



FSSA UPDATE

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“Natural Born Pilot” leadership development program: December 2020 speeches

Natural Born Pilots, inspired by the Chuck Yeager quote, “There’s no such thing as a natural-born pilot,” is FSSA’s leadership development program designed to strengthen relationships, enhance communication, develop leadership and networking skills, create an internal pipeline of leaders, build morale and inspire our agency’s top talent. Each year, this program brings together a handful of our FSSA colleagues to learn from each other and other inspiring

Indiana leaders. This year’s VIRTUAL journey ended in December, and as with the three previous cohort of “pilots,” it was being punctuated with each of them delivering short, idea-focused, thought-provoking talks about various topics, as inspired by the [TEDx series](#) of local events.

We invite you to view Dr. Sullivan’s introduction and the 17 inspiring speeches by this year’s “pilots” or [click here to play all](#).



“There’s no such thing as a natural-born pilot.” —Chuck Yeager

Introduction	Dr. Jennifer Sullivan
2020, we are all a lot smarter than we were six months ago	Lisa Davis
Control versus leadership	Kristin Gibson
Demonstrate the willingness and ability to embrace change and encourage growth	Ima Abbott
Don't let your past dictate your present	Makeeba Curry
Eager experimenter	Brooke Heisler
Elevate your game to the next level	Kizzy Hardiman
How to cross a creek in three easy steps	Rheonna Snedigar
How you see yourself as others see you	Traci Camden
Make yourself comfortable in uncomfortable situations	Damien Jones
My daughter Emilia	Sarah Guest
My love affair with state parks	Erica Denton
My name is not dammit	Carrie Karczewski
Never let plans become so important that unforeseen adventure brings bitterness	Ann Sattley
Power of organizational compassion	Angie Chaffee
Trap, neuter, return	Brandy Engleking
Using stories to spark system change	Darcy Tower
We cannot do for ourselves as effectively as we want unless we are first able to take care of ourselves	Ian Ragains

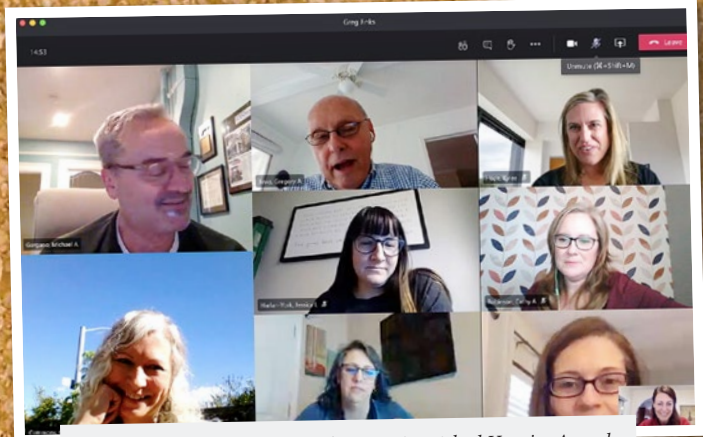
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WHAT'S HAPPENING AROUND FSSA!!



Dr. Connor Norwood reminds us that "It's Our Shot Hoosiers" to make a difference in this pandemic!



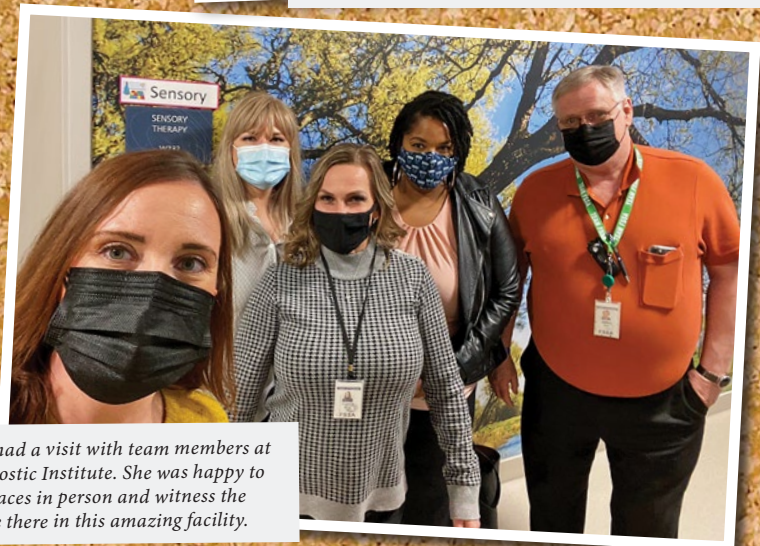
Dr. Sullivan presented Greg Jinks a Distinguished Hoosier Award on behalf of Gov. Eric Holcomb for Greg's 44 years of public service (ALL in the Division of Disability and Rehabilitative Services). He has been such a gift to Hoosiers with disabilities and to us!



