HEALTH LINKS

2023 Health Links® Webinar Series Executive Summary

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Environment

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Summary

The 2023 Health Links® Webinar Series took place from February through November with seven webinars occurring between that time. Webinars emphasized the role of *Total Worker Health*® in achieving an optimal workplace and covered a range of topics including financial well-being, cannabis use, mental health, antiracism, substance use, women in the workplace, and chronic health conditions.

❖ 2/15/23: Money Matters: Financial Well-being and *Total Worker Health*® (Appendix A)

❖ 4/20/23: Cannabis in the Workplace: What Employers & Employees Need to Know (Appendix B)

❖ 5/17/23: The State of Workplace Mental Health: 2023 (Appendix C)

❖ 6/14/23: Antiracism 2023: Environmental Justice and the Workplace (Appendix D)

❖ 8/31/23: The Recovery Friendly Workplace: A *Total Worker Health*® Approach (Appendix E)

❖ 10/18/23: Women's Health and Well-being: Strategies for the Modern Workplace (Appendix F)

❖ 11/16/23: Health@Work: Supporting Workers with Chronic Conditions (Appendix G)

Methods

Following each webinar, attendees were invited to complete online evaluation surveys via Qualtrics. Evaluations were analyzed descriptively as means, standard deviations, score ranges, and counts using Microsoft Excel. Demographic and geographic information was obtained during registration.

Results

❖ 3,920 attendees (2,998 attendees in 2022; 31% increase)
❖ 3,558 completed evaluations (91% response rate)
❖ Average mean quality rating of 4.7 out of 5

Highlights

❖ Respondents were highly satisfied with the content and speakers of the webinar series with an average mean satisfaction rating of 4.8 out of 5 (Table I)
❖ Respondents strongly agreed that the topics were relevant to their work with an average mean relevancy rating of 4.6 out of 5 (Table I)
❖ On average, 59% of total participants intend to make any changes at their workplace based on the knowledge gained during the webinar series (Figure I)
❖ Respondents ranked "*share information with other members of your team*" as the highest intended change across all evaluations, followed by "*change personal behavior*" and "*talk with leadership*" (Figure II)
❖ For barriers to change, "*don't have authority to make changes*" was ranked the highest (Figure III)

Continuing Education

❖ 2822 Certified Health Education Specialist (CHES®) credits issued
❖ 117 Society for Human Resource Management (SHRM) credits issued
❖ 123 Certified Public Health (CPH) credits issued

Geographic Distribution

❖ Participants attended from all 50 United States, Washington D.C., and Puerto Rico.

❖ The 2024 Webinar Series also had representation from the following countries:

❖ Australia	❖ India	❖ Poland
❖ Bosnia and Herzegovina	❖ Italy	❖ Singapore
❖ Brazil	❖ Mali	❖ Tanzania
❖ Canada	❖ Mexico	❖ Uganda
❖ Chile	❖ Nicaragua	❖ United Arab Emirates
❖ Colombia	❖ Nigeria	❖ United Kingdom
❖ Germany	❖ Oman	
❖ Ghana	❖ Panama	
	❖ Peru	

Overview

See Tables I-II and Figures I-III for a general overview of evaluations across **all webinars**.

Table I. Demographics (n=3920)	n	Percent
What is your professional/educational background?		
Public Health	2325	59%
Other	677	17%
Wellbeing Specialist	479	12%
Human Resources and Other Benefits	272	7%
Ergonomics and Safety	61	2%
Industrial Hygiene	37	1%
Occupational Medicine	30	1%
Occupational Nursing	27	1%
Occupational Health Psychology	12	<1%
What industry does your organization identify with?		
Government	1055	27%
Health Care	758	19%
Education/Academia	695	18%
Non-profit	655	17%
Private Industry	550	14%
Other	207	5%
Are you of Hispanic or Latino/a origin?		
No	3043	78%
Yes	453	12%
Prefer not to disclose	424	11%
What is your race? (Select all that apply)		
White	2400	61%
Prefer to not disclose	654	17%
Black or African American	578	15%
Asian	152	4%
More than 1 race selected	96	2%
American Indian or Alaska Native	30	1%
Native Hawaiian or Other Pacific Islander	10	<1%
What gender do you most identify with?		
Female	3213	82%
Prefer not to disclose	411	10%
Male	276	7%
Non-binary	20	1%

| Table II. Satisfaction and Relevance (n=3558) *Please indicate your level of agreement with the following statements:*			
	n	Average Mean (SD)	Range
You were satisfied with the content of this webinar	3528	4.8 (0.05)	1-5
You were satisfied with the speaker of this webinar	3518	4.8 (0.07)	1-5
This topic was relevant to your work	3511	4.5 (0.20)	1-5
These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)			

Figure I. Number and percent of responses

Intent to Change (n=3530)

Yes	59% (n=2078)
No, not currently	41% (n=1452)
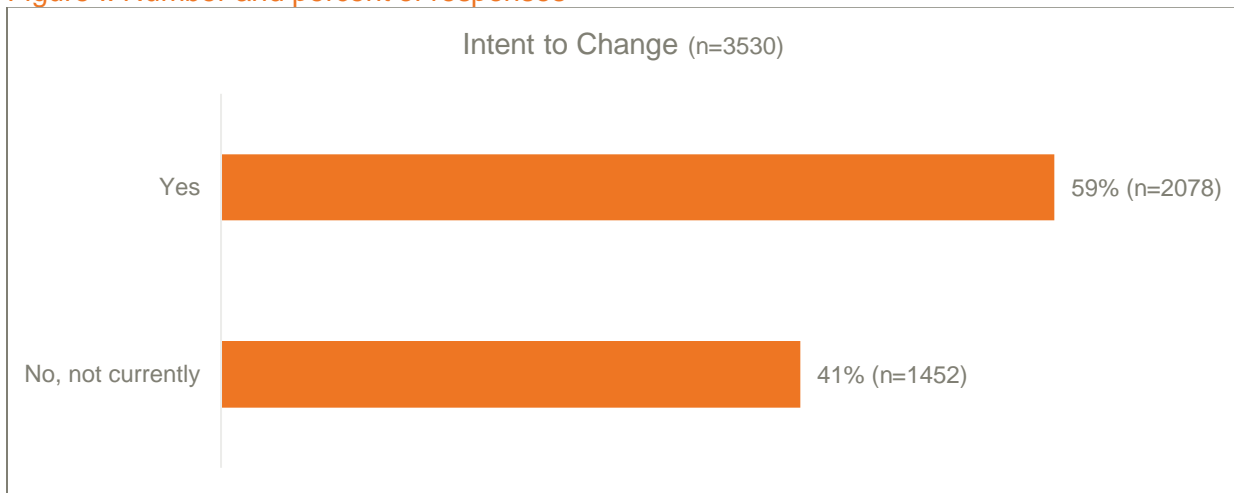
Figure II. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=2078)

Share information with other members of your team	61%
Change personal behavior	52%
Talk with leadership	50%
Evaluate current programs/policies	35%
Implement new policies or programs	12%
Review and adjust your Total Worker Health Strategy	10%
Other	2%

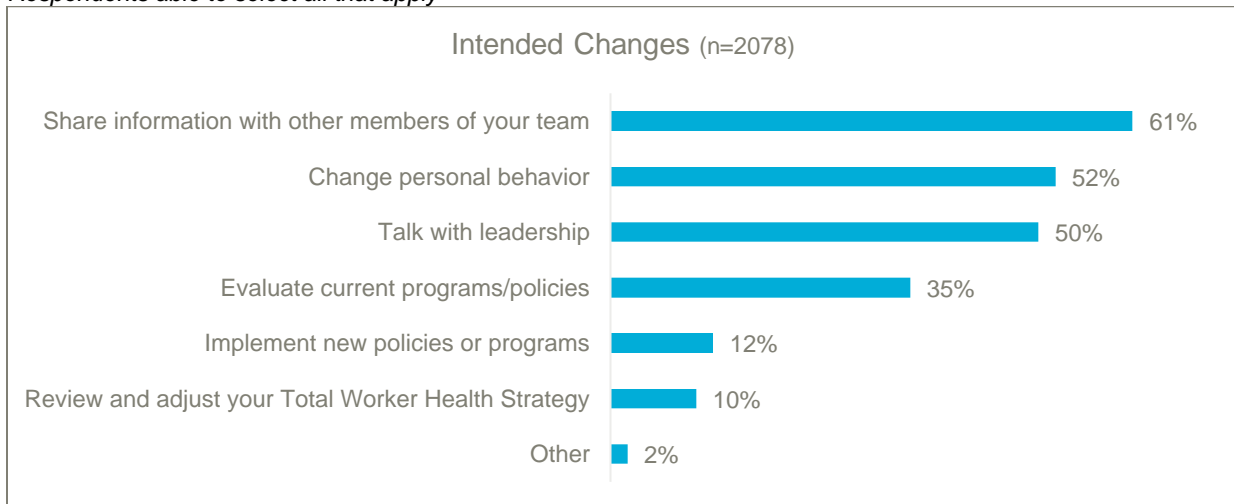## Figure III. Percentages based on total of "No" respondents from Intent to Change
Respondents able to select all that apply

Barriers to Change (n=1452)

