



Wednesday, February 8, 2017

Dr. Karen A. Hacker, Director
Allegheny County Health Department
542 Fourth Avenue
Pittsburgh, PA 15219

Dear Dr. Karen A. Hacker,

Phipps Conservatory and Botanical Gardens shares in the mission of the Live Well Allegheny Campaign to improve the health and wellbeing of Allegheny County residents. Phipps reinforces the important connections between people, plants, health, beauty and the planet in a holistic commitment to overall health and wellness. As such, Phipps formally commits to working with Allegheny County to accomplish the goals of the Live Well Allegheny Campaign.

Phipps Conservatory has already implemented several action steps in line with the campaign's mission. The company created a wellness program in 2013 with a mission to provide opportunities for employees to engage in physical activity, attend educational classes on health and wellness, and to access information on health and wellness during the work day. Wellness support and opportunities are provided in the areas of mental and emotional wellness; physical wellness; and environmental wellness.

The culture of Phipps is one that is dedicated to healthy lifestyles and is supported by several company policies which are incorporated into the wellness program. The company encourages healthy snacks, requiring that all food shared with staff meets healthy standards outlined by the company. Staff are provided with a discount to Café Phipps, a certified Live Well Allegheny Restaurant. In addition, staff are regularly provided with wellness newsletters featuring healthy recipes, and are offered periodic on-site exercise classes. Organic apples are provided to staff on a daily basis.

In addition to a culture that encourages healthy living, Phipps has made a commitment to provide healthy work spaces to our staff. With LEED certified buildings throughout our campus, as well as the award winning Center for Sustainable Landscapes, one of the greenest buildings in the world and the only to achieve WELL Building Platinum Certification, Phipps places employee health and sustainability as a priority to our culture and mission. Within our work spaces you will find a focus on natural lighting, clean air quality, nourishment and sustainability. The company offers pedometers, ergonomic chairs and standing desks, as well as access to activities that connect them to nature, including plants throughout the building and on personal desks. Phipps has also implemented a transportation incentive policy,

Phipps Conservatory and Botanical Gardens

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encouraging and rewarding staff for decreasing our carbon footprint by using alternate means of transportation to and from work, such as carpooling, biking, taking the bus, etc.

Phipps Conservatory's dedication to improving the health and wellbeing of our staff extends to a dedication to our local communities, especially evidenced within two departments: Homegrown and Let's Move Pittsburgh. Homegrown is dedicated to increasing community access to fresh produce, promoting better food choices, and improving the overall health of families and children. Since its inception in 2013, the program has installed 125 vegetable gardens at households in underserved neighborhoods and provided mentorship and resources. Let's Move Pittsburgh, a collaborative program, provides Southwestern Pennsylvania's children and caregivers with the knowledge, tools and resources needed to make nutritious food choices and lead active lifestyles.

Phipps is excited to be a part of the Live Well Allegheny Workplace Campaign and is committed to furthering the education and support of healthy lifestyles within our workforce and communities. Attached is a list of the workplace wellness action steps that Phipps has already taken which align with the mission and suggested steps provided by the Live Well Allegheny campaign. In addition, Phipps plans to make the following commitments to its workplace wellness program:

1. Expand the employee wellness program, including the addition of an on-site yoga and employee fitness center
2. Expand programs which work within local communities, such as Homegrown and Let's Move Pittsburgh
3. Map a safe walking route starting and ending from the workplace or in vicinity
4. Set up a walking group mid-day

Phipps Conservatory strives to continuously serve as an example to our guests, employees and communities. We look forward to partnering together on this important initiative for the health of our workplace and county residents.

Sincerely,

Richard V. Piacentini
Executive Director



Formal Action Steps Taken by Phipps Conservatory and Botanical Gardens

I. Building, Facilities, Workplace Environment

Employer provides a supportive physical and social work environment that is conducive to healthy habits and behavior.

- Provide healthy cafeteria options with healthy foods and snacks such as fresh fruit and vegetables for purchase
 - o Provide a staff discount to Café Phipps, a certified Live Well Allegheny Restaurant
- Remove soda and junk food from Café Phipps
- Provide healthy food options during company meetings and functions
- Provide organic apples to staff on a daily basis
- Provide private area for use by breast feeding employees to pump and store their milk
- Ensure well-lit, safe stairwells
- Provide access to filtered water fountain, water dispenser or water cooler
- Provide access to secure bicycle storage area in safe, convenient location
- Provide standing desks, ergonomic chairs and pedometers
- Provide a tobacco and smoke-free work campus
- Offers an on-site farmer's market with a CSA raffle for employees
- Provide access to activities that connect staff to nature, including plants on desks
- Staff are discouraged from eating lunch at their desks to encourage them to practice mindful eating and take a break from the workday
- Provide a transportation incentive program to encourage and reward staff for using alternate means of transportation, such as walking, biking, carpooling, etc.
- Provide healthy work spaces:
 - o LEED certified Visitor Center
 - o LEED Platinum Production Greenhouses
 - o Center for Sustainable Landscapes, one of the greenest buildings in the world, holding LEED Platinum certification, Living Building Challenge, Four Stars Sustainable SITES Initiative and WELL Building Platinum certification
- Phipps intends to implement the following in the near future:
 - o Map a safe walking route starting and ending from the workplace or in vicinity
 - o Provide access to on-site yoga and fitness center for exercise classes

2. Policy Integration

Employer integrates health and wellness promotion policies into organizational structure

- Institute a healthy food policy requiring healthy food and drink options at company meetings, functions and events
- Establish and communicate tobacco-free workplace policy



- Offers a policy that supports breastfeeding employees and allows them flexibility to pump at work in a designated, private area
- Provide or insure that employees have access to comprehensive health insurance that includes dental and eye care as well as preventive care without co-pays
- Creation of two departments or programs which seek to educate local communities about the importance of health
 - o Let's Move Pittsburgh: a collaborative to curb childhood obesity, provides resources to fellow professionals and the public
 - o Homegrown: launched in 2013, installs home vegetable gardens in underserved neighborhoods and provides education resources

3. Health Education, Screening and Prevention

Employer disperses health education information and encourages participation in screening, physical wellness activities and disease prevention.

- Make available health and wellness educational resources to employees via printed materials, direct mail, electronic correspondence, posters, bulletin boards on topics such as physical activity, improved nutrition and tobacco cessation
- Support stretching and physical activity breaks during work hours and meetings
- Organize fitness classes on site
- Provide or subsidize pedometers
- Encourage stair use through attractive and visible prompts
- Provide easy-to-access information about local programs and opportunities for physical fitness, community health related events and farmers markets
- Provide nutritional health counseling
- Organize educational seminars or Lunch and Learns on health topics
- Phipps intends to implement the following in the Spring of 2017:
 - o Set up a walking group mid-day

4. Leadership Commitment and Employee Ownership

Senior level management, CEO/President supports participation in employee wellness program and employees are included and engaged.

- Organization leaders actively demonstrate their support for employee wellness and participate in wellness activities and programs
- Company mission and vision statement supports employee health and value of wellness programs in the workplace