



# The Torch

The official newsletter for State of Indiana employees

MAR  
2023

## Sign up for the March Statewide Team Challenge

Team up with your agency, track your activity to win!

TEAM CHALLENGE: MARCH 13 - 27

Team up and track your activity to win.

[Learn more](#)



Are you up for a fun challenge? Are you competitive? Would you like seeing your agency's team showered with statewide recognition and glory in The Torch? Do you love earning rewards? If any of these apply to you, sign up for the March statewide Team Challenge!

The competition is open to all full-time state employees. Join your agency's team and log your steps and active minutes to help your team win the top spot.

The Team Challenge runs March 13 through March 27.

### Join a team

**Registration is open for all full-time state employees!** To join a team, log in to ActiveHealth (or create an account), and select "Challenges" from the navigation. Click "Join a team" and scroll to find your agency teams. After finding a team, click the "Join" button. To invite other eligible co-workers, copy the invite link to send.

The competition starts March 13, so be sure to register and connect your device before the Team Challenge begins.

[Sign up for the Team Challenge](#)

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The Torch is published monthly by the Indiana State Personnel Department and is available online at [on.in.gov/TheTorch](https://on.in.gov/TheTorch).

## Got a story?

Submit your story ideas to: [spdcommunications@spd.in.gov](mailto:spdcommunications@spd.in.gov)

Twitter



LinkedIn



Instagram



Facebook



# 20th annual National Problem Gambling Awareness Month

March 2023 is the 20th annual National Problem Gambling Awareness Month, as designated by the National Council on Problem Gambling. The Hoosier Lottery highlights this important month with our Positive Play initiatives. Positive Play means whether you win or lose, playing the Lottery should be a positive experience. We promote messaging and provide tools to support this important campaign all year long. We want to help players know the game, set a limit, and keep it fun.

According to the National Council on Problem Gambling, approximately two million U.S. adults (1% of the population) meet the criteria for a severe gambling disorder. Another four to six million (2-3%) are considered to meet criteria for problem gambling. Signs of problem gambling may include financial problems, debt, borrowing money to play, spending more than you can afford, chasing losses, visiting multiple retailers in one day, visiting the same retailer multiple times, neglecting family or personal responsibilities, or obsessive thinking about gambling.

The Hoosier Lottery is committed to working with employees, retailers, and players to raise awareness and reach people to know the signs of problem gambling and the services that are available to help. Our employee program has been rated as a best practice by the World Lottery Association. It includes a deep-dive training for all employees every three-years, yearly refresher training, and specialized job-specific training. We train all our 4400 retailers once every three



years with skills they need to help keep play positive. Additionally, we communicate important responsible gaming information with them regularly through our monthly retailer newsletter.

The Hoosier Lottery is Level 4 Certified in Responsible Gaming with the World Lottery Association, which is the highest level that can be achieved. Certification requires an audit and review of the responsible gaming program by an independent panel of experts in corporate social responsibility. Level 4 lotteries are implementing specific programs into their day-to-day operations and are continuously improving their programs. The nine categories of commitments and actions that members must translate into actual programs include: research, employee and retailer programs, game design, advertising and marketing, player education, treatment referral, stakeholder engagement, and reporting and measuring.

You can find responsible gaming resources by visiting the Hoosier Lottery's website, [hoosierlottery.com/positive-play/responsible-gaming-resources/](https://www.hoosierlottery.com/positive-play/responsible-gaming-resources/).

*Article submitted by the Hoosier Lottery*

State Employee  
**DISCOUNTS**

## Supercross Championship



State of Indiana employees can enjoy these discounted tickets with family and friends.

**AMA Supercross Championship**  
**Saturday, March 11, 2023**  
**6:30 p.m.**  
**Lucas Oil Stadium**

**Purchase tickets here**

**CODE: STATE3** (You must place this code in the order form where the 'padlock' icon is located to unlock the discounted tickets.)

*This offer is valid until March 11, 2023, or until inventory is gone.*

**View discount**

# International Women's Day Event presented by Indiana Commission for Women

Presented by Event Chair Rupal Thanawala, the Indiana Commission for Women hosts the International Women's Day event with a four-part panel on how women can Learn, Lead, Leap and Lift each other. International Women's Day is a global day celebrating the social, economic, cultural, and political achievements of women. This year's theme is #EmbraceEquity for women everywhere to collectively achieve equity together and commemorate women's successes.



**International Women's Day  
Event Presented by ICW**

March 8, 2023 | 10:00 am - 3:30 PM  
Indiana Government South Building  
302 W. Washington St., Indianapolis, IN 46204

To register for this FREE event please visit [www.in.gov/icw/initiatives/](http://www.in.gov/icw/initiatives/)

**Wednesday, March 8, 2023**  
**10 a.m. - 3:30 p.m.**  
**IGCS - Auditorium**

[Click here to register to attend in-person](#)

[Click here to register to attend virtually](#)

## Keynote Speakers



**Dr. Lindsay Weaver**  
Chair  
Indiana Commission For Women  
*(Opening Keynote)*



**Karrah Herring**  
Chief Equity, Inclusion and Opportunity Officer  
Indiana State Government  
*(Lunch Keynote)*



**Joanna Millunchick**  
Dean  
IU Luddy School of Informatics, Computing, and Engineering, and IU School of Informatics  
*(Closing Remarks)*

## LIFT Panelist



**Alexis Gonzalez**  
Director of Hispanic and Latino Affairs  
State of Indiana  
*(Moderator)*



**Cynthia Cordona**  
President, Lilly Foundation and Assoc. VP  
Lilly Foundation



**Gina Ashley**  
Chief Operating Officer  
United Way of Central Indiana



**Rupal Thanawala**  
President  
Trident Systems  
*(Program Chair)*

## LEARN Panelist



**Becky Schломann**  
Associate Director for Recruiting and Admissions  
IU Kelley School of Business in Indianapolis  
*(Moderator)*



**Leigh Anne Taylor Knight**  
Executive Director & COO  
The DeBruce Foundation



**Stephanie Bothun**  
VP & Co-Founder  
Ascend Indiana



**Chris Lowery**  
Higher Ed Commissioner  
Indiana State Government

## LEAD Panelist



**Mukti Patel**  
Senior Marketing Consultant  
*(Moderator)*



**Tracy Ellis-Ward**  
Senior Vice President for DE&I  
Pacers Sports & Entertainment



**Beth Keyser**  
President  
Anthem Blue Cross and Blue Shield Indiana



**Melissa Proffitt**  
Partner  
Ice Miller

## LEAP Panelist



**Jordan Teske-Harrison**  
Director  
Indiana Commission for Women  
*(Moderator)*



**Melissa St. John**  
CEO  
Relocation Strategies



**Keshia Reich**  
Deputy Commissioner, Division of Supplier Diversity  
Indiana Department of Administration



**Nadine Givens**  
Senior Vice President, Indiana Market Director, Private Bank  
PNC Bank

## Government Women in Technology Annual Summit

Did you know there is a Government Women in Technology (GWIT) affinity group at the state?

GWIT is a professional networking group, founded in 2019, and it boasts over 130 members with nearly 30 agencies represented.

State employees are invited to attend the annual Government Women in Technology Summit on March 8. The exciting line up features state and national speakers and panel discussions.

**Date: March 8, 2023**  
**Time: noon - 1:30 p.m.**

Note: Employees are encouraged to attend the Summit, however, it cannot be done on state time. Please check with your supervisor about flexing this time.

# Influencing Lincoln: The Pursuit of Black Freedom

“Influencing Lincoln: The Pursuit of Black Freedom,” an exhibition that explores the Black community’s fight for freedom and equal rights during and after the Civil War at the national level and in Indiana, will be open March 18 - Oct. 29 at the Indiana State Museum.

