

April



2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
<p>1 Try making your own Sourdough Starter</p> <p><small>national sourdough bread day</small></p>	<p>2 Do you have an emergency fund? If not, look at contributing \$10 per pay check.</p> <p><small>Financial Wellness Corner</small></p>	<p>3 Honey will be your best friend! Add some to a hot cup of tea.</p> <p>Allergy tip</p>	<p>April is Alcohol Awareness Month</p>	<p>5 APRIL STRESS AWARENESS MONTH</p>	<p>6 Move More Month! Instead of sitting at your desk, try standing for 15 minutes.</p>	<p>7 Mental Health Tip! Schedule a FREE session with EAP Everyone can use some pointers for better mental health, and the EAP service can help!</p> <p><small>Aurora Health Care</small></p>
<p>8 Alcohol Awareness</p> <p>Show your compassion - Have an honest and clear conversation about a loved ones habits.</p>	<p>9 Reduce your stress by... Connecting with others...Reach out, Get outside, volunteer or make time for the things you enjoy!</p>	<p>10 Sit at a desk? Back pain can be hard to sit through; maybe look at purchasing a chair massager.</p> <p><small>Wellness Wednesday</small></p>	<p>11 Move More Month! Go on a walk during your lunch with a co-worker!</p>	<p>12 Do you have an air filter in large spaces within your home?</p> <p>Allergy tip</p>	<p>13 National Garden Month</p> <p>Start planting your garden! April showers bring May flowers!</p> <p><small>Gardening Tips!</small></p>	<p>14 Financial Wellness Corner</p> <p>Start tracking your spending - It is easy to spend money online or on non-necessity items.</p>
<p>15 Vitamin C is shown to reduce histamine levels if taken daily</p> <p>Allergy tip</p>	<p>16 Know the early signs of Parkinson's Disease</p> <p>April is Parkinson's Awareness Month</p>	<p>17 Do some deep breathing!</p> <ul style="list-style-type: none"> • Lowers blood pressure & heart rate • Increases physical energy • Improves immune system <p><small>Wellness Wednesday</small></p>	<p>18 ALLERGY SEASON AHEAD</p>	<p>19 Reduce your stress by... Taking care of your body....Get enough sleep, move more sit less, limit alcohol, eat healthy & keep up with regular health appointments.</p> <p><small>Take care of your body</small></p>	<p>20 Mental Health Tip!</p> <p>Consider time off! You have allotted time off from work; now take that time for yourself!</p>	<p>21 Move More Month! When you take a break, try taking a flight of stairs to get some movement in.</p>
<p>22 Move More Month! Before winding down for the night, go for a quick walk around your neighborhood.</p>	<p>23 Mental Health Tip! Set boundaries! Make a balance between work and personal life. Start scheduling time for both and stick to it!</p>	<p>24 Bring your lunch outside! Increase levels of Vitamin D can improve your sleep quality.</p> <p><small>Wellness Wednesday</small></p>	<p>25 Reduce your stress by... Laughing! Activates and relives your stress responses and soothes tension.</p>	<p>26 Alcohol Awareness</p> <p>Minimize Temptation - Limit the amount of time spent at a bar or venue serving alcohol.</p>	<p>27 Try Acupuncture! Research has shown improvement in nasal symptoms</p> <p>Allergy tip</p>	<p>28 Financial Wellness Corner</p> <p>Have you started planning for retirement? It is never too early to do so. 10 Ways to Prepare</p>
<p>29 Reduce your stress by... Taking deep breaths! Close your eyes and take three deep inhales and audible exhales. I promise, you will feel better already!</p>	<p>30 End of month Reflection!</p> <p>Did you use your time wisely?</p> <p>Did you show any small acts of kindness to someone?</p> <p>What areas of life did you grow most in?</p>					

Top Priorities!

Get 10,000 steps per day

During stressful times, take 5 deep cleansing breathes

Bring awareness to your drinking habits
- Limit alcohol consumption

Notes

- **Q2 Step Challenge** -Get at least 150,000 steps per month
- **Alcohol Awareness Month** - Watch webinars on WellRight Portal
- **Spring into Wellness** - Complete all days to receive 15 points towards becoming a Wellness Allstar!
- **Yoga** - April 15th & April 29th in City Hall Rm 207
- **MetLife Financial Webinar** - Retirewise Workshop Series - Register [here](#).
- **Superfood Challenge** -Raspberries - Upload photo to WellRight Portal for 5 points
- **ECU Financial Wellness Sessions** - RSVP for your spot. Sessions are May 1, 15 & 29. See flier for RSVP links.

