Over the past few months, the Probation Department has partnered with Employee Wellness to offer well-being services to encourage our staff and give them an opportunity to practice self-care. While we have had many chances to take part in Countywide classes like stress management, meditation and nutrition in the past, we have strategized to bring these and other health and wellness topics specifically to Probation. With input from staff and support from our Employee Engagement and Well-Being Champions, we already see that this initiative is becoming a positive movement throughout the Department.

It’s important to Probation Administration that we take time to acknowledge that the challenges we face in everyday life and our roles in public safety can take a toll on each of us. At Probation, we have a culture and a propensity to help others before we help ourselves and a counterintuitive tendency to run towards challenge and risk, not away from them. We are working on changing this when it comes to our well-being and the ability to heal and be resilient.

I have personally participated in wellness classes such as Movement and Breath and Nutrition 101 at work, and it has been remarkable to see more and more of our staff members attending. We are fortunate to have amazing resources available to us and I encourage you to make use of them.

My message to all County employees is to make a concerted effort to take care of ourselves. We might discover something new about ourselves, encounter new ideas, or learn new skills to apply to our lives. By doing so, it will help us thrive professionally and personally.

Mike Simms
Deputy Chief
Juvenile Services Division

“MAKE A CONCERTED EFFORT TO TAKE CARE OF OURSELVES”

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Board of Supervisors: Mike Wasserman, Cindy Chavez, Dave Cortese, Susan Ellenberg, Joe Simitian

County Executive: Jeffrey V. Smith
Employee Engagement & Well-Being Survey

We can’t provide quality resources without **YOU**. Your thoughts are valued. Your input is secure.

The annual Employee Engagement and Well-Being Survey is being used to gather employees’ opinions about how the County is doing with providing a healthy and engaging workplace.

The survey will remain **open until September 30th, 2019**. You will receive an email with a unique access link to take the survey from your computer, mobile phone, or tablet. It only takes 10 minutes to complete!

**Responses are completely confidential.** Managers, leaders, and other County staff will NOT have access to any individual responses. Results from the survey will help the County identify levels of engagement and well-being in order to work towards building a better workplace.

For more information, visit: www.sccgov.org/wellbeingsurvey
For general questions, email: wellbeingsurvey@ceo.sccgov.org
Meet Lori Stuart and Sarah McCarthy, Employee Engagement & Well-Being Champions at the Public Defender’s Office (PDO). Lori and Sarah joined the Champions Network in April 2019, but they have been longtime active advocates and leaders of wellness at their worksite. They know that stress and trauma affiliated with the work done by public defenders can take a toll on one’s well-being. To better support their peers, Lori and Sarah both became certified mindfulness teachers through Warrior One, a set of mindfulness tools specifically designed by and for the legal mind. After completing their training, they successfully launched their own Wise Warrior program at their worksite.

**What have you done to support employees in your department?**

To get things started, we surveyed staff to find out what wellness activities they were interested in. Based on that survey, we were able to take some action: meditation sessions on a weekly basis, a financial well-being seminar, a Qi Gong class, and other professional development trainings.

**What makes your role as an Employee Engagement and Well-Being Champion fulfilling?**

We really appreciate the amount of support provided by both the County and the Employee Wellness Division. Through our time in the Champions Network, we find it extremely rewarding to connect with like-minded individuals who also value the intersectionality between social change and wellness. The Champions Network has allowed us to advocate for the needs of our team as well as to foster new wellness initiatives within our department.

**Lori and Sarah’s Tips for starting a wellness initiative:**

1. **Start small.**
   Small, regular activities, such as weekly mindfulness sessions, can go a long way.

2. **Find a partner to help you.**
   A partner can not only offer you support but can also provide a unique perspective.

3. **Don’t expect change to occur overnight.**
   It is important to be persistent and consistent.

4. **Just do it!**
   Be fearless. Try things and see what sticks.
Wellness
WORD SEARCH

The 25 words listed below are all hidden in this puzzle. Take a break and have fun finding them.

Words can be found in any direction: up, down, forward, backward or diagonally.

The words are always in a straight line and can overlap. Happy seeking!