Visitors will learn how members of the Black community — national figures like Frederick Douglass or people in Abraham Lincoln’s immediate circle — influenced the President as he moved toward ending slavery and advocating for greater rights. And they’ll see rare historic documents that resulted from this movement: the Emancipation Proclamation and the 13th Amendment.

“Influencing Lincoln” covers the years 1861-1875, from the beginning of Lincoln’s presidency to the extension of voting rights under the 15th Amendment and the election of the first Black members of Congress.

The exhibition is free with museum admission, which is \$17 for adults, \$16 for seniors, \$12 for children and \$5 for current college students with an Indiana school ID. For more information, call 317-232-1637.

“Black people were active in this freedom struggle,” said Kisha Tandy, curator of social history and co-curator of the exhibition. “They weren’t sitting around waiting for someone to give them freedom. They were organized, effective and deliberate. Deliberate in their actions to obtain freedom, organized in the way they went about it, and effective because they made change.”

“Emancipation was a process rather than an event,” added Susannah Koerber, chief curator and research officer and co-curator of the exhibition. “And it was pushed forward by people in the Black community.”

This was not just a national story, but an Indiana story as well.

“The same institution-building and use of social networks to effect change and equal rights were also happening in communities around the country, including Indianapolis,” Koerber said. “In the exhibition, we have the national story that happens with Lincoln and the parallel story that happens here with places like Bethel African Methodist Episcopal Church and the organization of the 28th Indiana United States Colored Regiment.”

“The institutional foundations that were laid during this time period continue to support the community today,” Tandy added.

Visitors will:

- See how the Black community fought for freedom and equal rights in many ways, using their resources, connections (including Lincoln) and the institutions they built, especially the Black church, as well as military service.
- Appreciate the valor of the United States Colored Troops, including the 28th Indiana, and explore why the Black community fought so hard for the right to fight with the Union troops and how their service helped advance the cause of equal rights and citizenship.

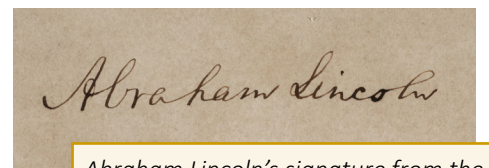
- Understand why fighting for freedom alone was not enough but had to be joined with the rights of full citizenship, including voting rights and political representation.

Artifacts that will be on display include:

- The inkwell used by Lincoln to sign the Emancipation Proclamation.
- Copies of the Emancipation Proclamation and 13th Amendment signed by President Lincoln. (Because these documents are light-sensitive, they will only be displayed March 18 - April 16, June 14 - July 2 and Sept. 20 - Oct. 29.
- The battle flag of the 28th Indiana United States Colored Infantry, on loan from the Indiana War Memorial Museum.
- A pew and pulpit from the historic Bethel African Methodist Episcopal (AME) Church in Indianapolis.

*“Influencing Lincoln” is supported by Ball Brothers Foundation and Barnes & Thornburg LLP.*

*Article submitted by the Indiana State Museum and Historic Sites*



*Abraham Lincoln's signature from the Emancipation Proclamation*

## IDEM appoints new agricultural liaison, Megan Espinda

Megan Espinda is the Indiana Department of Environmental Management's (IDEM) new agricultural liaison, a position created in 2012 in recognition of the regulated farm community's impact on Indiana's economy and environment.

Megan's mission is to establish open relationships with producers and positively influence the future impact of Indiana's agricultural and related industries.

Agriculture is a billion-dollar industry and is one of Indiana's primary pillars of economic development. In her position, Megan collaborates with farmers, commodity groups, agricultural organizations, the agricultural community, and other industry professionals to help maintain a common goal of producing high-quality agricultural products while protecting the environment. Megan also provides internal consultation to IDEM staff on agricultural issues and serves as the agency's expert when developing agriculture-related policies.

Megan earned her bachelor's degree in animal science from the University of Findlay (Ohio) and a master's degree from Kansas State University in agribusiness with added emphasis on food and



*IDEM's Agricultural Liaison Megan Espinda*

animal health. She has a published master's thesis in strategic market analysis, brand recognition and facility expansion. In addition, Megan has experience in the livestock-showing industry (beef and sheep). She has assisted in developing business plans for small production dairies to transition operations from traditional to organic production.

*Megan welcomes the opportunity to talk to farmers, producers, and others with questions or concerns about environmental regulations or programs targeting the ag industry, including areas where IDEM can provide additional services, education or outreach. You can contact Megan at [MEspinda@idem.IN.gov](mailto:MEspinda@idem.IN.gov) or 317-601-1949.*

*Article submitted by the Indiana Department of Environmental Management*

## The 2023 Spring Pulse Survey is here!

**Be sure to complete the 2023 Spring Pulse Survey by Friday, March 17!**

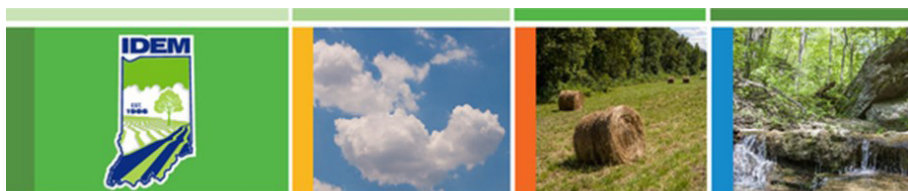
Your chance to voice your thoughts about the State of Indiana employee experience is here! By sharing your opinions through the Pulse Survey, you allow the Indiana State Personnel Department (INSPD) to:

1. Measure the overall employee experience statewide.
2. Evaluate the impact of changes such as the new compensation structure for civil service employees.
3. Improve agency work culture based on your feedback.
4. Prioritize the creation of employee-centric policies and workforce decisions that improve the overall employee experience.

To ensure our results represent all state employees, we need your participation. Please help us reach our goal of at least 60% employee participation by completing the survey and encouraging your colleagues to do so as well.

**As always, the Pulse Survey is confidential, and no identifiable information will be shared with your agency or your manager. We emphasize this to reassure and encourage you to be as open as possible as you answer questions.**

**Take the 2023 Spring Pulse Survey now!**



INDIANA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

## Looking back, looking forward: Retiring Feaster proud of work, team

Tina Feaster will soon formally close the book on a career in public health that has spanned more than three decades.

When that day comes (and for all those that will follow it), she may pick up her guitar and play a few licks, or she might finally give the keyboard she's been planning to learn another go. She'll probably spend a lot of time in the garden. The latter activity might be particularly fitting, as Feaster's final days with the Indiana Department of Health (IDOH) will primarily be directed toward helping her successor shepherd the Healthcare-Associated Infections team, watching the program grow and flourish in the years to come, just as it has throughout Feaster's tenure.

"I think it's important to show them the 'tips and tricks,'" she said, noting that she wished to provide "historical background" and to "pass the torch."

By the same token, Feaster's time with IDOH has seen her work to forge strong relationships with other public health entities to address outbreaks ranging from fungal meningitis to Ebola.

She joked that, at least initially, she hadn't really considered a career in public health, but once life led her in that direction, she didn't alter course. Born in Chicago, Feaster's first work after college was with the United States Department of Agriculture (USDA). She got into public health with IDOH by working in the HIV section of the IDOH Laboratories. Six months later, Feaster became a tuberculosis

(TB) microbiologist. She followed that up with time spent as a TB epidemiologist then as an invasive disease epidemiologist before taking on her current role as [Healthcare-Associated Infections](#) (HAI) coordinator.

