



The Torch

The official newsletter for State of Indiana employees

APR
2023

IDEM asks state employees 'What's your ONE?' for Earth Day

On April 22, 1970, 20 million Americans, 10% of the U.S. population at that time, took to the streets, college campuses and hundreds of cities to protest the state of the environment and demand change to protect the planet. Since then, our country and our state have made significant progress in improving air quality, cleaning up contaminated land, and protecting our waterways. Earth Day is now the largest one-day civic event celebrated on a global scale.

Indiana Department of Environmental Management's (IDEM) 2023 Earth Day theme is ONE Action by ONE Person for our ONE Earth. The agency is asking all state employees to consider what ONE new action they can take to benefit our planet. [Complete this form](#) and your answer could be featured on the agency's [social media channels](#), website or newsletters.

To celebrate Earth Day, IDEM employees will be at the head of the class throughout April. Indiana teachers and administrators requested over 400 [Earth Day classroom presentations offered by IDEM](#) staff. The agency estimates over 7,000 students throughout the state in grades K-6 will get an up-close look at land, water, air or recycling issues and how they can help make Indiana a cleaner and healthier place to live. In addition, IDEM had over 180 schools register for virtual webinars.

Article submitted by the Indiana Department of Environmental Management

It takes...



One action.



One person.



One Earth.

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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

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Build skills that have an impact

As an employer, the State of Indiana believes in empowerment. That means we're committed to equipping you with the education, training and tools you need to forge your own career path.

You've probably heard that the state is offering up to \$5,250 in education reimbursement to eligible full-time employees. But are you familiar with the education and training courses available to you through LinkedIn Learning?

LinkedIn Learning is a highly valuable training platform that offers professional certifications, full academic courses, tech and software training, personal development and more! And state employee LinkedIn Learning accounts are paid for by the state as part of your total compensation, so you can gain valuable skills without breaking the bank.

Ready to see all that LinkedIn Learning has to offer? Commit the next 10 minutes of your afternoon to career development. Follow these steps and put yourself on the path to success.

Step 1: Set up your FREE LinkedIn Learning account.

Use this [step-by-step guide](#) to log into LinkedIn Learning. If you've already set up an account, skip to step 2.

Step 2: Browse learning courses that match your skills or interests.

From your homepage, click "Browse" on the Navigation Bar. Then click "Business" and select your career area to find learning that strengthens your core competencies OR browse business topics to find learning that can take you in the direction of your ideal career.

Step 3: Commit to a course.

Find one course that interests you and click the "Save" button to add it to your homepage. Then, work with your supervisor to plan time to complete the course you selected.

▶ Your next step starts with a single course.

1. Set a new goal
2. Watch LinkedIn Learning courses
3. Practice your new skills
4. Go after new opportunities
5. Repeat



Step 4: Share your success!

Earn a badge for each course you complete. Save these badges to your LinkedIn profile to share your success!

Don't wait. Build your skillset *and* show off your commitment to continuous education with LinkedIn Learning. Visit [linkedin.com/learning/](https://www.linkedin.com/learning/) today and see what opportunities are available to you!

Set a goal to incorporate learning into your daily routine.

LinkedIn Learning



Indiana State Personnel Department

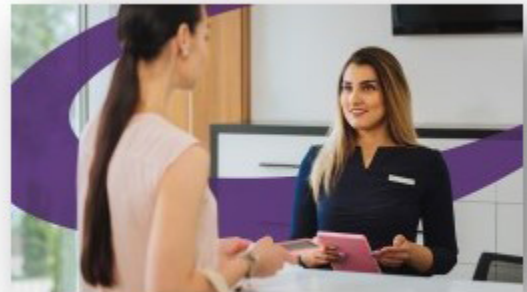


LinkedIn Learning Activity: The 10 Pillars of Customer Experience

Building a strong foundation for customer experience

Customer experience is a team sport! When everyone understands customer experience and the key pillars that support it, powerful enthusiasm, alignment and collaboration tend to follow. In this course, Brad Cleveland explains what customer experience is and shows you 10 key pillars that, together, create a positive customer experience. Brad explains how to build the foundation for customer experience through vision, goals and employee engagement. He highlights the importance of listening, both through a great voice of the customer (VoC) strategy and through customer service opportunities that provide insight on where to improve. Brad goes over how to design a better customer experience by wrapping data in a compelling customer narrative and improving processes and technology. He covers building inspiration through customer advocacy and innovation, then dives into using investments and leadership to build and maintain momentum.

Watch the course



Watch the LinkedIn Learning course above, then take the quiz below for a chance to win a prize!

Take the quiz

What is NOT one of the 10 Pillars of Customer Experience?

- a. Vision and Goals
- b. Customer Narrative
- c. Responsibility
- d. Innovation

What does the Customer Experience encompass?

- a. Everything a customer hears
- b. Every interaction
- c. How they feel
- d. All of the above

A vision should be clear, inspiring, and focused on the customer.

- a. True
- b. False

Customer Service and Customer Experience are the same thing.

- a. True
- b. False

What is one way to visually illustrate the customer's experience as they traverse through interactions with your organization and/or your products?

- a. Customer map
- b. Journey map
- c. Customer cruise
- d. Journey plan

What is a principal of the Processes and Technology pillar?

- a. Diverse input and perspectives
- b. The necessity to collaborate effectively
- c. Thinking outside the box
- d. All of the above

Customer advocacy means building a culture where ideally everyone in every role is advocating for customers.

- a. True
- b. False

What is NOT a key step to encourage innovation?

- a. Identify and remove barriers
- b. Recognize and encourage new ideas
- c. Award employees
- d. Develop a process for gathering, evaluating, and tracking ideas
- e. Show the impact on customers
- f. All of the above

What are the benefits of improving Customer Experience?

- a. Customer loyalty
- b. Brand promotion
- c. Operational improvements
- d. Product and service innovation
- e. Employee engagement
- f. All of the above

What is the most important trait of great customer experience leaders?

- a. Technical experience
- b. Humility
- c. Innovation
- d. Charisma
- e. All of the above

Indiana MPH invites statewide data community to Data Day 2023

The Indiana Management Performance Hub (MPH) and Indiana Chief Data Officer Josh Martin invite the statewide data community to the sixth annual Data Day. Data Day 2023 is set for April 26 (9 a.m. to 2 p.m.) at the Indiana Government Center South Conference Center & Auditorium.

MPH encourages all interested parties to visit the MPH Data Day website at in.gov/mph/mph-data-day/ to register to attend and to learn more about the event as Data Day approaches. This year we're planning a main opening session followed by concurrent breakout sessions throughout the conference center. Sessions will include

presentations about innovative solutions using state data on topics such as education, workforce, equity, public health, drug epidemics and more. Additionally, we'll host presenters covering a wide range of topics like data management, machine learning, data visualization and data science. We hope these sessions will help attendees stay up to date with the latest trends and best practices in data.

Data Day celebrates MPH's collaborative and innovative approach to fostering a culture of collaboration and data-driven decision making between state agencies and key trusted partners. Join the celebration and learn more about how data continues to play

an increasingly important role in state government.

State agencies and partner organizations are invited to host informational booths in the conference center to showcase their innovative, data-centered projects and network. Booths will be open following the opening session from 9:30 a.m. to 2 p.m. If you'd like to request a booth, please [submit your request](#).



Article submitted by Indiana Management Performance Hub

On My Way Pre-K applications for 2023-2024 are now available

Applications are now available for the 2023-2024 school year for On My Way Pre-K, which is Indiana's only state-sponsored prekindergarten program. The program provides a free, high-quality preschool education to 4-year-old children from lower-income families anywhere in the state of Indiana. If you know someone whose child might be eligible, or if your family may meet these requirements, we encourage you to apply today at OnMyWayPreK.org.

