

November



2024

Mon	Tue	Wed	Thu	Fri	Sat	Sun
				<p>1 Hello NOVEMBER</p>	<p>2 Day of the Dead</p> <p>3 Savings Time End</p>	
<p>4 Quote of the Day!</p> <p>Every strike brings me closer to the next home run. – Babe Ruth</p>	<p>5 Election Day!</p> <p>YOUR VOTE MATTERS</p>	<p>6 Wellness Wednesday</p> <p>Eat a well-balanced, healthy lunch.</p>	<p>Take the stairs</p>	<p>8 Thai Sweet Potato Soup</p>	<p>9 Downtown Racine Holiday Parade and Tree-Lighting Ceremony</p>	<p>10 You may experience an increase in sleep and daytime drowsiness during the fall.</p>
<p>11 Veteran's Day</p>	<p>12 Apple Crumble</p> <p>yummm!</p>	<p>13 Wellness Wednesday</p> <p>Take a few minutes to practice deep, mindful breathing.</p> <p>inhale exhale</p>	<p>14 Quote of the Day!</p> <p>We become what we think about. – Earl Nightingale</p>	<p>15 Drink a glass of water first thing in the morning.</p>	<p>16 Ladies Day Out Downtown Racine</p>	<p>17 Sunday</p>
<p>Women tend to shed the most hair during the autumn months.</p> <p>Don't worry! It's completely normal!</p>	<p>19 Feed your gut bacteria.</p>	<p>20 Wellness Wednesday</p> <p>Initiate kindness</p>	<p>21 Harvest Bowl</p> <p>Tasty</p>	<p>22 Friday</p>	<p>23 Quote of the Day!</p> <p>"Don't count the days, Make the days count." – Muhammad Ali</p>	<p>24 Cultivate a positive mindset.</p>
<p>25 Floss your teeth daily.</p>	<p>26 Quote of the Day!</p> <p>"You are never too old to set another goal or to dream a new dream." – C.S. Lewis</p>	<p>27 Wellness Wednesday</p> <p>SUPPORT</p> <p>Volunteer in your community!</p>	<p>28 Happy Thanksgiving</p>	<p>29 BLACK FRIDAY</p>	<p>30 Pumpkin Bread</p> <p>sweet</p>	

Top Priorities!

Consume immunity-boosting foods as the weather gets colder and flu season starts.

Eat in-season veggies and fruits.

Remember to stay hydrated!

Notes

- 10-Day Winter Wellness Challenge
- Q4 Step Challenge - October 1st - December 20th
- Superfood Challenge - Pomegranate - Upload photo to WellRight Portal for 5 points.
- NAMI Holiday Donation Drive - Nov 1st - Nov 27th
- Versiti Blood Drive - November 13th from 8am - 12pm. Appointments are encouraged!
- Turkey Trot 5K - Racine - November 28th. Race information: [raceentry.com](https://www.raceentry.com)
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Winter Wellness Challenge

10 Days of Wellness



Day 1

Support your community by making a donation during the winter season

Day 2

Instead of texting, call a friend to check-in on them

Day 3

Try a deep breathing exercise for a total of 10 minutes today

Day 4

Get moving!
Try standing at your desk, or taking a walk on your lunch

Day 5

Try mindfulness during a difficult conversation today

Day 6

Do you have important contact information for friends and family written down in a safe place

Day 7

Commit to signing up for a fitness class, and stick to it!

Day 8

Practice mindful eating over the holiday season.

Day 9

Plan ahead – make your new years resolutions now

Day 10

Create a holiday budget and stick to your promises. This will help in saving money during the gift giving season



What?

Get at least 150,000 steps per month from October 1st - December 20th. Submission due on Wellness Platform (WellRight) or to Human Resources no later than December 27th, 2024.



When?

Challenge runs from October 1st - December 20th 2024.



Submit:

Documentation to show that you have met the 150,000 steps per month requirement. You can use your phone, tracking device, or app.



Points:

If you met the challenge requirements and submit items no later than December 27th 2024, You can earn 30 points towards becoming a Wellness Allstar



Questions?