Don't have the authority to make changes	67%
Other	13%
Need more information	13%
Lack of financial or other resources	8%
Leadership is not supportive	8%
Low employee participation/engagement	7%
Lack of time	7%
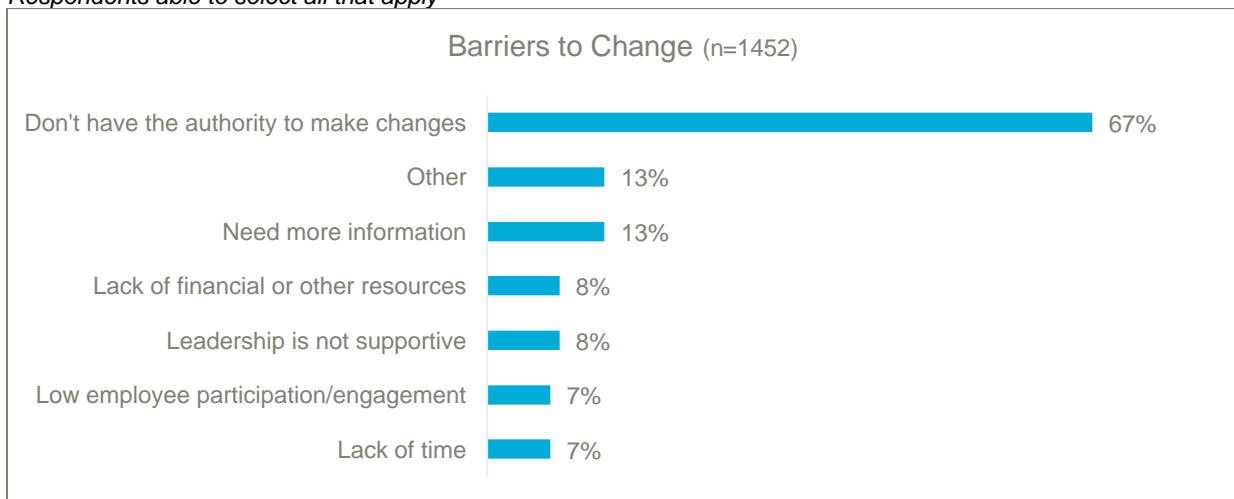
Appendix A
Money Matters: Financial Well-being and *Total Worker Health*®
2/15/2023

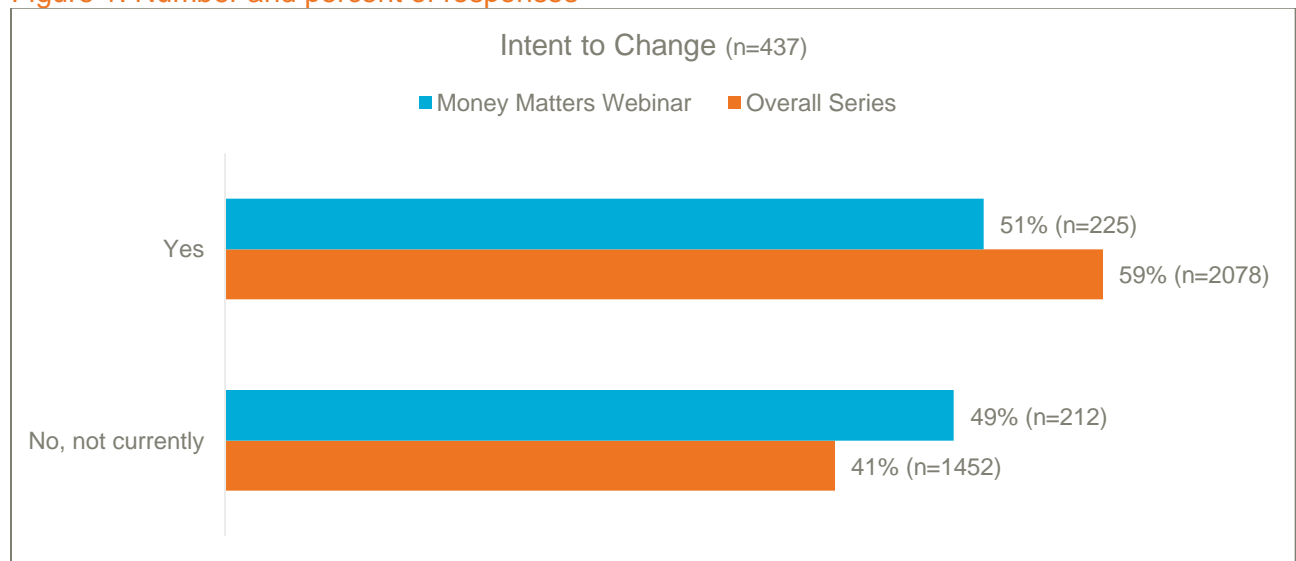Speakers: Kevin Crain (Bank of America), Tiffany Duval (Office of Natural Resources Revenue), Alex Lofton (Landed)

❖ 380 CHES, 6 SHRM, 16 CPH credits issued
❖ 487 attendees, 447 completed evaluations (92% response rate)

Table 1. Demographics (n=487)	Money Matters 2/15/23 n	Money Matters 2/15/23 Percent	HL Webinar Series Total n= 3920
What is your professional/educational background?			
Public Health	305	63%	59%
Other	76	16%	17%
Wellbeing Specialist	61	13%	12%
Human Resources and Other Benefits	28	6%	7%
Ergonomics and Safety	5	1%	2%
Occupational Medicine	5	1%	1%
Occupational Nursing	4	1%	1%
Industrial Hygiene	2	<1%	1%
Occupational Health Psychology	1	<1%	<1%
What industry does your organization identify with?			
Government	139	29%	27%
Non-profit	91	19%	17%
Education/Academia	90	18%	18%
Health Care	82	17%	19%
Private Industry	53	11%	14%
Other	32	7%	5%
Are you of Hispanic or Latino/a origin?			
No	376	77%	78%
Prefer not to disclose	58	12%	11%
Yes	53	11%	12%
What is your race? (Check all that apply)			
White	288	59%	61%
Prefer not to disclose	91	19%	17%
Black or African American	68	14%	15%
Asian	23	5%	4%
More than 1 race selected	9	2%	2%
American Indian or Alaska Native	6	1%	1%
Native Hawaiian or Other Pacific Islander	2	<1%	<1%
What gender do you most identify with?			
Female	407	84%	82%
Prefer not to disclose	52	11%	10%
Male	24	5%	7%
Non-binary	4	1%	1%

Table 2a. Satisfaction and Relevance (n= 447) *Please indicate your level of agreement with the following statements:*	Money Matters 2/15/22			Series Total
	n	Average Mean *n=3920*	Range	Average Mean *n=3920*
You were satisfied with the content of this webinar	437	4.8 (0.05)	1-5	4.8 (0.05)
You were satisfied with the speaker of this webinar	431	4.8 (0.07)	1-5	4.8 (0.07)
This topic was relevant to your work	432	4.5 (0.20)	1-5	4.5 (0.20)
These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)				

Figure 1. Number and percent of responses

Intent to Change (n=437)

■ Money Matters Webinar   ■ Overall Series

Yes — 51% (n=225) / 59% (n=2078)
No, not currently — 49% (n=212) / 41% (n=1452)

Figure 1a. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=225)

Talk with leadership — 53%
Share information with other members of your team — 52%
Change personal behavior — 46%
Evaluate current programs/policies — 41%
Implement new policies or programs — 10%
Review and adjust your Total Worker Health Strategy — 10%
Other — 2%

Table 1b. Intended Changes- Other:
Consider new strategies for financial client well-being
Ask questions about what is offered

Figure 1b. Percentages based on total of "No" respondents from Intent to Change
Respondents able to select all that apply

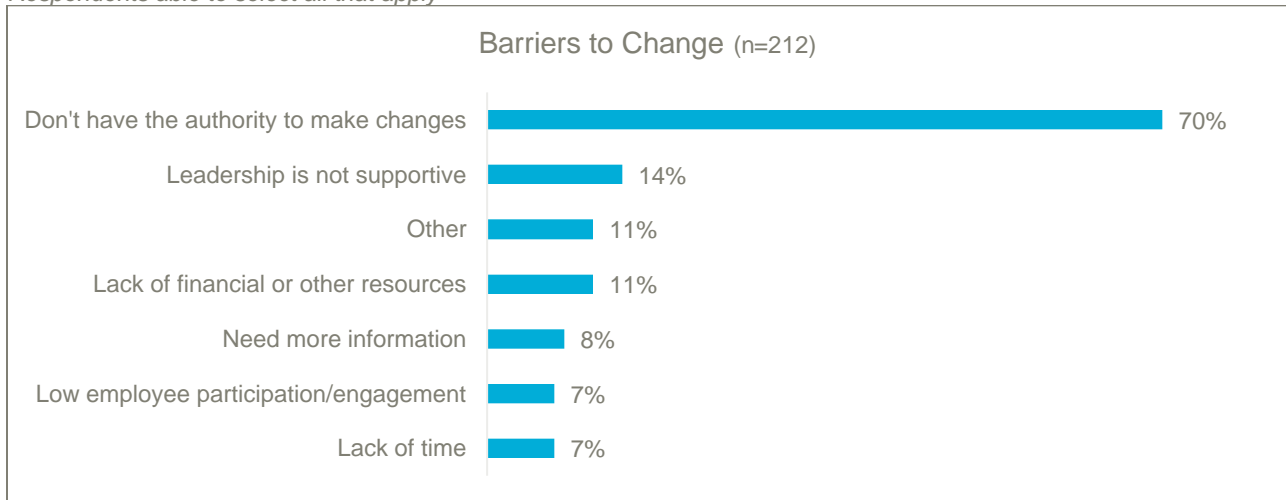**Barriers to Change** (n=212)

Barrier	Percentage
Don't have the authority to make changes	70%
Leadership is not supportive	14%
Other	11%
Lack of financial or other resources	11%
Need more information	8%
Low employee participation/engagement	7%
Lack of time	7%

Table 1c. Barriers to change- Other:
My company is a start up
We are in the process of making changes

Table 1d. Suggestions for improvement
More frequent webinars
More interactive opportunities

Appendix B
Cannabis in the Workplace: What Employers and Employees Need to Know
4/20/2023

