

2018

Inova Sustainability and Wellness Report

Connecting your environment and
your health.



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Wellness at Inova

Goals and Progress

INOVA WELL MISSION STATEMENT

Inova Well's mission is to create a sustained culture of wellness by leveraging our clinical expertise to provide evidence based solutions for healthy people, healthy community and healthy planet.

KEY WELLNESS PRINCIPLES

- 1** To improve team member health and well-being through our six dimensions of health.
- 2** Invest in our team members with health education and lifestyle skills that enable them to achieve optimal health and wellness.
- 3** Positively affect team member morale and job productivity.

INOVA'S CULTURE JOURNEY

Wellness intersects with Inova's cultural beliefs in a number of key ways, including:

Stronger Together

Inova Well collaborates with all other Inova entities in order to provide personalized, sustainable and evidence based wellness initiatives and activities that inspire and activate each individual's personal wellness success and journey.

Patient Always

Inova Well's mission is to create a sustained culture of wellness by leverage our clinical expertise to provide evidence based solutions for healthy people, healthy community and a healthy planet.

2018 Wellness Accomplishments

- We had a 21% increase in team members visiting their PCP
- We had a 34% increase in total participation in our Inova Well events
- As a system we saw a 7% decrease in total cholesterol average in our health screenings
- As a system we saw a 21% decrease in LDL cholesterol average in our health screenings, the bad fat
- We saw a 15% increase in HDL cholesterol average in our health screenings, the good fat
- We saw a 35% increase in team members who received a discount on their health insurance premiums for the 2019 year

2019 Wellness Opportunities

- Shifted from a point based team member wellness program, to a more preventive care team member wellness program and culture shift
- Team members may now visit with their IMG Physician for their 2019 health screening. If team members do not have a primary care physician, they now have one and can start building a relationship with him or her while getting their screening done
- More health coaches to help support team member's wellness journeys while helping aid in the cultural shift of wellness at our hospitals
- New and improved portal experience and incentive program that focuses on routine check-ups with your PCP and age appropriate screenings, such as dentist, dermatologist, OB-GYN, optometrist, and mental health screenings
- Launch of Inova Well Ambassador program that will focus on spreading the message of health and wellness while assisting Inova Well in engagement

The Inova Well program is focused on supporting whole health through our seven dimensions of health.

What We Believe



Health Coaching

Health Coaching offers online support or support with a personal health coach who is as committed to your health goals as you are.



Be Aware

Knowing and understanding information on your health profile is the important first step in managing your unique wellness needs.



Eat Well

Good nutrition and healthy eating habits provide a foundation for being healthy and can help reduce the risk of chronic diseases.



Get Active

Physical fitness can produce long-term health benefits and help prevent chronic diseases.



Healthy Mind

Living life to the fullest is centered on having a healthy mind.



Live Green

A commitment to contributing to an environment that is safe and healthy for team members and community creates a healthier environment for now and for the future.



Be Connected

Much time is spent work teammates. Finding shared interests and helping one another develop is paramount in creating a sense of community in the workplace

What We Do

Health Coaching

- Multiple online health coaching program; WellBaby, Personal Back/Quit/Weight Coaches, Fit and Fit Coach and more
- In person 1:1 health coaching to help develop individual wellness goals, create a plan and help with each step along the way
- Dedicated health coaches to support developing a culture of wellness throughout Inova

Be Aware

- Biometric Health Screening for ALL Inova team members
- Health Screening (including bloodwork) for ALL Inova team members
- Online health assessment to ALL Inova team members
- Variety of health check-ins with our Health Coaches

Eat Well

- Enhancing healthy choice offerings in the cafeterias
- Reducing offerings of sugar sweetened beverages
- Registered Dietitian on team members to answer any nutrition related questions and guide team members to other helpful resources

Get Active

- Ability to track participation in a variety of activities including walking, water activity, sports, skiing and everything in between
- On-site fitness walks
- On-site fitness classes
- On-going team-based challenges

Healthy Mind

- Engaging in altruism through volunteer activities
- Developing a culture of wellness through the posting of helpful and healthy comments on the internal social media platform
- Offering classes and programming with a focus on stress reduction including Virtual Reality and Mindful Gardening

Live Green

- Both on-site and virtual seminars and workshops
- Sessions about recycling, resource conservation, antibiotic resistance, transportation and more
- Creates a better understanding of what is needed for a healthier and more sustainable environment

Be Connected

- A wellness portal to create an virtual connection between you and your team members
- Affinity Groups to help drive an engaging and connected culture by offering support in the community, sports and fitness, professional develop, and joy at work!