"We enrolled more than 6,200 children in 2022 and expect to enroll even more this year," said Courtney Penn, director of Family and Social Services Administration's (FSSA) Office of Early Childhood and Out-

of-School Learning. "The [Purdue University long-term study](#) released last year showed that children who attend On My Way Pre-K are better prepared for school and that the benefits continue well into elementary school. As we enroll an even larger group of children, we know more will be better prepared to succeed throughout their school years."

For the 2023-2024 school year, a child is eligible for On My Way Pre-K if they:

- Will be 4 years old by Aug. 1, 2023.
- Plan to start kindergarten in the 2024-2025 school year.
- Live in a household with an income below [127% of the federal poverty level](#).



- Have parents or guardians who are working, attending job training or an educational program, or looking for employment.
- Meet other requirements [specified on this page](#).

Families who need help working through the enrollment process or finding an approved pre-K program, can go to navigate.onmywayprek.org to connect with a manager in their county.

Article submitted by Family and Social Services Administration

DEA National Prescription Drug Take Back Day

On Saturday, April 22, 2023, the Drug Enforcement Administration (DEA) is sponsoring its 24th nationwide “Prescription Drug Take Back” initiative. The “Take Back” initiative seeks to prevent prescription drug abuse and theft through proper disposal of prescription drugs.

Collection sites will be set up nationwide for expired, unused, and unwanted prescription drugs which will be properly disposed of without threat to the environment. This program is for liquid and pill medications. Vaping pens without batteries and vaping cartridges will also be taken. **Needles, new or used, WILL NOT be accepted for disposal.** This service is free and anonymous with no questions asked.

This initiative addresses a vital public safety and public health issue. Medicines that languish in home cabinets are highly susceptible to diversion, misuse and abuse. Rates of prescription drug abuse in the U.S. are alarmingly high, as are the number of accidental poisonings and overdoses due to these drugs. Studies show that a majority of abused prescription drugs are obtained from family and friends, including from the home medicine cabinet.

In addition, Americans are now advised that their usual methods for disposing of unused medicines—flushing them down the toilet or throwing them in the trash—pose both potential safety and health hazards.

A graphic for the DEA National Prescription Drug Take Back Day. At the top, the text "DEA NATIONAL Rx TAKEBACK" is displayed in a stylized font, with "TAKEBACK" in large white letters on a red and blue background. Below the text, there is an image of a tipped-over pill bottle and several red and blue capsules scattered on a white surface. At the bottom, the text reads: "Turn in unneeded medication for safe disposal. Saturday, April 22 10 a.m.–2 p.m. Keep them safe. Clean them out. Take them back. Visit DEATakeBack.com for a collection site near you."/>

**Turn in unneeded medication
for safe disposal.**

**Saturday, April 22
10 a.m.–2 p.m.**

Keep them safe. Clean them out. Take them back.

Visit DEATakeBack.com for a collection site near you.

IPLA to participate in the DEA’s National Prescription Drug Take Back Day

The Indiana Professional Licensing Agency (IPLA) and the Indiana Board of Pharmacy are proud to partner with the DEA in this effort and will sponsor six collection site locations across the state of Indiana. IPLA staff, along with local law enforcement partners, will be present at each of these sponsored collection site locations to help collect and later destroy any discarded medications.

Designated collection site locations which will be sponsored by the IPLA and the Indiana Board of Pharmacy, along with local law enforcement partners are listed on the next page. To find other convenient collection site locations near you, please visit DEATakeBack.com.



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DEA National Prescription Drug Take Back Day

Designated collection sites sponsored by the ILPA:

Community Cancer Center North

7979 N Shadeland Avenue
Indianapolis, IN 46250

Law Enforcement Partner:
Community Hospital Police

Community Hospital Anderson

1515 N. Madison Avenue
Anderson, IN 46011

Law Enforcement Partner:
Community Hospital Anderson Police

The Methodist Hospitals -

Southlake Campus

8701 Broadway
Merrillville, IN 46410

Law Enforcement Partner: Lake
County Sheriff Department

Tell City Fire Department

702 12th Street
Tell City IN 47586

Law Enforcement Partner: Tell City
Police Department

Community Hospital South

1402 E County Line Road
Indianapolis, IN 46227

Law Enforcement Partner:
Community Hospital Police

Parkview Whitley Hospital

1260 East State Road 205
Columbia City, IN 46725

Law Enforcement Partner: Parkview
Police Department

Indiana State Police Partners with DEA for 24th Drug Take Back Day

The Indiana State Police is pleased to partner with the DEA, and as in the past, **unwanted medications may be dropped off at any Indiana State Police Post, except for the Lowell and Toll Road Posts.** The event will be on Saturday, April 22, 2023, between 10 a.m. and 2 p.m.

The Indiana State Police Post in Putnamville will have their collection on Friday, April 21, 2023, from 10 a.m. to 2 p.m.

The Indiana State Police will also have a collection on Friday, April 21, 2023 from 11 a.m. to 1 p.m. at the Capitol Police desk in the Indiana Government Center North.

To locate the State Police Post closest to your home or business, [click this link for Indiana State Police on the Map](#). To find other locations in Indiana or across the U.S. that are participating in the Drug Take Back initiative, [click this link to the DEA](#).



Drug Take Back events are the safe, popular and responsible way for the public to legally dispose of prescription drugs with no questions asked.

Gary Parole Office employees shelter local ‘Community Cats’

Food, water and shelter are recognized as necessities for every living creature. In the neighborhoods surrounding the Gary Parole Office, food, clean water and shelter can be difficult to come by for the cats that see these areas as home.

In some instances, local neighborhoods will ‘adopt’ a cat or group of cats and refer to them as ‘Community Cats’. Different community members might put out food, water and even provide shelter for these community cats. After watching a mother cat raise her kittens over the past summer in an empty house across the street from the office, Gary Parole District Administrative Assistant Holly Bilderback felt that something more needed to be done to assist the local feline population.

She began by putting food and water out for the still-nursing mother, making it easier for her to find nutrients she needed to keep her kittens sustained. After the kittens had grown and gone on their own, Holly continued to leave food and water for the mother cat, now



Gary Parole District Assistant District Supervisor Paul Rains and Administrative Assistant Holly Bilderback holding a resident of the new cat shelter.

named Salem, along with other community cats that would come along.

As with most winters in Northwest Indiana, temperatures dropped well below freezing, causing harsh conditions for not only human residents but non-human residents as well. After speaking with Department of Correction (DOC) Commissioner Reagle and Director of Parole Troy Keith, a plan was made to construct a “Community and Feral Cat Shelter” to place at the Gary Parole Office. This would not only provide protection from the elements for local cats, but possibly allow for socialization of the cats, making them less likely to end up in an animal shelter or humane society.

The shelter was purchased as a kit and put together at the Gary Parole Office in an afternoon. It is made of weather resistant materials and insulated to protect from the wind and cold. Straw was placed inside the shelter to further insulate and provide bedding for its visitors.

Plans are being made to work with local humane societies and rescues to assist with a “Trap, Neuter, Release” (TNR) program. This will allow for local cats to be neutered/spayed for population control and vaccinated against disease, then released back to the community from which they came. With the overwhelming number of animals already in rescues, shelters and humane societies, the Gary Parole District is attempting a different approach to improve the lives of the local feline population.

Article submitted by the Indiana Department of Correction

FSSA’s LaJean Gentry celebrates 50 years of service

In 2023, Raetta “LaJean” Gentry is celebrating a remarkable 50 years of service with the State of Indiana!

LaJean began her career with FSSA’s Warrick County Welfare Department in 1973 as a clerk stenographer, typing reports to the court with a manual typewriter and carbon-copy paper. Today, LaJean is the administrative assistant to Regional Manager Melanie Flory with DCS’ District 16.

“I have many happy memories and have worked with so many amazing people over 50 years. The happiest memories come when children find their forever families, and having a little share in that makes me happy,” LaJean says.

Thank you for all you do, LaJean!



LaJean with her husband and son.

State Parks director receives regional award

Terry Coleman, director of Indiana State Parks, was presented with the Great Lakes Park Training Institute's (GLPTI) highest honor last week, the Lawson Award.

