Hospital Sustainability Collaborative
3-Part Webinar Series | Webinar 2:

Engage and Retain Employees

Tuesday, December 3, 2019

Welcome!

John Wilgis
Vice President, Member and Corporate Services
Florida Hospital Association
Today’s Focus

• Protect human health by engaging employees in solutions addressing climate change.
• Provide incentives and programming to employees to improve the health of their homes, families and friends is a way to extend the “culture of caring” beyond the walls of the organization.

Objectives

• Understand opportunities for partnering with statewide clinician climate action group to engage employees in state and local climate solutions to protect health.
• Learn how to develop new sustainability clinician champions by growing staff knowledge of the health impacts of climate change and providing opportunities for engagement.
Objectives

• Understand how engaging employees around sustainability leads to improved recruitment, retention, satisfaction, productivity and patient experience.
• Review HR benefit strategies and opportunities to strengthen community benefit (volunteer, CSAs, alt. energy/vehicle discounts, divestment, etc.).

Today’s Presenters

• Ankush Bansal, MD, FACP
  Co-Chair
  Florida Clinicians for Climate Action
• Jason Bell, MBA
  Assistant Vice President of Operations
  Baptist Health South Florida
• Shanda Demorest, DNP, RN
  Member Engagement Manager
  Practice Greenhealth
Why engage employees on climate and health?

1. Helps them better care for patients and the community.
2. Creates a culture of sustainability, internal champions that support existing sustainability initiatives and advocate for bolder goals.
4. Increases employee satisfaction and retention.

Working with clinicians for climate action

“This is all so exciting and refreshing. I’ll sleep better at night knowing this topic is so important to Carilion.”

- participant
Florida Clinicians For Climate Action

CLIMATE CHANGE & HEALTH

ANKUSH K. BANSAL, MD, FACP, FACPM, SFHM, MRCP (LON.), CFLC
03 DECEMBER 2019
CO-CHAIR: FLORIDA CLINICIANS FOR CLIMATE ACTION
FLORIDA HOSPITAL ASSOCIATION, HEALTHCARE WITHOUT HARM

dr.akb1@gmail.com

- Board-certified in Internal Medicine & Lifestyle Medicine
- Full-time Hospitalist, part-time telemedicine provider, Lifestyle-medicine practitioner
- MD – 2004 – Creighton University
- Residency – 2007 – Christiana Care Health System/Jefferson Medical College
- Current – Full-time, locum-tenens hospitalist; Part-time hospitalist at Cleveland Clinic Martin Health; Voluntary Clinical Assistant Professor of Medicine – Florida International University
- Co-Chair: Florida Clinicians for Climate Action and Palm Beach Chapter of Climate Reality Project
- Board Member: Florida Chapter of Physicians for Social Responsibility
ABOUT FLORIDA CLINICIANS FOR CLIMATE ACTION

ESTABLISHED – JANUARY 27, 2018

The Tampa Declaration on Climate and Health

SIGN DECLARATION

The Florida Clinicians for Climate Action cordially invite you to sign the Tampa Declaration on Climate and Health. We are particularly interested in Florida health professional organizations, institutions, and individuals, as well as national health professional organizations with a strong Florida presence.

Protecting Public Health from Climate Change Impacts - A Call to Action for Florida Health Professionals

At the Climate & Health Equity Symposium sponsored by the W. Montague Cobb/NIAA Health Institute, National Medical Association, the Medical Society Consortium on Climate and Health, and Physicians for Social Responsibility-Florida, on January 27, 2018, in Wesley Chapel, Florida, members of health professional organizations, hospitals, public health organizations and health systems convened to discuss the health impacts of climate change in Florida. The physicians formed a new group, Florida Clinicians for Climate Action, in response to what health professionals are experiencing in patient care settings throughout Florida.

Issued in Tampa, Florida January 27, 2018

We are forming Florida Clinicians for Climate Action and issue this statement due to concerns about what we are experiencing in patient care. As Florida clinicians, we know:

- Human influence on the climate is clear
- Climate change is real
- It is already affecting the health and lives of Floridians; and these impacts will increase in the future
- The State of Florida is vulnerable already to the effects of climate change including: excessive heatwaves, sea level rise, more frequent, more severe hurricanes, and insect vectors spreading diseases such as the Zika virus.
- It is imperative that Floridians take steps to reduce heat trapping pollution in order to shift to a healthy, sustainable future with a stable climate.

www.FloridaClinicians.org
TAMPA DECLARATION
MAIN POINTS

- Human influence on the climate is clear
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- The State of Florida is vulnerable already to the effects of climate change including excessive heatwaves; sea level rise; frequent, more severe hurricanes; and insect vectors spreading diseases such as the Zika virus.
- It is imperative that Floridians take steps to reduce heat-trapping pollution in order to shift to a healthy, sustainable future with a stable climate.