Success Stories

1. *"Since I started the health coaching program with Inova Well, my quality of life has improved immensely! Along with reaching my weight loss goal, I have reduced my blood pressure, dropped 3% body fat, and learned better coping strategies to improve my stress and anxiety. Most importantly, I have learned to deal with setbacks and overcome barriers related to my health. My health coach has been such a great resource for me in my journey to live well. She is always available for any of my questions or concerns. I am so thankful that Inova offers this great free resource to all Inova team members and their spouses"*
2. *"I started health coaching to address stress and the negative affects it was having on my health. Through the coaching program, I learned taking on too much and not having an outlet was taking its toll on me physically, mentally and emotionally. Due to events out of my control, I had completely lost all work-life balance, which manifest itself in the lack of sleep, depression, weight gain, low energy etc. Over the weeks my coach helped me realize the importance of taking time for my health. Their positive energy rubbed off and even though the balance isn't quite there yet, I am more hopeful of change. At the very least, I am finding opportunities to exercise, make better food choices and taking advantage of even 3-5 minutes to close my eyes and shut out the world."*
3. *"I originally signed up for the coaching program because I wanted to improve my health screening results. In addition to encouragement and advice, I received someone who pushed me to do better without "nagging." I never felt judged for not improving quickly enough and felt comfortable speaking honestly about my uphill battle. My coach helped me see a different view about health and wellness and that it is a lifestyle change, not just a diet. I hope to continue to see positive changes in not just my physical body but mentally as well."*





Sustainability at Inova

Goals and Progress

SUSTAINABILITY MISSION STATEMENT

Inova is committed to establishing an environment that is safer and healthier for our patients, team members and community.

SUSTAINABILITY STRATEGIC GOALS

The following strategic goals were established after analysis of Inova's key priorities, current sustainability programming and related data. The goals will guide Inova's sustainability programming over the next 5 years:

- 1** Reduce our climate footprint and related public health impacts.
- 2** Provide a healthy, productive environment to heal and work.
- 3** Improve operational efficiencies to reduce waste and save resources.
- 4** Green the supply chain by ensuring our products do not pose risk.
- 5** Engage both internal and external stakeholders to create a network of champions.

2018 Sustainability Accomplishments

Sustainability outcomes tie directly to Inova's key priorities and cultural beliefs. These include:

- Inova Fairfax Medical Campus was awarded one of Becker's 68 Most "Green" Hospitals in the U.S.
- One of six non-DOD/Veterans health systems to be recognized for our system-wide sustainability effort.
- Converted to "No Antibiotic Ever" chicken breast and expanded offerings in other sustainable food categories in support of patient health.
- Direct financial savings of just under \$1.4 million through waste diversion, sourcing of reprocessed surgical devices and transportation programming.
- Regular engagement of team members through Earth Day tree giveaways, Bike to Work Day, Chef's Action Stations, waste projects, outreach tables (team member picnic and outside the cafeteria) and a number of electronic touches (commuter survey and emails).
- Achievement of non-single occupancy vehicle mode split goal at IMVH and IFMC related to team member commute.