4-week Workplace Wellness Challenge

April 1 - April 28

Initial each day you complete. Complete all days for 15 points towards becoming a Wellness Allstar!

WEEK	WELLNESS FOCUS	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	WEEKEND
1	Social 	Say Good Morning! Greet the first person you meet with "Good morning."	Social Media Fast Do a social media fast. Decide how long it will be and commit to it.	"I appreciate You!" Tell someone why you appreciate them. Text, phone, email, send an e-card or say it face-to-face.	Reach out & Check-in Reach out and check in with a friend/co-worker.	Random Act of Kindness Surprise someone with a favour or gift. Bring a coffee to a friend or offer help with chores.	Repeat any activity from Week 1
2	Mental & Emotional 	"I am grateful for..." When you wake up, say what you are grateful for today.	Single-task today Commit to single-tasking by being fully present with doing 1 task at a time	Give Yourself a Compliment Practice positive self-talk. Give yourself a compliment.	Find Joy Do something that brings you joy, makes you laugh or feel inspired.	Pause and Celebrate Pause and celebrate one small victory. Say what you are proud of today.	Repeat any activity from Week 2
3	Physical 	Start a Healthy Habit Think of one habit or routine you have always wanted to try and add it to your day.	Eat your meals distraction-free Put away/turn off your phone and other devices during meal times.	Meatless Wednesday Have a meatless day by replacing meat with seafood or plant-based proteins: lentils, beans, tempeh, or tofu.	Move Dedicate at least 30 min to movement. Move or stretch 3-5 min every hour, take stairs, go for a walk at lunch.	Do a Comforting Pre-Bedtime Activity Read a book, take a soothing bath/shower, or get some fresh air.	Repeat any activity from Week 3
4	Environmental 	Be Energy Efficient Turn off and unplug electronics when not in use.	Recycle Recycle as much as you can today. Be mindful of what you are throwing in the garbage at work and at home.	Reduce Water Waste Turn off water when not in use or/and shorten your shower time.	Declutter Your Space Spend 15 minutes organizing items you want to keep; donate things you will not be using.	Use Reusable Use a reusable coffee mug, water bottle, or/and shopping bag.	Repeat any activity from Week 4



What?

Get at least 150,000 steps per month from April 1st - June 28th. Submission due on Wellness Platform (WellRight) or to Human Resources no later than June 30th, 2024.



When?

Challenge runs from April 1st - June 28th 2024.



Submit:

Documentation to show that you have met the 150,000 steps per month requirement. You can use your phone, tracking device, or app.



Points:

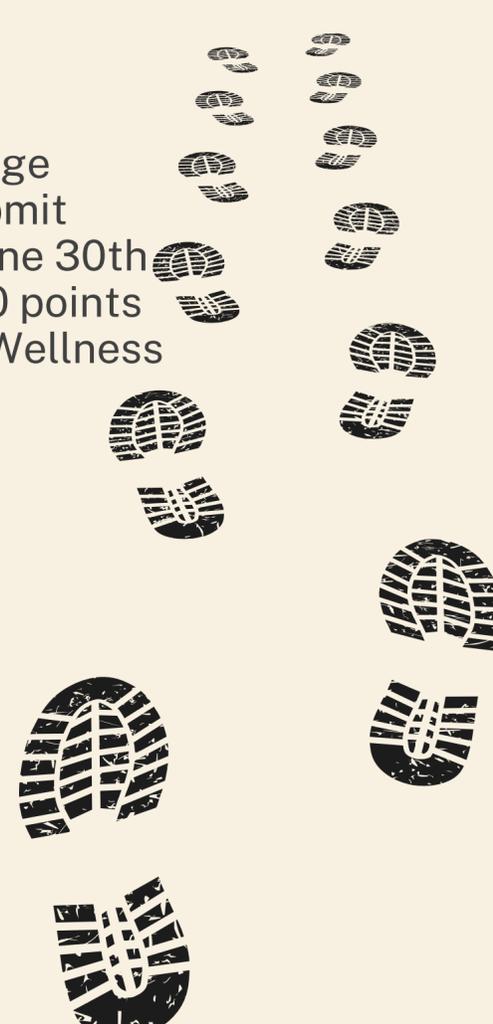
If you met the challenge requirements and submit items no later than June 30th 2024, you can earn 30 points towards becoming a Wellness Allstar