Contact Human Resources at 262-636-9175 or human.resources@cityofracine.org

Q4 2024 Step Challenge



BLOOD DRIVE

GIVE THE GIFT OF BLOOD THIS FALL

Fall Into Giving

CITY OF RACINE BLOOD DRIVE

**Wednesday
November 13**

8:00 am – 12:00 pm

LOCATION: CITY OF RACINE HUMAN RESOURCES RM 204

730 WASHINGTON AVE RACINE, WI 53403

DONATE & RECEIVE: Donate and receive a one-of-a-kind S'mores t-shirt, while supplies last.

MAKE YOUR APPOINTMENT: Appointments are highly encouraged. Secure your spot by visiting the link below, scan the QR code, or call 877.232.4376:

tinyurl.com/cityofracine1113



HOLIDAY DONATION DRIVE



**NOV 1ST
THROUGH
NOV 27TH**

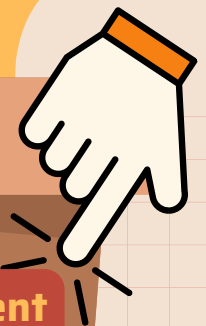
This holiday season, let's come together to spread joy and kindness in our community. Your generous donations can make a significant difference in the lives of those in need. This year, we are partnering with NAMI Racine County.



Donations can be dropped off in the HR office (City Hall Room 204) or contact HR and we can pick-up the items at your location.

Items accepted:

- Socks
- Winter Gloves
- Winter Hat
- Winter Scarf
- Shampoo
- Conditioner
- Soap
- Body wash
- Toothpaste
- Toothbrushes
- Deodorant
- Mouthwash
- Dental floss
- Razors
- Shaving cream
- Hairbrushes
- Baby wipes
- Disinfectant wipes
- Hand sanitizer
- Laundry detergent
- Dish soap
- Self-care products that are not gender specific



The Department with the most items donated will win breakfast provided by HR!

Q4 2024 Superfoods

chickpeas - october



Pomegranate - November



Task: Create a meal using the superfood of the month for each month of quarter three.

Submit a photo to the Wellness Portal (WellRight) or to HR to receive five (5) points* towards becoming a Wellness Allstar!

*5 points for each month you complete the requirements for.

Dark chocolate - December



Meal Planning

By planning ahead, you can have healthier meals in less time

Ask yourself if you do any of the following:



Come home from work and spend a lot of time trying to figure out what to eat for meals often.



Feel frustrated because you don't know what to have for dinner.



Wish that you could have healthier meals.



Order takeout or get fast food often because you don't have a plan for a meal.



Snack on unhealthy foods because you don't know what to make for a meal.



If you answered YES to any of these, you could benefit from meal planning and preparation.

- Choose 2-3 easy healthy recipes for meal planning for the next week. When planning meals, choose options that are full of nutrients (fruits, vegetables, grains, protein foods and dairy) and limited in added sugars, saturated fat and sodium.
- Make an organized shopping list of ingredients you'll need for the recipes (cross off any of them you have at home). Categorize the list by produce, meat, poultry, eggs, frozen and dry/canned goods.
- Choose a day to shop for the ingredients; put it on the calendar.
- Think about your schedule and choose a day to prepare meals and sides. Include whole grains, vegetables and beans. Weekends may be helpful, when you may have more time or can enlist help. This will help during busy weekdays.
- Make a large batch of foods such as brown rice, beans and quinoa and freeze portions that you may use later in the week.



Ascension

What is Diabetes?

Diabetes is a disease that occurs when your blood sugar is too high. Another term for blood sugar is blood glucose. Blood glucose is your main source of energy and comes from food intake. Glucose stays in your blood and doesn't reach your cells if your body doesn't make enough insulin or any insulin. Insulin is a hormone that is made by your pancreas that helps glucose get into your cells to be used for energy. Over time, having too much glucose in your blood can cause health problems such as:

- heart disease
- stroke
- kidney disease
- eye problems
- dental disease
- nerve damage
- foot problems

The most common types of diabetes are type 1, type 2 and gestational diabetes.