Speakers: Mike Van Dyke (Center for Health, Work & Environment), Andrew Freedman (Forbes Tate Partners), Jo McGuire (National Drug and Alcohol Screening Association)

❖ 332 CHES, 22 SHRM, 20 CPH credits issued
❖ 465 attendees, 418 completed evaluations (90% response rate)

Table 2. Demographics (n=465)	Cannabis 4/20/23 n	Cannabis 4/20/23 Percent	HL Webinar Series Total n=3920
What is your professional/educational background?			
Public Health	253	54%	59%
Other	84	18%	17%
Human Resources and Other Benefits	54	12%	7%
Wellbeing Specialist	44	9%	12%
Ergonomics and Safety	11	2%	2%
Occupational Medicine	8	2%	1%
Industrial Hygiene	7	2%	1%
Occupational Nursing	3	1%	1%
Occupational Health Psychology	1	<1%	<1%
What industry does your organization identify with?			
Government	121	26%	27%
Health Care	87	19%	19%
Private Industry	81	17%	14%
Education/Academia	77	17%	18%
Non-profit	72	15%	17%
Other	27	6%	5%
Are you of Hispanic or Latino/a origin?			
No	357	77%	78%
Prefer not to disclose	61	13%	11%
Yes	47	10%	12%
What is your race? (Check all that apply)			
White	283	61%	61%
Prefer to not disclose	88	19%	17%
Black or African American	64	14%	15%
Asian	15	3%	4%
More than 1 race selected	10	2%	2%
American Indian or Alaska Native	4	1%	1%
Native Hawaiian or Other Pacific Islander	1	<1%	<1%
What gender do you most identify with?			
Female	361	78%	82%
Prefer not to disclose	57	12%	10%
Male	46	10%	7%
Non-binary	1	<1%	1%

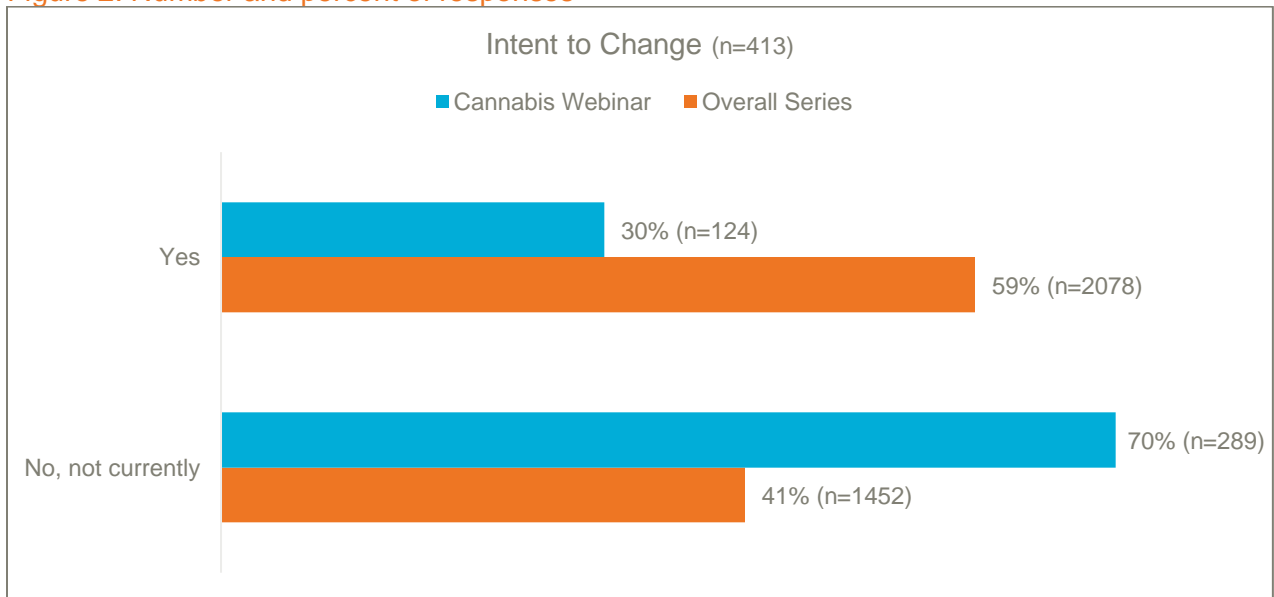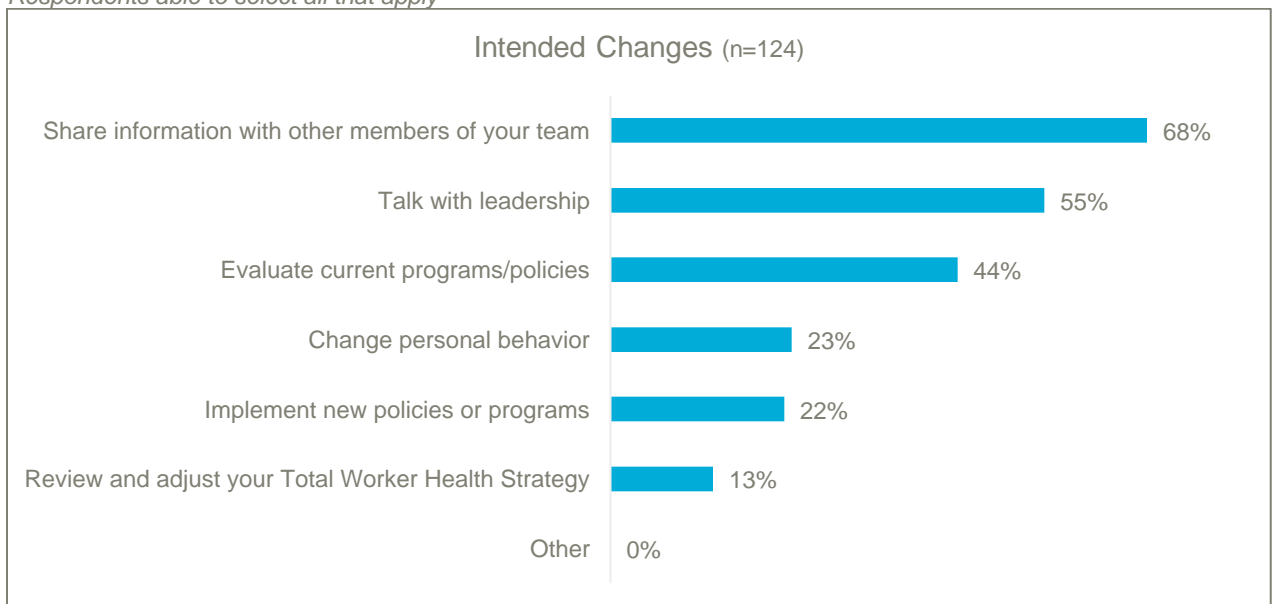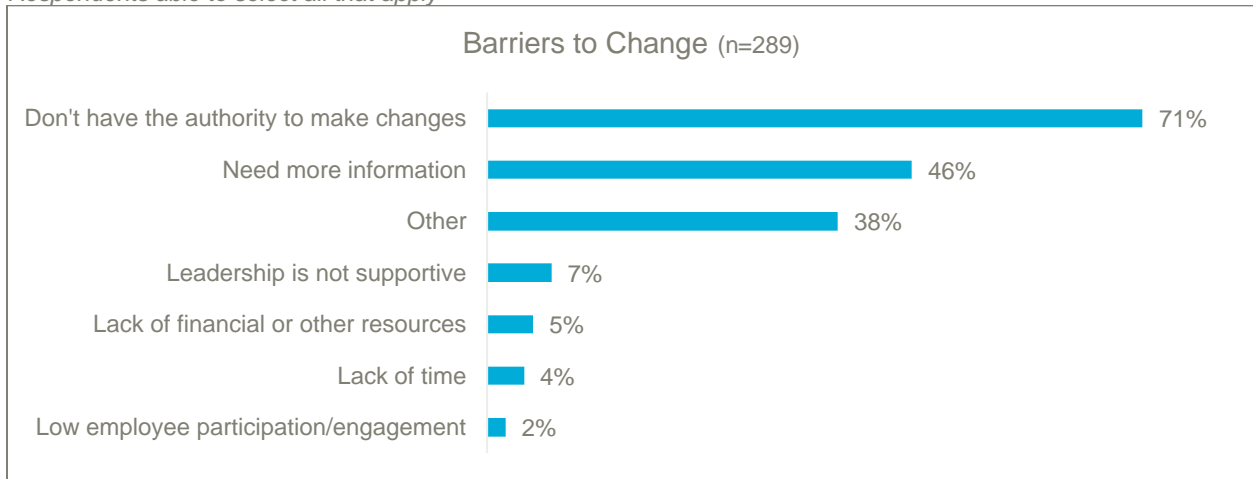| Table 2a. Satisfaction and Relevance (n= 418) *Please indicate your level of agreement with the following statements:*				
	Cannabis 4/20/23			**Series Total**
	n	Mean (SD)	Range	Average Mean *n=3920*
You were satisfied with the content of this webinar	413	4.8 (0.57)	1-5	4.8 (0.05)
You were satisfied with the speaker of this webinar	410	4.8 (0.58)	1-5	4.8 (0.07)
This topic was relevant to your work	410	4.2 (0.99)	1-5	4.5 (0.20)
These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)				

Figure 2. Number and percent of responses

Intent to Change (n=413)

■ Cannabis Webinar ■ Overall Series

Yes: 30% (n=124) — Cannabis Webinar; 59% (n=2078) — Overall Series

No, not currently: 70% (n=289) — Cannabis Webinar; 41% (n=1452) — Overall Series

Figure 2a. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=124)

- Share information with other members of your team: 68%
- Talk with leadership: 55%
- Evaluate current programs/policies: 44%
- Change personal behavior: 23%
- Implement new policies or programs: 22%
- Review and adjust your Total Worker Health Strategy: 13%
- Other: 0%