Named for Richard Lawson, a longtime GLPTI chair, the award is presented annually to individuals who have exemplified continued and significant contributions in the park and recreation profession/community for an extended time.

A long-term GLPTI attendee, Coleman has dedicated his career to serving the public through parks in the Great Lakes region. His career with state parks began humbly in 1980, cleaning vault toilets at Pokagon State Park. During the next 40 years, he served in many other roles in Indiana State Parks, from maintenance worker, to assistant property manager, to property manager, to north region manager.



Indiana State Parks Director
Terry Coleman

[Read the full DNR News Release](#)

Community paramedicine program changing care in rural communities

If you happen to be especially fortunate in life, there's at least a slim chance you'll never need the services of an emergency medical technician (EMT).

And if you happen to be especially fortunate in life, there's a chance – should you need one - that you'll encounter an EMT like Justin Harrison, whose years spent on



New Castle-Henry County EMS is using its Health Issues and Challenges grant to acquire a Chevrolet Tahoe that will be equipped with all the tools typically available on an ambulance.

an ambulance and in emergency services have undoubtedly changed and saved lives in the Hoosier community that depends on him, and those like him.

Luck likely has little to do with the public health work Harrison and his fellow paramedics perform on each run and each shift. They're the heartbeat of a rural community: always among the first on scene to help others in life-or-death situations – the very definition of neighbors helping neighbors.

But a new grant program is helping Harrison and others of [New Castle-Henry County EMS](#) serve their communities in ways that go beyond the traditional scope of EMS work. And thanks to that grant, Harrison and his crew are connecting with their

neighbors in impactful ways, making a real difference for the people they live among and strive to serve.

Article submitted by Brent Brown, Indiana Department of Health



New Castle EMS director Justin Harrison, IDOH HIPP regional coordinator Amiee Ingram, and paramedic Kevin Kimmerling are pictured here with a vehicle similar to the Chevrolet Tahoe the EMS crew was able to purchase through an IDOH Health Issues and Challenges grant.

[Read the full article on Employee Central](#)

Leadership at All Levels 'Blue' course grads honored

Nearly 70 state employees representing 10 different agencies gathered to celebrate completion of the Leadership at All Levels Blue course on March 23.

The graduation ceremony was held at the Indiana Department of Health's (IDOH) 2 N. Meridian office in Indianapolis and was emceed by Deputy State Health Commissioner of Local Health Services, Pam Pontones. IDOH Chief Medical Officer Dr. Lindsay Weaver also spoke to the course grads, commenting on the enormous amount of change she's experienced in her work as an emergency department physician within only the last decade and a half. Pontones and Dr. Weaver reminded the group that change is constant and that some of the most important lessons learned are those that come from not succeeding.

The course was focused on change management, leadership courage and ethics, and accountability. The grads included Stephen Balko, Tracy Barnes, Grace Bassett, Kayla Bates, Maria Beltran, Amber Benson, Katie Blackburn, Sarah Blake, Abbigayle Brooks, Shere Brooks, Rita Browne, Julia Brunner, Emily Bueno-Imel, Arron Caquelin, Eli Chavez, Madison Clark, Joshua Cortes, Jarred Corwin, Haley Dahlhoff, Traci Dedor, Jennifer Denson, Paige Drury, Angela Edwards, Sarah Feeney, Shannon Ford-Fiest, Alexis Gonzalez, Felicia Greer, Lydia Hamilton, Haley Hannant, Christina Hogue, Ivonne Hubbard, Jennifer Jackson, Autumn James, Tamara (Tami) Johnson,



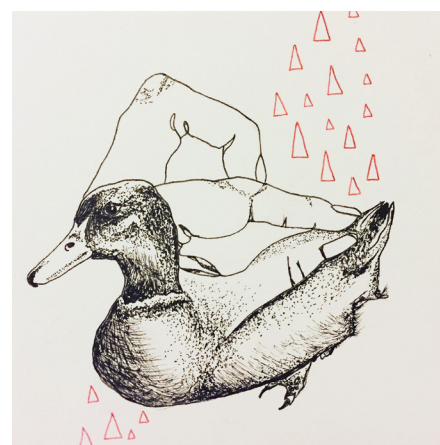
Leadership at All Levels Blue course graduates received certificates and were treated to words of encouragement from Deputy State Health Commissioner of Local Health Services Pam Pontones and Chief Medical Officer Dr. Lindsay Weaver during a ceremony March 23 in Indianapolis.

Linda Kay, Jesse Knibbs, Olawale Lawal, Kyle Lively, Michael Lopez, Xuefei (Michelle) Lu, TeReia Mackey, Caitlin Mark, Melisa Matthews, Aziza Mazitova, Breanna McMillan, Katie Miller, Elizabeth Mills, Sherry Nagel-Smith, Mark Nance, Michelle Parker, Jessica Pinyerd, Jodi Pisula, Mary Ellen Potts, LeRicia Rogers, Christina Samuels, Courtney Schaber, Camille Singh, Alexis Turner, James Turner, Annette Vaughn, Kim Vedder, Meegan Voss, Stephanie Walker, Angelita Washington, Jennifer Weaver, Trevor Weaver, and Cheryl Whitfield.

Mia Brewer is the program's workforce development coordinator and Erika Casso serves as quality improvement-performance management coordinator. In addition to Pontones, Brewer, and Casso, the Leadership at All Levels planning team includes Nicole Morley, Shawn Pence, and Patricia Truelove.

Article submitted by Brent Brown, Indiana Department of Health

Artwork below by Katie Turner (Indiana Department of Administration)



Pieces of a puzzle: WIC team celebrates ‘the whole person’ with arts, crafts, and care

Deb Bovard spent three decades as an art and elementary school teacher. When she decided it was time to call it a career, she left the classroom behind but never lost even a smidgen of her love of arts and crafts.

Her daughter, Indiana Department of Health Women, Infants and Children (WIC) program director Laura Chavez, has many of the same sparks of creativity, and when the two combine artistic forces, there’s a near-100% chance of ... gnomes.

Oh, and plenty of smiles, too, because that’s just how the team rolls. While they work to help families put nutritious meals on the table, the WIC team continually keeps workdays fresh with creative ideas that are anything but garden variety.

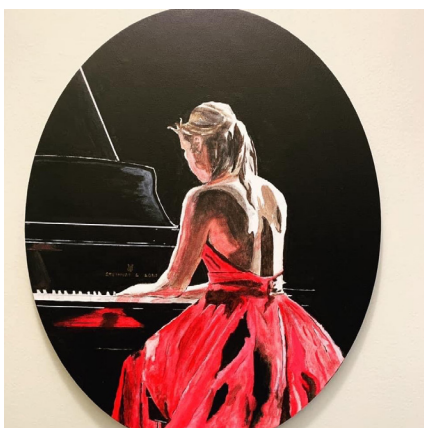

Article submitted by Brent Brown, Indiana Department of Health



IDOH’s WIC team is a close-knit group who celebrates holidays, successes and each other on a regular basis.

[Read the full article on Employee Central](#)


Artwork below by David Allen (Indiana Department of Transportation)

Did you Know?


An ISMHS membership includes **FREE** admission not only to our 12-location museum system, but also to other museums and science centers around the world!

START TRAVELING TODAY



Indiana State Symbols Lapel Pin: *The Peony and The Firefly*

Single Pins- \$5.00
Group Price- \$3.00
for orders of 10 or more




\$2.00 a pin

Email your order to :
EStanley@idoa.IN.gov

April 10 - 16 is Food Waste Prevention Week

Reducing food waste saves money, protects the environment and reduces hunger in our communities.

In the US, approximately 40% of all food grown and produced is never eaten. Every year, Americans lose more than \$218 billion on wasted food. When food is wasted, it goes into a landfill and emits greenhouse gases, like methane (CH₄), which is 30 times more potent than carbon dioxide, making it more damaging to the environment.

