



The Torch

The official newsletter for Indiana state employees

September, 2020

Gov. Holcomb addressing equity and inclusion



Additionally, the officer will help state agencies develop their own strategic plans to remove barriers. The officer will be a member of the Governor's Cabinet and report directly to the governor.

Gov. Holcomb also announced he will require the use of body cameras for every frontline Indiana State Police trooper by the spring of 2021.

Governor Eric J. Holcomb recently announced steps he will take immediately in state government to address equity and inclusion.

"What I've laid out today are actions in a broad effort to make sure Indiana is a place where every Hoosier has an equal opportunity and access to achieve our founders' vision of life, liberty and the pursuit of happiness," Gov. Holcomb said Aug. 18. "Achieving that vision requires we address root causes and remove barriers that have built up for centuries."

Gov. Holcomb will create Indiana's first-ever Chief Equity, Inclusion and Opportunity Officer. The officer will focus on improving equity, inclusion, and opportunity across all state government operations as well as drive systemic change to remove hurdles in the government workplace and services the state provides.

Gov. Holcomb will require a third-party review of state police and law enforcement academy curriculum and training at the Indiana Law Enforcement Academy (ILEA). He also committed to working with the state legislature to add more civilian representation to the ILEA Training Board.

ILEA provides the basic training for the majority of law enforcement officers in the state. 65 percent of the state's law enforcement officers — including sheriff's deputies, municipal law enforcement officers, Indiana State Police troopers, and conservation officers — receive some form of training at the academy.

To better monitor overall progress, the governor will direct the state's Management Performance Hub to create a Public Disparity Data Portal to show how state programs are working. *(continued on page 2)*

In this issue

3 You're almost there! Finish strong to secure your 2021 premium discount!

4 Direct deposit changes now in effect

7 Invest in your learning with SuccessFactors

10 Indiana FSSA introduces the Hoosier Health and Well-Being Atlas

The Torch is published monthly by the Indiana State Personnel Department and is available online at in.gov/spd/2540.htm.

Got a story?

Submit your story ideas to:
spdcommunications@spd.in.gov

Social media



Follow
[@SOIEmployees](https://twitter.com/SOIEmployees)



Like
[@SOIEmployees](https://www.facebook.com/SOIEmployees)



Follow [State of Indiana Employees](https://www.youtube.com/StateofIndianaEmployees)

Gov. Holcomb addressing equity and inclusion

The governor will continue working with legislators, the judiciary, local sheriffs and prosecutors on potential legislation including sentencing reform and jail overcrowding. He also has asked the Commission for Higher Education, the Department of

Workforce Development and the Governor's Workforce Cabinet to submit recommendations on how the state can adjust policies for workforce programs.

"For my part, I commit to you that I will work to be a barrier

buster," Gov. Holcomb said. "I commit to bring greater equity and opportunity within your state government and the services you entrust us to provide, so that every Hoosier can take full advantage of their gifts and potential."

Ag photo contest winners honored at Statehouse

The [Indiana State Department of Agriculture](#) (ISDA) announced the 10 winning photographers for the 2020 [Indiana Agriculture Photo Contest](#). Lt. Governor Suzanne Crouch and ISDA Director Bruce Kettler recognized the winners during the 2020 Celebration of Agriculture event at the Indiana Statehouse.

"From rural life to agricultural landscapes, these photographers were able to capture the essence of Indiana agriculture," said Lt. Gov. Crouch. "I look forward to showcasing their photos this year."

The winning photos were selected from hundreds of entries in four categories. Two winners were selected from each category, along with two winners overall.

To be considered, the photo had to be taken in the state by an Indiana resident. The photos were evaluated by a panel of independent judges based on creativity, composition and category representation.

"I am humbled to see these individuals using their unique talents to highlight the Indiana agriculture industry," said Kettler. "It was a privilege honoring these photographers today at the Indiana Statehouse."

The winning photos will be displayed throughout the year in the lieutenant governor's business offices.