She and her husband, Bill, settled in Bloomington before moving to Indianapolis, where they reside now. Feaster's work takes place within the Infectious Disease Epidemiology & Prevention Division (IDEPD) and is a necessary part of better health outcomes for Hoosiers receiving care in a healthcare facility.

Healthcare-associated infections are those that develop from surgical procedures, the use of a catheter, or other means. Feaster puts her work and that of her team in the arena of multidrug-resistant organisms (MDROs) at the top of a list of accomplishments that have done much to prevent the spread of illness throughout the years. She lauded her colleagues for their work and talked of the important relationships established with the Centers for Disease Control and Prevention (CDC) (which she called "a fabulous partner") and others, as these partnerships formed the bedrock of her division's success.

"It's so rewarding," she said of those partnerships. "It's so cool that we do that kind of stewardship."

She noted that the reduction in the amount of prescription drugs a person may need to take to treat an infection is a sign that the HAI team's work is making a difference in people's lives.



IDOH's Tina Feaster

"We have a great team," Feaster said.

Thanks to grant funding from the CDC, one of the biggest changes Feaster has seen throughout the years has involved the expansion of her team in times of need. In one period, the group went from a team of three to a crew of 20.

"We've been able to build a team that can do great things," she said. "With that funding, we were able to hire 11 infection preventionists."

She pointed to recent pay increases for state employees as another way her team can hire and retain qualified personnel able to help meet public health challenges.

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

# DCS recognizing social workers across the state during Social Work Month

March is Social Work Month, and the Indiana Department of Child Services (DCS) is recognizing social workers across the state! This year, agency celebrations reflect a gardening theme to honor the many ways social workers care for others. Every community is like a garden: a place of renewal, growth and nurturing. It has unlimited potential when we take care of it. Social workers are the gardeners whose expertise and care help people grow!

This year, DCS is encouraging its staff to recognize one another by participating in a “Petals of Praise” campaign. Each county office is

invited to create its own community garden on the wall, where staff can recognize one another with messages on petals for the garden. It’s a great way to celebrate coworkers and the hard work they each do, and it can be replicated in any agency, in any office, to show appreciation and recognize the great work people do every day.

You can join DCS in recognizing Social Work Month! You might not realize how many social workers you meet —

educators, health care workers, child care facility staff and so many more. Each plays a role in making this world a safer and better place. Give the social workers in your life a big thank you this month and every month. We are lucky to have them!

*Article submitted by the Indiana Department of Child Services*



## Become a Wellness Champion for your agency

### BECOME A WELLNESS CHAMPION

Join us in raising awareness and engagement in healthy practices at your worksite!

[Learn more](#)



The State of Indiana is committed to employee well-being. Become a Wellness Champion for your agency and help encourage engagement and raise awareness for healthy practices at your worksite!

[Learn more & Sign Up](#)

Interested in becoming a Wellness Champion for your agency? Please visit [on.in.gov/WellnessChampion](https://on.in.gov/WellnessChampion) for more information.

## How do HealthSync Tiers work?

### Tier 1 HealthSync Providers Offer Quality Care at the Most Affordable Rates

Medical expenses can be a significant part of your annual spending budget. That's why the State of Indiana's medical plans give you a way to manage your healthcare dollars without sacrificing quality of care.

Tier 1 HealthSync is a network of providers who offer quality care at the lowest rates available. And these providers are available with all three of our medical plans: CDHP 1, CDHP 2 and the Traditional PPO Plan. In fact, all three medical plans give you a choice of three provider networks:

- Tier 1 HealthSync
- Tier 2 In-network
- Out-of-network

The same services are covered in each network tier. However, you'll have lower out-of-pocket expenses when you choose Tier 1 HealthSync — the lowest deductible, coinsurance and out-of-pocket maximums.

- Helpful tip: Go to the State Personnel Department's benefits page to learn more about how deductibles and out-of-pocket maximums apply.

### Find a HealthSync Provider

To find a Tier 1 HealthSync provider, go to [anthem.com](http://anthem.com) and click on the Find Care tab. Be sure to log in or create an account if you don't already have one. When you search

for a provider, the Anthem system will automatically show the tier for each provider.

### Example:



### How Tier 1 HealthSync Works

This is an example of how Mia, a state employee, uses HealthSync throughout the year to manage her costs:

- **Tier 1 HealthSync Visit:** Mia visits a Tier 1 provider for a non-preventive service and pays \$100, which is applied toward both her Tier 1 and Tier 2 deductibles.
- **Tier 2 In-network Visit:** Next, she sees a Tier 2 provider, which costs \$200 — again applied toward both her Tier 1 and Tier 2 deductibles.
- **Additional Visits:** Mia sees Tier 1 or Tier 2 providers. Her expenses — including labs, prescriptions and X-rays — apply toward both Tier 1 and Tier 2 deductibles.
- **Tier 1 Deductible Met:** Now Mia only pays 10% when she visits a Tier 1 provider. The 10% Mia pays counts toward her Tier 1 and Tier 2 out-of-pocket maximums.
- **Tier 1 Out-of-pocket Maximum Met:** This means she no longer pays anything when she sees a Tier 1 provider. Since in-network pharmacies are Tier 1 providers, her prescription costs will also be covered in full.
- **Impact on Tier 2 Out-of-pocket Maximum:** Mia has not yet met her Tier 2 out-of-pocket maximum, so she still pays 30% for any claims with a Tier 2 provider. If Mia meets the Tier 2 out-of-pocket maximum, then she'll pay \$0 for any additional care received from Tier 2 providers.





continued from page 1

## Sign up for the March Statewide Team Challenge

### Daily goal

#### **10,000 steps and 15 active minutes.**

The team with the highest percent completion wins! Every 25% completed toward your daily goals moves your team forward in the challenge. Reaching 125% of your daily goal gives your team a bonus to help claim the top spot in the leaderboard. The Team Leaderboard will refresh every morning, showing which agency teams are in the lead.

### Earn Wellness Rewards

Employees and spouses who are enrolled in a State Personnel Department sponsored medical plan earn **\$10 in rewards** for participating in a Team Challenge, for a maximum of \$20 annually.

### Team Challenge Resources

- [Team Challenge FAQ](#)
- [Log in to ActiveHealth to register](#)
- [Team Challenge webpage](#)



## ActiveHealth Coach's Corner

### Good night, sleep well

Sleep needs vary from person to person. And they change throughout the life cycle.

**Quality and quantity.** Not getting enough sleep can be a problem. So is waking up too often in the night. Aim for at least 7 hours of good quality sleep each night.

**Relax before bedtime.** Set up a routine that quiets your mind and cues your body that it's time for sleep.

**Good sleep, good health.** Your body renews itself during sleep. And your brain processes data from the day.

**Know when to call your doctor.** Does it take more than 30 minutes to fall asleep? Do you wake up often in the night or snore loudly? Do you feel sleepy during the day or take a lot of naps? If so, it might be time to talk to your health care provider.

### Jackie's healthy sleep tips:

**Know your habits.** Look for patterns before bed that may be affecting your sleep in a negative way.

**Create a new plan.** Try a new bedtime routine that helps you relax before bed.

**Try this.** Avoid blue light devices (TV, phones, tablets and computers) an hour before bed.

**Think about fitness.** Try to exercise at least 30 minutes most days. But not too close to bedtime.



Coach Jackie  
Certified Health Coach

### Get started on your health goals:

You can sign up for a 15- to 20-minute one-to-one coaching session with Jackie at the Government Center Clinic. It's easy to schedule: just call 855-202-4219.

