

"If You Build It, They Will Come": Preliminary Outcomes from Capacity Building Efforts of a Mindfulness- Based Stress Reduction Program

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Welcome

Roadmap for Today's Presentation:

- What is Tools for Well-Being?
- Building capacity for sustainability
- research studies and findings, program evaluation
- Implementation of Tools at Merced County Human Services Agency
- Facilitators' Training
- Organizational changes with Tools
- Tools during the COVID-19 pandemic

Grounding Exercise



- Mindfulness-based stress reduction tools to boost employee well-being
- Scaffolding approach
- Experiential components
- Can be used in work life and personal life
- studied to confirm and validate its results

An aerial photograph of a mountain landscape. A waterfall cascades down a rocky cliff face on the left side. The mountain is covered in dense, dark green forest. The foreground shows a field of tall, dry, brown grasses. The overall scene is misty and atmospheric.

The Uniqueness of the Tools Program

- Significant program and practice changes in WTW
- Secondary Traumatic Stress
- Robust Staff Development Program
- Culture of Wellness



Why Implement Tools at HSA?

Research and Evaluation

- The TEAM: HSA, Wellness Options and CSU Stanislaus
- Importance of Piloting and Research
- Past studies results

Facilitators Training: Who, How & Why

- Facilitator criteria
- Selecting volunteer facilitators
- 9 staff trained: 1 supervisor, 1 lead E&T, 1 social worker, 6 line staff

Video

- Problem of sustainability in implementing innovation
- Community building
- Buy-in around wellness throughout the organization
- Creates space and tolerance for talking about occupational stress
- Importance of sustained wellness program during COVID-19

Uniqueness of the Tools: Building-in Sustainability



Facilitators Training: Role of Wellness Options

- 3-day training for facilitators
- Focused on facilitators understanding the curriculum
- Facilitators to find resources and create own presentations
- Strengthen facilitators' practice and knowledge
- Continued support through consultation

Key Objectives of the Training

- Role and responsibilities of the facilitator
- Review of the main topics of a MBSR course
- Participants practice explaining certain concepts and receive feedback
- Provide direction on researching topics to be included in the sessions and course scaffolding



- Phase 1 R&D
- Facilitator Practice Sessions
- Three Phase 1 classes launched
- 80% of seats taken within 24 hours
- Open to all Agency employees
- Clinical support



Session Research & Development



Mindfulness: Spread and Influence

- WTW Orientation and Job Readiness
- All Dads Matter and All Moms Matter
- Afternoon meditations
- Breakroom activities
- New Employee Orientation
- Workplace Wellness Workgroup