Here are the winners:

Agritourism Category

- "Above the Fair" by Steve Bensing from Valparaiso
- "Know Your Time to Shine" by Tamara Shike from Terre Haute

Conservation Category

- "Out of Reach" by Penny Anglin from Ladoga
- "Sunset Flight" by Jason Greene from Loogootee

Faces of Agriculture Category

- "Pollinator Protector" by Christina Newby from Greensburg

- "Passing the Torch" by Noah Poynter from Greencastle

On the Farm Category

- "Old Barn and Brilliant Sunset" by Chris Stofleth from Newburgh
- "Farmers Sunrise" by Felisha Hall from Oxford

Overall Category

- "Fresh Corn on the Cob" by Lyndsay Ploehn from Frankfort
- "Kiss a Frog" by Barbara Hatton from Greensburg

To view the winning photos, click [here](#). Visit www.isda.in.gov to learn more about ISDA.



This photo is titled "Old Barn and Brilliant Sunset" and was captured by Chris Stofleth from Newburgh. The photo was a winner in the On the Farm category this year's Indiana Agriculture Photo Contest.

You're almost there! Finish strong to secure your 2021 premium discount!

Completing a premium discount-qualifying activity takes dedication and perseverance, but it pays off – literally!

How close are you to finishing your chosen [ActiveHealth](#) activity? No matter if you've recently started Online Health Education, you're halfway through your health coaching program, or you are only a day's worth of steps away from completing your physical activity goal, now is the time to KEEP GOING!

Check your progress in your [ActiveHealth](#) Rewards Center to see where you are now and what more you need to do in order to secure your 2021 premium discount. You'll know you've successfully completed your activity when your ActiveHealth Rewards Center shows "1 Activity Complete."

The deadline of Sept. 30 is approaching quickly, so you'll need to stay on task and FINISH STRONG!

Don't forget: If your spouse is covered on your health plan, they will also need to complete their chosen activity by the deadline in order to qualify for the 2021 premium discount. Once your spouse has completed their activity, you will see that the Spouse Card for the premium discount says "complete" in your ActiveHealth Rewards Center.

Qualifying for your 2021 premium discount will save you money on your health plan next year, but did you know there are two other EASY ways to look at your health AND earn money?

You can earn a \$50 e-gift card just by taking a quick health assessment in the ActiveHealth portal. You can also receive a \$100 e-gift card by completing a biometric screening. Click [here](#) see when and where the onsite screenings will take place. Sign up through your ActiveHealth portal.

You can also visit partner sites such as Quest Diagnostics or a

CVS Minute Clinic, or your own healthcare provider for a physical with lab work to complete your screening.

Click [here](#) to learn more about biometric screenings.

Your \$50 e-gift card from completing a health assessment will be available immediately in your ActiveHealth Rewards Center. Your \$100 e-gift card earned by completing a biometric screening will be available as soon as the results of the screening become visible in your ActiveHealth portal. It can take two to four weeks for the results to appear in the Rewards Center.

The deadline for completing a health assessment and a biometric screening is Nov. 30.

For more ways to make the most of your wellness, save money, and become the healthiest version of you, make it a point to regularly visit [InvestInYourHealthIndiana.com](#).



Biometric Screening

Pick the option that works best for you.

Employees and spouses eligible for the **ActiveHealth program** earn a \$100 e-gift card for completing a biometric screening.



Onsite
Screening



Partner Site
Screening



See Your
Doctor

Important information about revoking your non-tobacco use agreement

During Open Enrollment, employees electing medical benefits were offered the 2020 Non-Tobacco Use Agreement.

This incentive is also offered to newly-hired employees enrolling in medical benefits and can be accepted or declined. If accepted, this agreement is a year-long contract with the State in which employees abstain from the use of any tobacco products in exchange for a \$35 reduction in their bi-weekly medical premium. If you accepted this agreement and continue to use tobacco products, your job is at risk.

As of Jan. 1, 2020, only proof of use of an FDA approved Nicotine Replacement Therapy product will be accepted as evidence to rebut the presumption of tobacco use that constitutes a breach of the Non-Tobacco Use Agreement. FDA-approved medications for smoking cessation can be found [here](#).

Vaping and e-cigarette products are not legitimate, FDA-approved

nicotine replacement therapy products.

Tobacco and nicotine products are addictive and quitting is difficult. If you have tried to quit but continue to use tobacco products, you must immediately revoke your agreement in PeopleSoft.

To revoke your Non-Tobacco Use Agreement, log in to PeopleSoft HR and click

Self Service > Benefits > Revoke Non-Tobacco Use Agreement

Then follow the prompts to submit the request to revoke your agreement. Once your revocation request has been submitted, there is no option to cancel.

If you need assistance revoking your Non-Tobacco Use Agreement, please contact the Indiana State Personnel Department Benefits Division at (317) 232-1167 or toll-free at (877) 248-0007.