2019 Sustainability Opportunities

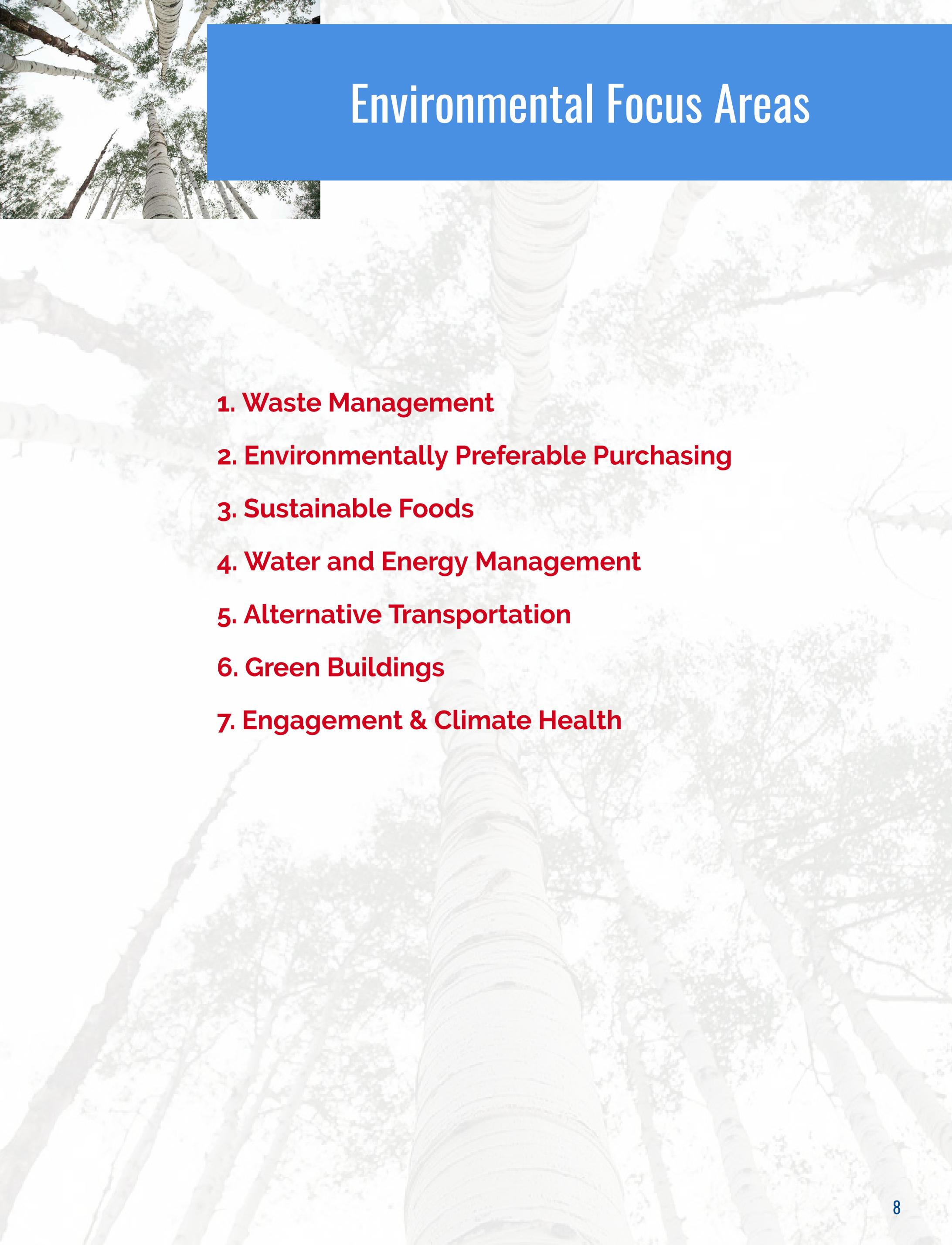
- Team member engagement effort around a series of events, projects and new offerings that support Inova's Great Place to Work initiative.
- Sustainability integration with leadership that includes regular updates, quarterly green team meetings and strategic communications from our leaders.
- Clinical focus on waste segregation and recycling; investigate strategies to reduce single-use plastics (OR and cafeteria) and evaluate medical waste reduction effort.
- Build on team member use of alternative transportation options with a focus on telework and carpooling.
- Continue to evaluate the Inova supply chain to determine opportunities for sustainability integration and expand upon existing initiatives (reprocessing).

