

Diabetes Prevention and Control

Worksite Toolkit

June 2010

**Indiana Hospital Association &
Indiana Diabetes Prevention and Control Program**

Diabetes National Statistics

Diabetes mellitus can have significant physiological concerns and lead to serious, long-term complications. Specific outcomes include:

- Cardiovascular (heart disease)
- Cerebrovascular disease (stroke)
- Retinopathy (visual impairment and blindness)
- Kidney disease
- Neuropathy (weakness, numbness, tingling or pain in the extremities)
- Gastroparesis (stomach nerve damage)
- Sexual and urological dysfunction (erectile dysfunction)
- Impaired wound recovery and amputation
- Increased hospitalization and mortality

The combined effect of diabetes on the population yields a lower life expectancy. Men and women, who are 50 years and older with diabetes, live 7.8 and 8.4 years less than individuals without diabetes. Overall, the disease is the sixth leading cause of death in the United States.

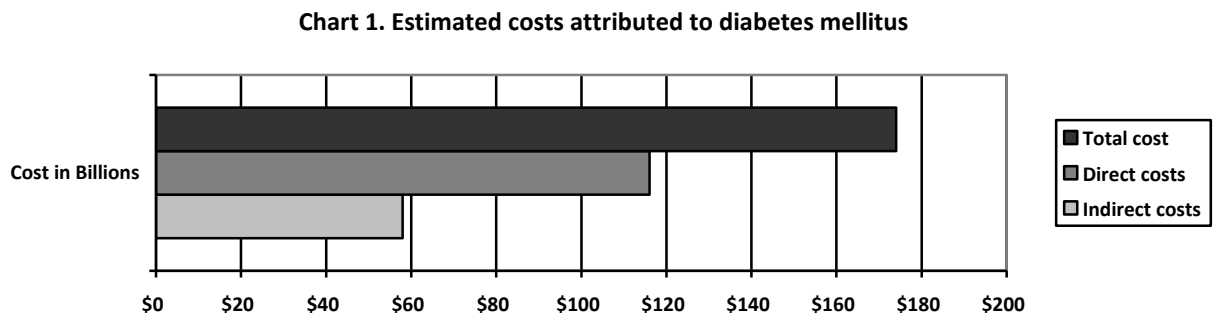
The cumulative result of diabetes morbidity is the significant consumption of health care resources:

- Diabetes is the primary diagnosis on 10.6 % of all hospital discharges. Consequently, it is the second highest discharge diagnosis.
- Diabetes is associated with over 60% of non-traumatic lower-limb amputations.
- The average hospital length of stay for a primary diagnosis is 4.6 days.
- Currently, 24% of nursing home residents are diagnosed with diabetes.
- There are 28.6 million ambulatory care visits where diabetes is the primary diagnosis.



Economic Impact of Diabetes

In addition to the health burden of the disease, diabetes has an impact on productivity, relationships, economics and overall quality of life. While some of these effects are difficult to quantify, the tangible cost of the disease is staggering. Chart 1 highlights the national costs associated with diabetes. The actual national financial burden of diabetes is likely to exceed the \$174 billion estimate because it does not address the cost of intangibles such as pain and suffering, non-paid caregivers, and excess medical costs associated with undiagnosed diabetes.



The indirect costs include increased absenteeism, disability payments, reduced productivity, and increased disease related unemployment. Additionally, the lost productive capacity due to early mortality is estimated to contribute \$27 billion to indirect costs.

The average annual total health care cost associated with diagnosed diabetes is \$11,744 per capita, of which \$6,649 is directly attributed to diabetes. Individuals with diabetes have medical expenditures that are 2.3 times higher than those without diabetes.



Indiana and Diabetes

Currently, 23.7 million people in the United States have diabetes, accounting for nearly 8% of the entire population. Of these, nearly a quarter remain undiagnosed. Researchers predict that diabetes levels in the United States are likely to double to 44.1 million individuals by 2034. Detection of diabetes at an early stage is important in order to control blood sugar levels and prevent complications associated with the disease, such as nerve damage, kidney disease, heart disease, and vision complications.

In Indiana 9.6% of adults over 18 years of age have been diagnosed with diabetes, which means that approximately 455,000 Hoosiers have diabetes. Current research estimates that an additional 250,000 Hoosiers remain undiagnosed. *Map 1* depicts the prevalence of diabetes in Indiana in relation to the rest of the country. Additionally, it highlights several counties that have higher rates of diabetes than the rest of the State.

Being overweight or obese and physically inactive leads to an increased risk for developing diabetes. Based upon body mass index calculations, 65.3% of Indiana's adult population can be classified as overweight or obese. A comparison between *Map 1* and *Map 2* reinforces the association of obesity with increased prevalence of diabetes.

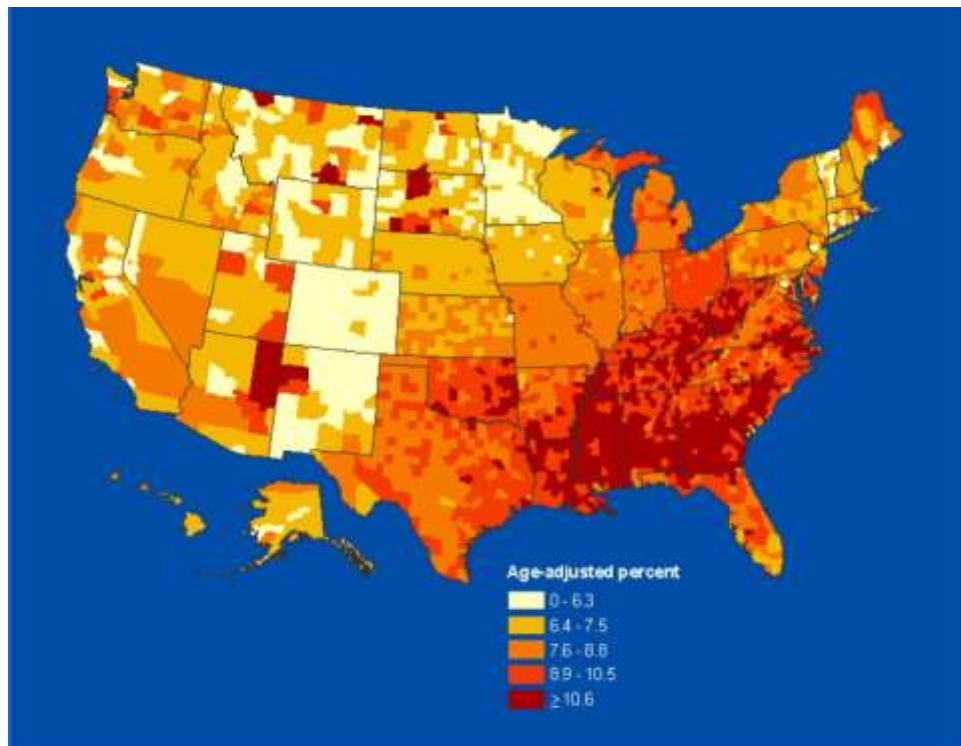
Diabetes is the seventh leading cause of death in the Indiana. However, it is the fourth leading cause of death for blacks. Prevalence of diabetes exists at varying levels within different segments of the Indiana population:

- Risk increases with age. Adults ages 55-64 (18.3%) and 65+ (21.3%) are more likely to have diabetes compared with adults age 18-54 (4.8%).
- Black, non-Hispanic adults (14.6%) are more likely to have diabetes compared with white, non-Hispanic adults (8.8%).
- Adults with less than a high school education (14.8%) or high school education/GED (11.1%) are more likely than those with a college education (6.3%) to have diabetes.
- Adults with household incomes more than \$75,000 (6.0%) are less likely to have diabetes compared to adults with household incomes less than \$25,000 (14.9%).

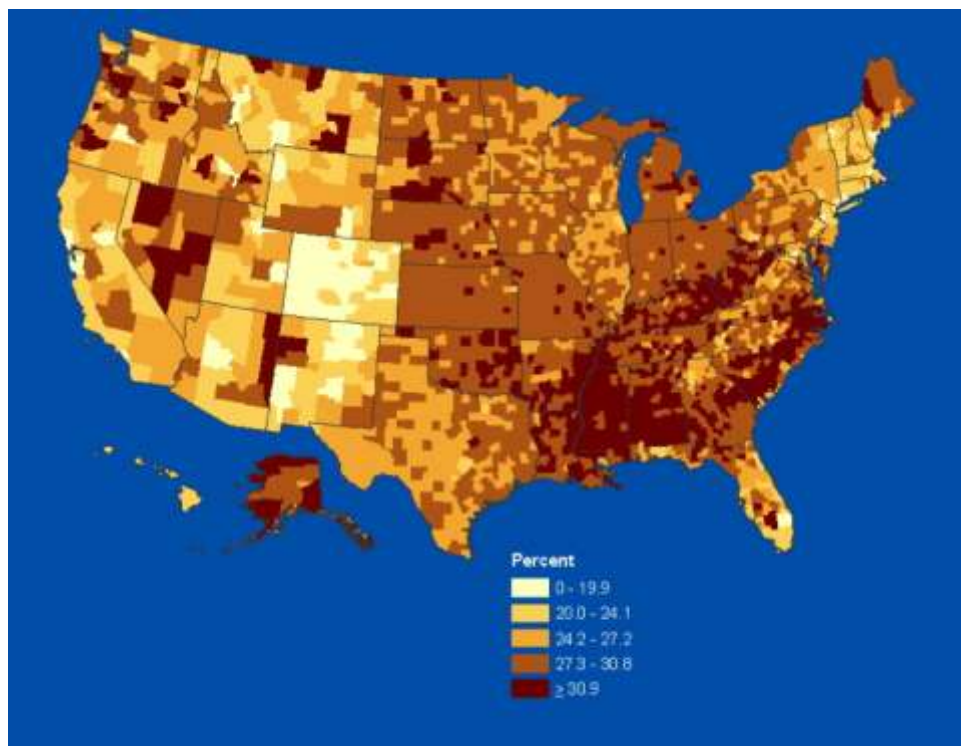
For more information on diabetes, visit the Indiana State Department of Health's Diabetes Prevention and Control Program website at www.diabetes.in.gov or the Centers for Disease Control and Prevention at www.cdc.gov/diabetes.



Map 1. County-level estimates of Diagnosed Diabetes (>19 years)



Map 2. County-level estimates of overweight and obese (>19 years)



State and Local Actions & Resources

❑ Diabetes Prevention and Control Program (DPCP) – Indiana

Indiana State Department of Health
Diabetes Prevention and Control Program, Chronic Disease
2 N Meridian St, 6 B
Indianapolis, IN 46204
Phone: (317) 233-7634
E-mail: diabetes@isdh.IN.gov
Website: <http://www.diabetes.IN.gov>

Audience: Health care professionals, public health professionals, individuals, local leaders and policymakers, state leaders, researchers, communities, and organizations

Key Services Offered: The mission of DPCP is to reduce the burden of diabetes in Indiana through data surveillance, health communications, health systems development, and development and implementation of community interventions and programs. The DPCP is an information source for community-based, statewide initiatives, and programs.

❑ Indiana Diabetes Education Program & Support Program Directory

Indiana State Department of Health
Diabetes Prevention and Control Program, Chronic Disease
2 N Meridian St, 6 B
Indianapolis, IN 46204
Phone: (317) 233-7634
E-mail: diabetes@isdh.IN.gov
Website: <http://www.diabetes.IN.gov>

Audience: Individuals, health care professionals, public health professionals, schools, businesses, scientists, researchers, community programs and advocacy groups, and governmental affairs

Key Services Offered: The Indiana Diabetes Prevention and Control Program updates the directory on an annual basis and the registry is broken down by county, allowing individuals to find diabetes resources, and education support locally.