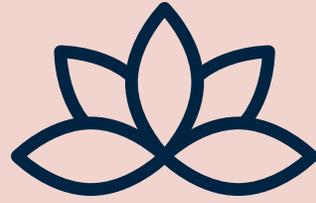
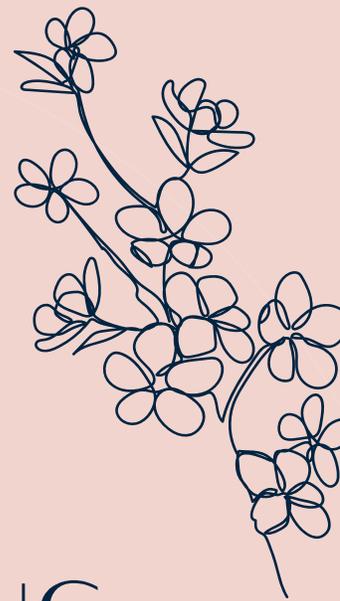
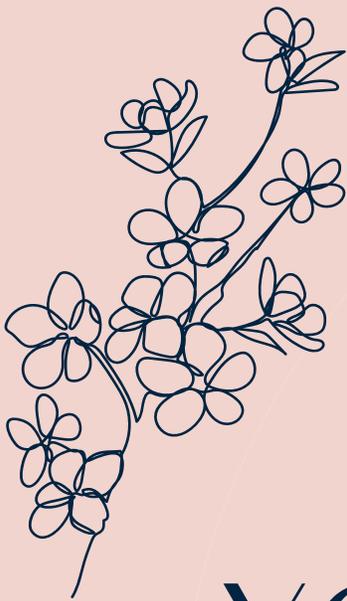


Questions?

Contact Human Resources at 262-636-9175 or human.resources@cityofracine.org

Q2 2024 Step Challenge





YOGA SESSIONS

City Wellness

Join Susie (Health Coach) from the Racine Health & Wellness Clinic for a much needed work break!

March 11th - 2:30pm - 3:00

June 10th - 2:30pm - 3:00
June 24th - 12pm - 12:30

April 15th - 2:30pm - 3:00
April 29th - 12pm - 12:30

July 8th - 2:30pm - 3:00
July 22nd - 12pm - 12:30

May 6th - 12pm - 12:30
May 13th - 2:30pm - 3:00

August 19th - 2:30pm - 3:00
August 26th - 12pm - 12:30

Location: City Hall Room 207



FINANCIAL WELLNESS



Webinars

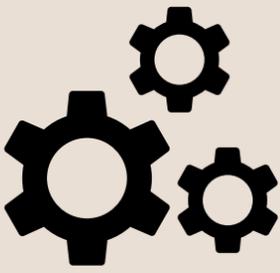


TAX STRATEGIES WORKSHOP MARCH 14TH 12PM - 1PM - VIRTUAL

While some tax strategies are easy to accomplish, others may take some planning. That's why we're pleased to offer MetLife's Tax Strategies: The Basics and Beyond workshop where you will learn about tax planning steps, including tax basics, diversification, cutting your tax bill and when to call a professional.



REGISTER NOW



RETIRESWISE WORKSHOP SERIES APRIL 4, 11, 18 & 24TH 12PM - 1PM - VIRTUAL

Each Retirewise session has different topics that build on each other.

Building Your Foundation - Understand your financial and retirement planning basics by creating a budget, learn about compound interest, tax diversification and inflation.

Creating and Managing Wealth - Review the principles of investing including how to get started, different types of investments and their common risks and strategies.

Establishing Your Retirement Income Stream - Learn how to examine risks, manage assets and structure a retirement income stream to address your retirement needs and wants.

