



# Obesity Management Toolkit for the Workplace

It is not always easy to bring up the topic of obesity in the workplace due to the limited understanding of the condition, as well as biases and stigmas, both conscious and unconscious, surrounding it. This toolkit was designed to help facilitate these difficult discussions and provide suggestions for what can be done in the workplace to better support those living with obesity.

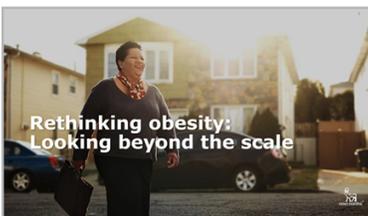
## Objectives:

The Obesity Management Toolkit for the Workplace aims to provide

- An understanding of the prevalence and consequences of obesity and its complications on the workplace
- Suggestions and strategies on how to implement an evidence-based obesity management program in the workplace
- Tools and resources that can be used to educate employees on obesity and encourage them to seek proper treatment

## Understanding the impact of obesity on the workforce

### Rethinking Obesity: Looking Beyond the Scale



A presentation that explains why obesity is a chronic condition, details its impact on health and quality of life, and explores the economic burden of obesity on the workplace.

This presentation can be used to inform key decision makers, including members of the benefits and wellness team, as well as senior leadership, on the impact of obesity and why it is important to take action.

# The Impact of Obesity on Your Workforce



A dynamic and interactive tool that models the risk and impact of obesity and its complications based on workforce demographics entered by the user. The model further explores the cost of not treating obesity compared to the cost of providing access to care.

Employers can enter their specific demographic information to generate a customized report highlighting the impact of obesity on their workforce. This report can be used to determine why it is important to invest in evidence-based obesity treatments in workplace benefit plans.

## Webinars: Obesity and Its Impact on Your Workforce



Scan this QR code with your smartphone to watch this webinar!

In these prerecorded **1-hour webinars**, an obesity specialist and a person living with obesity detail their respective first-hand experiences both treating and living with this chronic condition.

Additional educational material that explains why supporting employees living with obesity must be a priority.

## Obesity Video Series



To watch **Video 1**, scan this QR code with your smartphone.



To watch **Video 2**, scan this QR code with your smartphone.

A series of videos (**Video 1** and **Video 2**) featuring people living with obesity sharing stories of their weight management journeys, the struggles they have faced in controlling their weight, and the role that their employers played in supporting the long-term management of their condition.

Provides insight into the employee experience and the role that employers can play in supporting their employees living with obesity.

## Plan Member Point of View



To read Lisa's story, scan this QR code with your smartphone.

Originally published by Benefits Canada, Lisa Vautour, a person living with obesity, **shares the details of her weight management journey** and the role that her employer played in helping her manage her weight.

Provides insight into the experiences of an employee and the role that employers can play in supporting their employees living with obesity.

# Implementing an evidence-based obesity program in the workplace

## Employer Guide to Obesity Management



A guide that outlines the changes that can be made to workplace benefit plans to better support employees living with obesity.

For those interested in tackling obesity, this guide will explain how small tweaks to the benefit plan, with limited cost, can significantly improve access to evidence-based obesity treatments for employees living with obesity.

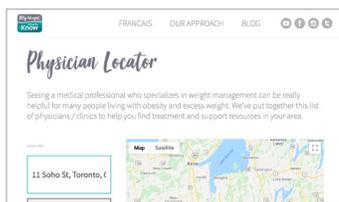
## Employee Guide to Weight Management Resources



A customizable PDF that summarizes the weight management options covered under the workplace benefit plan and how to access them.

This leave behind can be distributed to employees via email or hosted on an internal network to promote obesity treatments that are covered under the benefit plan and to encourage those who may be living with obesity to seek proper treatment.

## Obesity Physician Locator



Available through the **My Weight What to Know** website, the obesity Physician Locator provides a comprehensive, searchable list of physicians across Canada that specialize in the treatment of obesity.

The obesity Physician Locator can be recommended to employees so that they can find an obesity specialist near them to ensure they obtain proper care and treatment for their condition.



Scan this QR code with your smartphone to start using the Physician Locator.

## Rethinking Obesity Awareness Questionnaire



A questionnaire that collects employee feedback on the obesity educational materials and resources provided by the Obesity Management Toolkit for the Workplace, and their thoughts on whether the benefit plan meets the needs of those living with obesity, as well as general comments to help identify and address areas for improvement.

This questionnaire can be provided to employees via email to gather feedback on the efforts to raise awareness around obesity and weight management. Survey results can be used to determine what additional steps need to be taken to further support employees living with obesity.

## Rethinking Obesity Employee Engagement Guide



A brochure that provides tips on how to encourage employees to learn more about obesity and weight management, and motivate them to take action, and highlights additional resources that can be accessed for more information on supporting employees living with obesity.

Provides tips and suggestions for how to engage and motivate employees on the topic of obesity and weight management, as well as maximize the use of available resources.

# Raising the profile of obesity in the workplace

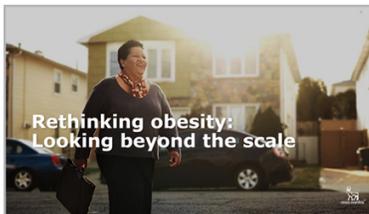
## Employee Wellness Newsletters



A series of 10 newsletters covering various subjects related to obesity, including the cause of obesity, the challenges faced by people living with obesity, the consequences of obesity on health and wellbeing, and getting started on the weight management journey. Available in PDF and HTML.

Can be distributed to employees through various channels, including via email, hosted on an internal network or wellness portal, and left behind in high traffic communal areas, such as the cafeteria.

## Rethinking Obesity: Looking Beyond the Scale



A presentation that helps employees understand why obesity is a chronic condition, recognize the impact it has on an individual's quality of life, and learn how to better access resources for weight management.

Can be used as a "lunch and learn" presentation or as a wellness-focused presentation to employees.

## Obesity Video Series



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To watch **Video 2**, scan this QR code with your smartphone.

A series of videos (**Video 1** and **Video 2**) featuring people living with obesity sharing stories of their weight management journeys, the struggles they have faced in managing their weight, and their experiences in seeking care from an obesity specialist.

Can be hosted on internal corporate networks and wellness portals to provide employees with insight into the weight management journey.

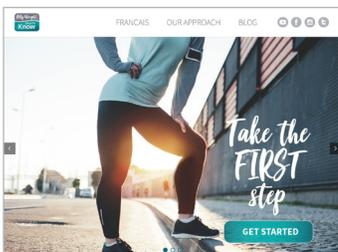
## Obesity Awareness Posters



Posters that raise awareness of obesity and encourage employees/ plan members living with obesity to seek proper care.

Can be displayed in communal office spaces to create awareness on obesity.

## My Weight What to Know



To visit My Weight What to Know, scan this QR code with your smartphone.

### My Weight What to Know

is a website designed for people living with obesity that features the latest science and tips from experts to help them learn how to make small sustainable steps that can lead to long-term success with weight management.

This website can be recommended to employees who want to learn more about obesity, including tips and suggestions about food, nutrition, and exercise, as well as offers the opportunity to join an online community support group for those seeking additional support throughout their weight management journeys.