Respondents able to select all that apply

Barriers to Change (n=289)

Barrier	Percentage
Don't have the authority to make changes	71%
Need more information	46%
Other	38%
Leadership is not supportive	7%
Lack of financial or other resources	5%
Lack of time	4%
Low employee participation/engagement	2%

Table 2c. Barriers to change- Other:

Cannabis isn't legal yet where I'm located but it was good information to know what others are doing for now

Table 2d. Suggestions for improvement

More frequent webinars

Appendix C
The State of Workplace Mental Health: 2023
5/17/2023

Speakers: Taylor Adams (Mental Health America), Craig Kramer (National Action Alliance for Suicide Prevention), Richard Taylor Jr. (Mental Health Expert, Speaker, Author)

❖ 429 CHES, 30 SHRM, 24 CPH credits issued
❖ 674 attendees, 616 completed evaluations (91% response rate)

Table 3. Demographics (n=674)	Mental Health 5/17/23 n	Mental Health 5/17/23 Percent	HL Webinar Series Total n= 3920
What is your professional/educational background?			
Public Health	370	55%	59%
Other	136	20%	17%
Wellbeing Specialist	87	13%	12%
Human Resources and Other Benefits	54	8%	7%
Ergonomics and Safety	8	1%	2%
Occupational Nursing	7	1%	1%
Industrial Hygiene	5	1%	1%
Occupational Health Psychology	4	1%	<1%
Occupational Medicine	3	<1%	1%
What industry does your organization identify with?			
Government	183	27%	27%
Non-profit	121	18%	17%
Health Care	121	18%	19%
Private Industry	109	16%	14%
Education/Academia	98	15%	18%
Other	42	6%	5%
Are you of Hispanic or Latino/a origin?			
No	522	77%	78%
Prefer not to disclose	85	13%	11%
Yes	67	10%	12%
What is your race? (Check all that apply)			
White	421	62%	61%
Prefer to not disclose	113	17%	17%
Black or African American	96	14%	15%
Asian	22	3%	4%
More than 1 race selected	17	3%	2%
American Indian or Alaska Native	4	1%	1%
Native Hawaiian or Other Pacific Islander	1	<1%	<1%
What gender do you most identify with?			
Female	537	80%	82%
Prefer not to disclose	81	12%	10%
Male	53	8%	7%
Non-binary	3	<1%	1%

Table 3a. Satisfaction and Relevance (n= 616) Please indicate your level of agreement with the following statements:	Mental Health 5/17/23			Series Total
	n	Mean (SD)	Range	Average Mean n= 3920
You were satisfied with the content of this webinar	605	4.7 (0.60)	1-5	4.8 (0.05)
You were satisfied with the speaker of this webinar	608	4.8 (0.55)	1-5	4.8 (0.07)
This topic was relevant to your work	606	4.7 (0.66)	1-5	4.5 (0.20)
These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)				

Figure 3. Number and percent of responses

Intent to Change (n=609)

■ Mental Health Webinar   ■ Overall Series

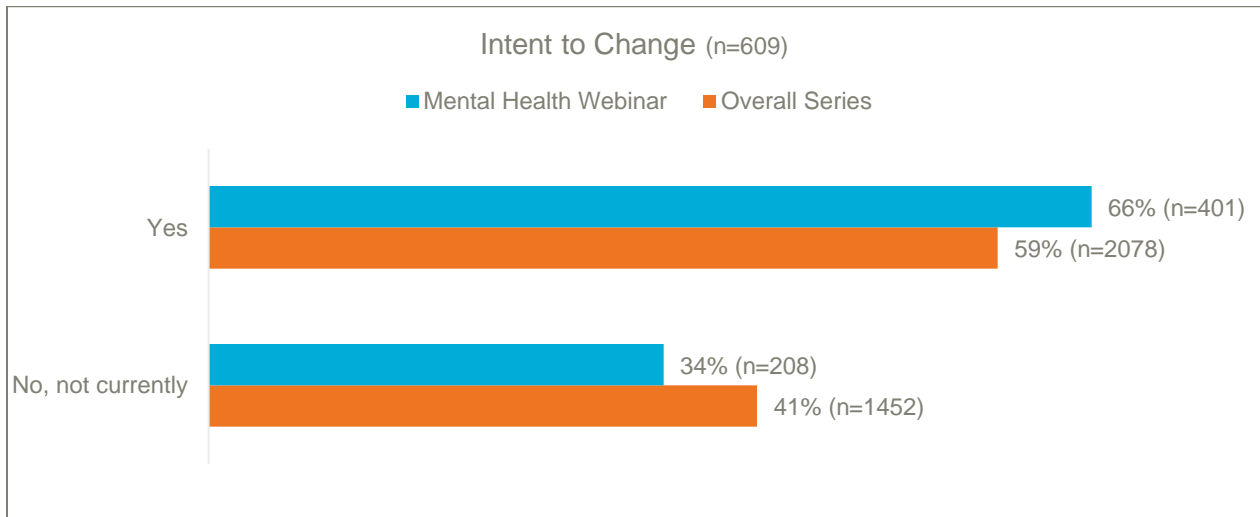Yes: 66% (n=401) / 59% (n=2078)

No, not currently: 34% (n=208) / 41% (n=1452)

Figure 3a. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=401)
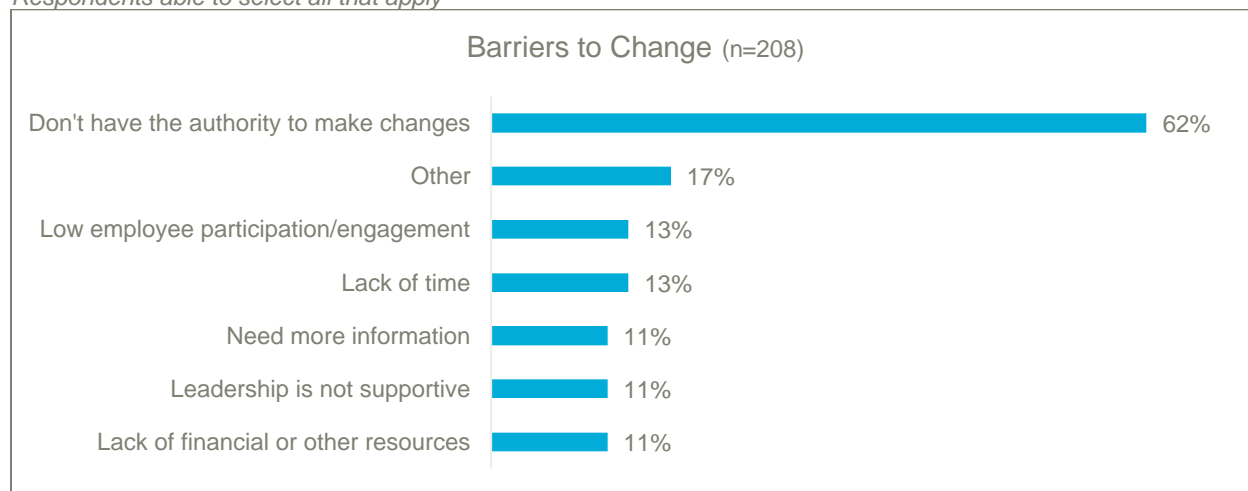
Share information with other members of your team: 66%
Change personal behavior: 58%
Talk with leadership: 50%
Evaluate current programs/policies: 36%
Implement new policies or programs: 15%
Review and adjust your Total Worker Health Strategy: 12%
Other: 2%

Table 3b. Intended Changes- Other:
Suggest an ERG focused on mental health
Invest more in our mental health advocate program
Work with Training & Development to have as part of their offerings, "Mental Health First Aid"
Consider the Mental Health ERG and training on how to tell your own story (e.g., TED Talk)

Respondents able to select all that apply

Barriers to Change (n=208)

Barrier	Percentage
Don't have the authority to make changes	62%
Other	17%
Low employee participation/engagement	13%
Lack of time	13%
Need more information	11%
Leadership is not supportive	11%
Lack of financial or other resources	11%

Table 3c. Barriers to change- Other:
No tools given in this webinar to guide me
No strong relation to my line of work
Going through a number of internal changes
Anyone on this webinar is aware of the urgency of focusing on mental health; what we don't know how to do is make it a priority where we work. Still too much stigma.

Table 3d. Suggestions for improvement
Be mindful of acronyms in such a large audience: ERG, CBT, etc
Stop tailoring to a specific community/population and speak fairly and objectively on all employee's involved
Add information on workplace psychosocial hazards
Adding more diverse panelists
More time for Q&A
It might be asking for a lot but having a handout that we could use to bring the same information back to our team would be so nice. A simple handout with summary points of the topic and maybe an advertisement for the webinar series at the end.
Talking points to initiative the conversation with leadership
While it's always great to hear from multiple perspectives in the sessions that have multiple "keynote speakers," timing for each person isn't usually equal. I'd recommend inviting fewer speakers per session or expanding the time frame of the sessions so that speakers going later in the schedule aren't as rushed.

