



Oregon Youth Authority

Employee Wellness

Employee Wellness at OYA



- Agency Challenges
- Successes
 - DEI
 - Employee Support
 - Wellness Resources
 - Lactation Rooms
- Goals & Looking Ahead

Mission and Vision



Mission: To protect the public and reduce crime by holding youth accountable and providing opportunities for reformation in safe environments.

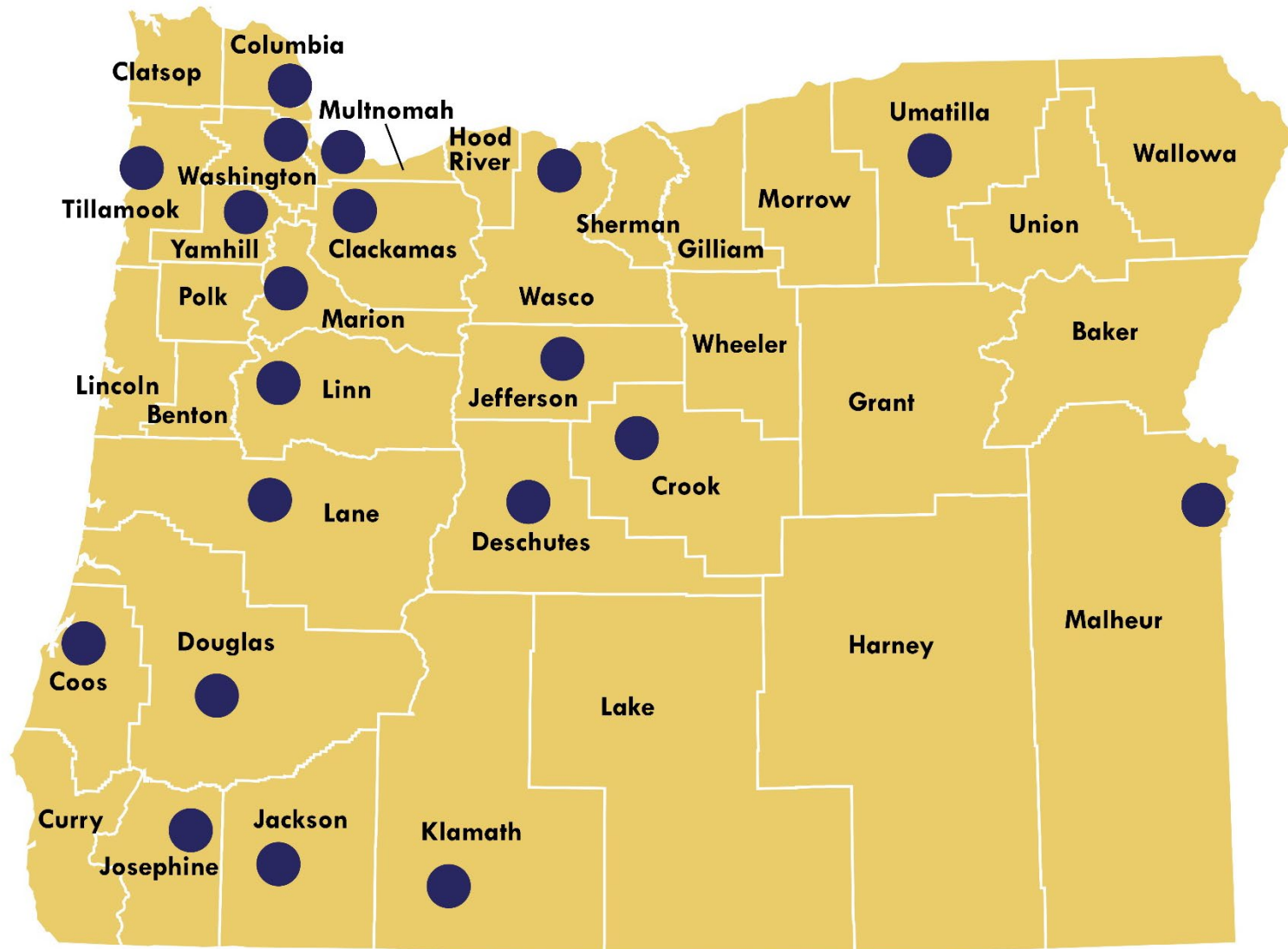
Vision: That youth who leave OYA go on to lead productive, crime-free lives.



OYA Close-Custody Facilities



OYA Parole and Probation Offices



Unique Agency Challenges



- 24/7 environment
- Mandated shifts
- Work/life balance
- Stressful and dangerous working conditions
- Risk of workplace injury including assaults, violence, traumatic experiences, infectious diseases, and contraband
- Mental health challenges

Agency Demographics



- Changing demographics of staff, changing needs for wellness support
- Centering diversity, equity, and inclusion in our wellness, hiring, and retention efforts

Race/Ethnicity	All Oregon Youth	OYA Youth		OYA Staff
		Community Supervision	Close-Custody Facilities	
African American	4%	10%	15%	6.6%
Asian/Pacific Islander	6%	3%	4%	4.5%
Latino/a	22%	23%	25%	13.4%
Native American	1%	5%	7%	4.0%
White	67%	55%	48%	67.9%
Other/Unreported	—	4%	2%	1.3%

Guiding Principles



- Physical **AND** mental health resources
- Embed Diversity, Equity, and Inclusion
- Focus on the unique needs of public safety and correctional employees
- Our workforce is part of the solution
- Positive human development approach

OYA Wellness and COVID-19



- Oregon Youth Authority remained operational throughout the pandemic.
- Focus was all hands on deck with regard to physical health and ensuring the prevention and containment of transmission of COVID-19.

Cumulative Positive Youth Cases
Since March 2020

511

Cumulative Positive Staff Cases
Since March 2020

520

Online Wellness Resources



Employee Wellness Resources

Wellness Tips & Resources

Please use these resources to find support.

Employee Resources: [Canopy Employee Assistance Program](#) offers information and resources such as counseling, coaching, and many other resources.

Counselors are available to you for free 24/7:

Resource Links



Canopy Employee Assistance Program (EAP)



Oregon Health Authority: Wellness Programs



Uplift Oregon: Trainings & Resources for Oregon State Employees

Employee Support



- New Employee Training
- Critical incident response
- Peer Support Teams (in the field)
- Employee Support Teams (in facilities)

When Traumatic Events Happen

How to Support Others



- Listen carefully.
- Spend time with the traumatized person.
- Offer assistance and a listening ear if they have not asked for help.
- Reassure them that they are safe.
- Help them with everyday tasks like cooking or cleaning.
- Give them some private time.
- Don't take their anger or other feelings personally.
- Don't tell them that they are "lucky it wasn't worse." Instead, tell them you are sorry the event occurred, and you want to understand and assist them.

Source: International Critical Incident Stress Foundation, Inc.

Lactation Rooms



- Facility Services has made needed updates and improvements to lactation rooms.



Oak Creek Youth Correctional Facility Employee Lactation Room

Wellness Goals

Goal 1:

Grow OYA wellness infrastructure

Goal 2:

Increase employee access to care and benefits

Goal 3:

Provide wellness resources and programs during work hours

Goal 4:

Focus on mental health and wellbeing

Goal 5:

Focus on physical health





Contact

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