# 2023 IDEM Tower Climb Wellness Challenge

March 15 - 17, 2023

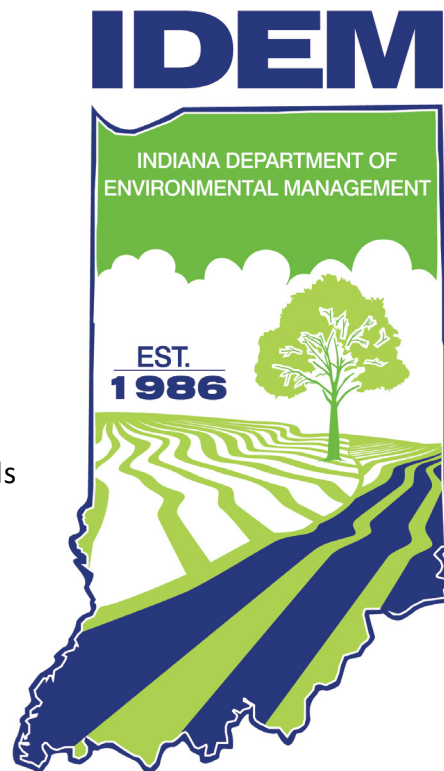
Climb stairs in the IGCN stairwells at any time from March 15 - 17, 2023. Challenge yourself and set a climbing goal or try a competitive or group challenge. Make sure you wear green & some good shoes!

## What's your goal?

- Climb 3 consecutive flights of stairs.
- Do one IDEM "Tower Climb" - IGCN Basement to 13th floor (14 flights, 300 stairs).
- Climb on multiple occasions until you reach a bigger goal.

**Challenges |** Individual and group challenges begin in the two stairwells in IGCN with basement access.

- High Speed Challenge - how fast can you do an IDEM Tower Climb?
- High Count Challenge - how many total IDEM Tower Climbs can you do in three days?
- Social Climber Challenge - complete one IDEM Tower Climb in a group of 3+ people.
- Social Commuter Challenge - complete three IDEM Tower Climbs in groups of 3+ people.



## Submit total stairs to win!

- Self-report cumulative stairs climbed from March 15 - 17, in-person at IGCN only.
- Submit number via email before the end of the week to [GMckerch@idem.IN.gov](mailto:GMckerch@idem.IN.gov).

**What's your Goal?**

- Indiana Dunes State Park**
  - 3 Dunes Challenge (900 stairs)
- Indiana's tallest building**
  - Salesforce Tower (1,054 stairs)
- USA's tallest building**
  - One World Trade Center (2,226 stairs)
- World's tallest building**
  - Burj Khalifa – Dubai (2,909 stairs)
- Mount Washington (Easy Route)**
  - Mountain in New Hampshire (6,720 stairs)
- Half Dome (John Muir Trail)**
  - Peak in Yosemite National Park, CA (8340 stairs)

# IDDC launched new e-commerce web page on March 1

Lt. Gov. Suzanne Crouch and the Indiana Destination Development Corporation (IDDC) launched a new e-commerce web page, IN Indiana Store, on March 1.

The online store will feature apparel and novelty items with original designs focused on what makes Indiana a great place to live, work, play and stay. The web page is a collaborative project with United State of Indiana, a West Terre Haute-based company.

Some featured themes in the IN Indiana collection include parks and recreation, loving our mid-west roots, and the unique things that make Indiana special. From hats to T-shirts, to hoodies, there will be plenty of options to put your Hoosier spirit on display.

The IN Indiana collection will be available for purchase online at [VisitIndiana.com/shop](http://VisitIndiana.com/shop) and at the new United State of Indiana store in Broad Ripple at 1051 E. 54th Street, following their grand opening Friday, March 3, and Saturday, March 4.

A wholesale program with discounted pricing is available for IDDC partners who would like to stock their online stores or gift shops with the IN Indiana collection.

[Visit the IN Indiana Store online now](#)

*Article submitted by the Indiana Destination Development Corporation*



# Severe Weather Preparedness Week is March 12-18



Indiana is no stranger to storms. You may have already woken up to thunderstorms this year. We deal with snow and ice each winter, then in the summer, extreme heat can alter our outdoor plans. Even though we experience this kind of weather often, we cannot get complacent.

Each year, IDHS collaborates with the National Weather Service during Severe Weather Preparedness Week to remind and educate Hoosiers about seasonal severe weather threats and how to effectively prepare for them.

All Hoosiers should learn the best practices to stay safe, save lives and recover from Indiana's severe weather.

IDHS encourages all families, schools and workplaces to make tornado safety plans. You can practice these plans during the statewide tornado drill from 10-10:30 a.m. on Tuesday, March 14.

Throughout the week, IDHS will share severe weather safety tips on social media. Follow IDHS and use the hashtags #SevereWx and #SWPW!

*Article submitted by the Indiana Department of Homeland Security*

# Indiana State Museum to Introduce Late Night Thursdays

The Indiana State Museum will stay open late on Thursdays – until 8 p.m. – beginning March 2, an addition of three hours to its weekly operating schedule.



“This is a new opportunity for people to visit the museum during a time when it has traditionally not been accessible,” said Eric Todd, vice president of operations for the Indiana State Museum and Historic Sites. “This should give working people who may be busy on the weekends the opportunity to visit when it fits into their schedules.”

For the first couple of months, the museum plans to assess the audience for Late Night Thursdays before adding additional programming on Thursday evenings during the summer. Potential programs include game nights, college nights and events based around the museum’s special exhibits.

The museum’s regular hours are now 10 a.m. to 5 p.m. Wednesdays, Fridays, Saturdays and Sundays, and 10 a.m. to 8 p.m. Thursdays. Admission is \$17 for adults, \$16 for seniors, \$12 for children and \$5 for current college students with an Indiana school ID. Admission is discounted \$2 after 3 p.m. on all days.

On Thursdays, the Farmers Market Café will be open until 7 p.m. and IMAX Theater concessions also will be available.

For more information, call Visitor Services at 317-232-1637.

*Article submitted by the Indiana State Museum and Historic Sites*

## Springboard into a new year of success!

It’s goal setting time at the State of Indiana and this is your opportunity to:

- Get on the same page with your manager.
- Understand your alignment with the agency.
- Set goals for your growth and performance in 2023.

Be sure that you and your manager plan time for this important Performance Appraisal one-on-one.

### What is Alignment?

As you prepare for goal setting with your manager, ask yourself: Are my goals aligned with my agency’s goals? Do my day-to-day work activities align with my coworkers’ goals? Then, discuss with your manager ways you can collaborate to create more alignment in your work.



In [this video](#) with Workforce Strategy & Performance Director Cam Rowley, discover how alignment, both with your organization and with your peers, can help you find purpose in your work and help your team stay laser focused on it’s goals.

# Give Kids a Smile 20th anniversary celebration brings free dental screenings to Hoosier kids

Here's a cold, hard tooth ... er, truth: About 20% of Hoosier kids suffer from untreated tooth decay, and as many as four in 10 children in Indiana are experiencing tooth decay by the time they enter kindergarten.

Those alarming facts are part of the impetus behind the long-running [Give Kids a Smile](#) volunteer program, which seeks to provide educational, preventive and restorative dental services for children.

The Indiana Department of Health helped celebrate the 20th anniversary of the American Dental Association Foundation's volunteer program's inception as a nationwide event by partnering with the Indiana Dental Association, the Indiana University School of Dentistry and other participating providers.

Key program events took place Feb. 18 at the Indianapolis Public Library, where a mobile screening unit was set up for exams alongside Storytime Smiles with [America's ToothFairy](#).