Appendix D
Antiracism 2023: Environmental Justice and the Workplace
6/14/2023

Speakers: Katherine Dickinson, PhD (Colorado School of Public Health), Christy Angerhofer (CU School of Medicine), Robert Franklin (Children's Hospital Colorado)

❖ 414 CHES, 29 SHRM, 21 CPH credits issued
❖ 573 attendees, 487 completed evaluations (85% response rate)

Table 4. Demographics (n=573)	Antiracist Workplace 6/14/23 n	Antiracist Workplace 6/14/23 Percent	HL Webinar Series Total n=3920
What is your professional/educational background?			
Public Health	368	64%	59%
Other	100	17%	17%
Wellbeing Specialist	59	10%	12%
Human Resources and Other Benefits	33	6%	7%
Ergonomics and Safety	8	1%	2%
Industrial Hygiene	2	<1%	1%
Occupational Medicine	1	<1%	1%
Occupational Nursing	1	<1%	1%
Occupational Health Psychology	1	<1%	<1%
What industry does your organization identify with?			
Government	151	26%	27%
Health Care	117	20%	19%
Education/Academia	110	19%	18%
Non-Profit	99	17%	17%
Private Industry	66	12%	14%
Other	30	5%	5%
Are you of Hispanic or Latino/a origin?			
No	449	78%	78%
Yes	68	12%	12%
Prefer not to disclose	56	10%	11%
What is your race? (Check all that apply)			
White	337	59%	61%
Black or African American	104	18%	15%
Prefer to not disclose	83	14%	17%
Asian	25	4%	4%
More than one race selected	19	3%	2%
American Indian or Alaska Native	4	1%	1%
Native Hawaiian or Other Pacific Islander	1	<1%	<1%
What gender do you most identify with?			
Female	462	81%	82%
Male	54	9%	7%
Prefer not to disclose	51	9%	10%
Non-binary	6	1%	1%

Table 4a. Satisfaction and Relevance (n=487) *Please indicate your level of agreement with the following statements:*		Antiracist Workplace 6/14/23			Series Total
	n	Mean (SD)	Range	Average Mean *n=3920*
You were satisfied with the content of this webinar	485	4.8 (0.63)	1-5	4.8 (0.05)
You were satisfied with the speaker of this webinar	483	4.8 (0.59)	1-5	4.8 (0.07)
This topic was relevant to your work	484	4.6 (0.81)	1-5	4.5 (0.20)

These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)
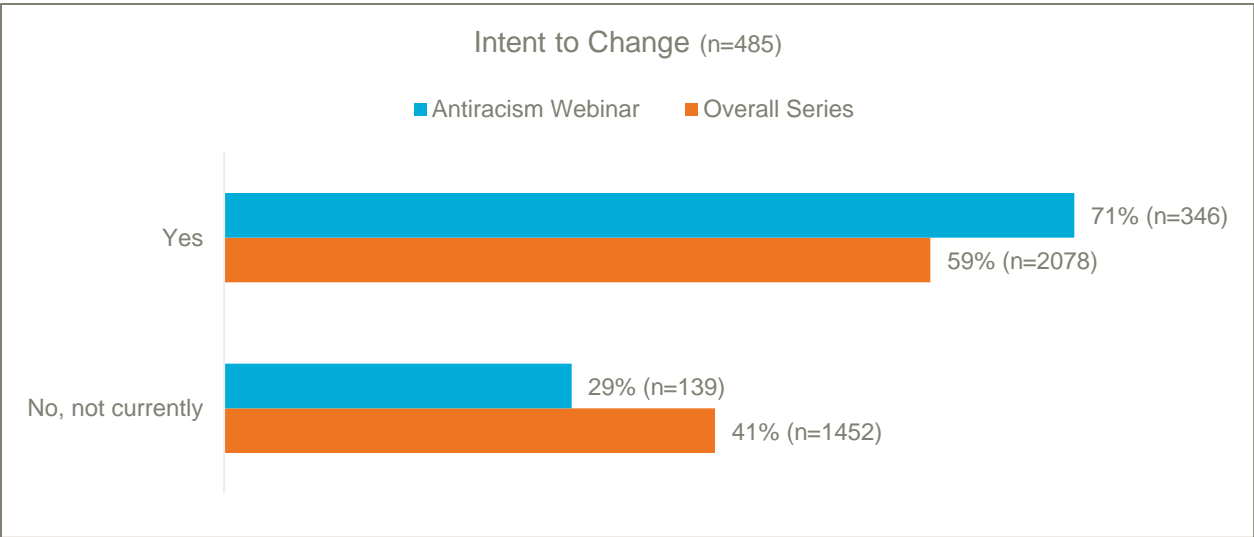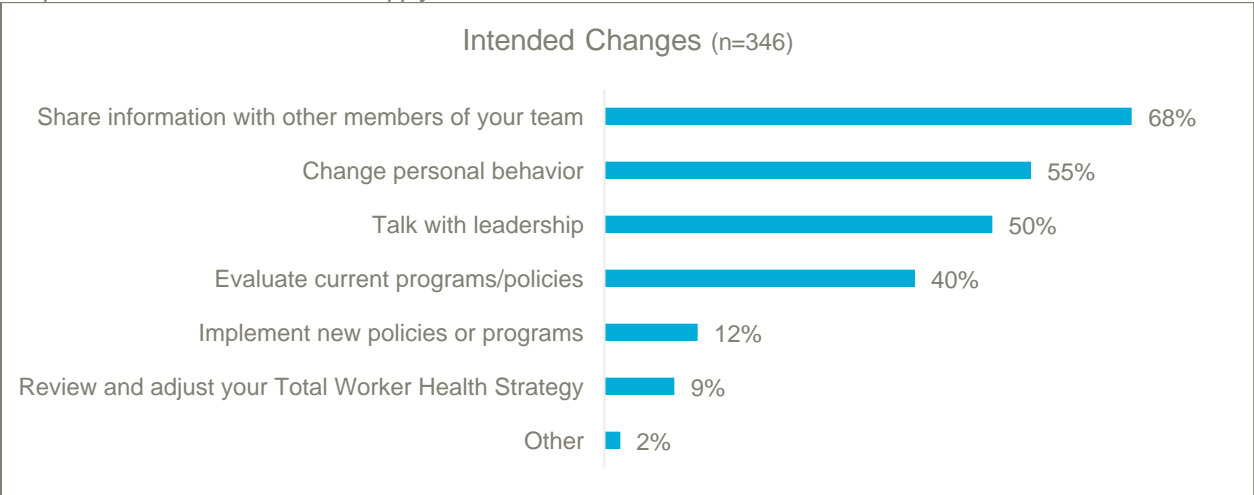
Figure 4. Number and percentage of responses

Intent to Change (n=485)

- Antiracism Webinar
- Overall Series

Yes — 71% (n=346) / 59% (n=2078)
No, not currently — 29% (n=139) / 41% (n=1452)

Figure 4a. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=346)

- Share information with other members of your team — 68%
- Change personal behavior — 55%
- Talk with leadership — 50%
- Evaluate current programs/policies — 40%
- Implement new policies or programs — 12%
- Review and adjust your Total Worker Health Strategy — 9%
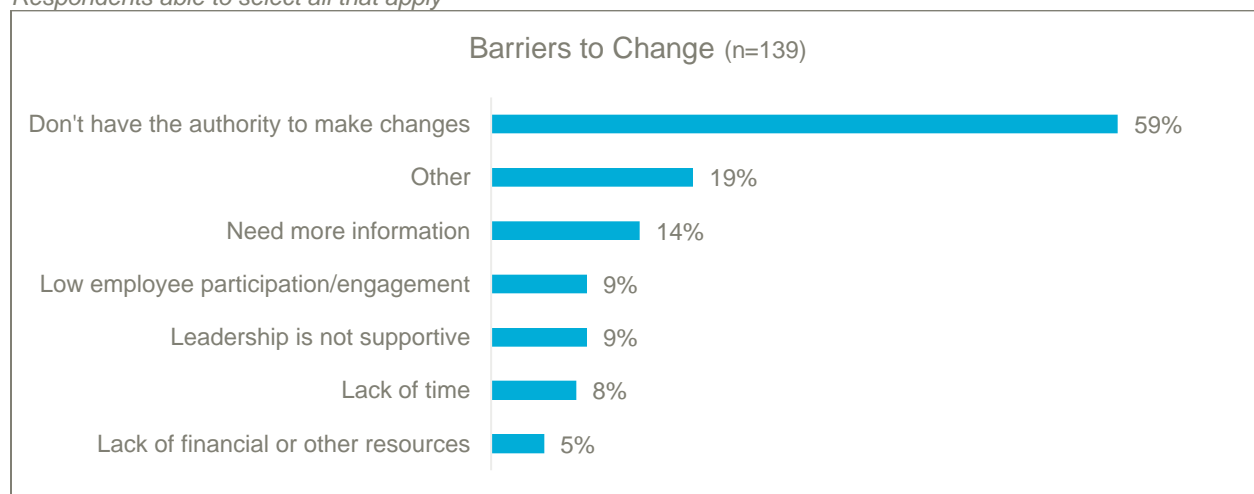- Other — 2%

Table 4b. Intended Changes- Other:
Be cognizant of unchecked microaggressions
Join Employee Resource Group
Include some comments from presentation in my training efforts
Add some additional content to clinical course I teach

Figure 4b. Percentages based on total of "No" respondents from Intent to Change
Respondents able to select all that apply

Barriers to Change (n=139)

Barrier	Percentage
Don't have the authority to make changes	59%
Other	19%
Need more information	14%
Low employee participation/engagement	9%
Leadership is not supportive	9%
Lack of time	8%
Lack of financial or other resources	5%

Table 4c. Barriers to change- Other:
Leadership support is unknown at this time
Not traditional workplace setting

Table 4d. Suggestions for improvement
Include demonstrations or role play where applicable
Infographic summary handout
Add additional practical applications of the topic
Add more time to be able to dive into depth on the material a bit more. This important to talk about in order to make changes and come up with real solutions and 1 hour doesn't do us justice.
Address how some of these topics fit into a remote culture
More parts for this series would be helpful
Consider a PDF or take-away points and/or implementation considerations.
Maybe add participation polls to gauge people's personal experiences with the topic
Offer translation in other languages to be inclusive.