Impact of Climate Change on Human Health

- Injuries, fatalities, mental health impacts
- Asthma, cardiovascular disease
- Malaria, dengue, encephalitis, hantavirus, Rift Valley fever, Lyme disease, chikungunya, West Nile virus
- Malnutrition, diarrheal disease
- Water and Food Supply Impacts
- Water Quality Impacts
- Extreme Heat
- Forced migration, civil conflict, mental health impacts
- Severe Weather
- Changes in Vector Ecology
- Increasing Allergens
- Respiratory allergies, asthma
- Air Pollution

Florida Hospital Association
WHY THE FHA AND ITS HOSPITAL MEMBERS SHOULD CARE

- Yale University School of Public Health/Natural Resources Defense Council Report
  - YaleClimateConnections.org

- 10 climate-change-associated events in 11 states in 2012 (e.g., fires, hurricanes, West Nile)
  - 900 extra deaths
  - 40,000 extra emergency department visits
  - $10 billion in extra healthcare costs and lost wages (nationally)

REMEmber:
CLIMATE SOLUTIONS
ARE
HEALTH SOLUTIONS

“Mitigating climate change presents unrivaled opportunities for improving public health”

Reach out to our Program Manager, Melissa Baldwin, and discuss options for engaging with FCCA, including but not limited to:

- Hosting a convening or workshop at your hospital
- Spreading the word about FCCA to Clinicians at your hospital
- Flyer and fact sheet available for sharing.

MELISSA BALDWIN
(813) 672-1368
FCCAstaff@ms2ch.org

**WHAT YOU CAN DO**

**ABOUT LIFESTYLE MEDICINE**

- Lifestyle medicine is the evidence-based practice of helping individuals and families adopt and sustain healthy behaviors that affect health and quality of life.

- Examples of target patient behaviors include, but are not limited to, eliminating tobacco use, improving diet, increasing physical activity, and moderating alcohol consumption.
Intergovernmental Panel on Climate Change (IPCC, Aug 2019):
- 26% of global greenhouse gas emissions come from food
- 58% of those emissions come from animal products
- 50% of those emissions come from beef and lamb
- 11x more fossil fuel use to produce 1 calorie of animal protein vs grain/vegetable protein
- Animal agriculture is the single largest source of methane production which is 25% more greenhouse gas trapping than carbon dioxide
- Meat, egg, dairy creates 65% of global nitrous oxide emissions which is 300x more potent than carbon dioxide.
- People who eat 3.5 oz meat/day produce 15.8 lbs CO₂e/day vs 6.4 lbs for vegans

WHAT DO PHYSICIANS SAY?

American Medical Association – recent revision in November 2019

Healthful Food Options in Health Care Facilities H-150.949

1. Our AMA encourages healthful food options be available, at reasonable prices and easily accessible, on the premises of Health Care Facilities.
2. Our AMA hereby calls on all Health Care Facilities to improve the health of patients, staff, and visitors by: (a) providing a variety of healthy food, including plant-based meals, and meals that are low in saturated and trans fats, sodium, and added sugars; (b) eliminating processed meats from menus; and (c) providing and promoting healthy beverages.
3. Our AMA hereby calls for Health Care Facility cafeterias and inpatient meal menus to publish nutrition information.
Hospitalization can be a "teachable moment" for patients who are ready to embrace nutrition as part of the healing process. It is important that the hospital food service be ready, too, with food offerings that support a healthful prescription. Healthful foods are also important for staff and visitors and reinforce the 'culture of health' recognized as vital in the workplace today.

- **Planting a Seed: Heart-Healthy Food Recommendations for Hospitals.**
- **American College of Cardiology, 2017.**

If you contract with Sodexo, here is a sampling of options:

**Breakfast:**
- Oatmeal
- Fresh fruit cup
- Cold cereal with plant based milk

**Entrees:**
- Quinoa and kale stuffed sweet potato
- Black beans and corn sauce over brown rice
- Black bean lettuce cups

**Grill:**
- Portobello rustico
- Spicy black bean burger

**Soup:**
- Tuscan kale and bean soup
- Autumn vegetable soup

If you contract with Aramark, here is a sampling of options:

**Breakfast:**
- Oatmeal
- Cream of wheat
- Cold cereal with soy milk
- Fresh fruit

**Entrees:**
- Vegetarian chili
- Pasta marinara
- Bean burrito

**Soup:**
- Vegetable

*Many more options can be made vegan upon request.*
If you contract with Morrison, here is a sampling of options:

**Breakfast:**
- Steel cut oatmeal
- Grits
- Cream of wheat
- Breakfast potatoes
- Fresh fruit salad

**Buffet:**
- Spanish rice
- Sautéed vegetable medley over rice
- New Orleans red beans over rice
- Tomato basil summer squash over linguine
- Roasted vegetables

**Soup:**
- Cuban black bean and rice soup
- Black bean soup

**Salad:**
- Southwestern corn and black bean salad

If you do not contract with a food service company, here is a sampling of options:

**Breakfast:**
- Apple sweet potato breakfast bake
- Cheezy potato and veggie breakfast casserole

**Lunch/Dinner Entrees:**
- Spanish chickpea stew
- Mexican lasagna
- Black bean fiesta wrap
- Tomatoes with garbanzos and rosemary over rotini pasta
- Harvest delight

Recipes can be found at [PCRM.org/HospitalToolkit]

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**FLORIDA HOSPITALS THAT HOST FAST-FOOD RESTAURANTS**

- Chick-fil-A
  - Baptist Medical Center in Jacksonville
  - UF Health Shands Hospital at the University of Florida in Gainesville

- McDonald’s
  - Broward General Medical Center in Fort Lauderdale
  - Jackson Memorial Hospital in Miami
  - Tampa General Hospital in Tampa

- Wendy’s
  - Sacred Heart Health System in Pensacola
  - UF Health Shands Hospital at the University of Florida in Gainesville
A Call for Clinicians to Act on Planetary Health
Co-Chair Ankush Bansal a member of the working group
published in the Lancet (4/19/2019)
A campaign to engage 50,000 health professionals around climate change and health

Shanda Demorest, DNP, RN
Practice Greenhealth

Nurses Climate Challenge goals

- Educate **50,000 health professionals** on climate change and health.
- **Build a cohort** of informed and more-engaged health professionals in care settings.
- **Launch a movement** of health professionals committed to climate solutions at home and in care settings.
3 ways to engage

1. Nurses register for an account with the Nurses Climate Challenge
2. Nurses educate other health professionals
3. Nurses and others educated take action

Greenhouse Gases

Courtesy of the National Climate Assessment (2012)
Hospital Sustainability Collaborative Webinar Series
Webinar 2: Engage and Retain Employees

Health care contributes to climate change

10% of U.S. greenhouse gas emissions

Energy use for heating, cooling, lighting, & water use
Waste anesthetic gases
Meat procurement & food transport
Employee commutes
Fleet vehicles
Supplies & materials
Waste hauling, treatment, & landfill gases
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Impact of Climate Change on Human Health

Injuries, fatalities, mental health impacts
Asthma, cardiovascular disease
Malaria, dengue, encephalitis, hantavirus, Rift Valley fever, Lyme disease, chikungunya, West Nile virus

Heat-related illness and death, cardiovascular failure
Air Pollution
Changes in Vector Ecology

Forced migration, civil conflict, mental health impacts
Extreme Heat
Increasing Allergens

Malnutrition, diarrheal disease
Water and Food Supply Impacts
Water Quality Impacts

Florida Hospital Association
Air pollution

- 7 million annual deaths worldwide
- Heat increases wildfires, smog, and pollen
- Humidity and flooding leads to indoor mold growth
- Exacerbations in asthma and allergies

Get Started

Developed by nurses and climate and health professionals, these materials give you tools to host an impactful event that educates your colleagues on how they can effectively protect their patients and communities from the health impacts of climate change.
How to use Twitter for climate advocacy

Social media is a simple and effective way to educate other health professionals and the public, as well as local, state, and national leaders about how climate change is impacting the health of your patients and community.

Here’s how:
1. Sign up for Twitter.
   - Register to join the conversation.
   - Twitter is an easy tool to use and is accessible to all.

2. Create a profile that establishes your credibility.
   - Reference your credibility or recognizeable in both your username, followed by “Twitter handle”, “CT,” or “Twitter”.
   - Include links to your profile description (see highlighted below).

   - You can mention your organization on your profile, or link to their website, for example, something like “All views expressed are my own” in your profile description.

   - Add your professional profile and/or bios.