Here are five ways to reduce food waste and five food storage tips to keep food in your home, money in your wallet, and waste out of our landfills:

To reduce food waste:

1. Make one night a weekly "leftover" night to empty the refrigerator before shopping again.
2. Audit what you throw away; it will influence your next shopping trip.
3. Buy smaller quantities, if appropriate, to avoid spoilage and waste.
4. Don't shop hungry.
5. If you bought items that you won't use, donate them before the expiration date.

Learn more food storage tips and other ways to reduce food waste at [foodwastepreventionweek.com](https://www.foodwastepreventionweek.com).



To keep food fresh:

1. Store strawberries in the original container in the refrigerator and hold off on washing until you're ready to eat them.
2. Wrap broccoli in a slightly damp towel before putting your broccoli in the fridge or stand the full head of broccoli in the fridge in a glass so air can circulate around its head (i.e., like flowers in a vase).
3. If you are not using ripened tomatoes immediately, store them in an air-tight container in the fridge. They will generally retain their form and flavor for up to a week.
4. Wipe oranges and grapefruits dry before you store them in the refrigerator to reduce rot and prevent spoilage.
5. Store milk on the lowest shelf, toward the back of refrigerator.

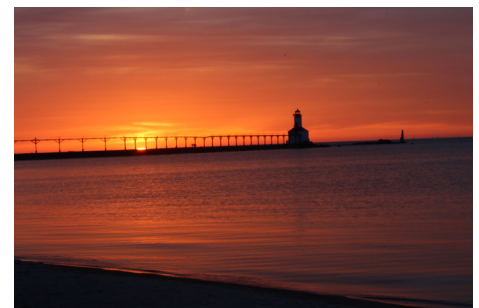
Artwork below by Alan Melvin (Indiana Department of Environmental Management), titled "Ready for some May flowers?"



Artwork below by Jessica Bertsch (28), submitted by Rhonda Habegger (Indiana Department of Revenue)



Artwork below by Patricia Reason (Family & Social Services Administration), Sunset at Washington Park, Michigan City, IN



Tax Day is coming soon

Tax Day is just around the corner, and the Department of Revenue (DOR) has some helpful information and resources to help guide the way.

Key dates for 2022 Indiana income tax returns

- The filing deadline is Tuesday, April 18.
- For those granted extensions, the deadline is Wednesday, Nov. 15.

It's important to wait until all tax records are gathered **before** filing as this eliminates errors, processing delays, refund delays, and the potential for needing an amended return.

Speed up and improve the quality of the return process by [signing up for electronic filing](#) with online payment and direct deposit. Many state employees who meet certain criteria can file their taxes electronically for

free [using INfreefile](#).

An extension of time to file does **not** extend the payment due date, and you must pay at least 90% of the taxes owed by April 18. [Read more about extensions](#).

INTIME

Although [INTIME](#) cannot be used to file individual income tax returns, Hoosiers can still check refund status, pay, set up a payment plan, or request an extension of time to file state tax returns.

Customers who wish to contact DOR directly should use the secure



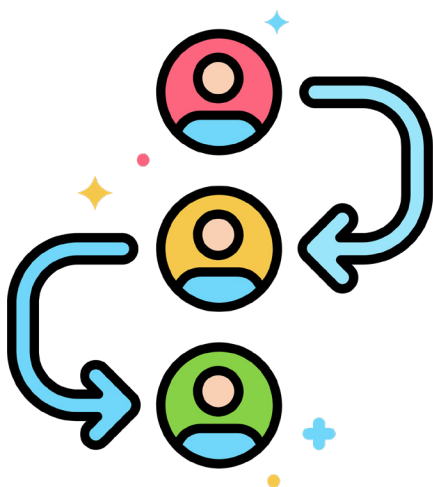
messaging portal in [INTIME](#) for the most efficient service or [by phone, mail, or in-person visit](#).

Visit [dor.in.gov](#) to find tax forms, required documents for filing, and more.

Article submitted by the Indiana Department of Revenue

Are your dependents eligible to be on your health insurance?

The State of Indiana has instituted a process to verify the eligibility of dependents enrolled or previously enrolled in the state's medical, dental and vision plan(s), which helps keep plan costs down.



During the month of April, the Indiana State Personnel Department's (INSPD) Benefits Division will contact a randomly selected group of employees by email and mail to verify their dependents' eligibility. If you receive a letter regarding the audit, you will be expected to respond by the deadline.

Please make sure that dependents enrolled on your plan(s) are eligible per the guidelines in the Benefits Handbook (in.gov/spd/benefits/files/employee-group-insurance-benefit-handbook.pdf)

Notify the Benefits Hotline if you

know a dependent is no longer eligible for coverage, due to divorce for example. As always, remember that it is your responsibility to remove ineligible dependents within a timely manner, even if it is beyond the 30-day qualifying event period, to minimize recovery of claims.

Any questions concerning dependent verification audit should be directed to the INSPD Benefits Hotline at 317-232-1167 (within 317 area code) or 877-248-0007 (toll free).

Visit in.gov/spd/benefits/eligibility/dependent-eligibility-verification-audit for more information.

Earn Wellness Rewards for Preventive Care and Diabetes Prevention

Unfortunately, more than 1 in 10 Americans have diabetes, and more than 1 in 3 has prediabetes! Even more alarming is 9 out of 10 people with prediabetes don't know they have it. Prediabetes means having a higher than normal blood sugar level, and it increases risk of heart disease, stroke and developing diabetes. By completing an Annual Physical with a Primary Care Provider, you can identify any early warning signs of prediabetes and take proactive steps to prevent the onset of type 2 diabetes.

That's why the state's Wellness Rewards Program rewards Annual Physicals with the highest wellness reward — \$200 for employees and spouses each covered on the State Employee Health Plan. During an Annual Physical, your healthcare provider will check-up on some key health indicators by collecting measurements such as blood pressure, cholesterol, blood sugar levels, body mass index (BMI) and family history. These measurements provide valuable information about your current health and can help identify any potential health risks.

2023 WELLNESS REWARDS PROGRAM

Earn \$200 for completing an annual physical.

[Learn more](#)



Invest In Your Health **Wellness Rewards Program**
Get Rewarded for What Matters

If you have been diagnosed with diabetes or prediabetes, there are several programs available to help you manage your health, and you can earn up to \$100 in wellness rewards just for participating:

Lark: Diabetes Prevention Program

Lark is a free app-based diabetes prevention program available to all State Employee Health Plan members that can help you determine your risk for prediabetes and take steps to address it.

- Visit lark.com/anthem for more information.
- Email for questions and support: support@lark.com
- View the [Lark member flyer](#)

LiveHealth Online Virtual Prevent Diabetes Program

LiveHealth Online Prevent Diabetes is a free program for all State Employee Health Plan members that makes it easy for you, your spouse, and your dependents 18+ to get healthy, lose weight and prevent diabetes virtually from the comfort and privacy of home. Get started by taking the [health risk assessment](#).

- Website: livehealthonline.com/stateofindiana
- Phone: 1-888-LIVEHEALTH
- [LiveHealth Online Prevent Diabetes Program flyer](#)

In-person Community Diabetes Prevention Programs

Certified Diabetes Prevention Programs (DPP) are year-long programs designed to help prevent or delay type 2 diabetes. These lifestyle change programs are offered face-to-face or virtually. Visit the CDC's list of national online program providers.

- [Indiana Diabetes Prevention Programs](#)

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continued from page 13

Earn Wellness Rewards for Preventive Care and Diabetes Prevention

Total Health Total You: Diabetes Resource

Anthem's Total Health Total You is a free program for all State Employee Health Plan Members that gives you access to a team of clinicians to help you navigate any healthcare need.

This team is here to help explain treatment options, understand your care plan, connect with local resources, and guide you toward healthy lifestyle changes. Call (877) 814-9709 to connect with this program. [Learn how to earn \\$50 in rewards](#) by participating in the Total Health Total You program.