Appendix E
The Recovery Friendly Workplace: A *Total Worker Health®* Approach
8/31/2023

Speakers: Jamie Osborne (Centers for Disease Control and Prevention), Cal Beyer (Holmes Murphy), Kristina Ewing (Andersen Construction)

- ❖ 369 CHES, 16 SHRM, 18 CPH credits issued
- ❖ 468 attendees, 453 completed evaluations (97% response rate)

Table 5. Demographics (n=468)	Recovery Friendly 8/31/23 n	Recovery Friendly 8/31/23 Percent	HL Webinar Series Total n=3920
What is your professional/educational background?			
Public Health	273	58%	59%
Other	76	16%	17%
Wellbeing Specialist	59	13%	12%
Human Resources and Other Benefits	39	8%	7%
Ergonomics and Safety	8	2%	2%
Industrial Hygiene	6	1%	1%
Occupational Nursing	4	1%	1%
Occupational Medicine	2	<1%	1%
Occupational Health Psychology	1	<1%	<1%
What industry does your organization identify with?			
Government	125	27%	27%
Health Care	97	21%	19%
Non-Profit	80	17%	17%
Education/Academia	70	15%	18%
Private Industry	69	15%	14%
Other	27	6%	5%
Are you of Hispanic or Latino/a origin?			
No	366	78%	78%
Prefer not to disclose	55	12%	11%
Yes	47	10%	12%
What is your race? (Check all that apply)			
White	286	61%	61%
Prefer to not disclose	81	17%	17%
Black or African American	66	14%	15%
Asian	16	3%	4%
More than one race selected	12	3%	2%
American Indian or Alaska Native	5	1%	1%
Native Hawaiian or Other Pacific Islander	2	<1%	<1%
What gender do you most identify with?			
Female	367	78%	82%
Prefer not to disclose	53	11%	10%
Male	46	10%	7%
Non-binary	2	<1%	1%

Table 5a. Satisfaction and Relevance (n=453) Please indicate your level of agreement with the following statements:	Substance Misuse 8/31/23			Series Total
	n	Mean (SD)	Range	Average Mean n=3920
You were satisfied with the content of this webinar	455	4.8 (0.54)	1-5	4.8 (0.05)
You were satisfied with the speaker of this webinar	455	4.9 (0.50)	1-5	4.8 (0.07)
This topic was relevant to your work	451	4.4 (0.85)	1-5	4.5 (0.20)
These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)				

Figure 5. Number and percentage of responses

Intent to Change (n=454)

- RFW Webinar
- Overall Series

Yes — 58% (n=263) / 59% (n=2078)
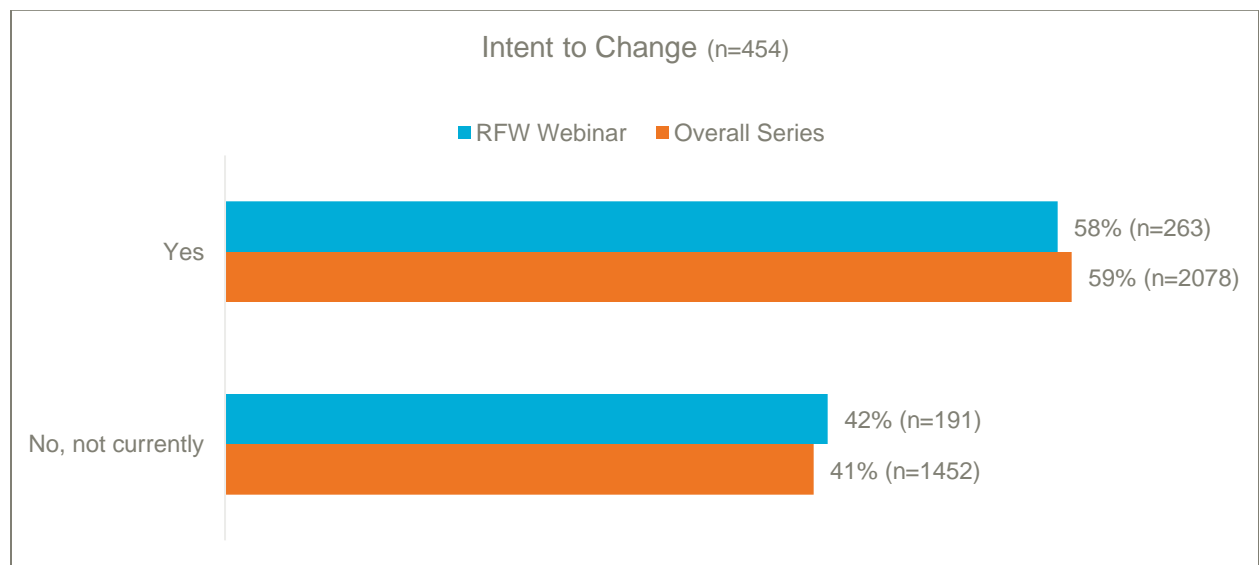No, not currently — 42% (n=191) / 41% (n=1452)

Figure 5a. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=263)

- Share information with other members of your team — 61%
- Change personal behavior — 46%
- Talk with leadership — 42%
- Evaluate current programs/policies — 31%
- Implement new policies or programs — 10%
- Review and adjust your Total Worker Health Strategy — 7%
- Other — 3%

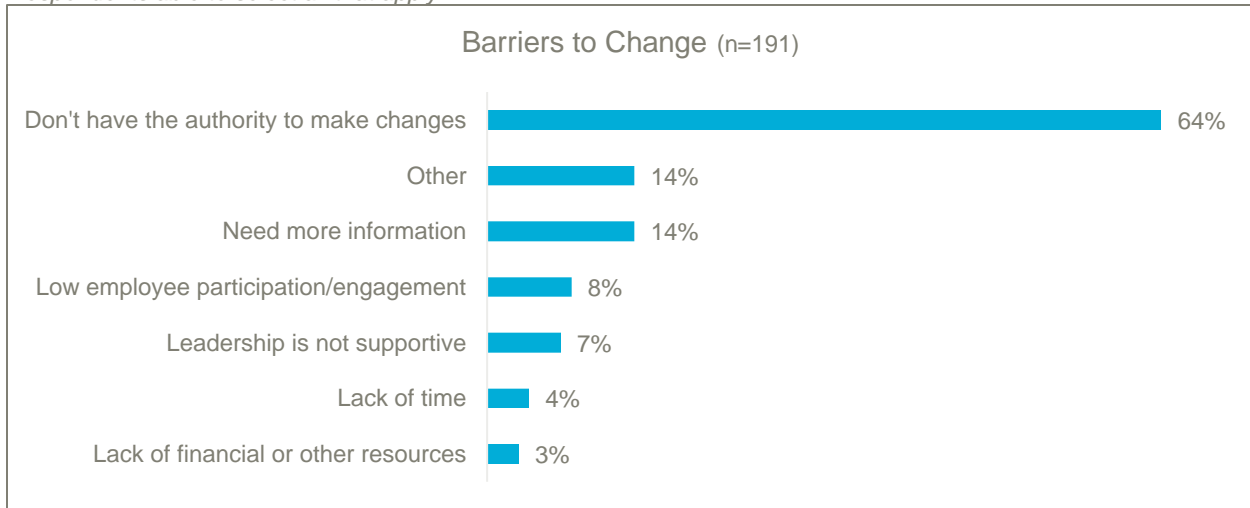| Table 5b. Intended Changes- Other: |
|---|
| Mindful to use language that honors the person as a human experience |

Would like to ensure current programs & policies include readily available resources and support for employees
We staff a Recovery Friendly Workplace initiative in Rhode Island and want to make a training on recommended policies for businesses

Figure 5b. Percentages based on total of "No" respondents from Intent to Change
Respondents able to select all that apply

Barriers to Change (n=191)

Barrier	Percentage
Don't have the authority to make changes	64%
Other	14%
Need more information	14%
Low employee participation/engagement	8%
Leadership is not supportive	7%
Lack of time	4%
Lack of financial or other resources	3%

Table 5c. Barriers to change- Other:
I'm not in a role to put anything into practice
Very small organization; not applicable at this time
I work in UT, getting folks to even admit there is any sort of public issue is a barrier let alone in the workplace. So much societal pressure to be "perfect" in this state, it is sad

Table 5d. Suggestions for improvement
It was good as is! However, I would love to get the power points ahead of time, if possible
Consider Wellbeing in Education: to increase retention, job satisfaction, and optimal conditions for student success
This webinar was very informative but felt like more time was needed to discuss

Appendix F

Women's Health and Well-being: Strategies for the Modern Workplace
10/18/2023

Speakers: Priyanka Dwivedi (Mays Business School), Kate Johnson (Google), Lili Tenney (Center for Health, Work & Environment)

- ❖ 520 CHES, 8 SHRM, 13 CPH credits issued
- ❖ 762 attendees, 694 completed evaluations (91% response rate)

Table 6. Demographics (n=762)	Women's Health 10/18/23 n	Women's Health 10/18/23 Percent	HL Webinar Series Total n=3920
What is your professional/educational background?			
Public Health	460	60%	59%
Other	130	17%	17%
Wellbeing Specialist	108	14%	12%
Human Resources and Other Benefits	31	4%	7%
Ergonomics and Safety	13	2%	2%
Industrial Hygiene	8	1%	1%
Occupational Medicine	6	1%	1%
Occupational Nursing	3	<1%	1%
Occupational Health Psychology	3	<1%	<1%
What industry does your organization identify with?			
Government	200	26%	27%
Education/Academia	168	22%	18%
Health Care	148	19%	19%
Non-Profit	112	15%	17%
Private Industry	100	13%	14%
Other	34	4%	5%
Are you of Hispanic or Latino/a origin?			
No	592	78%	78%
Yes	89	89%	12%
Prefer not to disclose	81	81%	11%
What is your race? (Check all that apply)			
White	478	63%	61%
Prefer to not disclose	117	15%	17%
Black or African American	112	15%	15%
Asian	29	4%	4%
More than 1 race selected	22	3%	2%
American Indian or Alaska Native	2	<1%	1%
Native Hawaiian or Other Pacific Islander	2	<1%	<1%
What gender do you most identify with?			
Female	663	87%	82%
Prefer not to disclose	66	66%	10%
Male	31	31%	7%
Non-binary	2	2%	1%