Article submitted by the Indiana Department of Health



IDOH Chief Medical Officer Dr. Lindsay Weaver joins IDOH Oral Health Director Nelly Chawla, Dr. Jeffrey W. Johnstone and dental hygienist Atefeh "Autty" Ahanchian at the event.



Dr. Armando E. Soto-Rojas (IU School of Dentistry), Christine A. Stephan (as the Tooth Fairy), Nelly Chawla, Holli Seabury (of Delta Dental Foundation) and Jill Malmgren from America's ToothFairy attend a Feb. 18 event at the Central Library.

## TB Prevention and Care team prep for March summit

[World TB Day](#) shows up only once on the calendar each year, but for the Indiana Department of Health's Tuberculosis Prevention and Care Program team, planning its own summit in concert with the global day of recognition is a year-round activity.

The results of that 'round the clock work will once again be on display when [IDOH's TB Day Summit](#) takes the stage at the Ivy Tech Community College Culinary and Conference Center in Indianapolis March 23. An array of experts will discuss updates and case studies from the past year, providing an overview of the current

state of TB prevention and care in Indiana.

Tuberculosis is an infectious bacterial disease that primarily affects the lungs. According to the World Health Organization (WHO), 1.6 million people died from TB in 2021, and about 10.6 million people were diagnosed with the illness worldwide.

IDOH's [TB Prevention and Care Program](#) team is tasked with working to eliminate TB in the Hoosier State through case oversight and management, surveillance activities, creating public health



Kelly White (center) serves as director of IDOH's TB Prevention and Care Program. She's seen here with (left to right) Sandi Morse, Mary Weber, Roxanne Collins, and Jill Brock.

continued on page 20

# Lucky Dog 5K

March 11, 2023

White River State Park

Join us on Saturday, March 11, 2023, for an exciting "Lucky Dog 5K-9 Themed" event that features the scenic views of White River State Park, Downtown Indianapolis! This race is a sure thing for a great doggy good time! Registration Includes long sleeve t-shirt, finisher medal, 5k run/walk entry, chip timed race bib, live race results, and finish line treats for humans and dogs! We are running to support pets, pet lovers and animal charities! So you can run or walk with or without your pet!

[More Information >](#)

A poster for Camp Indiana. The background is a dark blue space scene with a glowing blue arc at the top. An astronaut is floating in the upper right. The text "CAMP INDIANA" is written in large, glowing yellow letters. Below it, "INDIANA BELIEVE IT OR NOT!" is written in white, slanted letters. Further down, there are details about the camp sessions, including dates (June 12-16, June 19-23, July 10-14, July 17-21), age requirements (2nd to 6th grade), and a \$75 tuition fee. At the bottom, contact information for Bailey Hinton-Matthews is provided.

**CAMP INDIANA**

**INDIANA BELIEVE IT OR NOT!**

COME JOIN US FOR A WEEK OF SUMMER FUN!

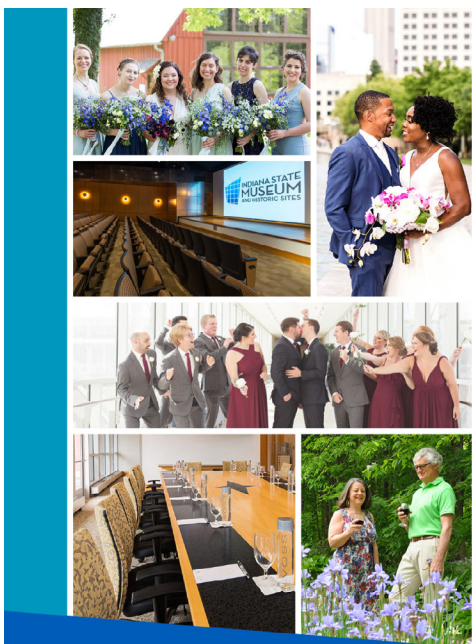
CAMPERS MUST BE BETWEEN ENTERING 2ND GRADE AND ENTERING 6TH GRADE (AGES 7-11)

SPOTS AVAILABLE FOR 15 CAMPERS PER SESSION

**\$75 TUITION FEE**

**JUNE 12-16**  
**JUNE 19-23**  
**JULY 10-14**  
**JULY 17-21**

FOR QUESTIONS AND INFORMATION ON HOW TO REGISTER:  
**BAILEY HINTON-MATTHEWS**  
**BHINTON1@IDOA.IN.GOV**



# BOOK NOW!

Through March 31, get 23% off rental fee for events booked through June 2023.

[BROWSE VENUES](#)



# 2023 Farmworker Awareness Event

March 28, 2023  
11 a.m.  
Indiana Statehouse

Celebrate the successes of Indiana Migrant Farmworkers in the people's house. There will be community vendors sharing information as well as a long sleeve shirt collection to give back to the Migrant Farmworkers to protect them from pesticides and the sun. Join us to celebrate with food and a special musical surprise!



Presented by:

Click here for more  
information and to  
sign up



proteus  
Job Training • Health Care • Assistance



## State employee's can now earn professional certificates through LinkedIn Learning

LinkedIn acquired EduBrite to test and verify the skills people have to help them grow in their careers and enable them to earn trusted credentials. Learners are now able to take EduBrite certification exams from LambdaTest, SS&C BluePrism, Microsoft Global Skills Initiative, and Zendesk via LinkedIn Learning.

To see more information about professional certifications offered by linkedIn Learning, [click here](#) or select a specific course from the list to the right.

- [Zendesk Customer Service Professional Certificate](#)
- [Career Essentials in Project Management by Microsoft and LinkedIn](#)
- [Career Essentials in Administrative Assistance by Microsoft and LinkedIn](#)
- [Career Essentials in System Administration by Microsoft and LinkedIn](#)
- [Career Essentials in Data Analysis by Microsoft and LinkedIn](#)
- [Career Essentials in Business Analysis by Microsoft and LinkedIn](#)
- [LambdaTest Test Automation Professional Certificate](#)
- [SS&C Blue Prism Robotic Process Automation Professional Certificate](#)
- [Career Essentials in Software Development by Microsoft and LinkedIn](#)

 Learning





**March 3, 2023**

**Thank you for all you do!**



Artwork by Rihanna Hartman (age 15, sophomore), submitted by Amanda Hartman (Indiana Department of Child Services)



# Volunteer Opportunities



## State Employee Volunteer Opportunities to Aid Area Homeless

State employees who want to help the homeless in downtown Indianapolis are invited to connect with local community organizations who are providing services to those in need.

Indiana 211 has identified organizations that are accepting volunteers who want to assist individuals experiencing barriers to stable housing. State employees who would like to volunteer should consider these organizations as options for helping, rather than provide food and clothing directly to people. Volunteering with the organizations that are properly equipped and trained allows the people in need to receive help for a variety of issues they might be facing.

**Below are agencies currently accepting volunteers.**

### Dayspring Center

[www.dayspringindy.org/](http://www.dayspringindy.org/)

Contact: Janice Cox, [janice@](mailto:janice@dayspringindy.org)

[dayspringindy.org](http://dayspringindy.org) or 317.635.6780

### Mary Rigg Neighborhood Center

[maryrigg.org](http://maryrigg.org)

Note: Register online

### Wheeler Mission

[wheelervolunteer.org](http://wheelervolunteer.org)

Contact: Tammy Caldwell,

[tammycaldwell@wheeler.org](mailto:tammycaldwell@wheeler.org)

### Horizon House Inc

[www.horizonhouse.cc/](http://www.horizonhouse.cc/)

Contact: Gabby Padilla,

[gabbyp@horizon.cc](mailto:gabbyp@horizon.cc)

### Second Helpings

[www.seconddhelpings.org](http://www.seconddhelpings.org)

Note: Must be fully up to date with COVID 19 vaccine

Remember, full time employees may use up to 15 hours of Community Service Leave (part-time may use up to 7.5) to volunteer at a 501(c)(3) organization per year. Employees wanting to use Community Service Leave must request leave in writing using [State Form 49044](#) at least seven calendar days in advance. Employees can find the full [Community Service Leave Policy here >](#)



# Health Care Literacy Quiz

Did you know all the answers to last month's Health Care Literacy quiz? Check out the answers below! How did you do?