Once your request to revoke the agreement is submitted and

approved, an increase of \$35 is applied to your bi-weekly medical insurance premiums. Also, any previously discounted premiums for the plan year in which you received the \$35 incentive are collected, but your employment is secure.

If you are interested in getting help to become tobacco free, there are resources available to help you. Here are a few options:

Indiana Tobacco Quit line at 1-800-QUIT-NOW (1-800-784-8669).

ActiveHealth Tobacco Resources - The ActiveHealth Library contains many Topics under Tobacco Cessation at myactivehealth.com/stateofindiana. You may also call 855-202-4219 to speak with an ActiveHealth health coach.

As a state employee, you are able to access [Anthem EAP](http://anthemEAP.com) (anthemEAP.com) and enter State of Indiana to login) or call (800) 223-7723.

Direct deposit changes now in effect

In an effort to continue to prevent fraudulent activity, it is now required that the Auditor of State (AOS) payroll department to contact each employee by phone who submits a direct deposit form to change existing banking information.

AOS Payroll MUST speak directly to the employee to confirm the change before any changes can be made.

AOS will look in PeopleSoft to find the employee's phone number. Therefore, it is critical that agency payroll/HR reach out to all employees and strongly

encourage them to make sure they have a valid phone number, including a cell number if working remotely, in the PeopleSoft Self Service system. Employees may provide a phone number on the direct deposit form, but if it does not match the phone number in PeopleSoft or if there isn't a number in PeopleSoft for comparison, AOS will not call the number on the form; they will only be using phone numbers listed in PeopleSoft.

If AOS is not able to reach the employee by the phone number provided in PeopleSoft or if there is not a number in PeopleSoft, they

will reach out to the number listed on the [state employee directory](#). If that is not successful, AOS payroll will contact agency payroll for assistance in finding a number for the employee.

Note: AOS Payroll will not be able to take the confirmation from agency payroll; it must come directly from the employee. This may cause delays in starting or changing a direct deposit for employees, so it is important that agency payroll/HR be proactive in communicating this change to employees.

You're dedicated to
serving your community.
We're devoted to helping you.

**Exclusive scholarship opportunity for
State of Indiana employees.**

If earning a bachelor's or master's degree is your goal, WGU Indiana can help you succeed. WGU Indiana is an online, nonprofit university created to make affordable, high-quality education more accessible. Earn a respected, accredited degree in education, business, IT, or healthcare on your own schedule.

In celebration of Public Service Recognition Week, WGU Indiana is offering scholarships to four State of Indiana employees.

\$2,500

Eligibility to apply for the
**Public Service
Recognition Scholarship**
valued at \$2,500



Corrie C.

Program Portfolio Manager
WGU Teachers College Faculty

Learn more.

indiana.wgu.edu/recognition
877.214.7014

WGU 
INDIANA®

'Cops Cycling for Survivors' set for Sept. 5

The 19th annual Cops Cycling for Survivors bicycle ride to honor Indiana's fallen law enforcement heroes takes place Saturday, Sept. 5.

This year's ride is in memory of all fallen heroes, but it especially honors Rising Sun Police Chief David Hewitt and Indiana State Police Trooper Peter "Bo" Stephan, both of whom gave the ultimate sacrifice in 2019.

The Cops Cycling for Survivors Foundation, Inc. annual bike ride consists of active and retired police officers, law enforcement survivors, law enforcement family members, and their friends riding their bicycles to raise funds and awareness of the sacrifices made by Hoosier law enforcement families. Funds raised from this event are used to perpetuate the memories of officers killed in the line-of-duty and to aid surviving family members and co-workers of officers killed in the line-of-duty. Previously raised funds have been directly donated to foundations, scholarships and camps started in memory of fallen officers or by Indiana survivors in honor of their fallen heroes. In addition, Project Blue Light at the Indiana Law Enforcement Academy has been supported.



Due to the coronavirus pandemic, this year's ride is significantly different from past years when cyclists rode nearly a thousand miles throughout a 13-day period. On Sept. 5, Cops Cycling for Survivors will host a public bike ride at the Indiana Law Enforcement Academy in Plainfield. The opening ceremony with guest speaker Indiana State Police Superintendent Doug Carter will begin at 8:30 a.m. and riders will begin pedaling on the Emergency Vehicle Operations track immediately following.