Type 1 diabetes

Your body does not make insulin when you have type 1 diabetes. Your immune system attacks and destroys the cells in your pancreas that make insulin. Type 1 diabetes is usually diagnosed in children and young adults, although it can appear at any age. People with type 1 diabetes need to take insulin every day.

Type 2 diabetes

The most common type is Type 2 diabetes. Your body does not make or use insulin well when you have type 2 diabetes. You can develop type 2 diabetes at any age, even during childhood. However, this type of diabetes occurs most often in middle-aged and older people.

Gestational diabetes

Gestational diabetes can develop in some women during pregnancy. Most of the time, this type of diabetes goes away after the baby is born. However, if you've had gestational diabetes, you have a greater chance of developing type 2 diabetes later in life.

Other types of diabetes

Less common types include monogenic diabetes, which is an inherited form of diabetes, and cystic fibrosis-related diabetes.

According to the National Diabetes Statistics Report of 2020 from the Center of Disease Control:

Diabetes

- Total: 34.2 million people have diabetes (10.5% of the US population)
- Diagnosed: 26.9 million people, including 26.8 million adults
- Undiagnosed: 7.3 million people (21.4% are undiagnosed)

Prediabetes

- Total: 88 million people aged 18 years or older have prediabetes (34.5% of the adult US population)
- 65 years or older: 24.2 million people aged 65 years or older have prediabetes

Diabetes has no cure, but there are action steps that you can take to manage your health or help others. There are certain factors that put a person at greater risk to develop type 2 diabetes: if you are age 45 or older, have a family history of diabetes, or are overweight. Also, physical inactivity, race, and certain health problems such as high blood pressure affect your chance of developing type 2 diabetes.

<https://www.niddk.nih.gov/health-information/diabetes/overview/what-is-diabetes>

<https://www.cdc.gov/diabetes/data/statistics-report/index.html>

Prevent Diabetes

Keep diabetes prevention basic by eating more healthy, becoming more physically active and losing a few extra pounds. Making a few simple changes in your lifestyle now may help you avoid the serious health complications of diabetes in the future, such as nerve, kidney and heart damage. Consider these diabetes prevention tips from the American Diabetes Association.

Get more physical activity

Exercise can help you:

- Lose weight
- Lower your blood sugar
- Boost your sensitivity to insulin — which helps keep your blood sugar within a normal range

Research shows that aerobic exercise and resistance training can help control diabetes. The greatest benefit comes from a fitness program that includes both.

Get plenty of fiber

- Reduce your risk of diabetes by improving your blood sugar control
- Lower your risk of heart disease
- Promote weight loss by helping you feel full

Foods high in fiber include fruits, vegetables, beans, whole grains and nuts.

Go for whole grains

Try to make at least half your grains whole grains. Look for the word “whole” on the package and among the first few items in the ingredient list.

Lose extra weight

If you're overweight, diabetes prevention may hinge on weight loss. Every pound you lose can improve your health, and you may be surprised by how much. Participants in one large study who lost a modest amount of weight, around 7 percent of initial body weight and exercised regularly, reduced the risk of developing diabetes by almost 60 percent.



Skip fad diets and make healthier choices

Instead, make variety and portion control part of your healthy-eating plan. Focus on choosing three meals/ day of 3-5 food groups balancing the food groups on the plate. Drink water for hydration and limit beverages with excess carbohydrates and sugar, i.e. regular soda, juice, sweetened teas and coffee, flavored waters and energy drinks. Be wary of other empty calories, i.e. chips, desserts, fried foods and excess fats.



Ascension



Diabetes Awareness Challenge

Diabetes affects over 30 million people—and that number is growing every day. Whether you take action for yourself or a loved one, anything can help. Challenge yourself to take action on one of the below:

- Take a risk test to see if you are at risk for diabetes
- Get a blood sugar, A1C test or a health screening at your local clinic
- Cook healthy recipes from scratch
- Engage in physical activity almost every day
- Become an advocate for diabetes awareness by joining campaigns in your local area
- Volunteer your time or donate to fight against the growing epidemic

<https://www.diabetes.org/community/american-diabetes-month>



Superfood of the Month: Pomegranate

What is it?

The pomegranate is a fruit-bearing shrub. The pomegranate is rich in symbolic and mythological associations in many cultures.