- [Total Health Total You flyer](#)

In-person Diabetes Self-Management Education programs

Diabetes Self-Management Education (DSME) programs provide people with diabetes knowledge, skills and abilities needed to better manage their condition and improve their quality of life.

- [Find available programs in your area](#)

Complete the Annual Physical

It's important to remember that your relationship with your Primary Care Provider is among your most valuable resources. An Annual Physical isn't just about

collecting measurements. It's also an opportunity to meet with your healthcare provider, ask questions, and have a meaningful conversation about your health. It's a chance to voice any concerns you may have and receive guidance on how to prevent or manage diabetes.

And remember, an Annual Physical is always 100% covered by your health plan* plus you and your spouse can earn \$200 in rewards each for submitting the completed [form](#) through [ActiveHealth](#). To earn your reward, follow these simple steps:

1. Schedule an appointment with your Primary Care Provider for your Annual Physical with lab work.
2. Print the Annual Physical Results form and fill in Section 1. Bring the form to your appointment and have your doctor complete Section 2.
3. You are responsible for submitting your completed [form](#). Follow instructions on the form to submit it via fax or upload. Please note, it can take up to 4 weeks for forms to be processed. Your form is considered processed when the [ActiveHealth portal](#) Rewards Center shows the activity as complete.
4. Results must be visible in the ActiveHealth portal by December 31, 2023, to earn the gift card.

By investing in your health through preventive care, you're investing in what really matters. Preventing and managing chronic conditions like diabetes can improve your quality of life and save your family a significant amount of money on healthcare costs in the long run.

When you're healthy and feeling good, you're able to show up more fully in your relationships, at work, and in all areas of your life. By prioritizing your health, you're able to be there for the people who matter most to you. That's why we are proud to announce that employees statewide have already earned over \$1 million in rewards for completing various activities, including Annual Physicals, dental cleanings, getting select cancer screenings, attending diabetes prevention programs, and by participating in ActiveHealth coaching.

Investing in your health isn't always easy, but it's always worth it. So, don't wait. Log into the ActiveHealth portal today, schedule your Annual Physical, sign up for a diabetes prevention program and start earning rewards. By taking proactive steps to maintain good health, you're able to live a fuller, more vibrant life. And with the Wellness Rewards Program, investing in what matters has never been more rewarding.

** Preventive care is not subject to deductible or co-insurance. An annual physical is considered preventive care, so there is no charge to you. Keep in mind providers are required to bill for all services provided during an appointment. If non-preventive care is provided at the same time as the annual physical, there could be out of pocket costs.*

March Team Wellness Challenge sees 1,222 participants!

By the conclusion of our Team Wellness Challenge on March 27, 30 impressive teams had met their step and exercise goals to complete 100% of their challenge! Notably, six Department of Corrections teams, four Department of Child Services teams and three Department of Natural Resources teams reached or exceeded the challenge goals. Congratulations, and great work!

Many agencies got teammates together for lunchtime or after-work walking groups, and even more individuals got outside for runs, walks and hikes during the challenge.



If you registered for the March Team Wellness Challenge and you're currently enrolled in an INSPD-sponsored medical plan, you earned \$10 in rewards for participating. Now, don't lose your momentum: Keep logging those steps and physical activity minutes and earn up to \$50 this year in rewards.

In total, 194 teams—1,222 individuals—registered and participated in the March Team Wellness Challenge, walking a total of 100,982,339 steps and exercising 260,691 minutes.

Employees and spouses enrolled in an INSPD-sponsored health plan can earn \$10 for tracking 50 days of either 10,000 steps or 30 minutes of physical activity, up to five times per year through the [Wellness Rewards Program](#).

Great work, teams!

Best of health,
INSPD Benefits

Volunteer Opportunities



Indiana Voices at the Indiana State Library seeking volunteers

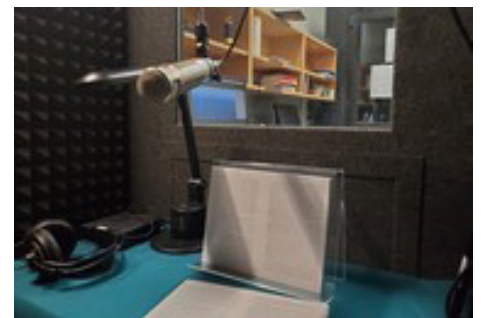
Indiana Voices, a program of the Indiana State Library's Talking Book and Braille Library, is currently seeking volunteers to narrate Indiana-related audiobooks.

Together with Indiana State Library staff, volunteers bring Hoosier words and voices to persons who cannot use standard printed materials due to a visual, physical or reading disability, and who live in the state of Indiana or across the country. Narrators will begin work on their titles outside of the studio. Once prepared, volunteers will arrive at the Indiana State Library in

downtown Indianapolis and begin recording their narrations.

Indiana is made up of many individual voices, representing different Hoosier communities, identities and experiences, all of which contribute to authentic interpretations of Indiana books. Volunteers from all the different communities and cultures in the state of Indiana are invited to apply. Volunteers are expected to work at least one hour every other week.

Click [here](#) to read a more in-depth description of the volunteering and



recording processes, including a list of the most popular books so far this year that were recorded in the Indiana Voices studio.

Those interested in learning more about volunteering with Indiana Voices as a narrator or as a monitor should visit the [Indiana Voices website](#) or contact Hannah Arnold, Indiana Voices director, at HArnold@library.IN.gov.

Suicide prevention training available to all state employees

Many of us may not know how to help someone in our lives who may be in the middle of a mental health crisis or expressing suicidal thoughts. That's why the Indiana State Personnel Department (INSPD) is offering Question, Persuade, and Refer (QPR) training to our state employees and human resources teams. This training will teach us how to recognize warning signs and provide necessary assistance to those in need. It's an opportunity for us to make a positive impact and help save lives.

Jason Murrey, Prevention Specialist with Department of Education, will lead us through this interactive training that will teach us how to recognize signs of someone in crisis, how to engage a person in crisis, and

ask the question, "Are you thinking of suicide?" And offer assistance through listening and understanding resources.

In conjunction with the QPR Institute, INSPD is offering suicide prevention training to all state employees, please see available dates and times below!

Indiana Government Center South, Conference Room 16

- **April 20** | 9 - 11:30 a.m. | 18 seats available
- **May 18** | 9 - 11:30 a.m. | 20 seats available

The training itself takes two hours to complete, with a 30-minute debrief.

To register for a class:

1. Log into SuccessFactors. Choose Learning from the drop-down menu on the home page.
2. In the Search Learning box, search for "Suicide Prevention."
3. Click on the Suicide Prevention (ILT_SuicidePrevention_000001)
4. Follow the prompts to register for the course you are interested in attending.

[Click here for more information >](#)

For questions or concerns, contact SPDTraining@spd.IN.gov.

Have you gotten your COVID-19 bivalent booster shot?

Updated COVID-19 boosters became available on Sept. 2, 2022, for all people aged 12 years and older. This booster contains an updated bivalent formula that both boosts immunity against the original coronavirus strain and also protects against the newer Omicron variants that account for most of the current cases. Updated boosters are intended to provide optimal protection against the virus and address waning vaccine effectiveness over time. The Centers for Disease Control and Prevention (CDC) recommends that everyone who is eligible stay up to date on vaccinations. If you have completed your updated booster dose, you are currently up to date. There is not a recommendation to get another

updated booster dose.

The CDC also recommends individuals wait at least two months after their last COVID-19 booster dose or primary series to receive their next booster. Eligible individuals can get either the Pfizer or Moderna updated booster, regardless of whether their primary series or most recent booster dose was with Pfizer, Moderna, Novavax or the Johnson & Johnson vaccine. COVID-19 bivalent boosters are available and have been recommended for everyone 6 months and older. Pfizer's and Moderna's updated vaccines are available for individuals as young as 6 months. The CDC expanded the use to the youngest group of



children (age 6 months to 4 years) on Dec. 9, 2022. For children aged 6 months - 4 years who get the Pfizer primary series, the updated bivalent vaccine will be used as the third dose in the series, rather than as a separate booster.

