Intermediate Level Action Items Checklist	4
Appendix	5
Acknowledgements	8
Additional Support, Contact Information	8

Organizational Pledge

By downloading this Take Action Guide, you've decided that something needs to change in the healthcare conversation in our community. Find Your Fit as part of Healthy Tri-County is designed to give you the tools and resources you need to be an agent of change. You're encouraged to take the pledge at <https://www.healthetricounty.com/take-pledge> to demonstrate your commitment.

Thank you for your part in improving health and well-being in the Tri-County.

We pledge to take an active role in the health and well-being of our organization's employees, their families, and their communities.

We pledge to make health and well-being a cornerstone of our organization's culture.

We pledge to provide safe and reputable education and resources to our employees regarding health topics associated with our work and their lives.

We pledge to hold our organization accountable as a key stakeholder in our employees' healthcare outcomes.

Healthy Tri-County

Mission: Improve the health and well-being of every person and community within the Tri-County region

Healthy Tri-County (HTC) is a regional initiative to improve the health and wellbeing of every person and community in Berkeley, Charleston and Dorchester counties. This initiative grew out of collaborative work by MUSC Health, Roper St. Francis Healthcare and Trident United Way on the 2016 Tri-County Community Health Needs Assessment. It became clear that facilitating impactful health efforts would require the engagement of diverse community stakeholders using the principles of collective impact.

HTC realized that the potential to achieve real change as outlined in [Our Health, Our Future: Tri-County Health Improvement Plan 2018-2023](#) (TCHIP) would be made more effective if put into the hands of the community. Find Your Fit supports HTC in achieving the goals and recommendations of the TCHIP, the first comprehensive health improvement plan in our region that provides concrete recommendations and action steps for improving health outcomes that can be carried out by a wide range of local organizations, groups and individuals.

HTC is powered by Trident United Way in equal partnership with Roper Saint Francis Healthcare and MUSC Health.



Available Services

- Ensure health information is available to employees in their native language
 One-time action
- (Faith-based Only) If your facility has computers, offer time for members to use that resource for telehealth appointments and/or enroll in programs like Medicare/Medicaid
 Ongoing

Community Action

- Donate money and/or resources to local free health clinics
 Discretionary
- Have your organization participate in a volunteer activity coordinated by Trident United Way
 Discretionary Visit healthytricounty.com/find-your-fit for more information.

Insurance

- Choose health insurance for employees that is clear and understandable about available services and/or provide a benefits representative available to explain coverage
 At the start of new coverage
- Review your company's insurance plan for services covered under the current plan, update if necessary
 One-time action or at the start of new coverage
- Review your company's insurance plan to see if the current plan provides access to telehealth
 One-time action or at the start of new coverage

Policy

- Allow employees structured time out of the office as part of the PTO/sick leave policy to attend medical appointments
 Ongoing
- Provide paid family leave for employees recently having had a child, having recently adopted, and/or caring for a loved one
 Ongoing
- Review your company's policy on sick leave (paid or unpaid)
 One-time action
- (Business Sector Only) Create a confidential suggestion box for employees to recommend healthcare-related policy/insurance coverage feedback
 Ongoing



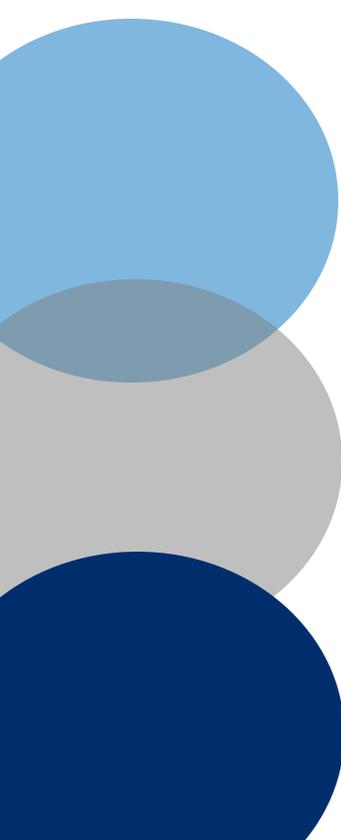
Available Services

- Host a health literacy/health insurance class
 Bi-annually [How-to support for this activity provided on page 6](#)
- Open or host a health clinic in the office/on the premises
 As needed
- Promote in-office exercise by encouraging use of stairwells, exercises that can be done at the desk, usage of standing desks, etc.
 Ongoing
- Sponsor health-related activities during work hours to make education and participation accessible (fitness, nutrition, mental health, blood pressure checks, etc.)
 Ongoing [Ideas for workplace activities provided on page 7](#)
- Talk to employees about their issues accessing appropriate care – try to achieve solutions within the context of their work environment and/or office culture
 Ongoing
- (Academia and Education Sectors Only) Hold a student forum to understand the gaps in currently provided on-campus health services
 Semesterly
- (Academia and Education Sectors Only) Talk to students about what challenges they are facing outside of school with access to necessary healthcare
 Semesterly
- (Faith-based Groups Only) Use church transportation to take members to appointments when possible
 Ongoing