Dr. Sullivan set an example for all by getting her second dose of the COVID-19 immunization.



FSSA Chief Advocacy Officer Peggy Welch was an oncology RN. She was quick to help administer COVID-19 vaccinations in Bloomington.



Rachel Halleck had a visit with team members at the NeuroDiagnostic Institute. She was happy to get to see some faces in person and witness the work being done there in this amazing facility.

New year, new opportunities to be well!

ActiveHealth is focused on helping you make little changes that can have a big impact

It's a brand new year, and that means new opportunities to be well and earn rewards through the ActiveHealth program in 2021!

This year's rewards include e-gift cards and a 2022 Premium Discount.

ActiveHealth is a wellness program offered by the Indiana State Personnel Department as part of your medical benefits package. The ActiveHealth wellness program is focused on helping you make little changes that can have a big impact on your health. You get unlimited access to health coaches, a library of health information and rewards!

How to earn rewards through the ActiveHealth program

2022 PREMIUM DISCOUNT

Employees and spouses enrolled in coverage must each fully complete *one* of the following three options by Sept. 30, 2021:

- Complete four individual health coaching sessions (in-person or by phone) through ActiveHealth.
- Reach Level 5, which is 9,000 hearts, in ActiveHealth's online portal by completing health

education modules, health goals and challenges.

- Record 200 days of physical activity tracking through a device synced to the ActiveHealth portal. Any day with 10,000 steps or 30 minutes of physical activity counts toward the 200 day goal. Only activity that occurs after you have synced your fitness device will be tracked and credited.

Track your progress toward completing an activity in your Rewards Center on the ActiveHealth portal.

HEALTH ASSESSMENT

Complete the health assessment to earn a \$25 e-gift card (for eligible employees and spouses).

A health assessment is a private and confidential questionnaire to check in on your general health and well-being. Taking the health assessment is a great way to see where you are and find areas that need some work. The Health Assessment provides an easy-to-understand report so you can take action.

- Log in to [MyActiveHealth.com](https://myactivehealth.com) and click the health assessment link. If

you do not already have an account, creating one is easy. The only information needed is your name, birth date and mailing ZIP code.

- Complete it by Nov. 30, 2021, to earn the \$25 e-gift card.

WELLNESS VISIT

Complete a wellness visit to earn a \$100 e-gift card (for eligible employees and spouses).

A [wellness visit](#) (sometimes referred to as an annual physical or yearly check-up) with your health care provider is an opportunity to assess your current health, identify any necessary preventive care, and review health changes over time. A wellness visit checks the same health indicators as a biometric screening plus your medical history, medication needs, and current diet, exercise and other routines.

During a wellness visit, your provider can also order additional lab work based on your health history, and work with you to create a plan to improve your overall health. Pick the option that works for you:

- See your doctor for a physical with lab work. Have your doctor complete the Annual Physical Results Form. Submit the completed form by secure upload or fax.
- Go to a CVS MinuteClinic for a wellness visit. Print the voucher and locate providers in your ActiveHealth portal.

Results must be visible in the ActiveHealth portal by Nov. 30, 2021, to earn the \$100 e-gift card.

Note: For annual physical results forms, processing time is up to four weeks from the date the form is accepted to when the results are visible in the ActiveHealth portal. Data from MinuteClinic wellness visits takes two to four weeks from the date of the visit to be loaded and visible in the ActiveHealth portal.

QUESTIONS?

Visit [InvestInYourHealthIndiana.com/activehealth](https://investinyourhealthindiana.com/activehealth)

Call the INSPD benefits hotline at
317-232-1167 or 877-248-0007

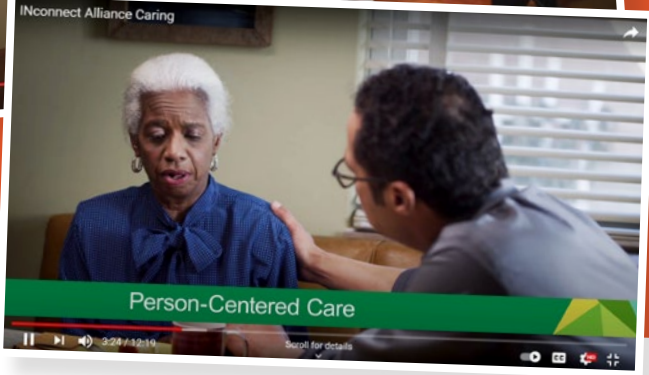
Monday through Friday from 7:30 a.m. to 5 p.m.

