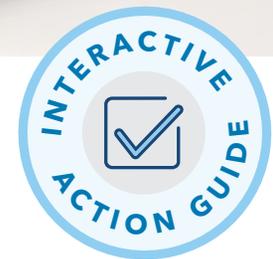


> WORKFORCE HEALTH | RESOURCES



Healthy Eating at Work food policy toolkit





38%

of U.S. employees don't feel they can take lunch breaks.

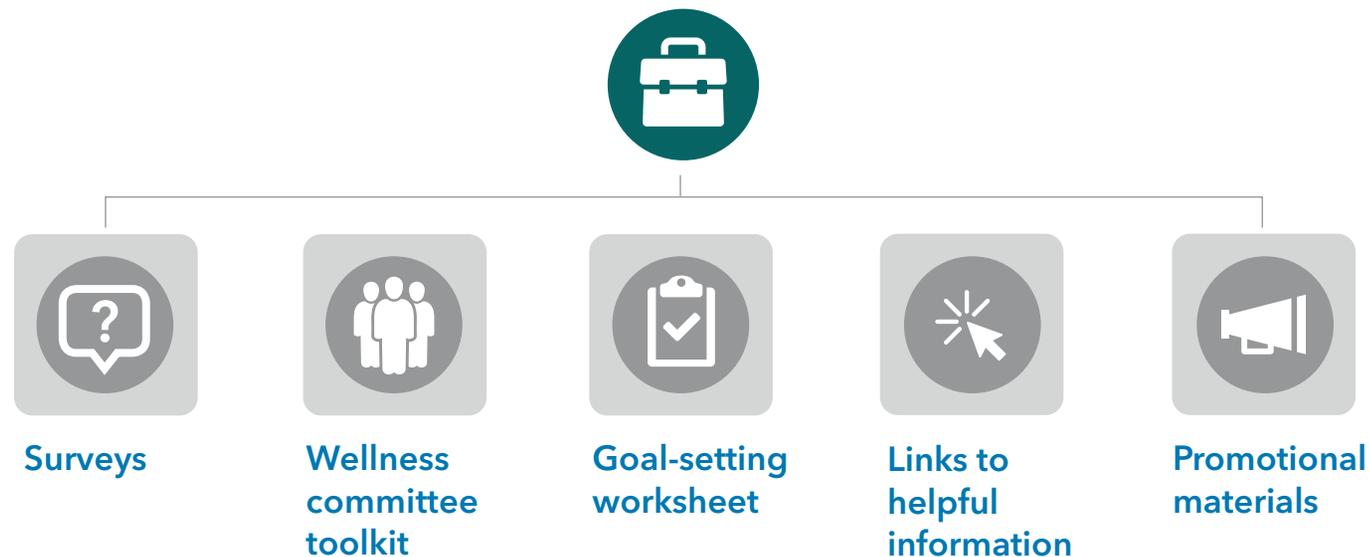
BUT 90% OF EMPLOYEES

claim regular lunch breaks increase
productivity and improve mental well-being.^{1,2}

Sources: ¹Kohll, *Forbes*, May 29, 2018. ²Tork Takes Back Survey, Essity, 2018.

Welcome to your food policy toolkit

Research shows that a healthy diet and good nutrition can reduce the risk of developing obesity, high cholesterol, type 2 diabetes, and high blood pressure.¹ This toolkit is packed with tips and resources to help you build a food policy that supports your organization's wellness strategy – and empowers your workforce to make healthier choices.



COVID-19 disclaimer:

Kaiser Permanente supports the health of you and your employees. However, due to the pandemic, some of the tips and tools provided in this kit may not align with COVID-19 worksite safety guidelines. For CDC-recommended safety guidelines for COVID-19 prevention, please visit [cdc.gov](https://www.cdc.gov) or contact your Kaiser Permanente representative.

Ready to get started? 

✓ Take the first step

Follow this step-by-step action plan to start building your food policy. First, decide on your timeline – anywhere from 6 to 12 months, depending on the size and complexity of your organization. Then simply check off the boxes as the toolkit walks you through the 4 basic steps of a successful food policy.