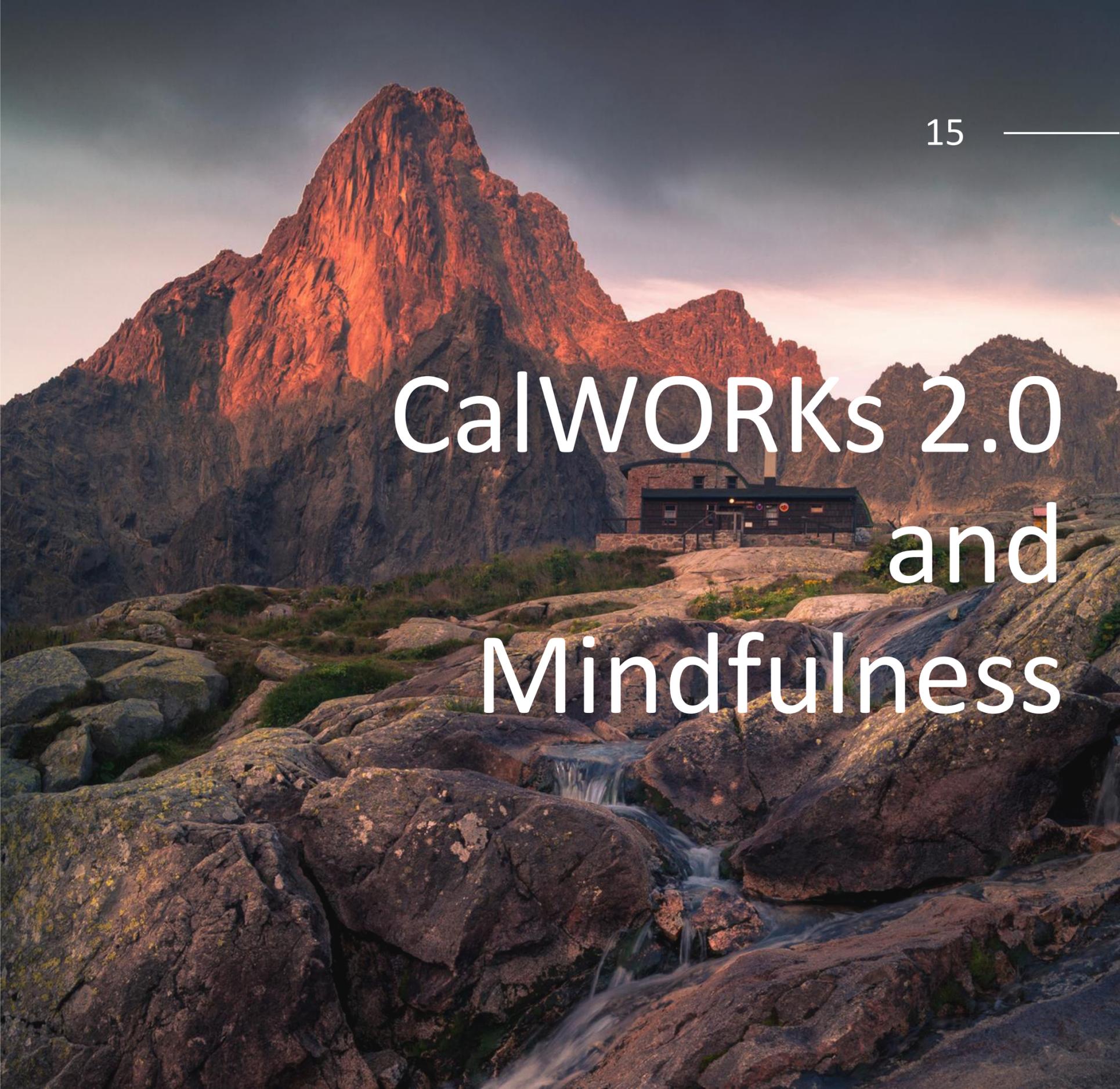
CalWORKs 2.0 and Mindfulness

- Effects of poverty and scarcity on executive functions
- Progress toward client defined goal is considered participating
- Workers transitioning to more of a coaching role and less authoritarian

CalWORKs 2.0 and Mindfulness

"Mindfulness means paying attention in particular way. On purpose, in the present moment, without judgement." --Jon Kabat-Zin

- Workers have a personal experience
- strengthening their own executive functions
- Be committed, not attached
- Examples of this in practice



CalWORKs 2.0 and Mindfulness

- Continues to be a "grassroots" effort by employees

- Current efforts by facilitators to continue the Tools for Well-Being trainings

- Benefits and Challenges

Tools for Well-Being during COVID-19

Organizational Change: an Investment in Time

- More than a "quick-fix"
- Employee buy-in at all levels
- Building capacity to sustain organizational change
- Effort at HSA and the County moving towards wellness program
- Employee-led training program
- Professional growth of staff