❑ A Plan to Control and Prevent Diabetes in Indiana

Indiana State Department of Health
Diabetes Prevention and Control Program, Chronic Disease
2 N Meridian St, 6 B
Indianapolis, IN 46204
Phone: (317) 233-7634
E-mail: diabetes@isdh.IN.gov
Website: <http://www.diabetes.IN.gov>

Audience: Health care professionals, public health professionals, local leaders and policymakers, state leaders, community action, and advocacy groups

Key Services Offered: Comprehensive state plan for diabetes in Indiana. The Indiana Diabetes Advisory Council developed the plan to control and prevent diabetes in Indiana, which will guide strategies of the Indiana Diabetes Prevention and Control Program, its partners, Indiana organizations, and the citizens of Indiana. The plan includes five key priorities:

- Assess and monitor the burden of diabetes in Indiana
- Quality of life, diabetes control
- Prevention
- Advocacy
- Partnerships

❑ **Indiana Diabetes Advisory Council**

Indiana State Department of Health
Diabetes Prevention and Control Program, Chronic Disease
2 N Meridian St, 6 B
Indianapolis, IN 46204
Phone: (317) 233-7634
E-mail: diabetes@isdh.IN.gov
Website: <http://www.diabetes.IN.gov>

Audience: Individuals, health care professionals, public health professionals, schools, businesses, scientists, researchers, community programs and advocacy groups, and governmental affairs

Key Services Offered: The council's vision is a state where the public is fully aware of the impact of diabetes; all patients with diabetes receiving high quality care wherever they are in the state regardless of race, ethnicity, socioeconomic status; and patients with diabetes who will enjoy the best quality of life possible. Their mission:

- To increase public awareness of the impact of diabetes
- To improve the quality of life for those who are affected by diabetes
- To improve the quality of care for patients with diabetes
- To reduce the burdens imposed by diabetes

The mission will be accomplished through the collaborative efforts of the Indiana State Department of Health, diabetes service organizations, private and public health organizations, health plans, individuals with diabetes, business community, community-based organizations, universities and research entities, community members, and other governmental agencies. The council also provides the Indiana Diabetes Prevention and Control Program with strategic development, program direction, and support in the implementation and evaluation of specific interventions.

❑ **Diabetes in Indiana – A Report on Diabetes Morbidity and Mortality**

Indiana State Department of Health
Diabetes Prevention and Control Program, Chronic Disease
2 N Meridian St, 6 B
Indianapolis, IN 46204
Phone: (317) 233-7634
E-mail: diabetes@isdh.IN.gov
Website: <http://www.diabetes.IN.gov>

Audience: Health care professionals, public health professionals, individuals, local leaders and policymakers, state leaders, researchers, communities, and organizations

Key Services Offered: The Indiana State Department of Health, the Indiana Diabetes Prevention and Control Program (DPCP) and the Indiana Diabetes Advisory Council developed an extensive 74 page Indiana Diabetes Report. Part of the DPCP's vision is to make the public aware of the impact of diabetes in the State through data surveillance and reporting. The data is to be used as indicators and evidence; to inform strategic plans; for decision-making; for program improvement; and for needs assessment. The report is a "call to action" and includes information on the following: an overview of diabetes, (types, causes, and symptoms), incidence and prevalence, risk factors, complications, treatment, prevention of complications, gaps and barriers to care, and looking to the future.

❑ **Diabetes Prevention Program (DPP)**

YMCA of Greater Indianapolis
615 N Alabama St, Ste 200
Indianapolis, IN 46204
Phone: (317) 713-8548
E-mail: agraves@indymca.org
Website: <http://www.indymca.org/>

YMCA of Greater Fort Wayne
347 W Berry St
Fort Wayne, IN 46802
Phone: (260) 422-6488
Website: <http://www.fwymca.org/>

Monroe County YMCA
2125 S Highland Ave
Bloomington, IN 47401
Phone: (812) 332-5555
Website: <http://monroecountymca.org/default.aspx>

YMCA of the USA
101 N Wacker Dr
Chicago, IL 60606
Phone: (800) 872-9622
Website: <http://www.ymca.net/>

Indiana University School of Medicine – Diabetes Translation Research Center
500 N University Blvd
Indianapolis, IN 46062
Phone: (317) 278-8741
Website: <http://www.medicine.iupui.edu/DTRC/>

Audience: Individuals, health care professionals, public health professionals, schools, businesses, scientists, researchers, community programs and advocacy groups, and governmental affairs

Key Services Offered: Three YMCA's in Indiana (Bloomington, Indianapolis, and Fort Wayne) are offering the Diabetes Prevention Program (DPP), designed by Indiana

University School of Medicine, to aid in the prevention of diabetes to pre-screened individuals who have pre-diabetes or are considered at risk for developing diabetes. The program is lead by certified DPP instructors and meets for 16-weeks in a group setting where personal lifestyle goals are set for each individual.

❑ **American Association of Diabetes Educators (AADE) - Indiana Chapters**

Indiana Central Association for Diabetes Educators (ICADE)

Phone: 765-453-8150

Website: <http://icadegroup.org/>

Northern Indiana Association for Diabetes Educators (NIADE)

Phone: (219) 688-7956

E-mail: shorvat@its.jnj.com

Tri-State Association of Diabetes Educators (TRADE)

Phone: (270) 852-5454

Indiana Three Rivers Association of Diabetes Educators (ITRADE)

E-mail: nancy.yoder@parkview.com

❑ **Wellness Council of Indiana**

P.O. Box 50732

Indianapolis, IN 46250

E-mail: info@wellnessindiana.org

Website: www.wellnessindiana.org

Audience: Businesses/Organizations

Key Services Provided: The Wellness Council of Indiana is a 501c(3) organization of Indiana business leaders dedicated to promoting healthier lifestyles for all citizens of Indiana through health promotion activities at the worksite. Organized in 1988, they bring together Indiana employers interested in combating the increasing cost of health care benefits by helping their employees, their families, and their communities achieve and maintain a state of good health. The Wellness Council of Indiana serves as a clearinghouse and resource center on corporate health promotion for Indiana. They assist members by providing the tools to make their wellness programs grow.

❑ **Diabetes Empowerment Education Program (DEEP)**

Indiana State Department of Health

Diabetes Prevention and Control Program, Chronic Disease

2 N Meridian Street, 6 B

Indianapolis, IN 46204

(317) 233-7634

E-mail: diabetes@isdh.IN.gov

Website: <http://www.diabetes.IN.gov> (see Community Programs)

Audience: Individuals, health care professionals, public health professionals, schools, businesses, and community programs

Key Services Offered: DEEP was developed to provide community residents with the tools to better manage their diabetes in order to reduce complications and lead healthier, longer lives. The *Training of Trainers Program* is a twenty-hour workshop to train community health workers (lay health educators, lay health promoters) on providing diabetes education to members of their community. The training stresses the development of skills and knowledge related to diabetes by using interactive group activities and adult education methods. Once they complete the training, health workers are prepared to deliver diabetes education and self-management classes in their communities.