[Find everything you need to know about staying up to date with COVID-19 vaccines, including boosters, here >](#)

2023 On-site Vaccine Clinics

Available vaccines: COVID-19, Flu, Hep A & B, HPV, MMR, Meningitis, Pneumonia, Chickenpox, Shingles.

Who: Available to state employees and dependents, 6 months of age and older, covered by state employee insurance. Contractors working for the state can also be vaccinated at these clinics if they use their own insurance.

Details: Register using the QR code below and select the clinic you wish to attend. Bring your employee badge and insurance ID card. As part of the wellness rewards program, eligible employees can earn \$25 per vaccine, up to \$100. Full details can be found in the ActiveHealth Rewards Center: myactivehealth.com/stateofindiana.

Dates: April 18, July 20, October 19

Time: 8 a.m. to 3 p.m.

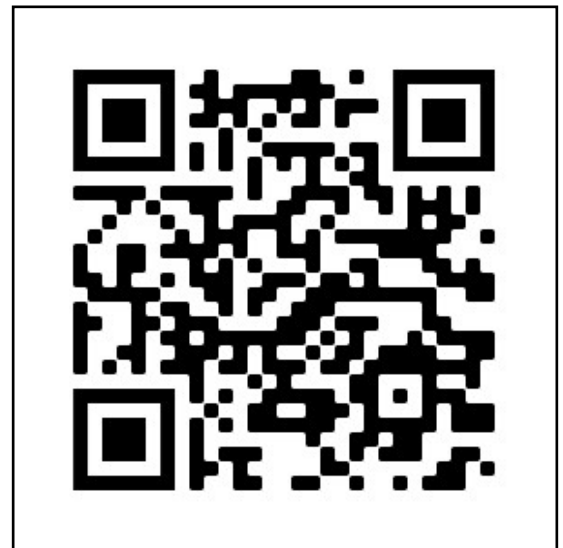
Where: IGC-South, Conference Room A

Register Today

Register on your smartphone or computer at:
<https://patients.vaxcare.com/registration>

Enrollment Code: IN97832
Select the clinic you wish to attend.

Be sure to bring your employee badge and insurance ID card.



Indiana State
Personnel Department



Indiana
Department
of
Health

Records Management Month

Did you know that [April is Records Management month](#)?

Come celebrate with the Records Management team at the Indiana Archives and Records Administration (IARA) by learning about email management and participating in an online scavenger hunt!

Email Spring Clean Party

April 19, 2023, 11 a.m. to noon EDT

Email can be a challenge - it can feel never-ending and ever-increasing! But the good news is that most of the email messages we send and receive either don't need to be maintained at all (duplicates and nonrecords) or have a very short retention period (Record Series GRADM-4, short-term general correspondence that can be destroyed after 3 years). Unsure how to find these? The RM Team can help!

This is your chance to finally clear out unneeded email from your inbox and folders in a live, hands-on

event. We will describe the specific types of email that you can delete, give you step-by-step instructions and do a demonstration of the best way to locate each of those types of email. Attendees will have time to delete email during the session and ask questions of Records Management staff.

Want to keep going with spring cleaning after the party ends? We'll provide detailed instructions, so that you can delete at your own pace later.

[Click here to register for the workshop](#)

Online Scavenger Hunt

April 3-28, 2023

Are you an expert at finding what you need on IARA's website? Or



are you a beginner starting to learn your way around? No matter your familiarity with [iara.in.gov](#), join us for an online scavenger hunt! Throughout the month of April, state employees can hunt for records management treasure on IARA's Records Management pages. [Complete the questions in this form](#) between Monday, April 3 at 7 a.m. and Friday, April 28 at 5 p.m. The first five people to answer all questions correctly win a prize!

Article submitted by the Indiana Archives and Records Administration

Registration is now open for Camp Indiana

Indiana believe it or not!

Come join us for a week of summer fun!

- **June 12-16**
- **June 19-23**
- **July 10-14**
- **July 17-21**

Campers must be between entering 2nd grade and entering 8th grade (ages 7-11).

Spots available for 15 campers per session.

\$75 tuition fee.

For questions and information on how to register, contact Bailey Hinton-Matthews at BHinton1@idoa.IN.gov.



News from DNR

Spring is here - it's time to plan your trip to a state park!



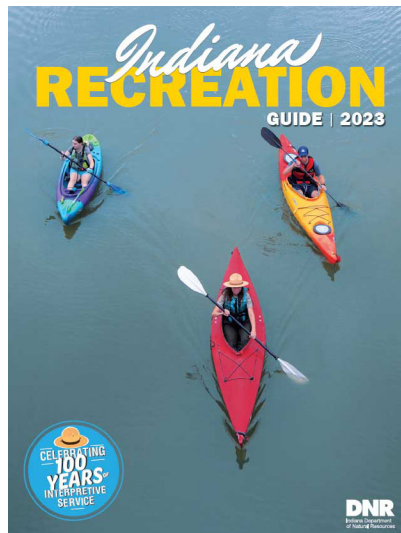
Your next adventure starts here. Indiana State Parks provide wonderful getaways. Enjoy nature, good company and fun at the parks!



Reserve today for inns and lodges at IndianalInns.com or call 1-877-LODGES-1. For camping and family cabins, reserve at camp.IN.gov or call 1-866-6CAMP-IN.

2023 Recreation Guides are now available

The Department of Natural Resources' (DNR) Indiana Recreation Guide is the source for information on state parks, reservoirs, state park inns, fish & wildlife areas, state forests and other DNR properties.



Grab your one-stop guide for all your recreation needs at a DNR property near you.



Click the Recreation Guide covers to the right to view and download your copy!

Mark your calendars for Free Fishing Days!



May 7, 2023
June 3-4, 2023
Sept. 23, 2023

[More information on Free Fishing Days](#)

On Free Fishing Days, Indiana residents do not need a fishing license or a trout/salmon stamp to fish the state's public waters. All other rules such as seasons, bag and size limits apply.

Free Fishing Days are an excellent opportunity to learn how to fish, take your family fishing, or introduce a friend to fishing. To see what properties are hosting events, go to the [DNR Calendar](#). Prefer to learn on your own? See [Fishing Tips and Videos](#).

Remember that hunting and fishing licenses expired on March 31. You can purchase your annual hunting or fishing license for 2023-2024 now. If you're looking for a year of fun outside, hunting and fishing are the perfect ways to breathe a breath of fresh air into your outdoor activities.

[Renew hunting and/or fishing licenses](#)

April 8, 2023

Easter Egg Hunt | Tippecanoe River State Park

Tippecanoe's 5th Annual Easter Egg Hunt. Hunt eggs, create crafts and play games.

[More Information >](#)

Easter Trail | Pokagon State Park

Instead of a traditional egg hunt, participants can walk our Easter Trail starting at the Nature Center. Along the easy, 1-mile trail, play a spring-themed guessing game. Kids 12 and under will receive a treat bag after finishing the trail (while supplies last). There will also be some fun activities on the Nature Center lawn for all to enjoy!

[More Information >](#)

April 15, 2023

5K Hellbender Hustle/Woodrat Walk | O'Bannon Woods State Park

Resource Field Day & Open House featuring the 5K Hellbender Hustle and Woodrat Walk. Fun for the whole family.

[More Information >](#)

Race Day | Tippecanoe River State Park

Choose between a 5- and 10- mile out and back course. Both races are open to all runners.

[More Information >](#)

Beginner Kayak Lesson | Patoka Lake

Learn how to paddle, what equipment to use, and where to go at Patoka. The lesson will begin at 12:30 p.m. EDT and is open to

those ages 12 and up. Advance registration is required by calling the Nature Center at 812-338-5597.