Use data to learn where your company stands on workforce health.

Set goals, schedule events and activities, and develop a promotional strategy.

Launch and promote the policy to your workforce.

Evaluate your policy's success and set future goals.

Let's go! >

① Assess

Steps	Program timeline	What to do	Tools and resources
○ Get commitment from leadership.	3 to 6 months before rollout	○ Present the business case for a food policy to your organization's leadership team.	<ul style="list-style-type: none"> • Build a case for workforce health.
○ Gather employee baseline data for later comparison.	3 to 6 months before rollout	<ul style="list-style-type: none"> ○ Identify targets and opportunities for change, including: <ul style="list-style-type: none"> • Vending machines • Dining facilities • Catering services ○ Survey whether employees are interested. 	<ul style="list-style-type: none"> • Employee survey • Easy worksite survey or the Centers for Disease Control and Prevention (CDC) scorecard (Nutrition section, page 19)
○ Form your wellness committee.	3 to 6 months before rollout	○ Recruit employees and form a wellness committee that will oversee your food policy.	<ul style="list-style-type: none"> • Wellness committee toolkit <div style="border: 2px solid orange; padding: 5px; display: inline-block;"> <p>TIP Include team members from across the organization on your wellness committee.</p> </div>

Ready to plan? Let's go! >

② Plan

Steps	Program timeline	What to do	Tools and resources
<ul style="list-style-type: none"> ○ Define your food policy, set your goals, and agree on clear definitions of success. 	<p>1 to 3 months before rollout</p>	<ul style="list-style-type: none"> ○ Determine what your organization wants to achieve and set benchmarks. ○ Write your food policy statement. ○ Set a kickoff date for your policy implementation. 	<ul style="list-style-type: none"> • Goal-setting worksheet • CDC healthy food service guidelines at public facilities and government worksites
<ul style="list-style-type: none"> ○ Have leadership announce your policy. 	<p>1 to 3 months before rollout</p>	<ul style="list-style-type: none"> ○ Send communications from the CEO, managers, supervisors, and labor-management representatives announcing your food policy. ○ Announce kickoff date to employees. 	<div style="border: 2px solid orange; padding: 5px; display: inline-block;"> <p>TIP Let employees know you'll be supporting their efforts to eat healthier.</p> </div>

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② Plan *(continued)*

Steps	Program timeline	What to do	Tools and resources
<ul style="list-style-type: none"> ○ Design an environment that supports your new food policy. 	<p>1 to 3 months before rollout</p>	<ul style="list-style-type: none"> ○ Learn how to make smarter food choices. ○ Establish simple, straightforward goals, such as: <ul style="list-style-type: none"> • Post calorie information in cafeterias • Add healthy snacks to vending machines • Serve healthier food at catered events 	<ul style="list-style-type: none"> • Healthy eating guidelines • Healthy meetings guide • Benefits of posting calorie information • Healthy Plate website, Build Your Meal book, and Build a Meal Interactive guide • Food ordering tips <div data-bbox="1486 711 1955 922" style="border: 2px solid orange; padding: 5px; margin-top: 10px;"> <p>TIP Involve your legal team, purchasing/contracts department, and any union or employee representatives early in the planning process.</p> </div>

Ready to engage? Let's go! 

③ Engage

Steps	Program timeline	What to do	Tools and resources
<ul style="list-style-type: none"> ○ Launch and promote your new food policy. 	<p>At rollout</p>	<ul style="list-style-type: none"> ○ Announce policy start. ○ Post flyers and posters for employees. <div data-bbox="1010 521 1411 727" style="border: 1px solid orange; padding: 5px;"> <p>TIP Share details about your policy, the phasing out of certain foods and drinks, and healthy eating resources.</p> </div>	<ul style="list-style-type: none"> • Promotional materials, including: <ul style="list-style-type: none"> ○ Emails ○ Flyers and posters promoting healthy celebrations and healthy food choices ○ Sign-up/pledge sheet <div data-bbox="1436 594 1938 766" style="border: 1px solid orange; padding: 5px;"> <p>TIP Create your own personalized communications that include positive, supportive messages about workplace wellness.</p> </div>
<ul style="list-style-type: none"> ○ Get creative to engage employees in the policy. 	<p>1 to 2 months after rollout</p>	<ul style="list-style-type: none"> ○ Host healthy eating parties, activities, and events. <div data-bbox="1010 976 1411 1188" style="border: 1px solid orange; padding: 5px;"> <p>TIP Host a lunch 'n' learn about nutrition and invite local community health organizations to participate.</p> </div>	<ul style="list-style-type: none"> • Healthy lifestyle programs give your employees simple activities to help form healthy eating habits.²