❑ **Living a Healthy Life with Chronic Disease- a Chronic Disease Self-Management Program (CDSMP)**

Division of Aging
402 W Washington St, Room W454
Indianapolis, IN 46204
Phone: (317) 234-6348
E-mail: Matt.Naikelis@fssa.IN.gov
Website: <http://www.diabetes.IN.gov> (see Community Programs)

Audience: Individuals, health care professionals, public health professionals, schools, businesses, and community programs

Key Services Offered: The CDSMP is a six-week evidence-based workshop that meets, once a week for two and a half hours, in community settings such as senior centers, churches, libraries, and hospitals. People with diverse chronic health conditions attend the workshop together. Workshops are facilitated by two trained leaders, one or both of whom are non-health professionals with a chronic condition themselves.

Subjects covered include: 1) techniques to deal with problems such as frustration, fatigue, pain and isolation, 2) appropriate exercise for maintaining and improving strength, flexibility, and endurance, 3) appropriate use of medications, 4) communicating effectively with family, friends, and health professionals, 5) nutrition and, 6) how to evaluate new treatments.

❑ **EnhanceFitness**

Indiana State Department of Health
Diabetes Prevention and Control Program, Chronic Disease
2 N Meridian Street, 6 B
Indianapolis, IN 46204
Phone: (317) 233-7634
E-mail: diabetes@isdh.IN.gov
Website: <http://www.diabetes.IN.gov> (see Community Programs)

Audience: Individuals, health care professionals, public health professionals, schools, businesses, and community programs

Key Services Offered: This evidence-based exercise program helps older adults at all fitness levels become more active, energized, and empowered to sustain independent lives.

Based on solid research and tested at over 400 sites around the country, EnhanceFitness focuses on stretching, flexibility, balance, low impact aerobics, and strength training

exercises — everything health professionals say that people need to maintain health and function as they grow older.

❑ **Healthy Communities**

JoBeth McCarthy-Jean, MPH
Healthy Communities Program Coordinator
Chronic Disease Prevention & Control Division
Health and Human Services Commission
Indiana State Department of Health
2 N. Meridian St., 6B
Indianapolis, Indiana 46204
Phone: (317) 233-7816
E-mail: JMccarthy-Jean@isdh.IN.gov
Website: <http://www.in.gov/isdh>

Audience: The reach of the Healthy Communities Program is to all communities throughout Indiana working toward policy, systems, and environmental change strategies.

Key Services Offered: Technical assistance and consultation for communities to build capacity for policy, systems, and environmental change to support health.

❑ **Communities Putting Prevention Together at Work (CPPW)**

Indiana State Department of Health
2 N. Meridian St., 6B
Indianapolis, Indiana 46204
Phone: (317) 234-7321
E-mail: erslevin@isdh.in.gov

Audience: Bartholomew and Vanderburgh Counties

Key Services Offered: The Indiana State Department of Health was awarded a competitive grant for nutrition and physical activity promotion in Bartholomew and Vanderburgh counties. These communities received awards to implement policy, systems and environmental change strategies over a 24-month project period as one of several initiatives of the U.S. Department of Health and Human Services' *Communities Putting Prevention to Work*.

The Healthy Communities Initiative of Bartholomew County will engage in a number of activities to promote healthy nutrition and physical activity. Methods utilized include decreasing the cost of healthy foods relative to unhealthy foods and increasing the number of organizations adopting Healthy Meeting Guidelines. The county will also promote increased physical activity by reducing screen time in after-school programs, supporting daily physical activity in after-school programs and increasing point-of-decision health prompts at stairwells and elevators in public venues, among other initiatives.

The Welborn Baptist Foundation in Vanderburgh County will further its reach with the healthy schools initiative HEROES, based on CDC's Coordinated School Health Model, by adding more schools within the public system as well as introducing the initiative within several of the Catholic Diocese schools. On the broader community level, the initiative will implement strategies within its blueprint by including negotiating healthy vending options,

posting signage in walkable areas as well as point of decision prompts in high-traffic areas, supporting breastfeeding through the workplace, and developing a safe route to school plan.

❑ **INShape Indiana**

Abby Troyer

Phone: (317) 234-0414

E-mail: ahoye@gov.state.IN.gov

Website: <http://www.in.gov/inshape/index.htm>

Audience: Individuals, health care professionals, public health professionals, schools, businesses, and community programs

Key Services Offered: INShape Indiana is designed to provide a framework for a personal or organizational fitness initiative. Hoosiers and the companies that employ them have much to gain from improved health. Healthy people perform better and save money for themselves, their employers and the state.

❑ **A Camp for Children with Diabetes**

Diabetes Youth Foundation

5050 E 211th St

Noblesville, IN 46060-9212

Phone: (317) 750-9310

E-mail: julie@dyfofindiana.org

Website: <http://www.dyfofindiana.org/index.html>

Audience: Families, youth, and volunteer medical professionals

Key Services Offered: Since 1989, the Diabetes Youth Foundation (DYF) has been educating, supporting, encouraging and entertaining children with type 1 diabetes and their families. Their cornerstone program is their residential summer camp for children ages 7-15. Children participate in physical, social, and educational activities. Camp provides a unique opportunity for children to meet others facing the same problems in a “support group” like atmosphere. A large volunteer staff of physicians, nurses, and dietitians are closely involved with the daily activities of the campers to ensure their medical well-being. The camp serves as a consultant to the local physician rather than the child’s primary care provider. The DYF also provides several family camp weekends throughout the year. These mini-retreats offer families with younger children a chance to “try out” camp. For older children with diabetes, the DYF offers a counselor in training program and an adventure teen program.

❑ **Diabetes Research and Training Center (DRTC)**

Dr. David Marrero, Ph.D.