Table 6a. Satisfaction and Relevance (n=694) *Please indicate your level of agreement with the following statements:*				
		Women's Health 10/18/23		Series Total
	n	Mean (SD)	Range	Average Mean *n= 3920*
You were satisfied with the content of this webinar	693	4.8 (0.50)	1-5	4.8 (0.05)
You were satisfied with the speaker of this webinar	693	4.9 (0.54)	1-5	4.8 (0.07)
This topic was relevant to your work	691	4.7 (0.69)	1-5	4.5 (0.20)
These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)				

Figure 6. Number and percentage of responses

Intent to Change (n=692)

■ Women's Well-being Webinar   ■ Overall Series

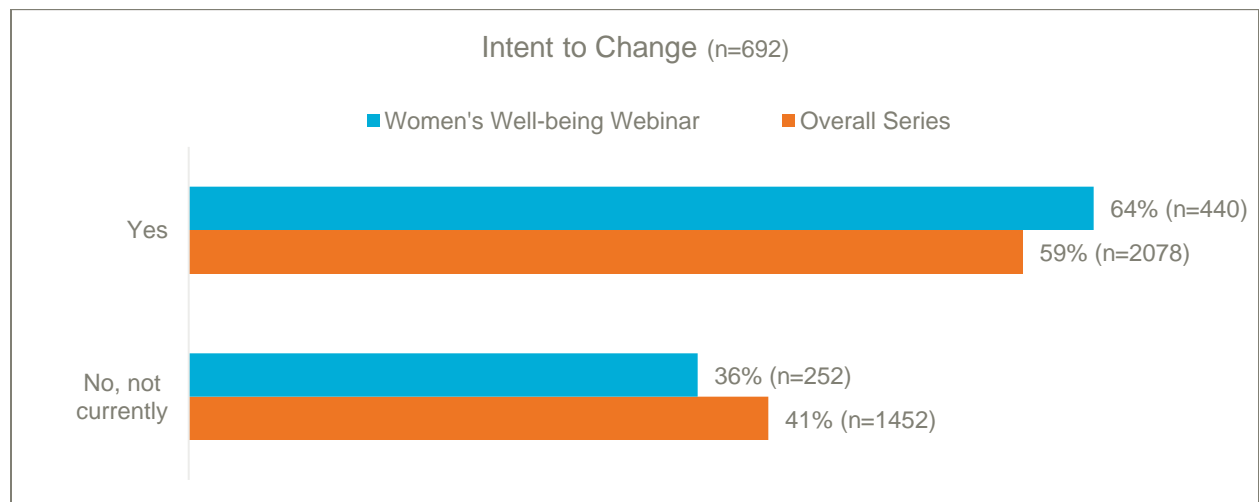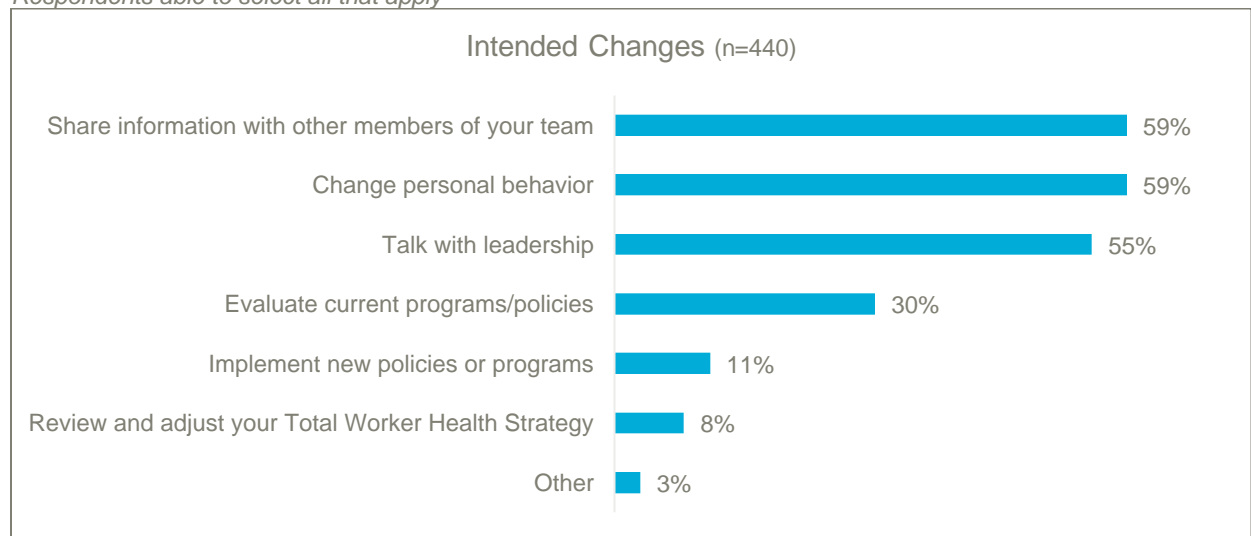Yes: 64% (n=440) / 59% (n=2078)
No, not currently: 36% (n=252) / 41% (n=1452)

Figure 6a. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=440)

Share information with other members of your team: 59%
Change personal behavior: 59%
Talk with leadership: 55%
Evaluate current programs/policies: 30%
Implement new policies or programs: 11%
Review and adjust your Total Worker Health Strategy: 8%
Other: 3%

Table 6b. Intended Changes- Other:
DEI committee conversations
Would love to share the 20%idea with my companies HR
Advocate for myself and fellow female colleagues

Figure 6b. Percentages based on total of "No" respondents from Intent to Change

Respondents able to select all that apply

Barriers to Change (n=252)
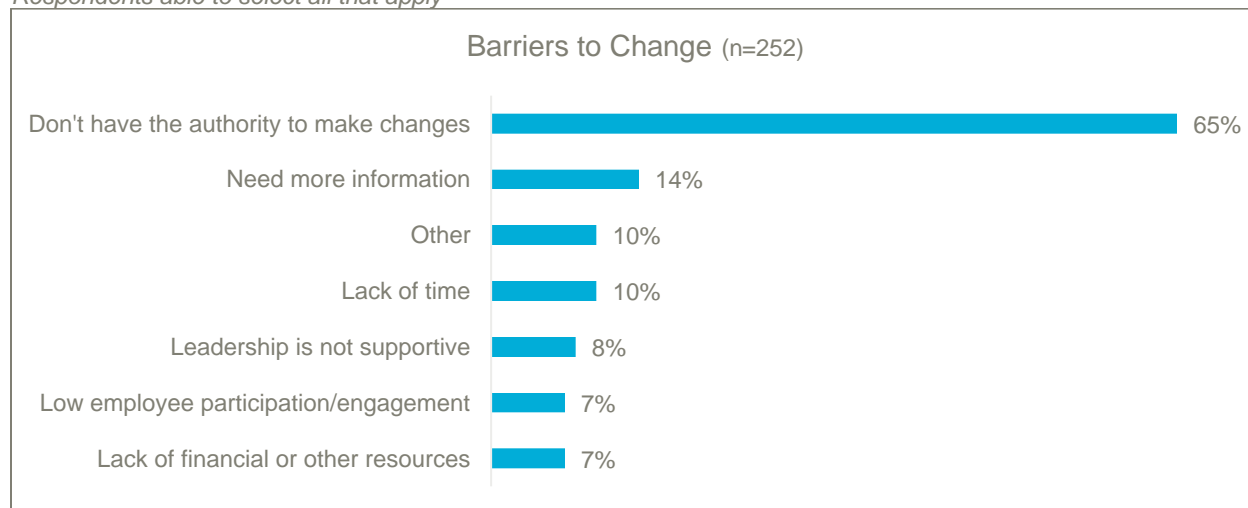
Barrier	Percentage
Don't have the authority to make changes	65%
Need more information	14%
Other	10%
Lack of time	10%
Leadership is not supportive	8%
Low employee participation/engagement	7%
Lack of financial or other resources	7%

Table 6c. Barriers to change- Other:
Lack of employment
Not in traditional workplace setting

Table 6d. Suggestions for improvement
Change up days/times
Make it longer, with more discussions and scenarios
Perhaps have two Q&A sessions
How to conceptualize changes to be made in small organizations with small budgets- more tangible examples
Offer the resources for local access and information throughout webinar
Providing additional links to some resources
Tips and advice on how to present information to supervisors/upper management who are in control of influencing and implementing policy change in the workplace

Appendix G
Health@Work: Supporting Workers with Chronic Conditions
11/16/2023

Speakers: Kirsten Ambrose (OA Action Alliance), Steve Halterman (State of Colorado), Peter Schnall (University of California at Irvine)

- ❖ 378 CHES, 6 SHRM, 11 CPH credits issued
- ❖ 491 attendees, 443 completed evaluations (90% response rate)