Inova Health System

Sustainability Stoplight Report



			SYSTEM DATA	NATIONAL AVERAGE	NAT'L 90TH PERCENTILE
LESS WASTE		Recycling as % of total waste	16.8%	28%	51%
		RMW as % of total waste	11.2%	6.1%	2.4%
		Solid Waste as % of total waste	71.4%	-	-
		Hazardous as % of total waste	<1%	-	-
GREENING THE OR		Total savings from reprocessing medical devices	\$708,810	-	-
		% of cleaning chemical spend on green general purpose, bath, glass, carpet, and floor cleaners	12%	70%	100%
HEALTHY FOOD		% spend on sustainable foods	25%	9%	36%
		% spend on local foods	14%	10%	38%
		% meat raised without ABX	37%	35%	70%
		% spend on healthier beverages	37%	55%	85%
		% food waste reduction	0%	19%	39%
CLEANER ENERGY		Energy use intensity (EUI)	287	226	136
		% change in EUI from baseline	-17%	-9%	-32%
		ENERGY STAR score	-	54	89
		% offsite renewable energy	0%	9.9%	24.7%
		% onsite renewable energy	0%	1.8%	13.5%
WATER		Gallons per square foot	54.9 gal/sq.ft.	46 gal/sq.ft.	23 gal/sq.ft.
BUILDING		Building projects pursuing LEED	4	-	-
TRANSPORTATION		Alternative transportation mode split	18% - IFMC 23% - IMVH	-	-



Environmental Focus Areas

- 1. Waste Management**
- 2. Environmentally Preferable Purchasing**
- 3. Sustainable Foods**
- 4. Water and Energy Management**
- 5. Alternative Transportation**
- 6. Green Buildings**
- 7. Engagement & Climate Health**



Waste Management

Minimizing regulated medical waste (RMW), hazardous waste, and solid waste, while increasing reuse and recycling is crucial to reducing Inova's environmental impact and operational costs.

Waste Management Progress

- In 2018, our total recycling percentage for the system increased more than 5% over last year.
- The sustainability team worked with operational team members across the system to improve outcomes.
- Medical donations had another strong year diverting more than 50,000 pounds of life-saving medical supplies from the waste stream.
- Electronics data was also captured in 2018, accounting for 244,334 pounds of recycled material.
- Operations and contract team members must be fully engaged in Inova's waste programs in order to build upon progress made in 2018.

Waste Management by the Numbers

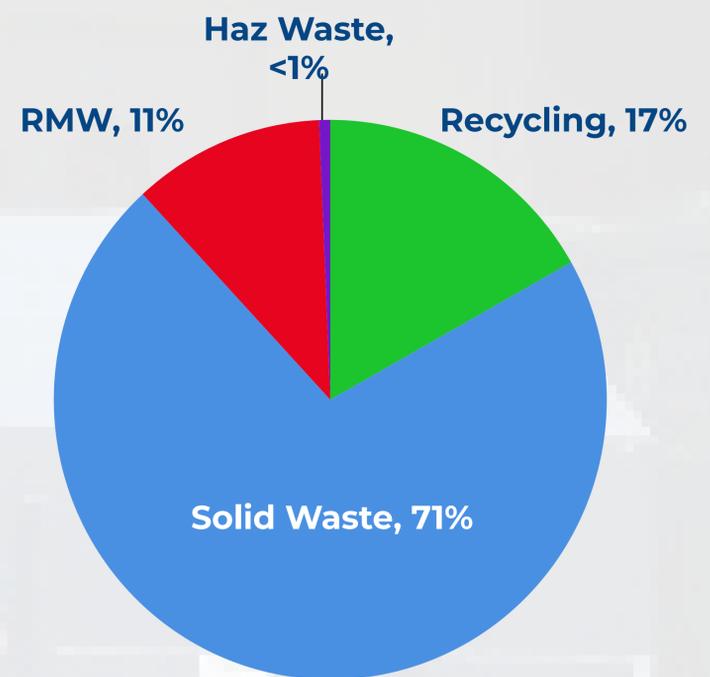
Industry benchmarks for hospitals' waste stream tonnage as a percentage of total are as follows:

- Recycling: 25-30%
- Solid Waste: 60-65%
- Regulated Medical Waste: <10%
- Hazardous Waste: <1%

Compare the above industry benchmarks to Inova's actual 2018 waste stream breakdown, at right. RMW is 11% and Solid Waste is 71%, while Recycling is 17% of total--8% below the industry benchmark. The total waste tonnage for Inova:

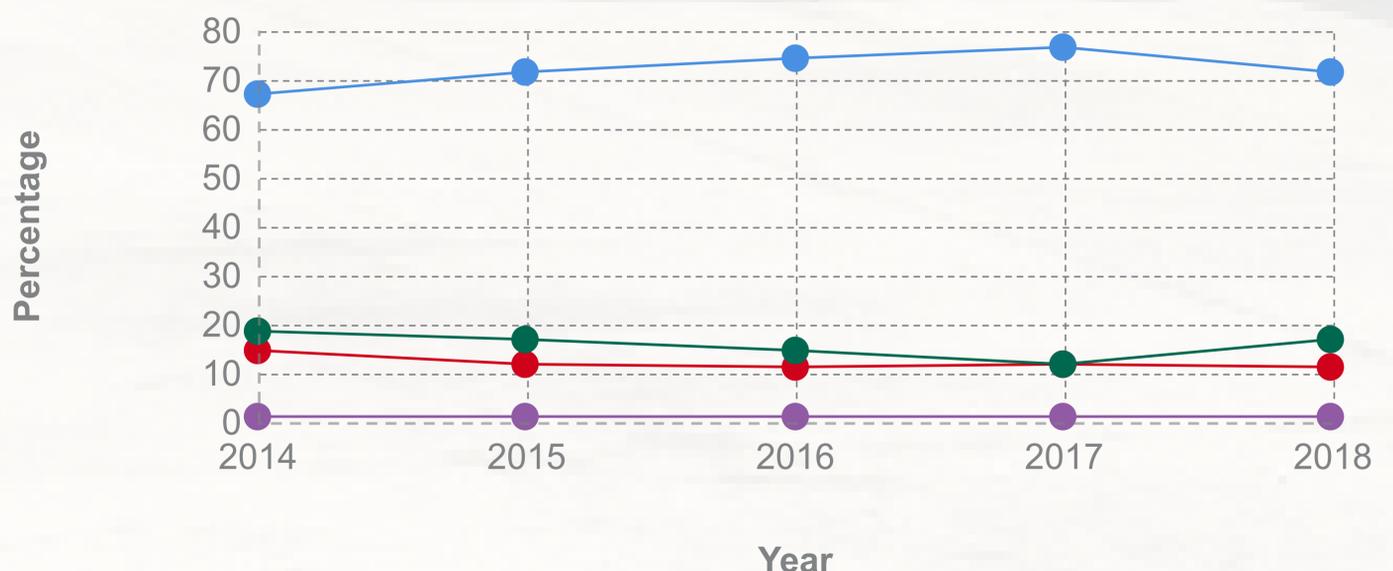
- Recycling: 1,481.16 tons
- Solid Waste: 6,277.87 tons
- Medical Waste: 981.23 tons
- Hazardous Waste: 57.03 tons

2018 Inova Waste Streams



The chart below shows a year over year breakdown of Inova's waste stream percentage trends. Inova's greatest opportunities are in reducing RMW and Municipal Solid Waste, while increasing recycling.

Inova Health System Year Over Year Waste Trends





Environmentally Preferable Purchasing (EPP)

Hospital supply chain teams have an opportunity to help shift the healthcare marketplace by using purchasing power to demand safer, healthier, more environmentally preferable products from supplier partners.

Environmentally-Preferable Purchasing Progress

- Inova’s approach to environmentally preferable purchasing includes making progress in key impact areas including Greening the Supply Chain and Greening the OR.
- Inova continues work in environmentally-preferable purchasing by regularly convening both vendors and supply chain team members that touch these areas.
- In 2018, Inova reduced plastic straw usage system-wide by switching to an environmentally-friendly paper straw in non-patient retail areas. This initiative to reduce single-use plastics will continue in 2019.
- The goal in 2019 is to develop a road map and framework that aligns all supply chain functions and duties with sustainability requirements.