The general public is invited to attend the opening ceremony and to bike with the group any time between 9 a.m. and 5 p.m. Sept. 5. The event is open to riders of all ages and abilities. Riders may ride at their own speed for as long as they desire, taking breaks as needed. Food trucks will be available on-site and hydration will be supplied. Survivors of Indiana's fallen heroes will be in attendance and all survivors are encouraged to attend. For more information, registration forms or to make a donation, click here.

In addition to the Sept. 5 ride at the Law Enforcement Academy, Cops Cycling for Survivors will conduct a stationary ride in honor of Chief Hewitt Monday, Sept. 14 at the Rising Sun Police Department. A stationary ride in honor of Trooper Peter Stephan is scheduled for Friday, Sept. 18 at the Indiana State Police Lafayette Post.

For more information about the organization, donations made, or this year's ride, visit their website: <https://www.copscycling-4survivors.org/> or contact Monica Zahasky, President of Cops Cycling for Survivors Foundation, Inc. at 812-727-0725.

Stay up to date with COVID-19 news

- [2019 Novel Coronavirus \(COVID-19\)](#)
- [Indiana State Department of Health](#)
- [Governor Eric J. Holcomb](#)

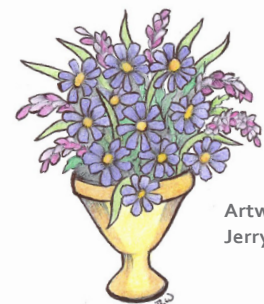
Helpful resources

Anthem Resources

- [Anthem Employee Assistance Program \(EAP\)](#)
- [Anthem NurseLine](#)
- [LiveHealth Online](#)
- [211.org](#)

General Resources

- ISDH COVID-19 Call Center—877-826-0011
- Contact the INSPD Benefits Hotline — 317-232-1167 (Indianapolis area), 1-877-248-0007 (toll-free outside Indianapolis)
- Disaster Distress Helpline — 800-985-5990, or text "TalkWithUs" or "Hablanos" to/al 66746.
- Substance Abuse and Mental Health Services Administration (SAMHSA) Helpline — 800-662-HELP
- National Suicide Prevention Lifeline - 800-273-TALK or 888-628-9454 (español)



Artwork by
Jerry Williams

Invest in your learning with SuccessFactors

According to [LinkedIn Learning's 2018 Workforce Learning Report](#), **94 percent of employees** stated they **would stay at a company longer** if it invested in their learning.

At the state of Indiana we feel, your skillset is worth the investment.

Monarch is transforming the employee experience by changing the way we identify talent and how we support personalized development. In September, employees and managers utilizing SAP SuccessFactors for Performance & Goals will have access to two innovative career development tools – the **Development Goal Plan** and expanded **People Profile**.

Whether you are seeking more challenging opportunities, working to improve your performance, or wanting to sharpen the skillset you already have – learning and development are for you. The Development Goal Plan allows you to set goals to improve your knowledge, skills, abilities, and behaviors for your current role or a role you seek to obtain in the future.

Similar to the Performance Goal Plan, the Development Goal Plan allows employees and

managers to create development goals, measure progress, update the status, and track relevant comments and feedback throughout the year.

With the expanded People Profile, your unique and valuable experience is detailed in several sections that enable more valuable career development and succession planning discussions. A successful Profile outlines career goals, shares special assignments and projects to which you have contributed, highlights honors and awards, and documents relevant work experience. The People Profile is a tool that showcases your talent in more detail than your resume and helps you create a plan to support your goals.

Number one reason employees do not take part in workplace learning: lack of time. (2018 Workforce Learning Report)

Development is a process that requires time and continuous action to achieve good results. Each person's individual development is important to the success of the organization as a whole, but feeling like there's not enough time is more common than you think. It's important to be patient with your learning, set goals with realistic timelines, and build on the small wins.

Here are a few tips to help you get a jump-start on your development journey:

- Plan ahead – Schedule 30-minute development breaks every two weeks to focus on just you.
- Bite-size your learning – Don't overwhelm yourself with taking a two-hour course in one sitting. LinkedIn Learning has many courses broken down into smaller four or five-minute videos you can view at your convenience.
- Don't do it alone – Partner with your manager or a mentor to continuously engage in career discussions, establish career goals, measure progress, consider feedback to improve your skillset, and evaluate success.

