



California
Department of Corrections
and Rehabilitation

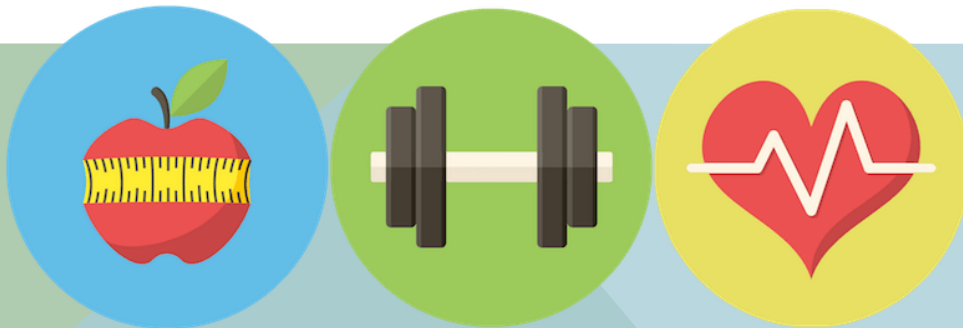
EMPLOYEE HEALTH AND WELLNESS IN A CORRECTIONAL ENVIRONMENT

**PRESENTED BY:
KATHERINE MINNICH
DEPUTY DIRECTOR, HUMAN RESOURCES
AUGUST 17, 2017**

EMPLOYEE HEALTH AND WELLNESS

- Provide proactive, accessible, sustainable programs to address health and wellness issues impacting CDCR employees and their families.
- Offer education and resources to deal with the stressors of the job.
- Promote good physical and behavioral health throughout their entire career and into retirement.

“Taking Care Of Our Most Valuable Asset – Our People.”



EMPLOYEE HEALTH AND WELL-BEING SURVEY

- **Collect data from employees to create a baseline.**
- **Sent to over 58,000 employees**
 - Approx. 50% custody
- **Over 10,000 responses received**
 - Approx. 18% employee response rate
- **Results will be used for the development of new and the enhancement of existing programs to benefit employees and their families.**

CURRENT EFFORTS

Physical Health

- **Healthier Food and Beverage Education, Accessibility, and Availability**
- **Walking paths**
- **Fitness platforms (i.e. challenges)**
- **Onsite Fitness Centers and Fitness Discounts**

CURRENT EFFORTS

Behavioral Health

- **First responder specific services**
 - **Desert Waters**
 - **Code 9 Workshops**
 - **Law Enforcement Chaplaincy Services**
 - **Peer Support Standardization**
 - **EAP and Health Plans**

CURRENT EFFORTS

Ongoing Education and Communication Strategy

- Digital Display

HEALTHY TRIAD

Mind

Stay connected
(community, social groups,
and family)
Schedule activities
(plan ahead)
Communicate (friends, family,
someone you trust)

Self-Care

Spirit

Vacation
(refresh, renew, recreate)
Hobbies
(music, art, outdoors)
Relaxation
(meditation, prayer, self-
reflection)

Body

Sleep
(7 to 8 hours daily)
Exercise
(22 minutes daily)
Eat healthy