FIND YOUR FIT

Appendix

ACCESS TO CARE





RESOURCE

Host a Health Literacy or Insurance Class

What is Health Literacy? Health literacy is defined as the degree to which individuals have the capacity to obtain, process, and understand basic health information and services needed to make appropriate health decisions. *from health.gov/communication/hlactionplan*

Why is Health Literacy important? Only 12% of adults have proficient health literacy, according to the National Assessment of Adult Literacy. In other words, nearly 9 out of 10 adults may lack the skills needed to manage their health and prevent disease. This limited understanding of the healthcare system and health information results in higher morbidity and mortality among Americans. *from health.gov/communication/literacy/quickguide*

The International Foundation of Employee Benefit Plans is a nonprofit organization, dedicated to providing the diverse employee benefits community with objective, solution-oriented education, research and information. This organization provides an online course that defines health literacy and its importance. The cost of this Health Literacy e-learning course is \$80. *from ifebp.org/education/elearningcourses*

While the lesson plan is structured for educating those already in healthcare fields, its general themes are applicable to the average person and could prove useful when making future healthcare decisions for you or your family.

Health Literacy and Its Importance

Differentiates the various levels of health literacy and shows how low health literacy can negatively impact health and well-being.

Recognizing and Interpreting Cues

Explains how to recognize signs of low health literacy via verbal and nonverbal cues and how different groups are impacted by low health literacy

Challenges Associated with Low Health Literacy

Illustrates how consumers are limited by low health literacy when it comes to accessing health care and understanding difficult insurance plans and concepts

Communicating with Consumers with Low Health Literacy

Provides advice for anyone who counsels consumers through difficult health care decisions on how to eliminate fear, create a welcoming atmosphere and facilitate understanding. Additional topics addressed include overcoming language barriers and jargon.

Click for Health Literacy e-Learning Course

Click for a List of e-Learning Courses

Click for CDC Site on Health Literacy



Ideas for Health-related Workplace Activities



Create a healthy office cookbook

Gather healthy recipes from employees or members of your organization to create a cookbook unique to your staff. Make it digital to save paper!



Host yoga or exercise classes weekly

Make it easy for your organization to put fitness first by hosting on-site classes during working hours and/or at closing.



Sponsor a fitness event team

Whether it's running a marathon, bowling or cycling, get your organization working together as a team outside of the office to benefit their health.



Host 'Mindful Monday' sessions

Reduce the stress of starting a new work week by getting together to meditate, do yoga, stretch, dance, etc.



Host an employee field day

Combine teambuilding activities with wellness events and healthy food options.



Hold weekly fitness challenges

Rotate small, quick fitness challenges weekly to keep interest and goals moving forward. Things like daily wall sit time competitions are fun and healthy ways to foster healthy competition and goal setting.

Acknowledgements

Developing Find Your Fit has been a long and intentional process, and required many individuals and organizations to come together.

Thank you...

Amanda Lawrence, *VP of Community Impact*

Kellye McKenzie, *Director of Health Programs*

Kimberly Butler Willis, *Roper St. Francis Healthcare*

Christy Boudolf, *VP of Communications & Volunteer Engagement*

Caroline Morris, *Marketing & Communications Manager*

Catherine Badalamenti, *Health Program Intern*

Eli Blankenship, *Health Program Intern*

Debbie Mann, *Community Impact Administrative Assistant*

Melissa Britton, *Director of Volunteer Engagement*

Amanda Sito, *Volunteer Engagement Manager*

Access to Care Sub-Committee of the Tri-County Health Improvement Plan

Behavioral Health Sub-Committee of the Tri-County Health Improvement Plan

Clinical Preventive Services Sub-Committee of the Tri-County Health Improvement Plan

Maternal, Infant & Child Health Sub-Committee of the Tri-County Health Improvement Plan

Obesity, Nutrition & Physical Activity Sub-Committee of the Tri-County Health Improvement Plan

Additional Support Contact Information

Questions or concerns about content you've been provided in this guide, contact

FindYourFitCampaign@tuw.org

Interested in becoming more involved in the Tri-County Health Improvement Plan or one of its targeted sub-committees, contact HTCsupport@tuw.org for more information about an upcoming Healthy Tri-County orientation session.

For information on volunteering with Trident United Way, contact volunteer@tuw.org