Take the following actions over the next month to focus on your development:

- Build at least two sections of your People Profile.
- Determine one goal to improve or strengthen your knowledge, skills, abilities, or competency.
- Identify and share at least one step your manager can take to support your individual development.

Redesigning how we approach development and career planning is just one of the ways the Indiana State Personnel Department is transforming the employee experience with Monarch.



It Starts WithIN: SECC to highlight Hoosier heroes

The start of the 2020-2021 Indiana State Employees' Community Campaign (SECC) is just around the corner!

This year's theme is "It Starts WithIN" and will shine a light on the Hoosier heroes working on the frontlines of the COVID-19 pandemic. Ten state of Indiana

agencies will serve as weekly coordinators for the campaign, each choosing a specific charity to be highlighted during their week.

Last year, thanks to the generosity of state of Indiana employees, we set a new fundraising record, surpassing our initial goal of \$1.6 million. This year we hope to

exceed last year's total and do our part to assist more than a thousand nonprofits working each day to improve the lives of our Hoosier friends and neighbors. Watch your email inbox for more information, and visit IndianaSECC.org to learn more about this year's campaign.

Governor Eric J. Holcomb recently announced the establishment of two new Indiana state forests

Ravinia State Forest, near Paragon, encompasses 1,500 acres of wooded rolling hills, valleys and restored cropland. The area now known as Mountain Tea State Forest consists of more than 1,150 acres east of Nashville. The state's public lands now include 15 officially designated state forests.

"We could not be more excited to

formally designate land to create these new state forests," Gov. Holcomb said. "There's no better way for Hoosiers to get out and get some fresh Indiana air than by exploring our state's parks, recreation areas, fish and wildlife areas, and our 158,000 acres of public state forests."

Recreation opportunities at the new state forests include wildlife

viewing, hiking, and gathering wild berries, nuts, and mushrooms. Hunting is also permitted in state forests.

"This is the first time in 67 years that we have created new state forests," said Dan Bortner, director of the Department of Natural Resources. "As with all our properties, we know Hoosiers and our guests will be able find solace and inspiration in these woods for generations to come."

The new state forests also serve as two locations for [the governor's Million Trees program](#), which is an initiative to plant one million trees by 2025.

"This year, our foresters have been hard at work, planting more than 16,000 new trees at Mountain Tea State Forest and 38,000 trees at Ravinia State Forest," said John Seifert, director of the Department of Natural Resources Division of Forestry. "We look forward to completing this important five-year program."



From left to right: DNR director Dan Bortner, DNR Forestry Division director John Seifert, Senate President Pro Temp Rod Bray, Gov. Eric J. Holcomb, and Rep. Peggy Mayfield cut the ribbon at the new Ravinia State Forest Aug. 14

Experience '20 IN 20' for chance to win prizes

IDDC encouraging employees to submit photos as part of SECC fun

Indiana is a wonderful place to live, with numerous incredible things to see, do, taste and experience!

The Indiana Destination Development Corporation (IDDC) created The 20 IN 20 as a celebration of everything that makes Indiana unique, featuring 20 lists of 20 incredible things to do in Indiana!

As part of the State Employees Community Campaign (SECC) this year, state of Indiana employees

are invited to complete activities on The 20 IN 20 and submit photos for a chance to win prizes! The state agencies that submit the most photos will have one participating employee selected at random to receive The 20 IN 20 swag, including winter hats, beach towels, umbrellas, or a stadium blanket! The best photos could also get featured on Visit Indiana's social media channels. [You can submit your photo here.](#)

Find your adventures on [The 20 IN 20 homepage.](#)



IDEM commissioner's 'Morning Minute' brings remote employees closer together

In March 2020, all state of Indiana employees were instructed to begin working from home due to the COVID-19 pandemic.

Indiana Department of Environmental Management (IDEM) Commissioner Bruno Pigott wanted to find a way to maintain communication and transparency with employees while they were working remotely.

"How can we stay connected?" he asked.

The question wasn't exactly rhetorical and it led to one of the most unique ways state employees have found to remain in (virtual)

close contact with their colleagues throughout the last several months.

With the help of IDEM's Media and Communications Services team, Commissioner Pigott began hosting a daily live event via Microsoft Teams called "The Morning Minute with Bruno Pigott." The "Morning Minute" features special guests including IDEM staff, state agency heads, United States senators, and other current and former government officials. Each day, the live event attracts between 300 to 500 staff members (out of 800) who tune in for updates from special guests and to ask questions of those guests and Commissioner

Pigott. The event features popular music, unexpected guests, and healthy doses of humor.