   Example: Dr. Joe Campbell: https://twitter.com/Pennsylvania<br>
   Example: Dr. James Malleson: https://twitter.com/JamesMalleson<br>
   Example: Dr. Steve Bonica: https://twitter.com/SteveBonica

### Nurses Climate Challenge by the Numbers (Nov. 2019)

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Nurse Climate Champions</td>
<td>918</td>
</tr>
<tr>
<td>States Represented</td>
<td>47</td>
</tr>
<tr>
<td>Non-US Countries Represented</td>
<td>20*</td>
</tr>
<tr>
<td>Continents</td>
<td>6</td>
</tr>
</tbody>
</table>

*Australia, Brazil, Canada, Chile, Colombia, Finland, Greece, Ireland, Italy, Iceland, Japan, Malta, New Zealand, North Korea, Rwanda, Singapore, Spain, Taiwan, Turkey, United Kingdom

### Nurses Climate Challenge Tracker

- **50,000 Health professionals on climate and health by 2022**
- **12143 Educated**

Connect with Nurse Climate Champions

**Florida Hospital Association**
Hospital Sustainability Collaborative Webinar Series
Webinar 2: Engage and Retain Employees

How have others used these resources?
Check out our Nurse Climate Champion Highlights!

Adelita G. Cantu, PhD, RN
UT Health San Antonio School of Nursing

“In my work with seniors, I’ve had to explain to them why they shouldn’t go outside and exercise. Because of rising temperatures and air pollution, the onset of asthma among our seniors has grown exponentially. It affects what they can do and negatively impacts their quality of life.”

Learn more about Adelita >

Philip Pape
University of Wisconsin-Madison

“Environmental changes are only going to increase and become more pronounced – affecting more areas, more people overall. We must change our behaviors in our daily life and opt for choices that are more environmentally friendly.”

Learn more about Philip >

Robbi Hagelberg, RN
Lakeview Hospital, Stillwater, Minn.

“As nurses we deal with patients who are feeling the impacts of climate change, so there’s an opportunity to make the connection for those patients. What they are experiencing in their health is connected to their environment and what they are exposed to.”

Learn more about Robbi >

Julia Ryder
Baylor University Hospital

“My passion for nursing has been rekindled with my commitment to bring awareness about climate change. The effects of climate change go beyond the bedside and reach our community, friends, and loved ones. Now my nursing doesn’t only protect one patient — it protects my whole community.”

Learn more about Julia >

Join today at www.NursesClimateChallenge.org
Community and Employee Engagement through Sustainability

Today’s agenda:

• **Who** are we?

• **What** does *Sustainability* mean?

• **Why** is Sustainability important (in healthcare)?

• **How** can we make an impact?
We are an Anchor Institution of South Florida

- **22,483** employees
- **1,600,000+** patient visits annually
- **4,000** physicians
- **6,500** learners
WHAT DOES Sustainability MEAN?

- Cost Reduction
- Recycling
- Eco-friendly
- Reduce Waste
- Community
- Health
- Education
- Environment
WHY IS SUSTAINABILITY IMPORTANT (IN HEALTHCARE)?
“For too long, the worlds of business and health have been mired in a checkered, sometimes contentious, history. Millions of deaths worldwide can be attributed to risk factors including tobacco use, alcohol and drug misuse, and suboptimal dietary intake linked to commercial products.

Given their financial and human capital, companies that change their ways of doing business could have a beneficial influence on societal outcomes…Doing so could potentially enhance corporate trust, brand loyalty and employee engagement, while meeting modern consumers’ rising expectations.

Businesses, together with health and community partners, can promote a culture of health through 4 distinct but interrelated pillars…Consumer Health, Employee Health, Community Health and Environmental Health”

• 59% of consumers’ purchase decisions were influenced by perceived benefits for health and wellness

• 66% of consumers would pay more for sustainable goods

• 75% of Millennials would pay more for sustainable goods

“Pollution is a leading cause of morbidity and mortality, and was associated with an estimated 9 million premature deaths globally in 2015 or 16% of all deaths. Most environmentally mediated deaths are linked to air pollution, with many health experts believing climate change is the leading public health issue of the 21st century. Major disruptions to food production, water supplies and coastal livability are predicted unless significant action is taken to reduce greenhouse gas emissions. Ironically, modern health care is a major contributor to pollution that adversely affects human health.

Value-based methods that incorporate environmental performance into decision making are critical.”

• HVAC account for 50% of hospital energy use because air conditioning is thought to play a vital role in infection control

• Infection control practices driving shift toward single-use consumables, resulting in increased material consumption and energy use from supply chain activities.