Indiana University School of Medicine – Diabetes Translation Research Center

500 N University Blvd

Indianapolis, IN 46062

Phone: (317) 278-0905

E-mail: dgmarrer@iupui.edu

Website: <http://www.medicine.iupui.edu/DTRC/>

Audience/Focus: Health care professionals, public health professionals, scientists, researchers, community programs, and governmental affairs

Key Services Provided: The center facilitates progress in research by providing shared resources to enhance the efficiency of biomedical research and foster collaborations within and among institutions with established, comprehensive bases of research relevant to diabetes. The center focuses on basic and clinical research. In addition, they provide substantial support for cores and pilot and feasibility projects directed at prevention and control of diabetes and translation of research advances into clinical practice.

❑ **Diabetes Training and Education Program**

Indiana Department of Education
151 W Ohio St
Indianapolis, IN 46204
Phone: (317) 233-3047, (317) 232-9142
E-mail: plewis@doe.in.gov
Website: <http://www.doe.in.gov/sservices/healthservices/diabetes.html>

Audience: School nurses and volunteer health aides

Key Services Offered: Under the provision of the Public Law 166-2007, the Indiana Department of Education, Office of Student Services, provides an annual diabetes-training program to school nurses and volunteer health aides. For nurses, the training includes technological advances, current standards of practice for diabetes management and training, and instruction in the following:

- Individualized health plans for students with diabetes
- Recognizing and treating the symptoms of hypoglycemia and hyperglycemia
- Understanding the current standards of practice and the proper actions to take if the blood glucose levels of a student are outside the target ranges
- Performing tests to check glucose and ketone levels; recording results
- Properly administering glucagon, insulin, or other emergency treatments; recording results
- Recognizing complications that require emergency medical assistance
- Understanding recommended schedules and food intake

Volunteer health aides will receive a diabetes-training program, which includes the most current standards of practice and technology for diabetes treatment. Training for volunteers is provided by a health care professional with expertise in the care of individuals with diabetes or by a school nurse. The training must be provided before the beginning of the school year or as soon as practicable.

❑ **Pediatric Diabetes Program**

Riley Hospital for Children
702 Barnhill Dr, Room 5900
Indianapolis, IN 46202
Phone: (800) 248-1199, (317) 274-3889
Website: <http://rileychildrenshospital.com/parents-and-patients/programs-and-services/diabetes.jsp>

Audience: Individuals, parents, grandparents, families, health care professionals, public health professionals, schools, and community programs

Key Services Offered: With a referral base of approximately 7 million providers, the pediatric diabetes clinical program provides care for over 1,800 children with diabetes in Indiana and neighboring states.

The Pediatric Diabetes Team includes faculty members, clinical fellows, diabetes clinical nurse practitioners, one diabetes nurse education specialist, one full-time insulin pump therapy specialist, diabetes research nurses, one diabetes research technician, diabetes clinical nursing technicians, dietitians, and social workers. Each team member is committed to providing the state of the art clinical care, including the latest therapeutic alternatives and opportunities, to children of the state, and neighboring counties with diabetes.

Children newly diagnosed with diabetes are hospitalized at Riley Hospital or Clarian North Medical Center for initial management and an intensive 3-day program for patient and family education. The team also provides support services to Methodist, Wishard, and University Hospitals to assist in the management of children with diabetes.

Over 100 pediatric diabetes patients are seen each week in outpatient clinics at the Riley Outpatient Center, the Clarian North Medical Office Building, the Saint Francis South Campus, St. Joseph's Medical Center in South Bend, and at Deaconess Hospital in Evansville.

The team has developed and implemented innovative diabetes education programs, including ongoing training of regional school personnel. Community outreach efforts include the staffing of the American Diabetes Association's John Warvel Diabetes Summer Camp and coordinating the training of the camp's medical staff. Faculty currently serves on the Boards of the Indiana chapters of the American Diabetes Association and the Juvenile Diabetes Research Foundation and they have contributed to national and international efforts to improve the care of children with diabetes. Team members routinely present educational material at regional continuing medical education programs for primary care physicians and diabetes family support groups.

❑ **Indiana Healthy Weight Initiative (IHWI)**

Indiana State Department of Health
Division of Nutrition & Physical Activity (DNPA)
2 N Meridian St
Indianapolis, IN 46204
Phone: (317) 232-1200
Website: <http://inhealthyweight.org/index.htm>

Audience/Focus: Statewide partners, health professionals, Indiana residents, employers/employees, schools, faith-based settings, community action and advocacy groups

Key Services Offered: The purpose of the Indiana Healthy Weight Initiative (IHWI) is to develop a ten-year state plan to improve healthy eating and physical activity to prevent and control overweight and obesity and other chronic diseases among Indiana residents. The worksites section of the website provides valuable information on data, legislation, tools and best practices, and resources to build and support healthy worksite settings in Indiana.

The Vision of the IHWI is: All Hoosiers practice and enjoy a lifestyle of healthy eating and physical activity within an environment that supports health, wellness and vitality.

The Mission of the IHWI is: To enhance the health and quality of life of Hoosiers by promoting good nutrition, regular physical activity and a healthy weight through policy, environment and lifestyle change.

The six goals for the state plan are:

1. Increase access to and consumption of healthy foods and beverages.
2. Increase opportunities for and engagement in regular physical activity.
3. Increase efforts aimed at achieving a healthy weight.
4. Reduce disparities related to breastfeeding, nutrition, physical activity, overweight, obesity, and chronic diseases.
5. Increase the capacity of communities and settings to develop and sustain a healthy lifestyle and culture.
6. Increase strategic partnerships to share resources, identify and reach priority populations, and increase capacity to prevent and control obesity and chronic diseases.



National Actions and Resources

❑ Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion, Division of Diabetes Translation (DDT)

Website: <http://www.cdc.gov/diabetes/> (information also available in Spanish)

Audience/Focus: Individuals, health care professionals, public health professionals, schools, scientists, researchers, community programs and advocacy groups, and governmental affairs

Key Services Provided: With the mission to eliminate the preventable burden of diabetes through leadership, research, programs, and policies that translate science into practice, the DDT offers information for the public and professionals about diabetes - including research, statistics, and educational publications. Numerous links and resources are available; information ranges from basic diabetes information to scientific, evidence-based reports.