[More Information >](#)

April 22, 2023

Earth Day Celebration | Clifty Falls State Park

Make crafts using recycled materials; go on a 45-minute walk to discover the basic science behind forests and how to identify some of our common trees; discover the unique lives of our pollinators and how to attract them to your yard; volunteer to help remove pesky invasive plants; discover how to identify invasive species and how it's hurting our ecosystem; and go on a hike to search for spring wildflowers.

[More Information >](#)

Amphibian Adventure | Potato Creek State Park

Come learn about Indiana's native frogs in this artistic program. Learn frog identification from their calls. Get to meet live amphibian friends. Participate in crafts, a salamander hike and an amphibian night hike.

[More Information >](#)

April 28, 2023

Run for the Trees/Happy Little 5K | Mississinewa Lake

Inspired by "Happy Painter" Bob Ross' love of the outdoors, Indiana State Parks and the Indiana Natural Resources Foundation (INRF) are partnering with the Michigan DNR to stage the virtual Run for the Trees / Happy Little (Virtual) 5K

between Earth Day and Arbor Day.

[More Information >](#)

April 29, 2023

Art in Nature | Versailles State Park

Demonstrations include basketmaking, moccasin making, pottery, papermaking, glass staining and blacksmithing. There will also be hands-on demonstrations with the Southeastern Indiana Wood Turners and make-and-take water color projects. Artisans may have items for sale at the show.

[More Information >](#)

April 29-30, 2023

Mansfield Mushroom Festival | Raccoon State Recreation Area

Join us in Mansfield for the annual Mansfield Village's Mushroom Festival! Make sure to visit the Historic Mansfield Roller Mill, which will be open 9 a.m. - 5 p.m. each day of the festival.

[More Information >](#)

April 30, 2023

Celebrate Arbor Day Hike | Ouabache State Park

Join us for a hike around our new tree trail! This is a leisurely 1.5-mile hike where you will learn about native trees. After the hike, participants will receive a Red Oak seedling (while supplies last!)

[More Information >](#)

[View all DNR special events >](#)

This Month WITH



April 5-8, 2023

Pinewood Derby | Indiana State Museum

The Pinewood Derby track will be ready for action as cars zip down the 125 feet of track headed for the finish line. Racing is open to the public, and there'll be a Best in Show competition on the last day with adult and youth divisions.

[More Information >](#)

April 8, 2023

Egg Extravaganza | Lanier Mansion State Historic Site

Enjoy Easter fun with storytelling and an Easter egg hunt on the grounds of the Lanier Mansion.

[More Information >](#)

April 15, 2023

Large Studio Yoga Stars | T.C. Steele State Historic Site

Enjoy T.C. Steele's Large Studio and the paintings on display while learning yoga poses – most of which are named for elements of nature! This class is suitable for beginning-level yoga students.

[More Information >](#)

Corydon Capitol Art Workshop | Corydon Capitol State Historic Site

Discover artistic techniques with local artist Sheryl Scharf during an art session at the Corydon Capitol. Create your own beautiful masterpiece of the state's first Capitol building. All skill levels are welcome, and a canvas and paint will be provided.

[More Information >](#)

April 22, 2023

Wildflower Walk | Gene Stratton-Porter State Historic Site

Explore Gene's woods and part of her formal or "tame" gardens during a 45-minute interpretive walking tour. Learn why Gene named her property "Wildflower Woods" and find out the old-fashioned common names for wildflowers used back in Gene's day.

[More Information >](#)

Using Native Plants to Craft Rope, Cordage & Jewelry | Angel Mounds State Historic Site

Explore one of the most useful features of plants – cordage. Learn how durable cordage and rope was created long before the invention of paracord, plus find out everything you need to know about how to find, identify and process plants used for making cordage. Then, see how its used to make fire, jewelry, clothes, traps and more before making jewelry of your own.

[More Information >](#)

Vincennes Heritage Fair | Vincennes State Historic Site

Celebrate the variety of cultures that call Vincennes and Knox County home by learning about customs, music, dance, games and more. Discover Vincennes' historic French heritage, plus learn how Hispanic, Latino, Haitian and Filipino cultures add to the fabric of the community.

[More Information >](#)

April 27, 2023

History on Screen | Indiana State Museum

Join us for a unique experience that combines exhibitions,

documentaries and conversations with filmmakers, historians, community members and experts in the field – all in one evening! This film tells the story of how the stunning natural beauty of the south shore of Lake Michigan collides with heavy industry like nowhere else in the country.

[More Information >](#)

April 28, 2023

Str8 Up Frederick Douglass | Indiana State Museum

This is a hip-hop exploration of the life and legacy of this prophet and freedom-fighter. Featuring original content, music and dance inspired by his words and determination, six artists use their creativity to campaign for a brighter future for all.

[More Information >](#)

April 29, 2023

Harriet Tubman: The Underground Railroad's Moses | Levi & Catharine Coffin State Historic Site

Meet Harriet Tubman – known as Moses during her years aiding freedom-seekers on their journeys north from Maryland on the Underground Railroad. Learn about Tubman's life, hear stories of her escapes, ask questions about her work with the Underground Railroad and more.

[More Information >](#)

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

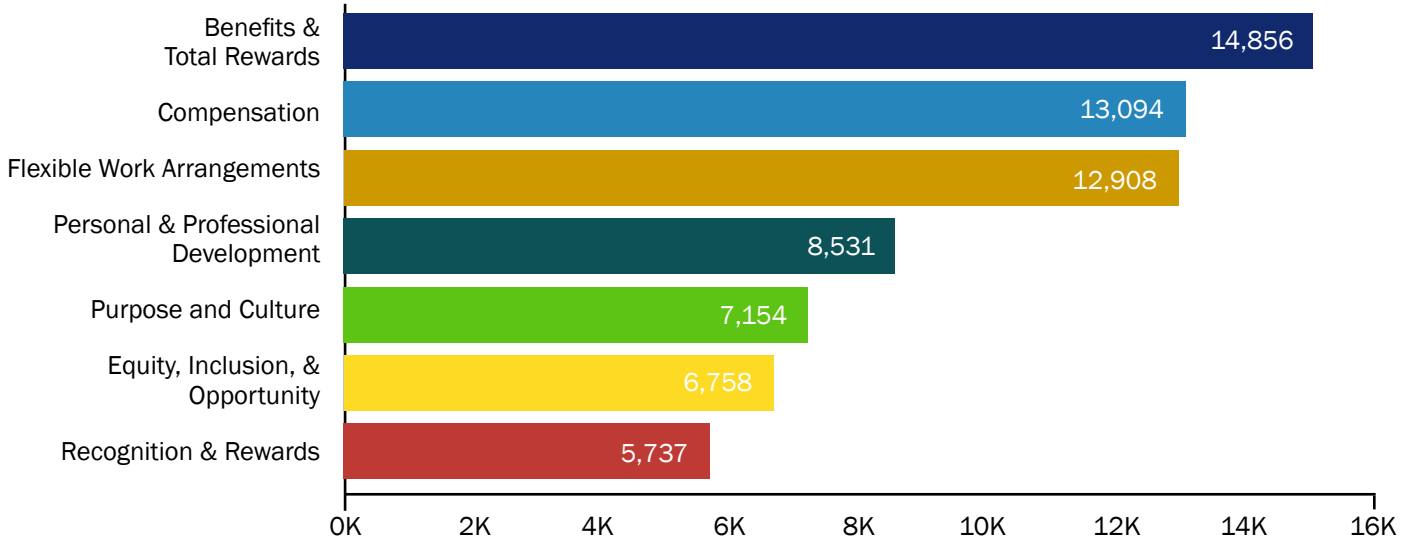
2023 Pulse Survey Summary

Statewide participation in the Spring Pulse Survey increased by over 22% and is now more representative of our employee population than ever before. Overall, the statewide Spring Pulse Score increased from 3.92/5 to 3.98/5 in Fall 2022. The Pulse Score measures four main categories: Basic Needs, Individual Needs and Contributions, Teamwork and Belonging, and Growth and Potential. Together, these indicators measure the overall engagement of state employees. If you took The Pulse Survey this round, thank you for participating— your feedback impacts workforce decisions and your agency will receive a customized Pulse Survey report and will be engaged in an action planning process targeting areas of growth.

