

# (U) DIA's Workforce Resilience Programs

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This briefing is classified UNCLASSIFIED



# (U) Workforce Resilience = Employee Health & Wellness With A Focus on the Whole Worker

- The workplace has been established as one of the priority settings for health promotion in the 21<sup>st</sup> century because *the workplace influences physical, mental, economic and social well-being.*
- Workplace stress can spill over into personal lives, affecting nutrition, exercise, mental health and family life.
- Family or other life stress can be brought into the workplace, affecting job performance, morale and attendance.

***Neglecting the contribution of either the workplace or home life results in an incomplete and ineffective approach to worker health.***



# Elements of a Workplace Wellness Program\*

- Access to Fitness and Wellness Centers
- Onsite Exercise Programs
- Providing Comfortable and Quiet Break Rooms
- Nutrition Programs (Healthy Cafeterias, Weight Control Groups, Nutrition Education)
- Smoking Cessation Programs
- Stress Management Programs
- Courses or Information Sessions on Health Topics
- Work and Work/Life Balance Initiatives
- Empowering Employees by Giving Them More control Over Their Work
- Leadership Endorsed Safety Program

\*Examples provided by the Commission on Health and Safety and Worker's Compensation



# (U) DIA's Physical Fitness and Wellness Services

## DIA's PHYSICAL FITNESS & WELLNESS SERVICES

**Fitness Centers (DIA HQ, Reston & Duty Stations on Military Bases)**

**Civilian Fitness Program (Flexible Exercise Time – up to 3 hours per week)**

**On-site Medical Clinics (Basic Walk-In Service & Emergency Care)**

**Free Flu Shots for Civilians (DIA HQ, Reston, Quantico, Charlottesville)**

**Employee Assistance Program Support for Personnel Dealing With Substance Abuse & Addictions**

**Access to Health Experts and Discounted Wellness Programs & Equipment through *WorkLife4You***

**Health Wise Course (DIA HQ, Reston)**

**Agency Sponsored Fun Runs, Golf Tournaments, Etc.**

**Health & Safety Education Using a Variety of Delivery Methods (Annual Agency Fairs, Intercomm Articles, Guest Speakers, Special Events, Wellness Champions, Facility Integration Tours)**

**Ergonomic Assessments**



# (U) DIA's Physical Fitness and Wellness Services (con't)

## **DIA's PHYSICAL FITNESS AND WELLNESS SERVICES**

**Safety Program**

**Stork Parking**

**Lactation Rooms with Top Grade Equipment**

**Free Preparation of a Simple Will, Living Will & Low Cost Preparation of Power of Attorney & Health Care Directives Through WorkLife4You**

**On-site Cafeterias, Eating Areas & Vending Machines**

**Mini Mall, Barber Shop, Lobby Café, Dunkin Donuts, Convenience Store**



# (U) DIA's Services For Family, Friends, Support Networks

## DIA'S SERVICES FOR FAMILY, FRIENDS, SUPPORT NETWORKS

**On-site Employee Assistance with Cleared Counselors Available to Family Members (Civ and Mil)**

**Offsite Network of Providers and Experts to Help With a Myriad of Personal and Professional Responsibilities / Challenges (*WorkLife4You / Military OneSource*)**

**Secure and Unclassified Telework for Work/Life Balance**

**Free Info/Product Kits: Adult Caregiver, Child Safety, Be Well, Prenatal, College Prep**

**Free 60 Minute Legal Consultation; 25% Discount on Additional Consultations**

**Free 30 Minute Consultation with Certified Financial Planner; Free Credit and Debt Counseling; Free Family Budget Prep**

**Free In-Person Elder Care Assessment From Professional Geriatric Care Manager**

**Critical Incident Counseling / Support**

**Behavioral Health Support for JMAS Student Spouses**

**Special Reassignment Policy (Humanitarian Assignments, Spousal Accommodation, Extended LWOP)**

**Part-Time Employment Program for Work/Life Balance**

**Job Sharing Program for Work/Life Balance**

**Leave Bank/Leave Sharing Programs & Family and Medical Leave Act Provisions**



# (U) DIA's Services For Family, Friends, Support Networks (con't)

## DIA'S SERVICES FOR FAMILY, FRIENDS, SUPPORT NETWORKS

**Flexible Work Schedules for Work/Life Balance**

**Deferred Deployment for New Parents for Work/Life Balance**

**Informal Support Groups (Parent Connect)**

**Casualty and Benefits Administration Support**

**Leisure Travel Planning / Leisure Travel Services**



# (U) DIA's Psychological Health Services

## DIA'S PSYCHOLOGICAL HEALTH SERVICES

**On-Site Employee Assistance with Cleared Mental Health Counselors Available to Civilians & Military Personnel – Embedded Counselors in DO & JMAS**

**Offsite Network of Mental Health Providers (*WorkLife4You / Military OneSource*)**

**Annual Behavioral Health Visits to Personnel in Theater**

**Critical Incident Support**

**Pre and Post Deployment Psychological Screening**

**Safeguard – Employee Readiness Pilot (Will be Expanded to All Case Officers)**

**Psychological Readiness Screening for Field Analyst Assignments**

**Psychological Readiness Screening for Field Tradecraft Training**

**Behavioral Health Support for Joint Military Attaché School Students & Spouses; Attaché Leadership Profiles**

**Comfortable Conversation Areas Outside the Work Area**



# (U) DIA's Psychological Health Services (con't)

## DIA'S PSYCHOLOGICAL HEALTH SERVICES

**Behavioral Health Workshops at DIA HQ Locations & CCMDs (*Suicide Alertness, Adapting to Change, Grief & Loss, Mindfulness, Psychological First Aid, Sexual Assault Awareness & Prevention, Desert Survival, Financial Boot Camp*)**

**Agency-wide Sexual Assault Victim Advocate Network**

**Sexual Harassment Toolkit for Overseas Assignments**

**Management Consultation**

**Work Unit Wellness/Climate Assessment**



# (U) DIA's Spiritual Health Services

## **DIA'S SPIRITUAL HEALTH SERVICES**

**Onsite Chaplain (Located at DIA HQ, But Available to Entire Workforce)**

**Inter-faith Services / Religious Worship Services – Weekly Catholic Mass**

**Visitation to DIA sites throughout CONUS**

**Pastoral Care, Counseling and Resilience**

**Ethical Leadership Lecture Series**

**Chaplain Led Bible Studies; Employee Led Bible Studies**

**Military Ceremonies and Special Events (e.g. 9/11 DIA Remembrance Service, Military Service Birthdays)**

**Hand Written Cards to DIA Personnel Hospitalized; Those Who Have Lost a Loved One**

**Christmas Day Visitations to DIA Police, Guards, and Watches at Various Locations**

**Hospital Ministry**

**Suicide Prevention Seminars**

**Religious Education and Training**



# (U) DIA's Spiritual Health Services

## **DIA'S SPIRITUAL HEALTH SERVICES**

**Marriage Enrichment Retreats and Personal Resiliency Retreats for Military Personnel**

**Advise leadership – Advocate for Spiritual, Religious, Ethical, Moral, and Morale Needs**

**Provide and Discuss Religious Literature**

**Mindfulness Workshop**



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