❑ National Diabetes Education Program (NDEP)

Website: <http://ndep.nih.gov/> (information also available in Spanish)

Audience/Focus: Individuals, health care professionals, public health professionals, schools, scientists, researchers, community programs and advocacy groups, and governmental affairs

Key Services Provided: Established in 1997, the NDEP is a federally funded program sponsored by the U.S. Department of Health and Human Services' National Institutes of Health, and the Centers for Disease Control and Prevention. The program includes over 200 partners at the federal, state and local levels, working together to improve the treatment and outcomes for people with diabetes, promote early diagnosis, and prevent or delay the onset of type 2 diabetes. With an abundance of educational information and links, NDEP also offers a number of "copyright free" resources including PowerPoint slides, fact sheets, PSAs for print, television, and radio, logos, feature articles, and web banners that can be edited for individual program needs.

❑ American Diabetes Association (ADA)

Website: <http://www.diabetes.org/> (information also available in Spanish)

Audience/Focus: Individuals, parents, families, children, health care professionals, scientists, researchers, community programs and advocacy groups, governmental affairs, and advocacy

Key Services Provided: The mission of the ADA is to prevent and cure diabetes and to improve the lives of all people affected by diabetes. ADA's comprehensive website includes: general and specific diabetes information, symptoms, myths, statistics, link between diabetes, heart disease, cholesterol and stroke, lifestyle and prevention, risk calculator, exercise ideas, fitness management, diabetes in the workplace, diabetes in the family and in school, meal planning, food advisor, daily tips and recipes, and national and local programs.

❑ American Association of Diabetes Educators (AADE)

Website: www.diabeteseducator.org

Audience/Focus: Health care professionals, public health professionals, scientists, and researchers

Key Services Provided: AADE is a multi-disciplinary organization of more than 10,000 health professionals dedicated to advocating quality diabetes education and care.

AADE publishes a bi-monthly journal, "The Diabetes Educator", for multi-disciplinary members of the diabetes health care team.

❑ Diabetes at Work

Website: <http://www.diabetesatwork.org/index.cfm>

Audience/Focus: Health care professionals, public health professionals, individuals, worksites/businesses, and community organizations

Key Services Provided: Diabetes At Work can help worksites/businesses reduce their healthcare costs and improve productivity by helping keep employees healthy. The site provides case studies, evaluation techniques, tips to getting started, and much more.

❑ American Dietetic Association (ADA)

Website: <http://www.eatright.org/> (information also available in Spanish)

Audience/Focus: Individuals, parents, families, students, health care professionals, community programs, and advocacy groups

Key Services Provided: As the world's largest organization of food and nutrition professionals, the ADA is a source for trustworthy, science-based food and nutrition information. ADA's dynamic web site contains a wealth of nutrition information for consumers and the media, featuring approximately 5,000 pages of content from news releases and consumer tips to nutrition fact sheets, consumer FAQs, and the good nutrition-reading list. Consumers seeking the services of a registered dietitian can use the "Find a Nutrition Professional" feature on ADA's web site. In addition, the web site offers links to many other nutrition-oriented sites.

❑ National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK)

Website: <http://diabetes.niddk.nih.gov/> (information also available in Spanish)

Audience/Focus: Adults, children, families, schools, health care professionals, community groups, and advocacy efforts

Key Services Provided: The NIDDK conducts and supports basic and clinical research on many of the most serious diseases affecting public health, and is the lead federal agency for diabetes research. The NIDDK operates three Information Clearinghouses of potential interest to people seeking diabetes information, including the National Diabetes Information Clearinghouse, and funds six Diabetes Research and Training Centers, and eight Diabetes Endocrinology Research Centers. The NIDDK Website offers up to date information on diabetes treatment, complications, statistics, awareness, and prevention information.

☐ **Juvenile Diabetes Research Foundation International (JDRF)**

Website: <http://www.jdrf.org/>

Audience/Focus: Individuals, parents, families, children, health care professionals, public health professionals, scientists, researchers, community programs and advocacy groups, and, governmental affairs

Key Services Provided: JDRF is the leader in research leading to a cure for type 1 diabetes in the world. It sets the global agenda for diabetes research, and is the largest charitable funder and advocate of diabetes science worldwide. The mission of JDRF is to find a cure for diabetes and its complications through the support of research. JDRF's comprehensive website includes: JDRF state chapters and local branches, research information, life with diabetes, publications, advocacy, volunteering, events, information specifically for scientists, and links to Juvenation – an award winning social networking site for people with type 1 diabetes and JDRF Kids Online.

☐ **National Medical Association (NMA), Diabetes Education Program**

Website: <http://nmadiabetesnet.org/index.php/>

Audience/Focus: Individuals, health care professionals, public health professionals, schools, scientists, researchers, community programs and advocacy groups, and governmental affairs

Key Services Provided: The website of the NMA's Diabetes Education Program is funded by a cooperative agreement from the National Diabetes Education Program and the Centers for Disease Control and Prevention. The program is intended to provide diabetes information to NMA physicians' patients and the public; to educate individuals with "pre-diabetes" and diabetes; to educate and provide diabetes information for medical professionals, especially those in practice; and provide a tool and repository for NMA affiliates to successfully manage the local diabetes coalitions in their areas.

☐ **Diabetes Toolbox**

Website: www.alliancehealthcoop.com/diabetes

Audience: Businesses/Organizations

Key Services Provided: The Diabetes Toolbox was designed by the Alliance to help employers improve employee wellness and reduce the burden of diabetes. The Toolbox contains detailed information on specific workplace strategies including: Diabetes Overview, Early Detection, Education, Supportive Work Environment, and Tools to Assist Individuals with Diabetes.

☐ **National Business Group on Health**

Website: www.businessgrouphealth.org

Audience: Businesses/Organizations

Key Services Provided: The National Business Group on Health, formerly the Washington Business Group on Health, is the only national non-profit organization exclusively devoted to representing the perspective of large employers and providing practical solutions to its members' most important health care problems.

❑ **Wellness Councils of America (WELCOA)**

Website: www.welcoa.org

Audience: Businesses/Organizations

Key Services Provided: A national non-profit membership organization dedicated to promoting healthier lifestyles for all Americans, especially through health promotion initiatives at the worksite. Organizationally, WELCOA serves as an umbrella, linking communities and coalitions together into a supportive network that includes locally affiliated Wellness Councils, Well City initiatives, Well Workplaces, and individual and corporate members throughout the United States.