Table 6. Demographics (n=491)	Chronic Conditions 11/16/23 n	Chronic Conditions 11/16/23 Percent	HL Webinar Series Total n=3920
What is your professional/educational background?			
Public Health	296	60%	59%
Other	75	15%	17%
Wellbeing Specialist	61	12%	12%
Human Resources and Other Benefits	33	33%	7%
Ergonomics and Safety	8	2%	2%
Industrial Hygiene	7	1%	1%
Occupational Medicine	5	1%	1%
Occupational Nursing	5	1%	1%
Occupational Health Psychology	1	<1%	<1%
What industry does your organization identify with?			
Government	136	28%	27%
Health Care	106	22%	19%
Education/Academia	82	17%	18%
Non-Profit	80	16%	17%
Private Industry	72	15%	14%
Other	15	3%	5%
Are you of Hispanic or Latino/a origin?			
No	381	78%	78%
Yes	57	57%	12%
Prefer not to disclose	53	11%	11%
What is your race? (Check all that apply)			
White	307	63%	61%
Prefer to not disclose	81	16%	17%
Black or African American	68	14%	15%
Asian	22	4%	7%
More than 1 race selected	7	1%	2%
American Indian or Alaska Native	5	1%	1%
Native Hawaiian or Other Pacific Islander	1	<1%	<1%
What gender do you most identify with?			
Female	416	85%	82%
Prefer not to disclose	51	10%	10%
Male	22	22%	7%
Non-binary	2	2%	1%

Table 6a. Satisfaction and Relevance (n=443) *Please indicate your level of agreement with the following statements:*				
	Chronic Conditions Webinar 10/18/23			**Series Total**
	n	Mean (SD)	Range	Average Mean *n= 3920*
You were satisfied with the content of this webinar	440	4.8 (0.59)	1-5	4.8 (0.05)
You were satisfied with the speaker of this webinar	438	4.8 (0.61)	1-5	4.8 (0.07)
This topic was relevant to your work	437	4.6 (0.70)	1-5	4.5 (0.20)
These items were on a five-point agreement scale from 1 (strongly disagree) to 5 (strongly agree)				

Figure 6. Number and percentage of responses

Intent to Change (n=440)

■ Chronic Conditions Webinar ■ Overall Series

Yes — 63% (n=279) / 59% (n=2078)
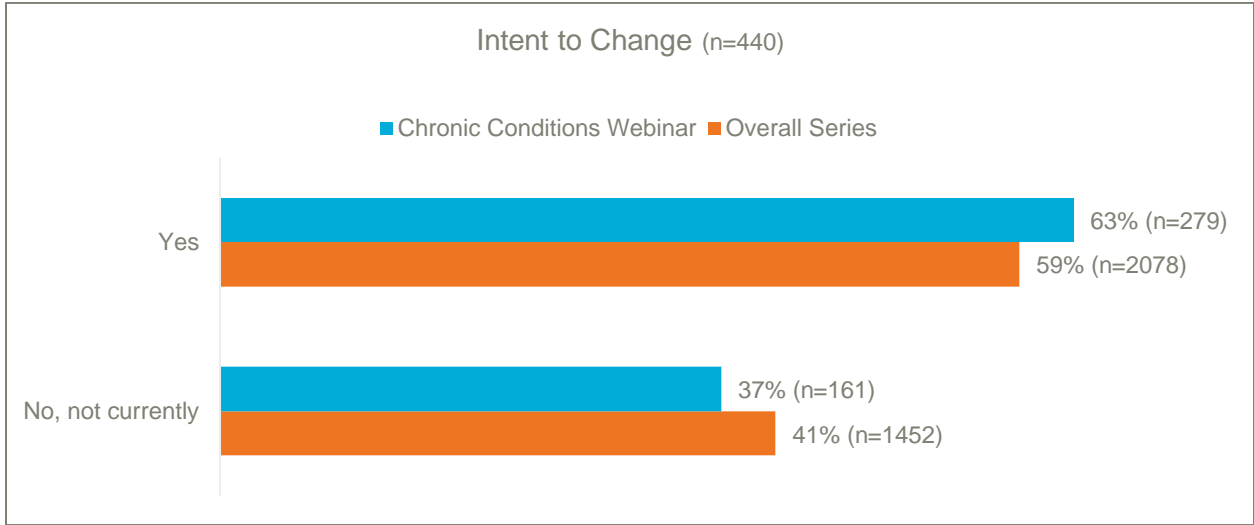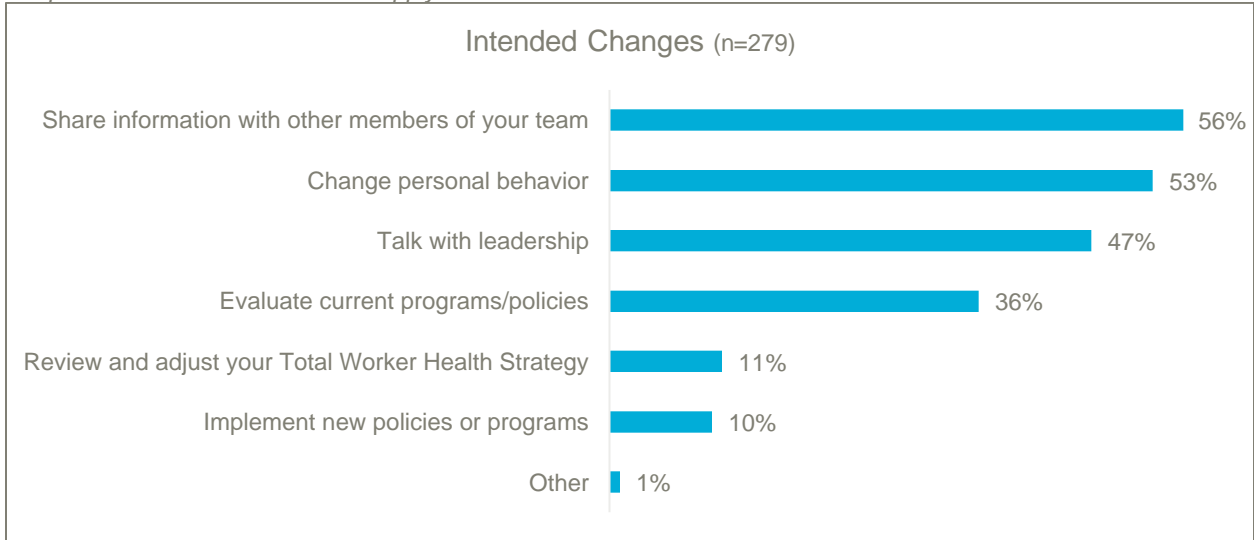
No, not currently — 37% (n=161) / 41% (n=1452)

Figure 6a. Percentages based on total of "Yes" respondents from Intent to Change
Respondents able to select all that apply

Intended Changes (n=279)

Share information with other members of your team — 56%
Change personal behavior — 53%
Talk with leadership — 47%
Evaluate current programs/policies — 36%
Review and adjust your Total Worker Health Strategy — 11%
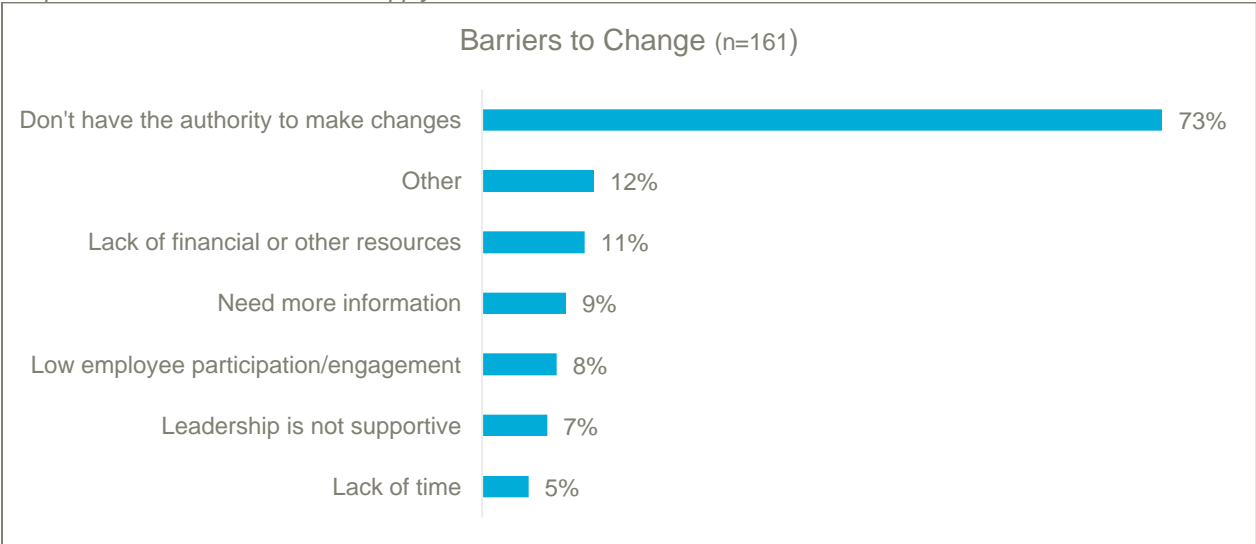Implement new policies or programs — 10%
Other — 1%

Table 6b. Intended Changes- Other:
Ask for things that could help with my health, such as a standing desk platform
Participate more in wellness courses offered by my organization

| Increase the provision of worker centered health activities and reminders |
| Add to training |

Figure 6b. Percentages based on total of "No" respondents from Intent to Change
Respondents able to select all that apply

Barriers to Change (n=161)

- Don't have the authority to make changes: 73%
- Other: 12%
- Lack of financial or other resources: 11%
- Need more information: 9%
- Low employee participation/engagement: 8%
- Leadership is not supportive: 7%
- Lack of time: 5%

Table 6c. Barriers to change- Other:
Not relevant to my day-to-day work
This information was for my own educational purposes to apply to our external audiences

Table 6d. Suggestions for improvement
More slides for reference
Tips and advice on how to present this information to supervisors/management who are in control of influencing and implementing policy change in the workplace
Include more opportunity for Q&A or interaction with the audience (polls, feedback)
More systems level issues/recommendations

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Health Links® is a program of the Center for Health,
Work & Environment at the Colorado School of Public Health.