1. What do you call the amount deducted from your pay to cover the cost of medical insurance?
  - a. Out-of-pocket maximum
  - b. Deductible
  - c. Co-insurance
  - d. Premium
2. When can you receive preventive medical care at no cost?
  - a. Anytime
  - b. When you see a Tier 1 HealthSync provider
  - c. When you see a Tier 2 HealthSync provider
  - d. Both B and C
3. Maria has not yet met her deductible. She sees her primary care provider for a sick visit. What will she have to pay for the visit?
  - a. Full cost because she's not met her deductible
  - b. Nothing because it's preventive care
  - c. Just 10% coinsurance
4. Once you meet your HealthSync deductible, what is your share of coinsurance when you see a HealthSync provider?
  - a. 10%
  - b. 20%
  - c. 30%
5. The tier you choose determines which of the following?
  - a. Deductible
  - b. Coinsurance
  - c. Out-of-pocket maximum
  - d. All of the above
  - e. None of the above
6. Which of the following can you find on the Indiana State Personnel Department's benefits website?
  - a. Tips to quit smoking
  - b. Information about the Statehouse Market
  - c. Prescription drug coverage
  - d. None of the above
  - e. All of the above
7. On the Invest In Your Health Indiana website, which tab should you click on to get information about the Employee Assistance Program?
  - a. Preventive Care
  - b. Mental Health
  - c. Commit to Quit

# Updated Equal Employment Opportunity Language on State of Indiana Job descriptions

"The State of Indiana is an Equal Opportunity Employer and is committed to recruit, select, develop, and promote employees based on individual ability and job performance. Our policy is to provide equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, creed, religion, sex, national origin, ancestry, age, sexual orientation, gender identity, physical or mental disability, or veteran status. We will comply with the spirit as well as the letter of all applicable state and federal laws. If you are a qualified individual with a disability and require reasonable accommodation in completing this application, you can request assistance by contacting the Indiana State Personnel Department at [jobs@spd.IN.gov](mailto:jobs@spd.IN.gov).

The State of Indiana has established a culture that welcomes equity, inclusion, and opportunity for all employees and applicants. We encourage you to apply if you feel you have the transferrable skills to be successful in this position and we look forward to reviewing your application."



Artwork by Lauren Koehler (Indiana Department of Child Services)

**March 4, 2023**

### **Full Moon Hike | Charlestown State Park**

Meet at the Trail 3 and 4 parking lot for this Rugged, 2.1-mile hike on Trail 3. As always, good shoes, a hiking stick and red flashlight are recommended for all full moon hikes.

[More Information >](#)

**March 11, 2023**

### **Running with the Irish 5K Race | Indiana Dunes State Park**

Celebrate St. Patrick's Day weekend this year by joining St. Patrick School's 23rd annual pre-spring event! Hundreds of people will enjoy a relaxing walk or invigorating run on the Indiana Dunes State Park's roads with scenic views.

[More Information >](#)

### **Morning Lake Hike | Spring Mill State Park**

Morning time is one of the best times to hike! Meet Anthony at the Nature Center (Lakeview Activity Center) for a hike around the lake (Trail 5) and learn some of the history of this beautiful resource.

[More Information >](#)

### **Soil to Shelf | Lincoln State Park**

This program will feature DNR Tree Improvement Specialist Phil O'Connor. Phil will share tips on grafting trees and actually demonstrate the process. We will also boil down maple sap and finish a small amount into syrup.

[More Information >](#)

### **Turkey 101 | Pigeon River State Recreation Area**

Do you want to learn about turkey hunting? Turkey 101 is a classroom-only workshop tailored for people new to turkey hunting. During the workshop, participants will become familiar with Indiana turkey hunting laws, basic turkey biology, methods and strategies for hunting turkey, recommended equipment for turkey hunting, and where to hunt turkey.

[More Information >](#)

### **Winter Hike Series: Dog Hike 2 | Brown County State Park**

Come enjoy a social walk with other canine-loving park visitors! Meet at the Ogle Lake Parking Area to hike around the lake. Trail 7 is 1.5 miles and rated as moderate. The section around the lake is fairly easy, but does have some smaller staircases and brief patches of uneven ground. The hike will take about one and a half hours to complete. Visitors without dogs are also welcome to participate in the hike.

[More Information >](#)

**March 16, 2023**

### **Monthly Lunch Nature Program Series | Ouabache State Park**

Anyone is welcome to join. Participants are to bring in their own lunch and drink. Desserts will be provided. It takes place at the Lodge Recreation Building. Enjoy a nature program and fellowship while eating lunch. The program will be offered beginning Thursday, March 16th and thereafter every

second Thursday of the month April through October. Each month is a different topic.

[More Information >](#)

**March 18, 2023**

### **St. Patty's Day 5K | Summit Lake State Park**

Join us for our annual St. Patty's Day 5K fun run/walk dressed in Kelly green and clovers. Anyone can participate in the Fun Run/Walk, but only pre-registered participants qualify for the grand prize. Race starts at 11 a.m., registration begins at 10:30 a.m. Pre-registered participants have a chance of winning a 2023 annual pass if they dress in St. Patty's day attire and participate in the event. Pre-registration fee includes a participant medal.

[More Information >](#)

**March 25, 2023**

### **Step Into Spring Hike | Spring Mill State Park**

Spring has arrived at Spring Mill! Join Anthony at the Donaldson Cave parking lot to look for signs of spring and learn some park history on a 2 mile rugged hike of Trail 4. Hike will involve stairs!

[More Information >](#)

[View all DNR special events >](#)

# This Month WITH



**March 4, 2023**

## **Family Literacy Day | Indiana State Museum**

Explore the galleries with your children and experience literacy-centered activities, from interactive read-alongs in galleries to engaging storytelling performances and open-ended, hands-on STEAM projects. Dance and sing along with Mr. Daniel at 1 p.m. and visit the Black Worldschoollers Mobile Bookstore parked at the Washington Street entrance and so much more. Story times will be offered in several languages, including Spanish, American Sign Language, French and Arabic. Recommended for young children and their families. [More Information >](#)

**March 7, 8, 11, 2023**

## **Small Wonders: Chemistry of Slime | Indiana State Museum**

It's slime time! Explore the properties of slime by creating your own slime-y substance. Use slime to complete science experiments and create colorful and sticky art.

Preschoolers are invited to learn, play and discover in the museum during this hour-long class. Build your child's sense of wonder and playfulness as they engage in storytelling, hands-on activities, music, art and more.

