Building a Healthy Community: Plan, Participate, Evaluate
The Site – Aksarben Racetrack
The Starting Point: Spring 2002
Walkable Urban Neighborhood
HDR Global Headquarters
The Temporary Park
The Temporary Park
Mobility Options
Mobility Options
The Food Hall
Why a Health & Wellness Building Rating?
Why?

- Our staff care about their office culture, including sustainability, health & wellness
- Our clients are increasingly asking about the potential health & wellness outcomes of our projects
  - Especially in transportation, community planning & architecture
- LEED documentation costs, and overall costs, continue to increase
- WELL is cost-prohibitive for our own spaces
“In 2019, we recommitted to being a Fitwel Champion, increasing our level of commitment to 12 Fitwel Rated HDR offices. We think the framework helps drive the design of our office spaces towards something that we value for our employees – positive health and wellness outcomes in our work environment.”

Charlie O'Reilly
Chief Operating Officer
The Center for Active Design is the leading international non-profit organization that advances design strategies to foster healthy and engaged communities.
The U.S. CDC and GSA led Fitwel’s development and pilot phase. The Center for Active Design is Fitwel’s operator and is responsible for 3rd party certification.
a vision for a healthier future where every building is enhanced to support the wellbeing of its occupants, and support healthy communities.
3,000+ evidence-based research studies support Fitwel

6 design and operational strategies have the strongest health evidence base and potential to make the highest impact for health
Program Requirements

- No prerequisites
- Applicable to existing buildings, new construction, or renovations
- Portfolio-based approach
**Fitwel Community Program**

- A new standard for optimizing holistic health benefits in neighborhood-scale projects
Health Impact Categories

- **Impacts Community Health**
- **Reduces Morbidity + Absenteeism**
- **Instills Feelings of Wellbeing**
- **Social Equity for Vulnerable Populations**
- **Provides Healthy Food Options**
- **Promotes Occupant Safety**
- **Increases Physical Activity**
Strategy Sections

1. Location
2. Building Access
3. Outdoor Spaces
4. Entrances and Ground Floor
5. Stairwells
6. Indoor Environment
7. Workspaces
8. Shared Spaces
9. Water Supply
10. Food Services
11. Vending Machines and Snack Bars
12. Emergency Procedures
Project Recognition

Fitwel Star Rating

<table>
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<tr>
<th>Rating</th>
<th>90-104</th>
<th>105-124</th>
<th>125-144</th>
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<td>Stars</td>
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</table>
Active Stairs
Fitwel Benefits
• Recruiting opportunity
• Healthier options for staff, clients and visitors
• Improved health outcomes
• Reduced cost
• Fitwel services for clients
• Recognition
• Increased employee morale
Travel & Social Equity
• Transportation
  o Public transit stop located within 1/2 mile or 800 meters of the main building entrance

• CSA
  o Offer on-site weekly sale of produce or establish a farmers market in a location accessible to all regular occupants
Trained building facility and cleaning staff in composting and recycling
Provided guidance for property manager to implement composting and recycling throughout Village
Evaluation
Research connects the dots between the work HDR does and the outcomes that matter for people and communities.
Outcomes?

- Healing Time
- Experience
- Falls
- Infections
- Walking Distance
- Disruptive Behaviors
- Learning
- Physical Activity
- Healthy Eating
- Social Interaction
- Physical Activity
- Transit Use
- Safety/Crime
- Obesity Prevalence
- Chronic Diseases
- Healing Time
- Experience
- Falls
- Infections
- Walking Distance
- Disruptive Behaviors
- Learning
- Physical Activity
- Healthy Eating
- Social Interaction
- Physical Activity
- Transit Use
- Safety/Crime
- Obesity Prevalence
- Chronic Diseases
- Aggression
- Mental Health
- Stress
- Recidivism
- Work Performance
- Grants
- Publications
- Patents
- Scientific Collaborations
- Work Performance
- Turnover
- Engagement
- Collaboration
If We Do Not Measure:

1. We cannot predict
2. We cannot
Evaluation in the A/E Industry

Rogers’s Diffusion of Innovation Curve

With successive projects adopting evaluation, the total percentage will eventually reach the saturation level. The blue curve is broken into sections of adopters.

<table>
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<tr>
<th>Group</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Innovators</td>
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<td>Early Adopters</td>
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<tr>
<td>Late Majority</td>
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<tr>
<td>Laggards</td>
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</table>
Evaluation of HDR Workplaces
Environmental Impact on Objective Work-time Sedentary Behavior

**Natural Experiment**
- Intervention Group (Omaha NE)
  Employees moved in Nov-Dec 2018 from an older facility in an automobile-centric location to the new HDR HQ facility in recent highly walkable mixed-use development
- Control Groups (Denver CO, Arlington VA)
  Employees continued to work in facilities that did not move during the 2018-2019 time period

**Accelerometer-Measured SB and PA Outcomes**
- Time in SB
- Breaks from SB
- Length of SB bouts
- Time in LPA
- Time in MVPA

**Control Variables**
- Age
- BMI
- Wear time
- Gender
- Race/ethnicity

**Statistical Analysis** (Difference in Difference)
Environmental Impact on Other Wellness-Related Measures

Pre- and Post-Move Survey
- Austin TX
- Boston MA
- Chicago IL
- Dallas TX
- Jacksonville FL
- Kansas City MO
- Los Angeles CA
- Omaha NE
- Phoenix AZ
- Portland OR
- Princeton NJ
- San Diego CA
- San Francisco CA
- Seattle WA
- Sydney, NSW, AUS
- Tampa, FL

Post-Move Survey
- Arlington VA
- Denver CO
- Minneapolis MN

Scale Measures (examples)
- Work Engagement
- Performance
- Collaboration Effectiveness
- Task Privacy
- Communication Privacy
- Crowding
- Office Satisfaction
- Physical Activity
- Access to Daylight, Nature

Quantitative and Qualitative Analysis

Control Variables
- Age
- Gender
- Race/ethnicity