BALANCE  BREATHE  CALM  CHAMPION  COMPASSION  CREATIVITY  ENERGIZE  ENGAGEMENT  EXERCISE  FINANCIAL  GRATITUDE  HAPPINESS  HEALING  HYDRATE  INSPIRE  KINDNESS  LAUGHTER  MEDITATION  MINDFULNESS  NURTURE  NUTRITION  RECYCLE  RELAXATION  RESILIENCY  SELF-CARE  SLEEP  SPIRITUAL  SURVEY  VOLUNTEER  WELLBEING

T E C Y R W N R R E H K C S E N Z N A Y Y N G T G
E N E D U T I T A R G Y Y R P L O W E P H H X I S
I H E I R W P E V I H G D H E I C V M F V P V X A
O Q Q M L M X Z D P O S D R P A R Y J Z H A L X E
Q A Z S E E C T W S F L M M A U T I C A X V K Z E
C J E C K C A E G I T H C H R P E S V U R R B L J
G A I W T L L G C C C H S E C A B B L I A Z H C H
A S L B O L Y N H N R E L A X A T I O N T L U W P
E Q F M B U A R Z E C N A L A B H Y A P O Y U I S
R P S E J N J R B S P Z F I V R C Y N T Z D D Y K
W A I J I K S L S K S H B N O N X N Q V V K L T
M N H F N S F O N S M E Z G K U N I S R E S L A
G B U L R I N U B E U N I U R U O T V X J T C E
L K T A M R B W S U M N L D T S F I A L K O D O Y
M W V A B U E U K Z F I I U N B S T T S E X U M P
V O L U N T E E R R S E R P W I W I E E L I P F
R E T H G U A L L E B E Q Y P N K R D L Z G B A Y
B R E A T H E B R K K O M P R A R T E F I R O S N
S L E E P S S E N L U F D N I M H U M C G B A S H
G R D L S P G K W B L L D O R Z G N M A R H F I M
X S F Y M K W Z W D H D C H P J L R P B E I O L
E V S I L I O C O F O D L Q F P D S A E N L Z N H
C Z K F W M U M B H O X A X N Y G J S S E D F B L
X D Q X C J C I S C F K L D U V G Y V N Y T Y T O

BALANCE  KINDNESS
BREATHE  LAUGHTER
CALM  MEDITATION
CHAMPION  MINDFULNESS
COMPASSION  NURTURE
CREATIVITY  NUTRITION
ENERGIZE  RECYCLE
ENGAGEMENT  RELAXATION
EXERCISE  RESILIENCY
FINANCIAL  SELF-CARE
GRATITUDE  SLEEP
HAPPINESS  SPIRITUAL
HEALING  SURVEY
HYDRATE  VOLUNTEER
INSPIRE  WELLBEING
Recipe courtesy of www.whatscooking.fns.usda.gov

**Preparation**

1. Add broth to a large saucepan and bring to a boil.
2. When broth comes to a boil, add the vegetables and thyme. Cover and cook over medium-low heat for 20 minutes.
3. Remove from heat and break up potatoes using a potato masher, or press against the side of the pot with a wooden spoon.
4. Stir in milk, cheese, and pepper and cook over medium-high heat for a minute more or until very hot.
5. Serve immediately with cilantro, crushed chips, and light sour cream as optional toppings.

**Ingredients**

- 4 cups canned low sodium chicken broth
- 3 stalks celery, chopped
- 2 pounds russet potatoes (about 4 large potatoes), peeled and cut into small bite-size pieces
- 1½ cups chopped onion
- 1¼ cups frozen corn, thawed (may substitute with fresh or canned, unsalted corn)
- 1 (7-ounce) can diced green chilies, drained
- 1 teaspoon dried thyme
- 1 cup fat free milk
- ¾ cup shredded, reduced fat Cheddar and Monterey Jack (Mexican blend) cheeses
- Ground pepper to taste

**Nutrition info per serving**

- Calories: 300
- Total Fat: 6 g
- Saturated Fat: 2.5 g
- Trans Fat: 0 g
- Cholesterol: 10 mg
- Sodium: 300 mg
- Total Carbohydrate: 51 g
- Dietary Fiber: 6 g
- Protein: 12 g