• Inhaled anesthetics are potent Green House Gases and are responsible for a majority of emissions from US operating rooms
“Sustainability practices by large corporations are increasingly important to reduce the environmental and social impacts of the business enterprise. The health care industry represents 18% of the US economy, employs more people than any other economic sector, and is responsible for 10% of US carbon emissions.

Corporations have begun to acknowledge that they must hold themselves responsible and take measures to reduce the environmental degradation, pollution, climate change and social disruption that results from their activities.

To meet these demands many companies now publish annual reports detailing their efforts to measure, manage and mitigate their environmental and social impacts. Commonly referred to in the business world as corporate social responsibility (CSR) reporting...

- 12% of large healthcare organizations published sustainability reports, compared with 76% of Fortune 500 companies and 82% of S&P 500 companies

Recognition

- We have a dedicated sustainability/corporate social responsibility committee of the Board or governing authority
- What measures has your company taken in order to manage sustainability-related risks of your supply chain?
- What is the highest full-time role responsible for sustainability and social responsibility at your company?
- Does your company produce a report regarding its corporate citizenship, responsibility and sustainability?
- Has your organization integrated sustainability programs/initiatives into its overall enterprise risk management strategy?
- Indicate which category your company’s most recent Carbon Disclosure Performance Score falls within
HOW CAN WE MAKE AN IMPACT?

Positioned for Success
Introducing the Team

**HOSPITALS**
- J. Hernandez-Lichtl, Executive Sponsor
- Jean Avrill, South Miami Hospital
- Arlene Williams, Baptist Hospital
- Karl Colia, Homestead Hospital
- Lisa Chin, West Kendall Baptist Hospital
- James Cordell, Mariners & Fishermen's Hospitals
- Elsa Luna, Bethesda Hospital

**OUTPATIENT**
- Jovelise Bueno, Baptist Outpatient Services
- Matthew Baumann, Miami Cancer Institute
- Clarisa Suarez, Baptist Health Medical Group
- Chris Grant, Ocean Reef Medical Center

**CORPORATE**
- Stefan Schwindeman, Facilitator
- George Godfrey, Supply Chain
- Luis Fernandez de Castro, Facilities Management
- John Arrien, I.T.
- Vivian Milian, Marketing
- Maria Lagounis, Strategic Planning

**Green Governance**

- Baptist Health Board of Trustees
- Community Benefit Committee
- Green & Sustainability Committee
- Green Teams and Sustainability Initiatives
Role of the Sustainability Committee

- Establish annual Green and Sustainability metrics of success aligned with health system’s goals
- Make Green and Sustainability recommendations
- Harmonize system-wide Green and Sustainability initiatives

FY20 Areas of Focus

**ENERGY**
- KwH / Adjusted Patient Days
- Energy Star score
- Explore solar
- Education with FPL

**FOOD**
- % Locavore purchase
- Grow2Heal garden at all facilities
- Education with local growers

**WASTE**
- % Diversion rate
- Plastic water bottle alternative
- Education with Waste Management

**AIR**
- Indoor/outdoor green space
- Inhaled anesthetic review
- Education with COPD/DERM
WEST KENDALL BAPTIST HOSPITAL

Why West Kendall?

Project Location
9555 SW 162ND Ave

Florida Hospital Association
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Webinar 2: Engage and Retain Employees

Framework

Sustainability Steering Committee

Healthy West Kendall

Internal Partners

Green Advisory Committee

Florida Hospital Association 33

Adopt-a-Highway
Million Orchid Project

Recycling Education
Water Bottle Challenge

Outdoor Green Space
Green Space, Natural Light and Eco-friendly Materials

IT Equipment Repurposing
Adopt a Tree

WE-Lab

December 3, 2019

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Webinar 2: Engage and Retain Employees

December 3, 2019

Interior Flex Spaces

Digital Signage
Employee & Community Engagement through Sustainability

Lessons Learned:

- Mission alignment
- Define it
- Grassroots and top-down strategy
- Resource commitment (time + $$)
- Create and leverage coalitions

Jason Bell, MBA
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Practice Greenhealth and HCWH resources
Questions?

Next Up…

- **Get Your Hospital Climate Ready** January 29 at 1:00 p.m., ET
  - [https://cc.readytalk.com/registration/#/?meeting=y41ggh0ng2sv&campaign=ql3eturba6gd](https://cc.readytalk.com/registration/#/?meeting=y41ggh0ng2sv&campaign=ql3eturba6gd)
Webinar Evaluation

• We would appreciate your feedback!!
• Web participants can stay logged in as the webinar closes to be redirected to the online survey (the link will also be provided in a follow up email).

Thank you!

John Wilgis
407-841-6230
john@fha.org