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③ Engage (continued)

Steps	Program timeline	What to do	Tools and resources
<ul style="list-style-type: none"> ○ Get creative to engage employees in the policy. 	<p>1 to 2 months after rollout</p>	<ul style="list-style-type: none"> ○ Encourage participation in wellness programs. <div style="border: 2px solid orange; padding: 5px; display: inline-block;"> <p>TIP Conduct taste tests of new beverage and snack options to get employees involved with the process.</p> </div>	<ul style="list-style-type: none"> • Wellness Coaching by Phone gives your employees who are Kaiser Permanente members individualized support and step-by-step action plans to eat healthier.³ Promote it with this flyer.
<ul style="list-style-type: none"> ○ Keep the momentum going. 	<p>Ongoing</p>	<ul style="list-style-type: none"> ○ Continue your food policy communications. ○ Provide nutrition resources that help employees stick to your food policy guidelines. 	<ul style="list-style-type: none"> • Fliers and posters rotated to various areas of your workplace • Reminder template emails from leadership • Employee support: <ul style="list-style-type: none"> ○ Healthy recipe ideas ○ Classes that support their health goals

Ready to measure? Let's go! 

④ Measure

Steps	Program timeline	What to do	Tools and resources
<ul style="list-style-type: none"> ○ Evaluate your policy's short-term success. 	<p>1 to 3 months after rollout</p>	<ul style="list-style-type: none"> ○ Gather data to compare to the baseline data you recorded at the beginning of your policy. ○ Send a thank-you communication from top-level management to employees acknowledging their role in your policy's success. 	<ul style="list-style-type: none"> • Revisit your saved goal-setting worksheet.
<ul style="list-style-type: none"> ○ Evaluate employee interest and satisfaction with your policy. 	<p>3 to 6 months after rollout</p>	<ul style="list-style-type: none"> ○ Get employee feedback with a follow-up survey. ○ Track progress, participation, and interest in your policy by filling out the worksite health and employee interest surveys again. Evaluate your policy's success based on before-and-after results. 	<ul style="list-style-type: none"> • Free surveys with SurveyMonkey or Google • Worksite health survey • Employee interest survey <div data-bbox="1495 1015 1948 1237" style="border: 2px solid orange; padding: 5px;"> <p>TIP In addition to asking about the new policy, ask for evaluations of resources and classes, as well as any personal success stories.</p> </div>

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④ Measure *(continued)*

Steps	Program timeline	What to do	Tools and resources
<ul style="list-style-type: none"> ○ Evaluate your policy's long-term success. 	<p>3 to 6 months after rollout</p>	<ul style="list-style-type: none"> ○ Gather data to compare to the baseline data you recorded at the beginning of your program and the data you collected 3 or 6 months after your kickoff. ○ Create an evaluation process for your organization. Sample questions can include: <ul style="list-style-type: none"> • Did we accomplish the policy goals? • Did we reach the target audience? • Did we provide the necessary resources to meet our goals? ○ Send another thank-you communication to employees from top-level management. 	<ul style="list-style-type: none"> • Workplace health model • Revisit your saved goal-setting worksheet.

➤ Contact your Kaiser Permanente representative for more information.

1. "Poor Nutrition," Centers for Disease Control and Prevention, accessed November 13, 2019, cdc.gov/chronicdisease/resources/publications/factsheets/nutrition.htm. 2. Healthy lifestyle programs are available to members in all regions except Washington. 3. Available at no cost to Kaiser Permanente members and to nonmembers for a fee.