Making the Most of What You Have - Review your employer's benefits and how they can fit into your plan while also covering estate planning, Medicare options and life and disability income insurance.

With Retirewise, you'll be on your way to making smarter financial decisions and creating an action plan that works for you.



REGISTER NOW



QUESTIONS?

Contact Human Resources at 262-636-9175 or Benefits@cityofracine.org

Q2 2024 Superfoods

Raspberries - April



Task: Create a meal using the superfood of the month for each month of quarter two.

Submit a photo to the Wellness Portal (WellRight) or to HR to receive five (5) points* towards becoming a Wellness Allstar!

*5 points for each month you complete the requirements for.



Fennel - May



Eggplant - June



EDUCATORS CREDIT UNION

FINANCIAL WELLNESS SESSIONS



Wellness Wednesday Financial sessions will be offered every other Wednesday in May, starting with May 1st, 2024.

Must RSVP for each session you are interested in attending (*each session has a separate RSVP link*). **FREE** lunch will be provided.

The following sessions will be offered:

01
May

MONEY AND DEBT MANAGEMENT

Time? 12pm - 12:45pm
Room: City Hall 207

RSVP REQUIRED



15
May

UNDERSTANDING PERSONAL FINANCES

Time? 12pm - 12:45pm
Room: City Hall 207

RSVP REQUIRED



29
May

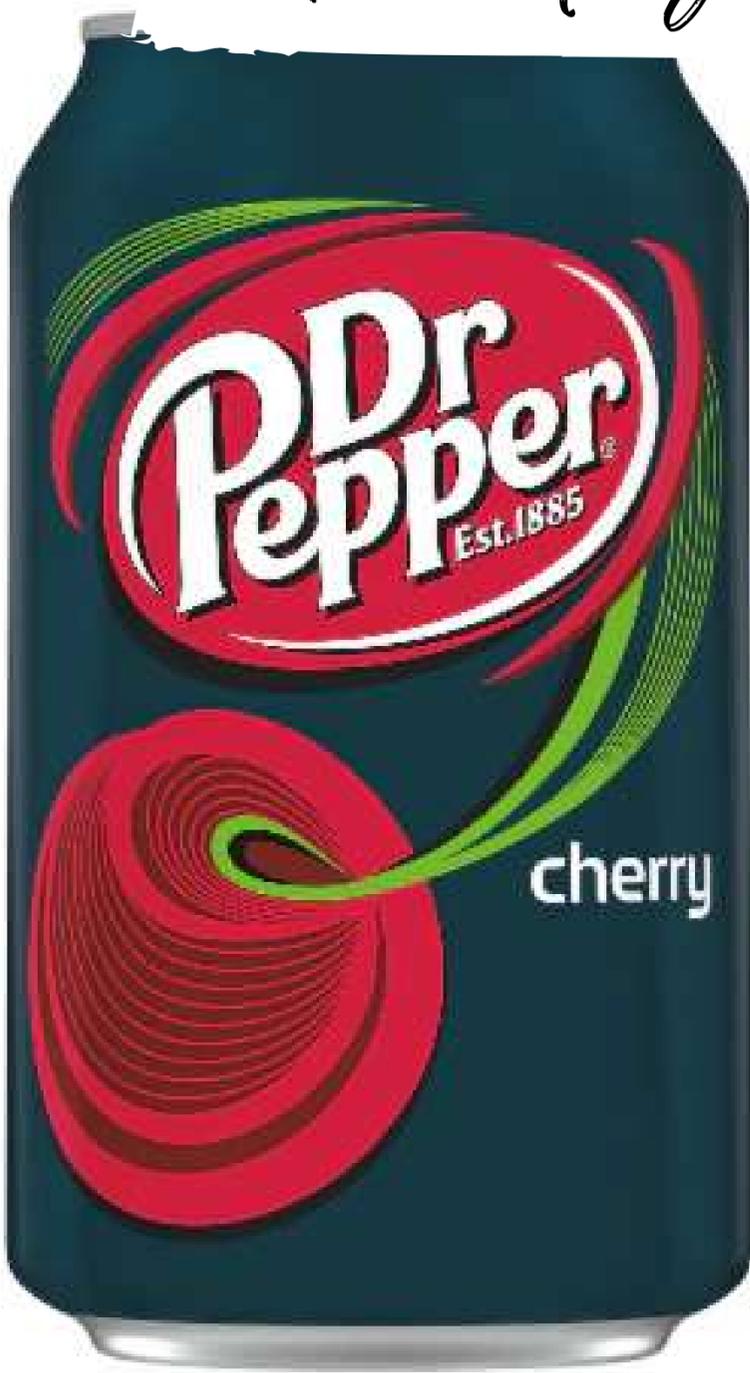
PROTECT YOUR IDENTITY

Time? 12pm - 12:45pm
Room: City Hall 207

RSVP REQUIRED



Healthy Alternatives



INSTEAD OF USING THIS....

Soda

- Large amounts of sugar
- Sugar and acids in soda are bad for dental health
- Increase chance of weight gain which can lead to obesity
- Sugary drinks are linked to heart and kidney disease



Tip - If you try one sparkling water brand and don't like it, try other brands. They are all different!

TRY THIS INSTEAD....

Flavored Sparkling Water

- Healthy fizzy drink
- Lower calories
- Less sugar
- Natural flavor
- Helps with hydration

TRY THIS!

Add a slice of cucumber, a handful of fresh fruit or a splash of 100% juice.





Alcohol Awareness

Drinking too much alcohol can harm your health, but how much is too much?

What is excessive drinking?

Excessive drinking includes binge drinking, heavy drinking and any drinking by pregnant women or people younger than age 21.

Binge drinking, the most common form of excessive drinking, is defined as consuming:

- For women, 4 or more drinks during a single occasion.
- For men, 5 or more drinks during a single occasion.

Heavy drinking is defined as consuming:

- For women, 8 or more drinks per week.
- For men, 15 or more drinks per week.

Most people who drink excessively are not alcoholics or alcohol dependent.