EPP by the Numbers

The greatest cost savings for Inova resulting from our EPP program has come from our medical device reprocessing efforts. In 2018, Inova saved **\$708,810** in reprocessing program savings alone. Inova realized an additional **\$21,338** cost savings from diverting **90,811 pounds** of medical waste from area landfills through reprocessing.

2018 Inova Reprocessing Data

	Reprocessing Savings	Waste Diversion (lbs.)	Waste Savings
IAH	\$52,494	13,545	\$3,088
IFMC	\$323,700	37,405	\$8,528
IFOH	\$166,209	23,967	\$5,464
ILH	\$89,101	14,688	\$3,231
IMVH	\$77,306	1,206	\$1,207
Total	\$708,810	90,811	\$21,338

In 2017, IHS achieved a 56% green spend rate. In 2018, that investment decreased to 12% percent. Industry benchmarks for green spend on cleaning products suggests a 90% spend on green products compared to total, signaling a large opportunity for expansion in this program area for 2019.

2018 IHS Green Spend on Cleaning Products

Green Spend	Conventional Spend	Percentage Green Spend
\$34,507	\$245,083	12%



Sustainable Foods

Inova is committed to procuring and serving nutritious, sustainable foods to improve the health and wellness of both the planet and our patients.

Sustainable Foods by the Numbers

In 2016 and 2017 we experienced a transition period where Inova adopted more rigorous standards around food procurement—particularly regarding antibiotic free meat and poultry. The Office of Sustainability has been working with Morrison, U.S. Foods and the Office of Supply Chain to implement these new requirements.

Sustainable Foods Progress

- In an effort to capitalize on the healing potential of food, the Office of Sustainability works diligently to ensure the foods Inova serves positively contribute to every patient’s journey to wellness.
- In May of 2018, all Inova cafeterias fully converted to "No Antibiotic Ever" chicken breasts.
- The sourcing of food for our cafeterias also transitioned in 2018. This will provide transparency and new opportunities in 2019.
- Moving into 2019, the sustainability team will continue to work with all stakeholders to expand our sustainable food sourcing.

2018 Sustainable Purchases

	Total Program \$	Total Non-Program \$	% Sust. Spend
Cage Free Shell Eggs (HFAC)	\$35,617	\$252,581	12%
Coffee	\$12,551	\$270,170	4%
rBGH-Free Dairy	\$284,346	\$177,600	62%
ABX-Free Poultry	\$459,854	\$587,329	44%
Sustainable Seafood	\$74,563	\$110,229	40%
Cert. Humane/ABX-Free Beef	\$107,566	\$369,509	23%
Cert. Humane/ABX-Free Pork	\$30,369	\$160,201	16%

Expanding our local food buy in 2019 will include our cafeterias sourcing from local farms during the growing season as well as launching a system-wide Community-Supported Agriculture (CSA) Program that will enable Inova team members to purchase healthy and local foods. These initiatives will allow for better health outcomes and environmental protection in support of our organizational values.

2018 Local Food Purchases

Local Spend	Total Spend	% Local Spend
\$739,827	\$5,358,427	14%



Water Management & Energy Efficiency

In maintaining 24-hour operations, healthcare facilities consume large quantities of energy and water. Conserving these resources, and utilizing them more efficiently, is key to Inova's sustainability efforts.

Water Management Progress

- Sustainability, Facilities Management, and Engineering work together to implement water conservation practices and efficient equipment.
- As Inova continues to expand, water-efficient technologies will be crucial to sustained water management strategies.