Year	Participation	Pulse Score*
Spring 2023	18,090 employees	3.98/5.0
Fall 2022	13,992 employees	3.92/5.0
Spring 2022	14,171 employees	3.95/5.0
2021	8,346 employees	3.89/5.0

*Disengaged (1-2), Engaged (3), Highly Engaged (4-5)

Popularity of Workplace Characteristics



Questions	2021	Spring 2022	Fall 2022	Spring 2023
I understand what is required to be successful in my role.	4.23	4.30	4.26	4.27
My work is meaningful and contributes to the goals of my agency.	4.26	4.30	4.22	4.27
I seek opportunities to improve my performance.	4.25	4.30	4.25	4.28
My supervisor, or someone at work, seems to care about me as a person.	4.14	4.20	4.17	4.20
My supervisor, or another leader, encourages my professional development.	3.98	4.10	4.04	4.10
I have access to the equipment and information needed to do my job well.	3.87	3.90	3.89	3.96
I feel a sense of belonging and inclusion at work.	3.78	3.90	3.84	3.91
I receive timely feedback from my supervisor regarding my performance.	3.79	3.90	3.83	3.89
My peers are committed to continuous improvement.	3.73	3.80	3.73	3.81
I have access to opportunities at work that allow me to learn and grow.	3.71	3.80	3.76	3.86
Diverse identities and ways of thinking are valued in my workgroup.	3.71	3.80	3.77	3.81
I receive meaningful recognition when I do good work.	3.60	3.70	3.63	3.73
I work with someone I consider a close friend.	3.52	3.60	3.56	3.62
*Pulse Score	3.89	3.95	3.92	3.98

*Disengaged (1-2), Engaged (3), Highly Engaged (4-5)



Stay Strong: Tips to Protect Bones

Bones are the body's framework. We walk, sit, stand, exercise, climb, lift and carry with the help of our bones. Bones also contain marrow that makes red blood cells.

Did you know that after the age of 35, our bones gradually lose mass? Take steps in day-to-day life now to strengthen your bones for years to come. These tips can help¹:

- Eat a balanced diet with calcium and vitamin D, including dairy, leafy green veggies, fortified juice, nuts or fish.
- Weight-bearing exercise helps build bone mass. Walk, hike, play tennis or pickleball. Jump rope. Climb stairs.
- Tone muscles to support bones and help prevent injuries. Lift hand weights or use resistance bands.
- Stay at a healthy weight. Excess weight stresses bones and joints. Crash diets with too few calories can weaken bones.
- Don't smoke. Avoid secondhand smoke. Drink alcohol only in moderation.
- Sunlight helps your body make vitamin D. Go outdoors for 5-30 minutes of sunshine at least twice a week².

Wellness Webinar Series

The Buzz About Bones: Our bones support us and allow us to move. They protect our brain, heart and other organs, and store minerals that help to keep them strong. How can you take better care of your bones? You'll learn everything you need to know in this helpful seminar.

April 18, 2023 | 10:00 AM, 12:30 PM and 4:30 PM, ET

[Click to Register](#)



Use your camera app to register

1. NIH Osteoporosis and Related Bone Diseases National Resource Center: "Bone Health for Life: Health Information Basics for You and Your Family." April 2018. <https://www.bones.nih.gov/health-info/bone/bone-health/bone-health-life-health-information-basics-you-and-your-family>

2. NIH Office of Dietary Supplements: "Vitamin D: Fact Sheet for Health Professionals." August 2022. <https://ods.od.nih.gov/factsheets/VitaminD-HealthProfessional/>



Coach's corner

with **Coach Patricia, MS, RD, LDN**

"It is exciting to help members discover ways to meet their health and wellness goals by discovering small steps they can make in their everyday habits that lead to big changes and lifelong success."



Patricia's well-being tips:

Your health care provider is a great resource to help you take good care of your bones. Here are a few questions you might ask them at your next visit¹:

- Should I take a calcium or vitamin D supplement?
- If so, what dose or type of supplement is right for me?
- What does bone density mean?
- At what age should I get a bone density test?



Raspberry Yogurt with Dark Chocolate

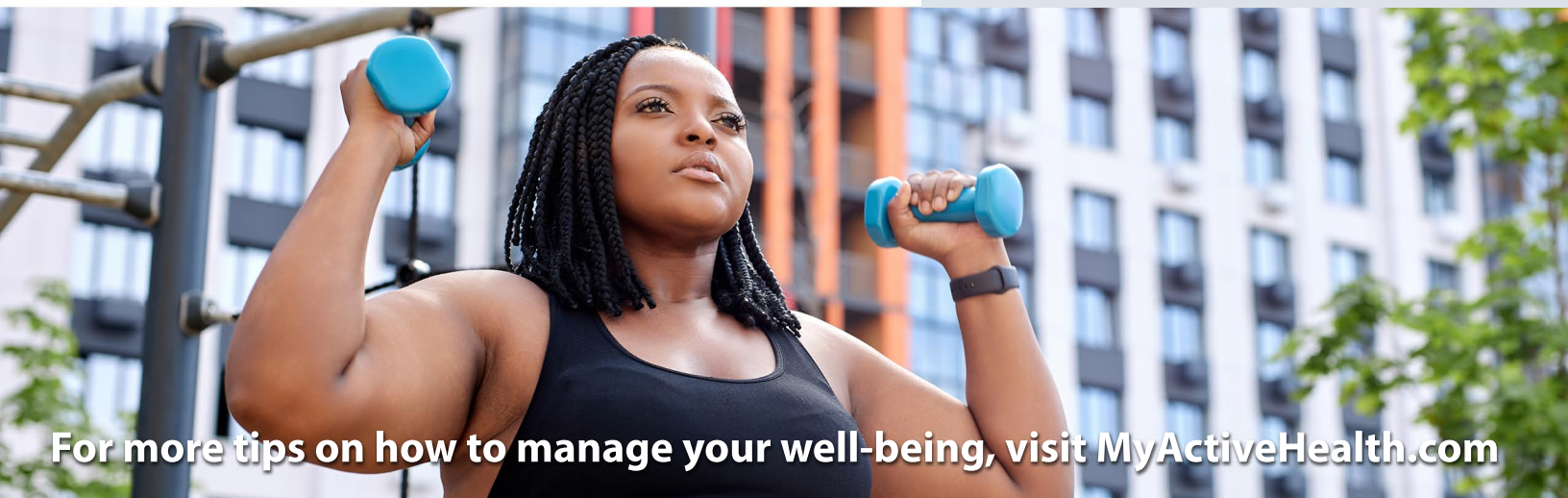
Whip up this fancy treat that's low in fat and rich in calcium. Use any type of fresh berry you find in your market. It's quick and easy to prepare, too.

MyActiveHealth.com > Resources > Learning Center.

Bone Up on Calcium

As children, we're told to drink our milk. That's because calcium is the building block of strong bones. Aim for 1,000 mg of calcium per day or 1,200 after age 50. Get calcium in milk and these other foods¹:

- Yogurt, cottage cheese, feta, kefir or other dairy foods
- Dark, leafy veggies like spinach, kale, turnip greens or bok choy
- Unsalted almonds and other raw nuts
- Beans and legumes; rinse canned beans to reduce sodium
- Cereals, fruit juice, tofu or soy milk or pudding with calcium added
- Fresh shrimp, or canned salmon or sardines with soft bones



For more tips on how to manage your well-being, visit MyActiveHealth.com

1. NIH Osteoporosis and Related Bone Diseases National Resource Center: "Bone Health for Life: Health Information Basics for You and Your Family." April 2018. Bone Health for Life: Health Information Basics for You and Your Family | NIH Osteoporosis and Related Bone Diseases National Resource Center