Short-term health risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as, falls, drownings, and burns.
- Violence, including motor vehicle crashes, homicide, suicide, sexual assault and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.

Long-term health risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, voice box, liver, colon and rectum.
- Weakening of the immune system, increasing the chances of getting sick.



Superfood of the Month: Raspberries

What is it?

Raspberries are a small, soft fruit that grows on a bush. Russia is the leading producer of this fruit accounting for about 20% of world production.

What do I do with it?

Raspberries are available fresh, frozen and freeze-dried or as an ingredient in jellies, syrups and jams. You can add them to smoothies, yogurt or oatmeal for breakfast. They make a great addition to a spinach, walnut and goat cheese salad as well as a fruity ice cream topping!

Why should I eat it?

Raspberries are low in calories but high in fiber, vitamins, minerals and antioxidants. They may protect against diabetes, cancer, obesity, arthritis and provide anti-aging effects. They provide potassium, essential to heart function and proven to lower blood pressure. The omega-3 fatty acids in them can help prevent stroke and heart disease. They also contain a mineral manganese, which is necessary for healthy bones and skin and helps regulate blood sugar.

Tips for buying and storing

When buying, look for raspberries that are slightly soft, plump and deep in color. Store raspberries dry and in the container in which you bought them. If they are from the garden, store them in a breathable container. Avoid keeping them in the coolest part of your fridge (usually the back) or in the crisper. Use fresh berries within 1 to 2 days. Don't wash the berries until you are ready to eat them.

Healthy Raspberry Crumble Bars

INGREDIENTS

FOR THE TOPPING

- ½ cup (50g) instant oats (gluten free if necessary and measured like this)
- 2 tbsp (15g) white whole wheat flour or millet flour (measured like this)
- 1 tsp ground cinnamon
- 4 tsp pure maple syrup, room temperature
- 2 tsp coconut oil or unsalted butter, melted

FOR THE FILLING

- generous 2 ½ cups (360g) fresh raspberries, quartered 1 ½ tbsp (12g) cornstarch

FOR THE CRUST

- 1 ¼ cups (150g) white whole wheat flour or gluten-free* flour
- ¼ tsp baking powder
- ¼ tsp salt
- 1 ½ tbsp (21g) coconut oil or unsalted butter, melted
- 3 tbsp (45mL) unsweetened cashew milk, room temperature
- 1 tsp almond extract
- 1 ½ tsp liquid stevia
- 2 tbsp (30mL) pure maple syrup, room temperature