The project has quickly become a way for IDEM employees to

start their day with smiles and positivity.

"What started as a simple idea has blossomed into an essential morale support tool for many IDEM employees," said Ryan Clem, IDEM Director of Communications. "The Morning Minute provides a forum for timely communication and debate in a time of uncertainty. The educational component provides agency staff with an in-depth understanding of other programs which will enable the agency to protect human health and the environment in a more comprehensive manner through broader awareness."

The program has been such a hit with employees that plans are in place for "The Morning Minute" to continue "for the foreseeable future" even as many state employees return to their worksites, noted Clem.

Check out a trailer for "The Morning Minute" [here](#) to learn more about this exciting ongoing project.



Fall feels arrive with 11th annual 'Trail of Scarecrows'

Spooky, silly, frightful, or fun . . . When the fall winds blow, it's time to make your scarecrow!

[Prophetstown State Park](#) invites you to create a one-of-a-kind scarecrow for the 11th Annual Trail of Scarecrows, Oct. 1 to Nov. 8. Support your local community, highlight an organization, promote special events and more to thousands of visitors this fall. Individuals and families can join in the fun, too!

Scarecrows will be featured along Prophetstown's paved, accessible trail for easy hiking, biking, and strolling. Promote recycling and

upcycling by repurposing used items and materials to create fun (and funky!) art for this special event. It's free to participate, and there are no registration fees.

The public will have the chance to vote for their favorite scarecrows by making donations to the Interpretive Services fund for Education, Arts, Culture and History Programs at Prophetstown State Park. By donating one dollar, park guests can cast 100 votes for their favorite scarecrow. Prizes are awarded for the most votes. If you are unable to sponsor a scarecrow, consider donating

merchandise or gift certificates for contest prizes or gifting a monetary contribution for Interpretive Services programs.

Check out last year's Trail of Scarecrows picture album on [Facebook](#) for fun and creative ideas. For more information, call interpretive naturalist Jenna Parks Freeman at 765-320-0503 or email jparks@dnr.IN.gov. Email her to enter your scarecrow and receive registration materials. See what's happening at Indiana State Parks at www.calendar.dnr.IN.gov.

Indiana FSSA introduces the Hoosier Health and Well-Being Atlas

Tool aggregates nearly two years of applicant data into map to help identify the most pressing needs of Hoosiers and their communities

The Indiana Family and Social Services Administration (FSSA) recently announced the launch of [a new statewide, interactive map](#) showing the prevalence of unmet social needs throughout the state, community by community.

With the data, communities can identify and prioritize emerging social needs and target services to proactively and strategically address those needs.

The information is just one example of how state agencies can answer Gov. Eric J. Holcomb's

call to action to shape change regarding equity and inclusion. The well-being atlas will shed light on disparity data across all counties.

"This type of data, which includes age, race and education demographics, will help us uncover disparities our populations face in accessing services needed to provide for their families, seek medical care, find and keep gainful employment, and pursue a safe and healthy life," Gov. Holcomb said.

The "Hoosier Health and Well-Being Atlas" highlights two years of data volunteered by Hoosiers when they apply for state health coverage programs, food

assistance, or emergency cash assistance. The site launched Aug. 24 at www.FSSA.in.gov.

"With information collected representing nearly 300,000 households, the Hoosier Health and Well-Being Atlas provides a dynamic view of the various challenges facing our communities and citizens," said Jennifer Sullivan, M.D., M.P.H., FSSA secretary. "We are using this tool at the state to make sure our programs align with the real, current needs of Hoosiers and to help charitable organizations deploy their resources to address the most pressing issues at the local level."

Learn more [here](#).

Indiana Archaeology Month celebrates 25th anniversary

September marks the 25th anniversary of a statewide celebration of archaeology in Indiana.

First came Indiana Archaeology Week, which ran from 1996-2001. Starting the next year, the celebration expanded to Indiana Archaeology Month. This year's celebration starts Sept. 1, which Gov. Eric J. Holcomb has declared Indiana Archaeology Month Kickoff Day.

All month long, Hoosier history buffs can meet archaeologists and learn about the state's fascinating past. Through the past years' celebrations, thousands of members of the public have been able to experience archaeology in this and many other ways.