Why should I eat them?

Pomegranates are low in calories and fat but high in fiber, vitamins and minerals. Benefits include antioxidants, heart health, urinary health, exercise endurance and more.

What do I do with them?

Although the white, pithy part of the pomegranate is safe to eat, it is bitter and most people prefer to just eat the seeds. There are many ways to enjoy them. Toss them into a green or fruit salad. Sprinkle them onto your yogurt or oatmeal. Add them to smoothies or juices. They are also a tangy garnish on avocado toast.

Tips for buying and storing

When you see pomegranates in the store, they're ripe and ready to eat. Select pomegranates that feel heavy for their size (the heavier the fruit, the juicier it will be) with firm, blemish-free skin.



Eggplant, Pistachio, and Pomegranate Pizza

INGREDIENTS

- 1/3 recipe Basic Pizza Dough, or 3/4-pound store-bought dough
- 1 to 2 small eggplants, thinly sliced lengthwise into 6 strips
- Extra-virgin olive oil
- Coarse salt
- Red-pepper flakes
- ½ cup salted pistachios, chopped
- ⅓ cup crumbled feta
- ⅓ cup pomegranate seeds (from 1 pomegranate)
- ¼ cup lightly packed cilantro leaves

PREPARATION

1. Preheat oven to 475 degrees. Form dough (as directed in Basic Pizza Dough recipe) in a 9-by-13-inch rimmed baking sheet. Arrange eggplant lengthwise on dough, 3 slices side-by-side on top half, 3 on bottom half; press into dough. Drizzle with oil, and sprinkle with salt and red-pepper flakes.
2. Bake until cooked through and crust is golden on edges and bottom, about 18 minutes.
3. Using a metal spatula, slide pie onto a cutting board. Sprinkle with pistachios, feta, pomegranate seeds, and cilantro. Slice into 6 pieces and serve.



November Wellness Newsletter

National Health Observance

American Diabetes Month

Great American Smokeout

November's health observances are American Diabetes Month and Great American Smokeout. Check out the following UnitedHealthcare educational resources:

- [Life with diabetes](#)
- [Managing blood sugar \(glucose\)](#)
- [The realities of vaping](#)
- [Quitting smoking](#)

Managing blood sugar (glucose)

What's blood sugar? The job of glucose and insulin¹

Glucose, also known as blood sugar, is the main source of energy for our cells. It mainly comes from the foods we eat and may go up or down depending on when and how much we eat. Our pancreas helps manage these levels by making insulin, a hormone.² The job of insulin is to take the glucose from our blood and help it move into our cells, creating energy for our bodies.

What happens if our insulin may be out of control?

With diabetes, the body may either stop making insulin, slow way down or "forget" how to use insulin. When the insulin is either gone or not working properly (also known as "insulin resistance"), the glucose can't get into the cells where it needs to go. This is what happens with **type 2 diabetes**.¹

With **type 1 diabetes**, there's no insulin to let glucose into the cells, so sugar piles up in the bloodstream.³ In response, the kidneys may go into overdrive, trying to get rid of that glucose. This may make a person urinate more often or feel really thirsty, tired or hungry, among other side effects. Many of these side effects may be symptoms of diabetes.⁴



Health Tip Flier of the Month

Living tobacco free

Learning about common health topics is one way to help support your health and wellness.

Check out this month's Health Tip Flier on Living tobacco free.

[English](#) | [Spanish](#)




United at Work Presentation of the Month

Eating with Diabetes

[Click here for the Eating with Diabetes presentation.](#)


During this presentation, you will review the nutritional recommendations for individuals with diabetes or pre-diabetes and discover eating strategies that may help stabilize blood sugar.

You will also identify cooking and snacking tips, as well as considerations when dining out.



Eating With Diabetes Questionnaire


Quiz & Answers -
English


Quiz & Answers -
Spanish




Eating With Diabetes






[Click here](#) for the entire United at Work catalog.

Next Month's Preview...




Health Observance

Self care for the Holidays



Health Tip Flier of the Month

Financial Well-being



United at Work Presentation

Self Care: Invest in Yourself