PREPARATION

1. Preheat the oven to 350°F, and line an 8"-square pan with parchment paper (or coat an 8"-square pan with nonstick cooking spray).
2. To prepare the topping, stir together the oats, flour, and cinnamon. Make a well in the center. Pour in the maple syrup and coconut oil or butter and stir until all ingredients are completely incorporated.
3. To prepare the filling, gently toss together the raspberries and cornstarch.
4. To prepare the crust, whisk together the flour, baking powder, and salt in a small bowl. In a separate bowl, whisk together the coconut oil or butter, milk, almond extract, and liquid stevia. Stir in the maple syrup. Add in the flour mixture, stirring just until incorporated.
5. Press the crust into the bottom of the prepared pan into a thin, even layer using your hands. (If it sticks to your fingers, then moisten your fingers with a tiny bit of water and continue as needed.) Spread the filling evenly across the crust. Sprinkle the oat mixture on top of the raspberries. (It tends to clump, so break it into tiny pieces as you go!) Bake at 350°F for 28-34 minutes or until the topping feels firm and the crust appears to be done. Cool completely to room temperature in the pan and let the bars rest for at least 3 hours once at room temperature before slicing and serving.

<https://amyshealthybaking.com/blog/2019/06/16/healthy-raspberry-crumble-bars/>



The Power of Hope and Optimism



We have all heard the phrase “April showers bring May flowers.” While most of us are certainly ready for flowers by the time May arrives, this phrase also has a deeper meaning. It is a reminder that unpleasant things can bring about positive outcomes. This phrase also encourages us to maintain an optimistic attitude and a sense of hope.

Hope and optimism are similar but distinct concepts. Both are positively correlated to health and resilience, but while hope is more directly related to personal belief, optimism is more directly connected to expectations.

- **Hope:** Hope typically refers to a feeling often connected to motivation. A hopeful individual is more likely to believe they have the power to reach their goals. Hope is the belief that your future will be better than the present and that you have the ability to make it happen. It involves both optimism and a can-do attitude.
- **Optimism:** Optimism refers to a person’s expectations for the future. It is a tendency to look on the more favorable side of events or conditions and to expect the most favorable outcome. When someone is optimistic, they are likely to believe that what they hope for will eventually come to pass.

Although hope and optimism are two different things, one isn't nearly as beneficial without the other. Optimism is a mental attitude that heavily influences physical and mental health, as well as coping with everyday social and working life. Optimism can also promote a sense of well-being during difficult times. Likewise, while hope certainly involves our emotions, hope itself is not an emotion. Hope is a way of thinking or a state of being that is more directly connected to goals and personal motivation. People with higher levels of optimism and hope have been found to be better at withstanding uncertainty and have less fear of the unknown. They cope and adapt better in challenging or stressful times and tend to be more personally resilient.

If you are trying to cultivate more optimism and hope in your life, know that this goal is possible. Working with a compassionate and trained counselor or therapist can help you develop the skills you need to foster an optimistic and hopeful perspective while developing your coping skills and resilience.

References:

<https://www.goodtherapy.org/blog/psychpedia/optimism>
<https://www.psychologytoday.com/us/blog/the-science-behind-behavior/201702/whats-the-difference-between-optimism-and-hope>
<https://psychcentral.com/blog/the-psychology-of-hope#what-is-hope>

<https://www.dhs.gov/employee-resources/news/2023/01/18/optimism-and-its-impact-mental-health>
<https://www.kansashealthsystem.com/health-resources/turning-point/programs/resilience-toolbox/hope-and-optimism/difference-between-hope-and-optimism>

If you would like assistance or support in cultivating hope and optimism in your life, please contact the Aurora EAP.

800.236.3231



eap@aurora.org

 Advocate Health Care |  Aurora Health Care
Employee Assistance Program (EAP)

Now part of  ADVOCATEHEALTH

What is an Employee Assistance Program (EAP)?

- A free & confidential resource
- Open to employees & their household family members
- Access to useful information 24/7
- Assistance in resolving personal problems quickly, confidentially and effectively
- Eligibility from the first day of employment

Call Aurora EAP at 1-800-236-3231

Email: eap@aurora.org

