

## Creating Healthy Work Environments 2019

### Developing an Evidence-Based Workplace Wellness Program for a Native Hawaiian Clinical Partner

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Quality educational experiences for nursing students depend upon clinical sites with healthy work environments. Clinical partners may vary from large hospital systems to small community non-profit organizations. Fewer resources available to smaller organizations may make it difficult for them to implement workplace wellness initiatives. This challenge can be compounded when employees are racial or ethnic minorities, who may have wellness needs influenced by their culture or biology. Historically these needs have been underrepresented in mainstream wellness approaches.

Nursing education has a unique opportunity to improve workplace wellness in community organizations which partner with nursing programs. Through established and trusted relationships with the clinical partners, students can be guided by faculty through impactful evidence-based practice initiatives at community organizations. While the identification of the problem originates through collaboration with the organization, the work is done by the students and faculty. This is beneficial for both parties.

At one BSN program, faculty and senior students collaborated with a community organization which both employs and serves Native Hawaiians. The goal was to design an evidence-based, culturally relevant health promotion program for the organization's employees. Utilizing the Johns Hopkins Nursing Evidence-Based Practice Model, the question was generated: What are the best practices for promoting and enhancing wellness at a holistic level for employees of the Native Hawaiian community? Appraised evidence supported providing educational content on diet and exercise for weight management and general health, proper body mechanics to prevent workplace injuries, instruction and support for use of technology, and friendly competitions to engage in physical activity. Evidence regarding Native Hawaiian health management and beliefs was also obtained.

A workplace wellness program was designed which included online trainings on utilizing proper body mechanics, a Fitbit challenge for healthy competition between districts in the organization, and an interactive web-based health booklet based on *la'au lapa'au* - the art of Hawaiian healing. Culturally relevant food preparation recipes, holistic healing remedies, and stress management techniques were combined in a platform where employees could continue to add new information to be shared by everyone in the organization. Students presented the materials to organizational leaders who would distribute it to their employees. Students provided contact information for follow-up and support.

Maintaining a healthy lifestyle and practicing techniques that will help improve workplace safety and efficiency is a general goal of workplace health promotion efforts. Cultural practices of employees can be successfully identified and incorporated into standard wellness approaches when effort is made to achieve this outcome. Students in need of educational opportunities can provide this effort under supervision of faculty, easing the burden on community organizations. Collaboration between nursing programs and community partners can improve workplace wellness and foster positive relationships.

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**Title:**

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**References:**

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**Abstract Summary:**

Quality educational experiences for nursing students depend upon clinical sites with healthy work environments. To facilitate this mutual goal, BSN faculty and senior students collaborated with a clinical partner to design an evidence-based, culturally relevant health promotion program for their employees.

**Content Outline:****Introduction**

Tūtū and Me is a community organization that both employs and serves Native Hawaiians. Holism and respect are integral components of traditional Hawaiian values and beliefs. Tūtū and Me provides support services to families of young children through a traveling educational program. Nursing students gain valuable clinical experiences being immersed in this unique learning environment.

**Clinical Problem:** Due to the mobile nature of the programming, equipment and materials must be transported and set up at different sites. Management identified the staff's physical fitness and well-being as an employee health concern that impacts the mission of Tūtū and Me. Staff were given Fitbits and encouraged to practice proper body mechanics but no formal employee health program existed.

**Evidence Search:** Johns Hopkins Nursing EBP Model was utilized to investigate the clinical problem. A team of six senior students, guided by faculty, discovered and appraised evidence to inform decision-making and ultimately design pilot intervention. The final EBP question: What are the best practices for promoting and enhancing wellness at a holistic level for employees of the Native Hawaiian community? Evidence supported providing educational content on diet and exercise for weight management and general health, proper body mechanics to prevent workplace injuries, instruction and support for use of technology, and friendly competitions to engage in physical activity. Evidence regarding Native Hawaiian health management and beliefs obtained.

**Design and Implementation:** In-person and online trainings designed based on evidence. This included proper body mechanics, Fitbit challenge for healthy competition between districts, and an interactive web-based health booklet featuring *la'au lapa'au* (local recipes and holistic healing remedies) for employees where they will be able to add new recipes, holistic treatments, and exercises.

**Conclusion/Implications for Practice:** Maintaining a healthy lifestyle and practicing techniques that will help improve workplace safety and efficiency is general goal of workplace health promotion efforts. Standard wellness approaches can be successfully incorporated with cultural practices when effort is taken to identify this information. Collaboration between nursing programs and community partners can improve workplace wellness and foster positive relationships.

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