❑ **Mayo Clinic**

Website: <http://www.mayoclinic.com/>

Audience/Focus: Individuals, parents, families, health care professionals, public health professionals, scientists, and researchers

Key Services Provided: The mission of Mayo Clinic's Website is to empower people to manage their health. This is accomplished by providing useful, up-to-date information, and tools that reflect the expertise and standard of excellence of Mayo Clinic. A team of web professionals and medical experts worked side by side to produce this site. Through this unique collaboration, they provide users access to the experience and knowledge of the more than 3,300 physicians, scientists and researchers of Mayo Clinic. By simply typing "diabetes" in the search box, users gain instant access to over 550 various resources on diabetes information.

❑ **Children with Diabetes, The online community for kids, families and adults with diabetes**

Website: <http://www.childrenwithdiabetes.com/> (Information also available in Spanish)

Audience/Focus: Adults, children, families, schools, health care professionals, community groups, and advocacy

Key Services Provided: Being diagnosed with diabetes is a life-changing event, and raising a child is an exciting and ongoing challenge made even more demanding when managing a chronic illness such as diabetes. The Children with Diabetes' Website is a leading destination on the Internet for families dealing with diabetes, a web resource for parents of children with type 1 diabetes, and is dedicated to helping people find the information and support they need in caring for a child with diabetes.

The Children with Diabetes' Website offers families and care givers guidance, with original high-quality, science-based content, and practical suggestions from trusted sources such as

pediatric endocrinologists, certified diabetes educators, nurses, nutritionists, researchers, advocates, and fellow parents.

This family friendly Website also provides extensive diabetes information and links including: chat rooms, forums, news, care suggestions, “Ask the Diabetes Team,” featured book of the week for children and adults, conferences and events, and a family support network.

❑ **Joslin Diabetes Center**

Website: <http://www.joslin.org/>

Audience/Focus: All people with diabetes. To improve the lives of people with diabetes and its complications through innovative care, education, and research.

Key Services Provided: Information regarding treatment, complications, and research.

❑ **Diabetes Monitor**

Website: <http://www.diabetesmonitor.com>

Audience/Focus: People with diabetes

Key Services Provided: Information for living well with diabetes.

❑ **Ashville Project**

Website: <http://www.diabetestencitychallenge.com/index.php?/presskit/asheville>

Audience/Focus: Health care professionals, public health professionals, individuals, worksites/businesses, and community organizations

Key Services Provided: The Asheville Project began in 1997 as an effort by the City of Asheville, North Carolina, a self-insured employer, to provide education and personal oversight for employees with chronic health problems such as diabetes, asthma, hypertension, and high cholesterol.

Through the Asheville Project, employees with these conditions were provided with intensive education through the Mission-St. Joseph's Diabetes and Health Education Center. Patients were then teamed with community pharmacists who made sure they were using their medications correctly.

The project led pharmacists to develop thriving patient care services in their community pharmacies. Employees, retirees, and dependents with diabetes soon began experiencing improved A1C levels, lower total health care costs, fewer sick days, and increased satisfaction with their pharmacist's services.

Today, the Asheville Project has inspired a new health care model for individuals with chronic conditions. Unlike other experiments, the Asheville model is payer-driven and patient-centered. Employers are adopting this approach as an additional health care benefit to empower their employees to control their chronic diseases, reduce their health risks, and ultimately lower their health care costs.

❑ **Diabetes Exercise and Sports Association (DESA)**

Website: <http://www.diabetes-exercise.org/index.html>

Audience/Focus: Adults, children, families, schools, health care professionals, community groups, and advocacy

Key Services Provided: DESA exists to enhance the quality of life for people with diabetes through exercise and physical fitness. The website offers a variety of health care resources on nutrition and physical activity focused on the public and for health care professionals.

❑ **National Kidney Disease Education Program (NKDEP)**

Website: www.nkdep.nih.gov

Audience: Adults, children, families, schools, health care professionals, community groups, and advocacy

Key Services Provided: NKDEP is an initiative of the National Institutes of Health, designed to reduce the morbidity and mortality caused by kidney disease and its complications. NKDEP aims to raise awareness of the seriousness of kidney disease, the importance of testing those at high-risk (those with diabetes, high blood pressure, or a family history of kidney failure), and the availability of treatment to prevent or slow kidney failure. Educational materials about kidney disease are available for free or at little cost.



Workforce Solutions

Legend:

- **Low Resources:** Requires minimal cost and time commitment.
 - **Medium Resources:** Requires moderate cost and time commitment.
 - **High Resources:** Requires significant cost and time commitment.
-

Recommended strategies for increasing access to and opportunities for physical activity at the worksite

Low Resources:

1. Offer flexible work hours to allow for physical activity during the day (policy)
http://www.eatsmartmovemorenc.com/NCHHealthSmartTkt/Texts/MM_AppA%20SamplePolicy.pdf
2. Support physical activity breaks during the workday, such as stretching or walking (policy)
3. Map out on-site trails or nearby walking routes <http://www.mapmyrun.com/>
4. Host walk-and-talk meetings
5. Post motivational signs at elevators & escalators to encourage stair use
http://www.cdc.gov/nccdphp/dnpa/hwi/toolkits/stairwell/motivational_signs.htm#Message%20Ideas
6. Provide physical activity messages and information to employees via e-mail, newsletters, bathrooms, by the time clock, break rooms, etc.
7. Provide bicycle racks in safe, convenient and accessible locations
<http://www.bikeleague.org/programs/bicyclefriendlyamerica/bicyclefriendlybusiness/>

Medium Resources:

1. Provide shower and/or changing facilities on-site
2. Provide outdoor exercise areas such as fields and trails for employee use
3. Provide or support recreation leagues and other physical activity events (on-site or in the community)
4. Start employee activity clubs (e.g., walking) <http://aom2.americaonthemove.org/Home.aspx>
5. Explore discounted or subsidized memberships at local health clubs, recreation centers and YMCA's http://www.healthclubdirectory.com/health_clubs/State/United_States/IN/Indiana/
6. Implement incentive-based programs to encourage physical activity such as pedometer walking challenges <http://www.virginhealthmiles.com/>

High Resources:

1. Offer on-site physical activity opportunities such as group classes or personal training
 2. Provide an on-site exercise facility
 3. Provide incentives for participation in physical activity and/or weight management/maintenance activities
 4. Allow for use of facilities outside of normal work hours (before/after work)
 5. Provide on-site childcare facilities to facilitate physical activity
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Recommended strategies for creating healthy food and eating environments at the worksite: policy and environmental approaches

Low Resources:

1. Provide water to drink (have clean sources of tap water and/or working water fountains).
<http://www.preventioninstitute.org/sa/enact/workplace/workplacewater.php>
2. Provide healthy food options for employees during the workday and at meetings.
http://www.preventioninstitute.org/sa/enact/workplace/foodchoice_3a.php
3. Promote the consumption of fruits and vegetables in catering/cafeteria through motivational sign, posters, etc.
4. Promote healthy choices by: 1) increasing the percentage of healthy options available; 2) using competitive pricing to make healthier choices; 3) advertise or mark healthy options so that they stand out.
5. Adopt a comprehensive food policy that develops nutrition, health, and environmental guidelines for purchasing to ensure cafeteria meals, refreshments, and vending machines include healthy and sustainable choices.
http://www.preventioninstitute.org/sa/enact/workplace/nutrition_4a.php
6. Provide menu and product labeling (i.e., calorie, fat and sodium content) for food sold at the worksite.
7. Have on-site cafeterias follow healthy cooking practices and follow nutritional standards that align with the dietary guidelines for Americans.
8. Provide healthy nutrition messages and information to employees via e-mail, newsletters, bathrooms, by the time clock, break rooms, etc.

Medium Resources:

1. Support ability to breastfeed at work by providing a comfortable, private space to do so for employees without private offices. (Indiana law requires government and private employers to provide a private space for women to express breast milk while at work and access to cold storage: [Workplace Lactation Support – SEA 219; P.L. 13-2008](http://www.preventioninstitute.org/sa/enact/workplace/breastfeed_2a.php).)
http://www.preventioninstitute.org/sa/enact/workplace/breastfeed_2a.php

High Resources:

1. Institute a farm-to-institution program to incorporate fresh, local produce and other foods into cafeteria meals. <http://www.preventioninstitute.org/sa/enact/workplace/farmtoworkplace.php>
2. Enhance staff and community access to fresh produce by establishing accessible farmers' markets or farm stand programs.
<http://www.preventioninstitute.org/sa/enact/workplace/farmersmarkets.php>

Recommended strategies for improving diabetes management at the worksite:

Low Resources:

1. Host free educational seminars covering diabetes, nutrition, exercise, emotional eating, cooking, and/or grocery store tours. See National Diabetes Education Program's Diabetes At Work project at www.diabetesatwork.org
2. Quarterly articles in the employee newsletter, etc.

Medium Resources:

1. Quarterly exercise programs/competitions with incentives.
2. Patient educational materials on diabetes management, resource directories, and health care/education referrals. National Diabetes Education Program for free or low cost resources. www.YourDiabetesInfo.org
3. Form an employee wellness committee to help establish ideas and to help communicate to other employees. Employees will feel part of the process and take ownership of "their" company's wellness program.
4. Include spouses and families in all or most wellness activities. It will help if the entire family is practicing the same "healthful" patterns at home!
5. Provide sharps containers for employees who administer insulin while at work.

High Resources:

1. Develop an Ashville-like program for employees to receive free diabetes medications in exchange for employees to keep their blood glucose and A1C under control, take a diabetes self-management program and visit the Pharmacist regularly for counseling.
<http://www.diabetestencitychallenge.com/index.php?/presskit/asheville>
2. Medication counseling to individuals on all types of medications with a licensed pharmacist.
3. Worksite wellness coordinators can develop diabetes self-management education programs for high-risk employees.
4. National Diabetes Education Program (NDEP) offers an online diabetes management employer resource guide to help assess the impact of diabetes on businesses. NDEP also recommends ways to lower health care costs by providing employees diabetes management tips to reduce the risk of related complications. www.DiabetesAtWork.org
5. Choose a health plan that contains services and medical benefits for people with diabetes. For more information see www.DiabetesAtWork.org

Frequently Offered Benefits

- Medically-managed weight loss program
- Health Risk Assessment/Personal Wellness Profile
- Annual biometric screening, including BMI, cholesterol, LDL, HDL, glucose, and blood pressure
- Telephonic and in-person coaching
- Health insurance premium reduction related to health status
- Nutrition and behavioral care counseling at no fee or reduced cost
- Reduction in fees for on-site or private gyms
- Personal training sessions at no fee or reduced cost
- Free classes covering nutrition, exercise, emotional eating, cooking, and grocery store tours
- Weight Watchers at Work®-reduced fees
- Flex spending accounts to pay for medications and programs
- Reimbursing for tobacco cessation classes/support groups and/or nicotine replacement therapy

Implementation Checklist

TASK LIST	Resp. Person	Not Started	In Progress	Done
Review Entire Toolkit				
Evaluate Current Practices				
Identify Metrics to Evaluate Current Status and Future Progress				
Select Project Team Members				
Assign Roles				
Select/Implement Employee Benefits				
<input type="checkbox"/> Review "Frequently Offered Benefits" List				
<input type="checkbox"/> Select Benefits to Implement				
<input type="checkbox"/> Assign Action Items				
Select/Implement a Physical Activity and/or Nutrition strategy or a program to improve chronic disease risk factors.				
<input type="checkbox"/> Review Best-Practice Strategies				
<input type="checkbox"/> Select Strategy to Implement				

TASK LIST	Resp. Person	Not Started	In Progress	Done
<input type="checkbox"/> Assign Action Items				
Participate in Community Action Activities				
<input type="checkbox"/> Review “State & Local Actions” (Section of Toolkit)				
<input type="checkbox"/> Select a Community Activity				
<input type="checkbox"/> Assign Action Items				
Develop Communications Plan				
Identify Pilot Group or Area				
Implement Change				
Measure Outcomes				
Publicize Results				
Spread and Sustain Improvements				
Celebrate Successes				

DPCP Contact List:

Indiana State Department of Health Diabetes Prevention and Control Program Website:
www.diabetes.IN.gov

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