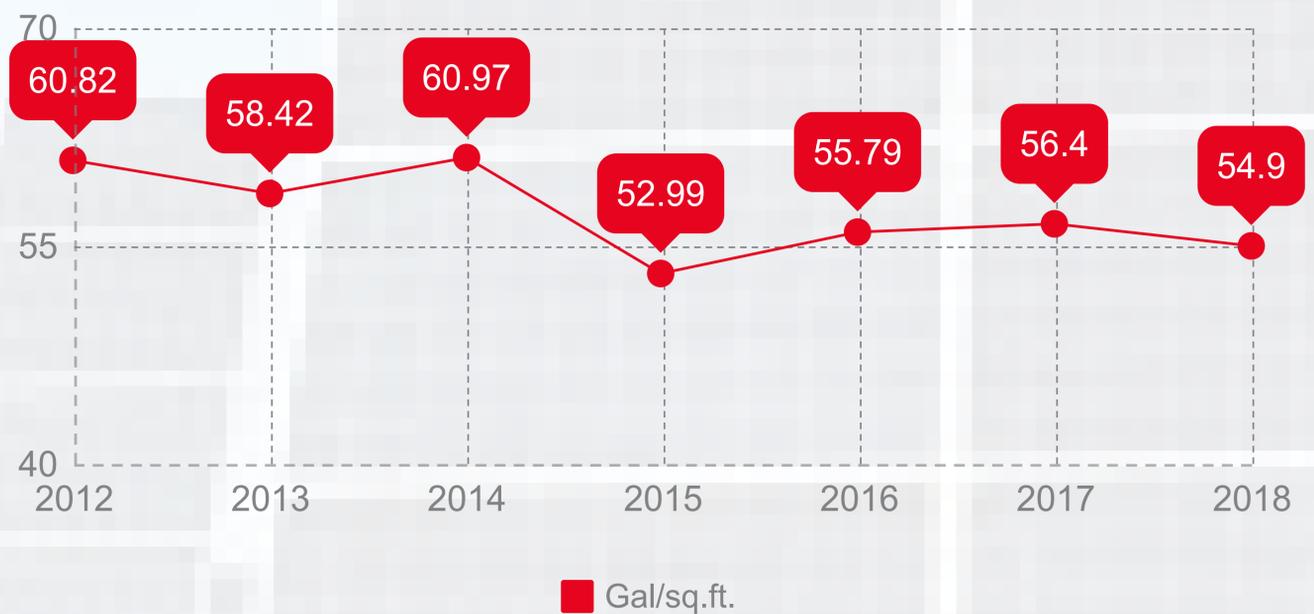
Energy Efficiency Progress

- In 2018, Inova achieved a 17% Site EUI reduction compared to 2012 baseline.
- Initiatives in 2018 included focus on operational remedies, LED lighting and green building projects.
- Moving forward, in order to maintain and exceed this goal, continual investigation of energy efficient measures should be explored in new building projects taking place at Inova.

Water Management by the Numbers

Water management is an essential component of Inova's sustainability program, and we strive to make our water consumption as efficient and sustainable as possible.

Inova Year Over Year Water Consumption (Gal/sq.ft.)



Energy Efficiency by the Numbers

Inova employs a combination of energy reduction and energy efficiency strategies to reduce our system-wide energy footprint by 20% by year 2020, from a 2012 baseline.

IHS Year Over Year Site EUI (Energy Use Intensity) Reductions





Alternative Transportation & Green Buildings

Alternative transportation reduces Inova's carbon footprint and positively contributes to better air quality and climate mitigation in our communities. Healthy buildings result in healthier occupants, and we are committed to greening our buildings for patients, visitors, and team members.

Alternative Transportation by the Numbers

In 2018, the Office of Sustainability assumed full oversight of all transportation initiatives across the system, including County mandates for Transportation Demand Management. The office hired a new transportation lead who works with team members at all hospitals to develop programming that results in more alternative transportation trips. In 2018, key efforts in this area included:

- Team member-focused transportation program offerings including WageWorks (a pre-tax payroll deduction commuter benefit), a formal telework policy and preferred carpool parking spots.
- Team member Commuter Fairs conducted by the sustainability team in partnership with Fairfax County Department of Transportation.
- Achieved our team member mode split goal at both Inova Mount Vernon and Inova Fairfax, staying compliant with our requirements from Fairfax County Department of Transportation.
- First Team Member Commuter Survey at Inova Alexandria, Inova Loudoun and Inova Fair Oaks to gather baseline data and determine how team member transportation programs can be improved.