**Prep Time**: 45 minutes  
**Makes**: 6 servings  
(2 cups per serving)

**Optional Toppings**

- Chopped fresh cilantro
- Crushed chips
- Light sour cream

Source: https://cachampionsforchange.cdph.ca.gov/
Balancing our busy schedules and life stressors can make it difficult to take time for our personal well-being. So, we invite County employees to register and participate in this November’s Take Time campaign. The goal is simple: take a little time each day to practice some meditation or mindfulness activities that help you quiet the noise and re-center. Whether it’s deep breathing during tense moments or gardening on weekends, do things that help you be your best self. Research shows that mindfulness meditation and activities can help you reduce stress while improving sleep, mood, energy, focus, and self-compassion. A county-wide email will launch registration on October 16, 2019.

**FLU CLINICS 2019**

Protect yourself this fall by getting a flu shot from your healthcare provider or at one of the following on-site clinics:

<table>
<thead>
<tr>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
<th>ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tues, Oct 8</td>
<td>Charcot Campus 2130 N. 1st Street, Suite 102, San Jose</td>
<td>9am – 12pm</td>
<td>Training Room 1</td>
</tr>
<tr>
<td>Thur, Oct 10</td>
<td>SSA – Julian Campus 333 W. Julian Street, San Jose</td>
<td>9am – 3pm</td>
<td>Auditorium</td>
</tr>
<tr>
<td>Tues, Oct 15</td>
<td>County Government Center 70 W. Hedding Street, San Jose</td>
<td>9am – 3pm</td>
<td>Lower Level Conference Room East Wing</td>
</tr>
<tr>
<td>Thur, Oct 17</td>
<td>SSA – Senter Campus 1879 Senter Road, Door #10, San Jose</td>
<td>9am – 3pm</td>
<td>Naples Room</td>
</tr>
<tr>
<td>Tues, Oct 22</td>
<td>Tasman Campus 150 W. Tasman Drive, San Jose</td>
<td>9am – 12pm</td>
<td>Tasman Auditorium</td>
</tr>
</tbody>
</table>

*Vaccine is subject to availability.

**WALK/RUN FOR A CAUSE**

**Heroes Run (November 2, 2019)** – Dress up in your favorite superhero costume and help raise funds for vital health services at our county hospitals and clinics.

**Silicon Valley Turkey Trot (November 28, 2019)** – Celebrate 15 years of trotting this year! Not only will you burn some calories before your Thanksgiving feast, you will contribute to wonderful organizations such as the Healthier Kids Foundation Santa Clara County, Housing Trust Silicon Valley, Second Harvest of Silicon Valley and The Health Trust.

**Santa Run Silicon Valley (December 15, 2019)** – Another chance to dress up, this time in your favorite holiday character! All proceeds benefit Christmas in the Park, Downtown Ice and Reading Partners.
Laura Kim is a Management Analyst in the Office of Women’s Policy, under the Division of Equity and Social Justice. She really enjoys her work because she has an opportunity to connect with the community, provide support and services, and make a positive impact while working on Supervisor Chavez’s agenda to support women’s rights and opportunities. She is also a diligent Safety Coordinator at her worksite.

Laura is very passionate about her own personal health and well-being but it hasn’t always been easy. After years of struggling with exhaustion, feeling unwell and finding it difficult to focus at work, Laura was diagnosed with sleep apnea in 2006. Once she received treatment and regained her energy, she was able to take additional steps to improving her health and well-being like starting an exercise routine.

While working out at a gym that specializes in martial arts, Laura found a new passion: Brazilian Jiu-Jitsu! As her love for this sport grew, she found good trainers and became more invested in all it had to offer. Two years later, she is still very involved in the sport and competes regularly. Her involvement with Jiu-Jitsu provides her with an opportunity to not only be active and build strength, but also become confident in protecting her own personal safety.

**Laughter is the Best Medicine!**

Being social comes naturally to Laura, and you can always count on her to shine her great smile or tell a funny joke. But she values her alone time by meditating to help manage her stress and avoid burnout. She also enjoys taking walks outside during her breaks at work.

Laura’s wellness tips:

- Change up your exercise routine. Try new things because you may end up finding something else to enjoy.
- Laugh often. You’ll feel happier!

Do you or a County employee you know have an inspirational story to tell? If so, please email us at wellness@ewd.sccgov.org