Next Steps: New programs & Future Research

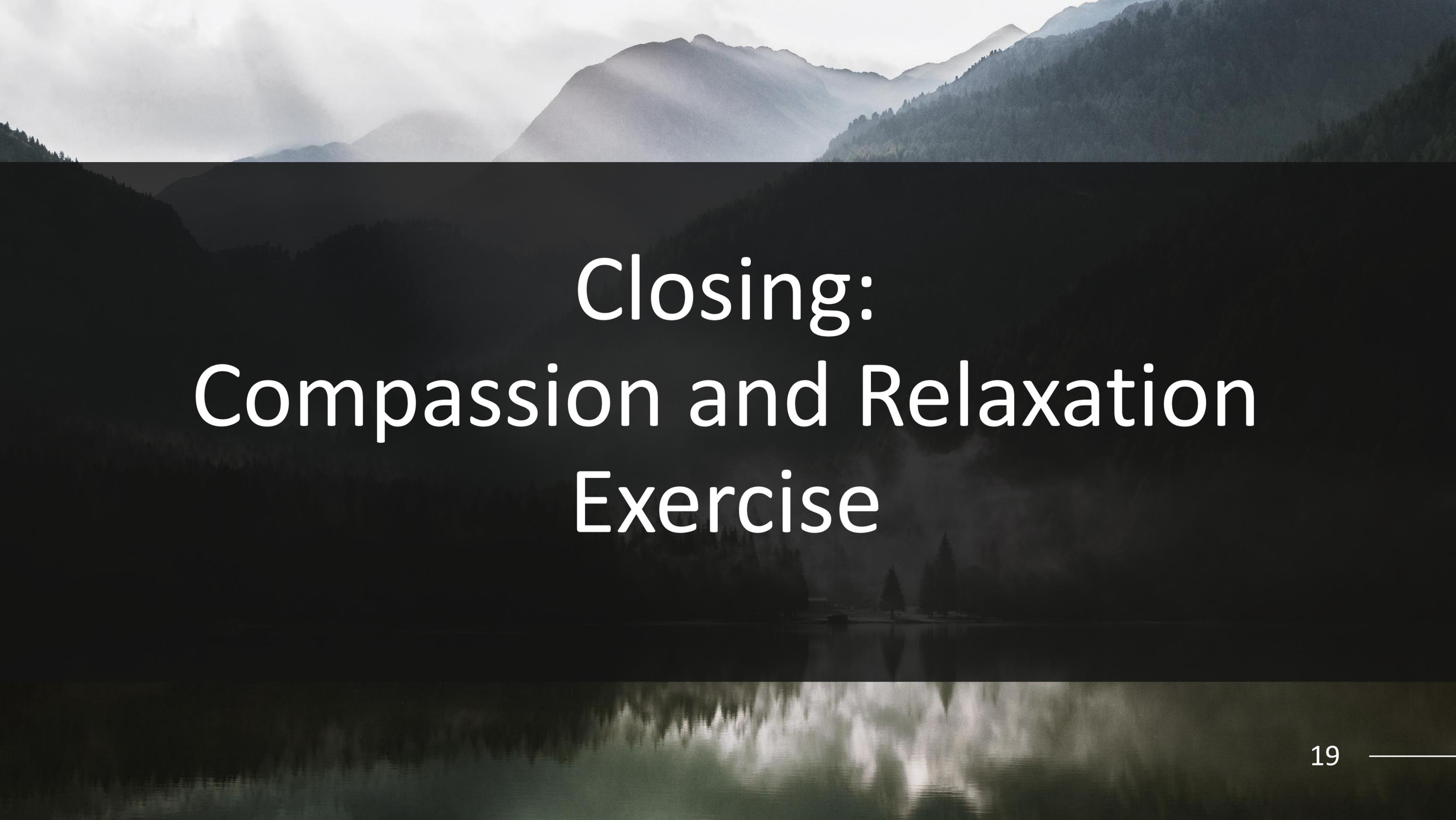
New studies out in May 2021

- Organizational Culture
- Participant outcomes in facilitator-led workshops
- Longitudinal use of Tools in employee wellness

Resilience in Leadership (NEW!)

- Build skills in mindful leadership, transformational leadership, emotional intelligence and working to harness a diverse workforce
- Dual purpose in supporting both supervisory well-being and organizational wellness

Virtual Tools Sessions to all employees

A serene landscape featuring a calm lake in the foreground, reflecting the surrounding environment. In the middle ground, there are dark, silhouetted evergreen trees and a small building. The background consists of misty, layered mountain ranges under a soft, overcast sky. The overall mood is peaceful and contemplative.

Closing: Compassion and Relaxation Exercise



Thank you