[More Information >](#)

**March 8, 15, 16, 2023**

## **Remarkable Women Tour | Culbertson Mansion State Historic Site**

Celebrate Women's History Month by learning about the women of the Culbertson Mansion — from Culbertson's three wives and the Culbertson daughters to the home's domestic servants and others — during this special tour. [More Information >](#)

**March 11, 2023**

## **Beekeeping 101 | New Harmony State Historic Site**

How can you make your own honey or create your own honeybee hive to help your gardens thrive? Find out from Kelsey Gerhardt, a fourth-generation beekeeper, as she teaches you how to keep bees — including the financial investment — where to buy supplies, how to get bees, and more. Registration required by March 4. Recommended for ages 16+. [More Information >](#)

## **Hands-On-History: Century Fossil Finders | Lanier Mansion State Historic Site**

Calling all explorers! Discover what the study of paleontology of the 19th century was like, then learn what fossils can tell us about Earth's prehistoric past. Registration required by noon on March 11. Recommended for ages 7+. [More Information >](#)

**March 18, 2023**

## **Family Discovery Day: Agriculture | Indiana State Museum**

Talk with a local farmer to find out how food and fiber products are produced and learn about farming tools and machinery. Plant something new, meet some of the animals who live on the farm, and discover bountiful career paths. Explore the Watanabe Gardens and unearth what the land has to offer. [More Information >](#)

## **Steele and Stratton-Porter: 20th Century Indiana Celebrities | T.C. Steele State Historic Site**

In honor of Women's History Month, learn more about two of the country's celebrities of the early 1900s: Hoosier artist T.C. Steele and Hoosier author Gene Stratton-Porter. Gene Stratton-Porter State Historic Site Manager Tiffany Parker and T.C. Steele State Historic Site Program Developer Cate Whetzel will have a lively conversation about these Indiana celebrities, followed by a time for questions and answers. Light refreshments will be served following the program. [More Information >](#)

**View all Indiana State Museum and Historic Sites events >**

## TB Prevention and Care team prep for March summit

polices, working with local health departments, and raising awareness. The summit is a key way in helping keep TB in the public consciousness, and the team has made a concerted effort to appeal to an ever-widening audience.

“This educational summit is intended for health care workers, public health staff, community partners, and anyone with an interest in tuberculosis,” said division director Kelly White. “We have worked in recent years, however, to expand and grow this event and incorporate a wider audience and reach since TB is such an important topic.”

Following the summit, anyone unable to attend who would like to learn more can visit IDOH the TB website to see materials from the event, including presentations. The keynote speaker is Dr. Bradley Allen, an infectious disease expert for IU Health. Infectious Disease Epidemiology and Prevention division director Eric Hawkins will open the summit. White will provide updates and closing remarks.

A variety of other presentations and exhibitions will be part of the summit as well.

“We are also looking forward to hearing about several topics new to this summit – including a window into our Indiana correctional system from a TB standpoint, as well as an informative session on setting up a TB clinic,” said White. “We know both of these presentations will not only provide new perspectives and information to our audience, but we hope to continue to build partnerships across the variety of attendees we have.”

Health education coordinator Kathy Chapuran has been the lead architect of the summit for the past several years and she continues to play an important role in its success. This year, she’s assisted by an event planner, but she’s still put a lot of heart into making the yearly showcase something special.

“[Chapuran] does a fantastic job of leading the event planning and making sure the event goes off without a hitch,” remarked White. “It is thanks to her that our event has grown over the last few years and continues to be a well-attended and loved event by a variety of stakeholders.”

Chapuran is part of a small team that, in addition to White as director, includes a program administrator, five nurses, and two epidemiologists. Though not a crew of many, the team continues to find ways to innovate, and the composition of this year’s summit contributors certainly reflects that.

One new aspect of this year’s summit that organizers are particularly excited about is the level of collaboration among IDOH divisions and program areas. The HIV/STD/Viral Hepatitis team is part of the summit, due in large part to the comorbidity often seen between HIV and TB. Of the 1.6 million people who died from TB in



The IDOH TB Prevention and Care team is gearing up for the annual World TB Day Summit. Seen here are (left to right) Jill Brock, Sandi Morse, Kathy Chapuran, Mary Weber, Dr. Bradley Allen, Roxanne Collins, Scovia Kiwanuka, Biak Chinpar, Jessica Gentry and Anna Heilers.

2021, 187,000 were people with HIV, according to the WHO.

One facet of the summit that is unlikely to change, however, is its importance in the ongoing fight against TB and the necessity for all those working in such a capacity to continue their mission.

“We find the World TB Day Summit event to be reinvigorating for our team and our partners,” said White and Chapuran. “It is a time that a variety of people passionate about TB gather and re-connect and remember why we work in this field and why it is so important to keep moving forward towards TB elimination. We always come away with new connections and new ideas that help our program and response across Indiana grow and improve.”

World TB Day is celebrated March 24 each year. Learn more from the Centers for Disease Control and Prevention (CDC) [here](#).

Article submitted by Brent Brown, Indiana Department of Health



# Hands-on Practice with GitHub Codespaces

New LinkedIn Learning software development courses are now seamlessly integrated with a professional, enterprise-grade development environment – GitHub Codespaces

## Upskill your software development teams

Software developers can apply learning through hands-on practice using LinkedIn Learning's most up-to-date tech courses now paired with GitHub Codespaces. Your teams have access to over 50 (and growing) courses with real-world development environments that accelerate technical skill building.

### Accelerate technical skill building

- Tech skills are changing faster than ever. [LinkedIn Economic Graph Data](#) shows that **software and IT skills have changed over 30% in the last 5 years** and that change is accelerating.
- With LinkedIn's access to the latest skills data, we have developed the tech training that teams need to be successful in a constantly changing landscape.
- And now, LinkedIn Learning is partnering with GitHub Codespaces, as the first-to-market learning platform to enable seamless access from our tech training to GitHub Codespaces for hands-on practice.
- Learners at any stage of their tech skill journey can follow along with expert tech instructors and engage in three different practice methods in today's most popular programming languages.

### What is GitHub Codespaces?

- GitHub Codespaces is a professional, enterprise-grade workplace tool from GitHub that software developers are likely to encounter in the workplace, making skill building more directly and easily applicable in day-to-day work.
- Developers will spend more time learning and less time on setup. Learners practice in GitHub Codespaces' cloud-based, isolated in-browser development environment expertly set up by LinkedIn Learning instructors – allowing risk-free learning on any machine in seconds.
- With LinkedIn Learning and GitHub Codespaces, learners can access learning and practice to quickly work from any device in any browser and hand off to a desktop.

### What is GitHub?

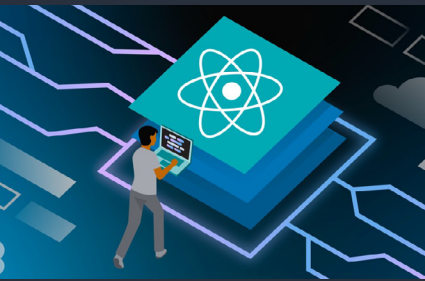
GitHub is a Microsoft-owned company that offers a complete software development platform to build, scale, and deliver secure software.

### Did you know?

GitHub is used by over

**94M**  
developers

around the globe and over **90%** of Fortune 100 companies.

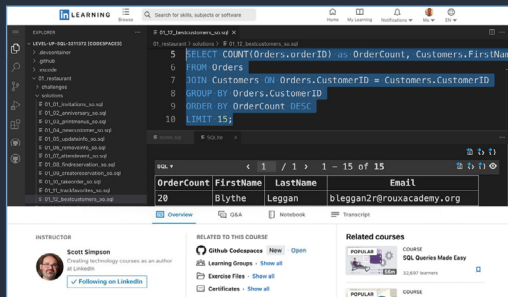


# Hands-on Practice with GitHub Codespaces

New LinkedIn Learning software development courses are now seamlessly integrated with a professional, enterprise-grade development environment – GitHub Codespaces

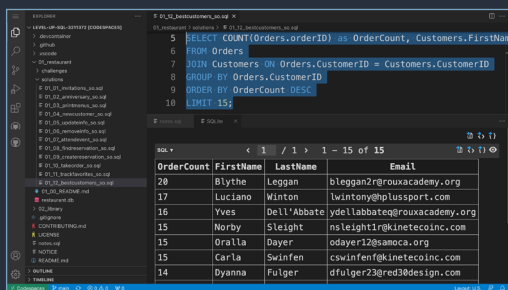
## How it works

Learners taking any of the 50+ courses that integrate with GitHub Codespaces are able to go directly from the LinkedIn Learning course page to a newly created codespace in GitHub in which to practice.