Green Building Opportunities

Inova understands the manner in which a building is constructed, operated and maintained can have a significant impact on both the environment and the people that interact within that space. We continue to pursue LEED certification in support of patient and team member health with the following initiatives underway:

- IFMC Operating Room (OR) renovation is in the final stages of submitting its LEED application and related documents. The goal is to achieve LEED certification for this project.
- The ICPH campus has multiple projects underway including the new rehab clinic in building A, the Inova Center for Healthy Living in the conference center building, as well as the new research building.
- Inova plans to build on these efforts in 2019 through a new green building standard that will ensure all projects, large and small, are designed and built to support our mission of healing.

Alt. Transportation Progress

- Emissions from transportation are responsible for 27% of the United States' total greenhouse gas emissions profile.
- This environmental burden translates directly to poor public health outcomes—particularly for Inova's service area. All counties in Northern Virginia received failing grade for high ozone days in the American Lung Association's 2018 State of the Air Report. As a result, the Office of Sustainability is committed to reducing miles on the road.
- Inova's transportation program complies with local government mandates to reduce single-occupancy vehicle trips. It is also an essential tool for team member engagement and will be enhanced in 2019.

Green Building Progress

- Green buildings have been tied to improved cognition, gains in productivity and improvement in health and well-being. These concepts are essential to hiring and retaining top-talent at Inova.

Team Member Engagement & Climate Health

Team member engagement has a direct impact on staff retention and well-being. A high percentage of workers, especially Millennials, look for opportunities to help their company become more sustainable (Inc. Magazine). A changing climate has the potential to impact delivery of service through storm-related damage and an increase in climate and health related admissions.

Team Member Engagement Progress

- 86% of workers believe it is important that their employer is responsible to society and the environment, with 55% feeling that it is "very important." (Project ROI)
- 75% of workers would recommend their company if they feel it is environmentally responsible vs. 43% if it is not. (Project ROI)
- Sustainability engagement events across Inova are a great way to support these beliefs and enhance team member retention, recruitment and well-being.

Climate Health Progress

- Weather disasters in 2018 amounted to an estimated \$155 billion in damage. (The Washington Post)
- The spread of infectious diseases, more heat-related hospital admissions and higher rates of cardiovascular illness are all scenarios in a warming climate.
- Inova will continue to lead on this issue to ensure that patients continue to receive exceptional care.

Team Member Engagement

Team member engagement at Inova continued to be a significant focus in 2018, resulting in a series of events and activities across the system. A summary of those activities is listed below.

- Earth Day Tree Giveaway - Continued partnership with local non-profit that provides tree seedlings for employers in the region. 500 seedlings were distributed to team members, along with information about environmental programming.
- Bike to Work Day - Organized and promoted annual Bike to Work Day opportunities for team members in conjunction with the City of Alexandria, Loudoun Commuter Services and Fairfax County's Department of Transportation. Staff also participated in the team member picnics to pass out information about related programs and activities.
- Waste Diversion Activities - Worked with functional leads to address any recycling challenges. This work will continue in 2019.
- JustOne Campaign - Launched a campaign to encourage team members to submit their eco-friendly actions and ideas to show the vast environmental impact of Inova team members.
- Plastic straw reduction - Held outreach tables for team members to discuss the plastic straw reduction initiative in conjunction with the Inova Well gardening bar.

Climate Health

The nexus between climate health and public health grows daily with Inova clinicians witnessing the impact on patients first-hand. A variety of maladies including heatstroke, transmission of vector borne diseases, more intense allergies, and mental health stresses are all on the rise.

To address these challenges, Inova is engaged in both mitigation activities (energy and transportation work) as well as education so that the communities we serve understand these health threats. Sustainability team members are encouraging local practices to display the climate and health brochure series that was published in 2017.

Inova team members will continue these efforts in 2019 with a goal of becoming a trusted leader on this issue both within the region as well as nation-wide.