Email spdbenefits@spd.in.gov



Senior care planning videos

The Division of Aging and the INconnect Alliance developed a video series to help you plan ahead to make sure you, or the aging individuals around you, plan for the best care. The INconnect Alliance is a network of resources that helps you navigate options to improve quality of life. From navigating caregiving transitions and anticipating medical needs to ensuring financial stability and a great quality of life, the INconnect Alliance is here to guide you as you prepare for your or your aging loved ones' futures. To watch the videos and learn more about the INconnect Alliance, [please click here](#).



Keeping you secure

Indiana Office of Technology's Information Sharing and Analysis Center sends monthly security trainings on everything that has to do with keeping state employees secure

The state of Indiana workforce is regularly targeted with phishing messages. IOT has several different technologies in place to identify and stop phishing messages. These tools do a good job but hackers are creative and persistent. Their attacks occasionally find ways around our defenses and leave our workers as the last line of defense.

WHAT IS PHISHING?

Phishing is a technique used to trick users into giving up their usernames, passwords and/or PINs.

Fake websites, emails and phone calls are some of the most common forms of phishing. These methods are designed to imitate a legitimate source in order to trick users into clicking a link, downloading a file or giving away confidential credentials. Cybercriminals can use phishing websites in order to install malicious software on computers or obtain the username and passwords of users.

WHY WE TRAIN

Earlier this month, a hacker broke into a Florida water treatment plant

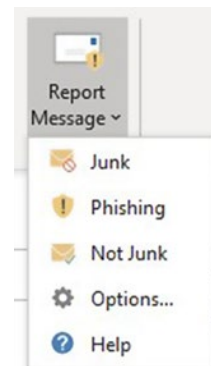
and remotely increased the amount of lye in the water to extremely dangerous levels. Thankfully, the plant workers caught the change as it was happening, so no one became ill.

WHAT TO WATCH FOR IN EMAILS:

1. Spelling or grammar mistakes: If an email you receive claims to be from a well-known source but has clearly not been spell-checked, then it is likely to be a phishing message.
2. You can double-check whether a link is valid and will take you to the intended location by hovering your mouse over the link to see the address. If the address does not match the link, then it is not safe to click on. IOT places some security around all emails already, so when you hover over a link you will see it direct to fireeye.com. Look past that URL to see where the link is directed.
3. Threats are often used in phishing messages to create a sense of urgency and fear in the user and cause them to act quickly. For

example, a message could be sent by a cybercriminal that appears to be from Microsoft, claiming that Windows has not been activated and that your computer will be shut down if you do not follow the link.

4. Receiving an email with information regarding a free round-trip vacation or a \$1,000 gift card is grounds for caution. It is highly advised to delete emails like these to avoid any chance of accidentally clicking on a malicious source.
5. Report spam by using the Report Message link in the top right of Microsoft Outlook.



FSSA's social media presence

Did you know FSSA uses social media to promote FSSA programs, events and staff achievements on Twitter, Facebook and YouTube? Does your agency or office have a community event coming up or other news that may benefit or be of interest to other clients and consumers of FSSA services other than your own?

If so, please send the Office of Communications and Media the information, photos or graphics (if you have them), and the social media platform(s), listed below, at least three days in advance if possible and we'll see about getting information sent out to our followers! You can reach OCM at Office.Communications@fssa.in.gov.



FACEBOOK

- [Be Well Indiana](#)
- [Bureau of Developmental Disabilities Services](#)
- [Healthy Indiana Plan](#)
- [INconnect Alliance](#)
- [Indiana Long-Term Care Ombudsman](#)
- [Know the Facts Indiana](#)
- [On My Way Pre-K](#)
- [Vocational Rehabilitation](#)

TWITTER

- [Indiana Family and Social Services Administration](#)
- [Vocational Rehabilitation](#)

INSTAGRAM

- [Know the Facts Indiana](#)