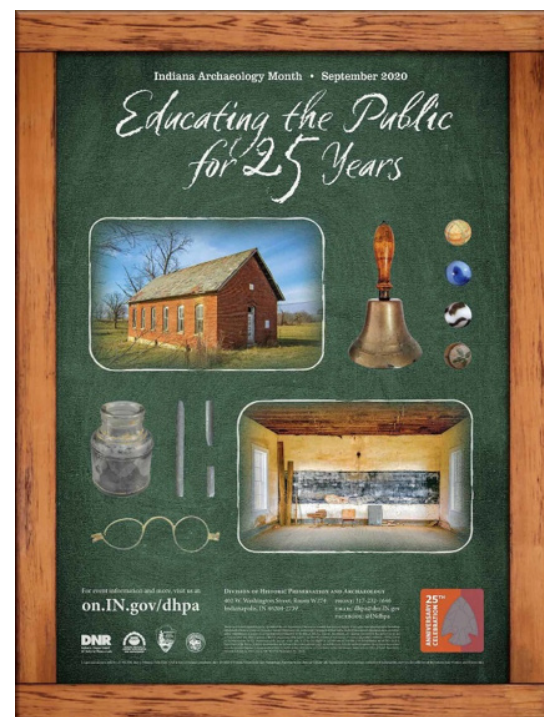
A variety of events for all ages will be offered by universities,

museums, organizations, and individuals throughout Indiana. The Indiana Department of Natural Resources Division of Historic Preservation & Archaeology (DHPA) coordinates the activities. A schedule of events and additional information is available at on.IN.gov/archaeologymonth.

"Archaeology tells us not only about the past but also sheds light about ourselves today and our future," said Dan Bortner, DNR director and State Historic Preservation Officer. "Archaeology Month provides a perfect way for Hoosiers to find out how, with programs that are not only educational and informative but also fun."

Overall, archaeologists have recorded more than 71,000 sites in Indiana since the early 1800s, helping shape public

understanding of the pre-contact and historic people who also called the land we now call Indiana home.



DMHA partners with the Indiana Department of Education to help families address their mental health needs amid COVID-19 pandemic

The Division of Mental Health and Addiction and the Indiana Department of Education are launching an at-home mental wellness campaign called “Change the Frequency” to help Indiana families prioritize their mental health and overcome challenges posed by the COVID-19 pandemic, including the changing landscape of Indiana schools. Change the Frequency delivers free mental health resources to Hoosiers in the form of tangible at-home toolkits and online at www.Changethefrequency.today.

According to Mental Health America screening data, the first weeks of the COVID-19 outbreak saw a rise in clinical anxiety by 19%. It is important to note that, in general, young people living in poverty remain at greater risk for developing mental illness and face many difficulties in securing appropriate treatment—with the American Journal of Psychiatry estimating that among impoverished children in need of care, less than 15% receive treatment. The goal of Change the



Frequency is to remove barriers associated with mental wellness by providing families the tools and practical resources to stay mentally healthy, which is critical during this time of unprecedented stress.

DMHA has partnered with 25 organizations across the state to deliver campaign kits containing mental health activity guides, checklists, Indiana resource maps, and magnets and bracelets to over 5,000 Hoosiers in need. Change the Frequency exists to bring families and children tools that develop positive coping mechanisms and to help those struggling connect with their community and seek professional support.

Hoosiers are also encouraged to sign up for the Change the Frequency text campaign. Intended for both youth and adults, the weekly texts provide encouragement, tips and support resources to improve mental wellness—with topics ranging from stress management, gratitude, meditation and connection. Those interested can learn more at www.changethefrequency.today and sign up by texting MENTALHEALTH to 474747.

Change the Frequency is an extension of Project AWARE Indiana—a program that advocates sustainable mental health practices for Indiana educators and the families and youth they serve.

YOU'RE A VIP...Valued Indiana Participant!

Join plan advisors from your Hoosier S.T.A.R.T. Deferred Compensation plan and Empower Retirement for monthly webinars designed to help you save for

the future and reach your dream retirement.

Visit HoosierSTART.IN.Gov to register for these upcoming events:

- Sept. 16 - Retirement Readiness
- Nov. 19 - Connecting with your Hoosier S.T.A.R.T. Representative
- Dec. 9 - I'm new to the work force. Why Hoosier S.T.A.R.T. is important to me.