LinkedIn Learning Course with GitHub Codespaces integration  
 Course: Level Up: SQL  
 Instructor: Scott Simpson, LinkedIn Technology Author

- Developers will open their own codespace based on a LinkedIn Learning course's preconfigured exercise files repository and will have instant access to the files running in the browser. There isn't a download/upload step involved, and they never need to use local resources, such as their development computer's file system.



LinkedIn Learning configured GitHub Codespaces  
 Course: Level Up: SQL  
 Instructor: Scott Simpson, LinkedIn Technology Author

- Developers will get up to 60 hours per month free\* with GitHub Codespaces, which will support most learners' needs. While LinkedIn Learning provides seamless access to GitHub Codespaces, learners will be directly linked with GitHub accounts. So in the rare case that more time is needed, learners can use GitHub's pay-as-you-go pricing.

## More on LinkedIn Learning GitHub Codespaces-Enabled Courses

- LinkedIn Learning is launching 50 GitHub Codespace-enabled courses in November 2022 and will release 50 additional courses in the first half of 2023.
- Courses will cover the six most in-demand programming languages – Python, SQL, Java, Go, PHP, and JavaScript – plus topics in AI, Machine Learning, and Data Science. We will expand into other languages, like Rust, in the future.
- Three different practice methods (Hands-On Introduction, Practice It, and Level Up) are available in each of the above programming languages, so that no matter what stage of skill building a developer is at – just starting out or advanced – they have the right level of learning and practice.
- Courses will release in English, French, Spanish, and German.
- Course Highlights
  - Hands-On Introduction: Java
  - Practice It: SQL Joins
  - Level Up: Advanced Python
  - Data Cleaning in Python Essential Training
  - Machine Learning with Python: Logistic Regression

LinkedIn Learning  
**GitHub Codespaces Integrated Courses - On-Demand Mapping**

GitHub Codespaces, accelerates technical skill building with hands-on practice in a real-world development environment. Programming language courses provide three levels of practice, so learners of any stage can accelerate skill building.

**Hands-On Introduction:** Get guided hands-on practice using GitHub Codespaces to learn a new language or brush up on the fundamentals with guided step-by-step instructions.

**Practice It:** Start by taking a pre-assessment to guide you to the right level of practice within the course and take a post-assessment to gauge what you've learned. Courses include discrete tasks to help maximize your learning.

**Level Up:** Each installment of the Level Up series offers at least 15 bite-sized opportunities to practice programming at various levels of difficulty, so you can challenge yourself and reinforce what you've learned.

**Table of Contents, per category:**  
 Click on a link below to go directly to the section for a full list of courses mapped to that skill or topic.

Programming Language	Level Up & Back-End Web Development	Database, Data Science, AI, Tools & Technologies, Networking & System Administration	Programming Languages & Frameworks (Multiplgual Courses)
Go	Advanced (Front-End Development)	SQL Database	Programming Languages (Multiplgual Courses)
Java	SQL Database	Python Data Science	Business Development
PHP	SQL (Front-End Web Development)	Python Artificial Intelligence	
Python	Python (Front-End Web Development)	GitHub Tools & Technologies	
Rust	ASP (Back-End Web Development)	Both (Networking & System Administration)	
SQL	Backend (English Courses)	Backend (English Courses)	
	Artificial Intelligence	Database	
	SQL (Back-End Development)	Network (Web Development)	
	Data Science	Programming Languages	

List of courses available on the [LinkedIn Learning Customer Success Center](#) starting November 9th

Learn more at <https://learning.linkedin.com/product/hands-on-practice> starting November 9th

\*Free hours will be available after November 11, 2022



## Create a restful nest to help you sleep

More than one third of U.S. adults say they don't get enough sleep. Sleep helps you manage your weight and curb stress. It helps you stay alert at work or when you're driving. Sleeping well may even lower your risk of heart disease and Type 2 diabetes<sup>1</sup>.

It's recommended to aim for 7 to 8 hours of sleep each night<sup>2</sup>. To fall asleep more easily, set your bedroom to sleep mode with these tips<sup>3</sup>:

- Darken the room. Hang blackout drapes or shades to block outside lights.
- Clear off your bed. Store books, mail, laptop or laundry elsewhere.
- Blue light from screens keeps you alert. Power down devices 30-60 minutes before bed.
- Make your bedroom cool and comfy. Set the temperature to 65-68 degrees or run a fan.
- Muffle noise. Wear earplugs. Play a soothing sounds app. Silence your phone ringer.
- Snuggling pets may disrupt your rest. Train them to sleep in their bed or crate.

## Wellness Webinar Series



**Good Night, Sleep Well:** Getting too little sleep or even poor sleep can have a harmful effect on your health. Getting enough good sleep isn't a luxury. It's a necessity. You can think of it as a "vital sign" of good health. We'll talk about sleep's health benefits and tips to get the rest you need.

**March 21, 2023 | 10:00 AM, 12:30 PM and 4:30 PM, ET**  
<http://go.activehealth.com/wellness-webinars>

1. CDC: "Sleep and Sleep Disorders." Reviewed Sept. 7, 2022.  
<https://www.cdc.gov/sleep/index.html>

2. CDC: "How Much Sleep Do I Need?" Reviewed Sept. 14, 2022.  
[https://www.cdc.gov/sleep/about\\_sleep/how\\_much\\_sleep.html](https://www.cdc.gov/sleep/about_sleep/how_much_sleep.html)

3. Harvard Medical School Division of Sleep Medicine: "Overcoming Factors That Interfere With Sleep." Reviewed Oct. 1, 2021.  
<https://sleep.hms.harvard.edu/education-training/public-education/sleep-and-health-education-program/sleep-health-education-50>



# Coach's corner

with **Coach Chelsey, MPH**

As an ActiveHealth wellness coach, Chelsey is passionate about encouraging people to take small, daily steps to improve their overall well-being.

## Chelsey's well-being tips:

What if you can doze off, but tend to wake up in the middle of the night? Here are some tips to help you stay asleep longer and feel refreshed the next day<sup>3</sup>:

- **Do** get regular exercise. Walk, bike or take a step class. Try to be active most days.
- **Don't** work out within three hours of bedtime, or you may be too revved up to sleep soundly.
- **Do** stay hydrated during the daytime, or you may wake up thirsty during the night.
- **Don't** drink a big glass of water at bedtime, or you may wake up to use the bathroom.



## Creamy Asparagus-Potato Soup

What's more soothing than a bowl of hot soup? This tasty dish is surprisingly easy to make. Potatoes add a creamy, thick texture. Top with chopped green onions or croutons.

**MyActiveHealth.com > Resources > Learning Center.**



## Relax before bedtime

Muscle tension and stress can keep you awake. About an hour before bed, put work away. Hop off social media. Try these tips to relax your body and mind<sup>3</sup>:

- Lightly stretch your joints and muscles.
- Turn your clock to face the wall.
- Read a book or magazine article.
- Write an entry in your journal.
- Take a warm soak in the bathtub.
- Do some deep breathing or meditate.



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

3. Harvard Medical School Division of Sleep Medicine: "Overcoming Factors That Interfere With Sleep." Reviewed Oct. 1, 2021. <https://sleep.hms.harvard.edu/education-training/public-education/sleep-and-health-education-program/sleep-health-education-50>

