FOR EMPLOYERS

How employers can help Hoosiers live longer, healthier lives.

Indiana faces increasing rates of obesity and diet-related chronic disease that strain families, communities, and systems. **Indiana's Obesity and Diet-Related Chronic Disease Plan** provides a coordinated, statewide strategy to address these challenges.

Employers play an important role in the health and well-being of Hoosiers. Workplaces can help make healthy choices more practical, connect employees and families to health and community resources, and provide benefits that support prevention and comprehensive care.

This matters for both people and Indiana's economy. Seventy-one percent of Indiana adults are overweight or have obesity, and the Plan estimates that employers experience $1.4 billion in higher healthcare costs and $2.1 billion in health-related lost workdays associated with these conditions. These findings reinforce that improving health is also an opportunity to strengthen Indiana's workforce and long-term economic vitality.

Indiana's statewide approach recognizes that employers do not have to address these challenges alone. Employers can build on existing wellness efforts, benefit strategies, community partnerships, and available resources in ways that reflect the needs of their workforce. The Plan identifies workplaces as an important setting for prevention and encourages employers to be part of broader partnerships that support healthier employees, families, and communities.

How Employers Support Healthier Hoosiers

Employers can support health by shaping workplace environments, benefits, and connections that make healthy choices and access to care more practical for employees and their families.

HEALTHY WORKPLACE ENVIRONMENTS

Support access to nourishing food and beverages, physical activity, stress management, and other healthy routines during the workday.

STRONGER CONNECTIONS

Connect employees and families to healthcare providers, community resources, local programs, and other supports beyond the workplace.



SUPPORTIVE BENEFITS

Help employees access prevention, nutrition counseling, lifestyle medicine, comprehensive treatment, and other services that support long-term health.

HEALTHY WORKPLACE CULTURE

Create policies and practices that support employee well-being, working families, and participation in healthy activities.

How Employers Can Support Hoosiers



Create Healthy Food and Beverage Environments
Champion workplace environments that make nourishing food, water, and healthier choices easier and more accessible.



Make Movement Part of the Workday
Create practical opportunities that support physical activity, stress management, social connection, and other healthy habits throughout the workday.



Consider Benefits that Support Health
Advance benefit options that improve access to prevention, nutrition counseling, lifestyle medicine, and other comprehensive obesity and cardiometabolic healthcare.



Support Working Parents and Families
Encourage employees and families through practices such as breastfeeding-friendly workplaces and connections to health and community resources.



Connect Beyond the Workplace
Partner with local health departments, healthcare organizations, community groups, parks, food access partners, and other organizations that extend support beyond the workplace.



Foster a Supportive Workplace Culture
Promote wellness approaches that support health and well-being without stigma and create policies and practices that help employees participate in healthy activities.

Start Here

1. **Understand your starting point.** Consider the wellness efforts, benefits, policies, and resources already available to employees and where gaps in support may exist.
2. **Build on what is already working.** Identify existing programs, benefits, employee groups, community relationships, and workplace practices that can serve as a foundation.
3. **Choose priorities that fit your workforce.** Focus on one or two priorities that reflect the needs of your workforce, organizational capacity, and available resources.
4. **Connect to available support.** Explore resources and partnerships that can help employees access prevention, nutrition, healthcare, physical activity, and community-based services.
5. **Learn and adapt.** Consider employee participation and feedback about what is working well, where barriers remain, and what additional resources could strengthen support over time.

Additional Resources

- ✓ Health First Indiana in Your Community
- ✓ Community Compass
- ✓ Indiana 211
- ✓ Indy Hunger Network
- ✓ Diabetes Prevention Programs & Inspire Health
- ✓ Breastfeeding-Friendly Workplace
- ✓ Wellness Council of Indiana Business Resources
- ✓ Active Living Guidebook

Indiana Sets the Direction. Employers Help Make Healthy Choices Easier.
Build on what is already working, focus on the needs of your workforce, and use available benefits, resources, and partnerships to support healthier employees, families, and communities across Indiana.