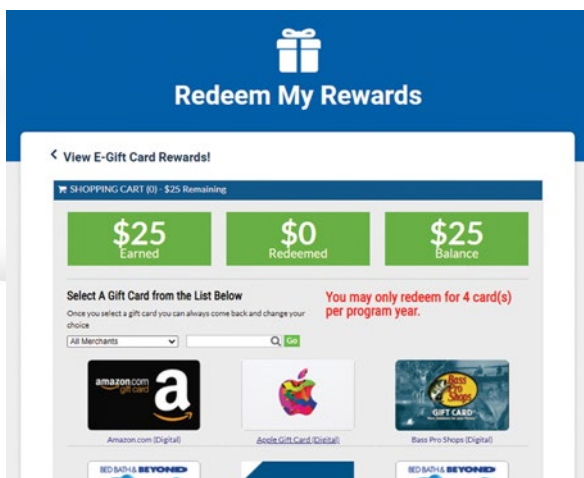
YOUTUBE

- [Indiana Family and Social Services Administration](#)

OFFICE OF MEDICAID POLICY AND PLANNING'S HEPATITIS C POLICIES RECEIVE HIGH PRAISE

The Office of Medicaid Policy and Planning recently earned high praise from the National Viral Hepatitis Roundtable for no longer requiring prior authorization for first time treatment for hepatitis C. NVHR issued a press release, [available here](#), applauding Indiana along with Wisconsin. NVHR also gave Indiana an A+ rating in its [Hep C State of Medicaid Access report](#). Cases of hepatitis C—a viral infection that causes liver inflammation and is one of the leading causes of liver disease—have been increasing since 2010 due to the ongoing opioid crisis. Today's treatment for hepatitis C can cure most people in 8 to 12 weeks. NVHR estimates there are 60,000 Hoosiers living with hepatitis C.

Along with no longer requiring prior authorization OMPP, in partnership with the Indiana Department of Health, is working to spread the word about the importance of hep C testing. By following the "3 Cs of Hep C:" Check. Care. Cure. Hoosiers can get tested, receive care and be cured. Learn more at CheckCareCure.in.gov.



FLU SHOT

Don't forget, employees and spouses who received a flu shot between Aug. 1, 2020, and Dec. 31, 2020, and are currently eligible for the ActiveHealth program, have earned another \$25 e-gift card. Visit your [ActiveHealth Rewards Center](#) to redeem your e-gift card. For specific details, check out the [flu shot reward FAQ](#).

FIVE QUESTIONS



Name: Breanca Merritt, Ph.D.

Title: Chief Health Equity and ADA Officer

Education: Bachelor of Arts, University of Oklahoma; Master of Arts, Texas A&M University; Doctor of Philosophy, University of Oklahoma Health Sciences Center

Career Highlights: I started as a research associate, addressing issues of education and health disparities through system data and working with communities. Prior to joining FSSA, I worked at IUPUI for five years, where I served as a clinical assistant professor and created the Center for Research on Inclusion and Social Policy to engage community partners and disseminate findings on social policy and equity.

1 What attracted you to a career here at FSSA?

My work in research and community engagement always focused on informing policymakers about how to support equitable outcomes for our community and state. I never thought a position that addresses those issues would exist in state government and could not pass up the opportunity to support those efforts.

2 What gives you a sense of accomplishment professionally?

When I contribute to someone's "Aha!" moment. As a professor who has worked with both students and community organizations, it's incredibly rewarding when people gain a new perspective, especially if it can lead to a change in policy or practice. I love learning from others and finding ways to apply their knowledge and experiences to support different audiences and residents.

3 What do you want FSSA workers to know about the work you're doing?

I am working with a variety of great teams across FSSA to develop a structure for creating equitable outcomes and practices within our agency and those we serve. This is a tedious and collaborative process, but it's incredibly exciting and we feel the opportunity to do something unique and groundbreaking that will challenge us. You may not be able to see the effects of the work we're doing immediately, but I believe we will make a difference over time.

4 What is the best advice you can offer, based on your years of experience?

Your gift will make room for you. We all have innate abilities, talents, and skills that come to us naturally, but that may not always conform to society's definitions of success. I work more effectively when I am fully aware of what I do best and then collaborate with others whose gifts are different from mine. As a perfectionist, that perspective prevents me from being frustrated with what I can't do well so I can contribute my best self to my team and those I serve.

5 What about your background might your co-workers find surprising?

I had a relatively brief stint as a high jumper. This is mostly surprising because aside from my leg strength, nothing about my height (especially in middle and high school) suggested I'd be good. I thought it would be fun to mix up my athletic skills on the track team, but being a petite person made me a source of entertainment for my (supportive!) coach and teammates.