

Return to Work Town Hall: PART 9

NOVEMBER 18, 2020

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Introduction

Today's Topics

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Self-Care and
Employee Support
Amid COVID-19
Stressors

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COVID-19 Q&A

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Vaccine Development and
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COVID-19 Community
Research Partnership

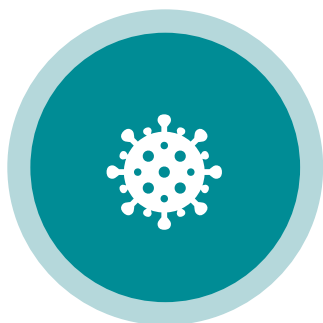
01

KARLA LEVER, PHD

Director, Employee Assistance Program

*Self-Care and Employee Support
Amid COVID-19 Stressors*

Year of Fatigue and Grieving



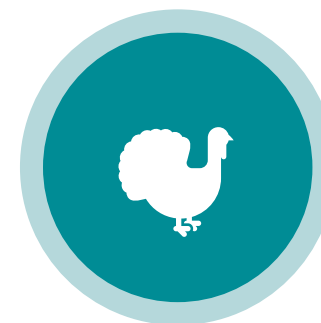
Pandemic



Social Unrest
and Injustice



Election
Results



Holiday
Stress

Pandemic fatigue is normal

- It's draining to stay on high alert month after month.
- It has made us weary, a feeling exacerbated by having to forgo traditions and holiday celebrations.
- Pandemic fatigue causes people to become lax about protective measures, despite the risk, because:
 - The threat becomes less intimidating over time – we get used to it.
 - The payoff for following safety practices is invisible – we don't become infected. But the cost is immediate and visible – we can't go to work or meet with friends.

<https://www.longmontleader.com/coronavirus-covid-19-local-news/sick-of-covid-19-heres-why-you-might-have-pandemic-fatigue-2824520>



Volatile mix of civil unrest and social media

- Political and social unrest are prevalent; unsettling news fills the 24-hour news cycle; and social media enables a constant onslaught of opinions.
- It's difficult to not let the opinions of others negatively affect us and our energy.
- Whether you are actively participating or observing the civil unrest via TV or the internet, civil unrest can take a toll on mental health.
- Trying to simultaneously stay informed, be present at work every day, and engage in day-to-day interactions with the people you love is daunting.



Election 2020

- Contested election results
- A country divided in half
- Election protests and general unrest
 - Fear about the divide
 - Uncertainty about the future – financial & social



Choose how you respond and lead by example

- Thoughts have power – so spread positivity rather than fuel negativity.
- Do not engage in negative discourse.
- Choose your words wisely – misinterpretation is common in a tumultuous environment.
- Put ego aside and remember that **different** is not **wrong**.
- Encourage an inclusive work environment that is respectful of differing viewpoints.





**Dealing with
intensified stress
and anxiety this
holiday season**

Typical holiday stressors

- Too much family time
- Over-commercialization
- Unrealistic expectations
- Lack of sunlight (seasonal affective disorder)
- Being alone
- Ignoring your own needs

Additional factors

- Pandemic fatigue
- Coronavirus grief
- Uptick in COVID-19 infections as colder weather arrives
- Multi-generational family traditions
- Holiday travel concerns

College students returning from campus

Remind employees to stay home if someone in the household has or is suspected of having COVID-19.

- **Students at colleges are at high risk of contracting COVID-19.**
- CDC recommends that college students shelter in place.
 - Minimize interactions with family if this is not possible.
 - Talk to your children returning from college about the risk to family members.
 - Encourage them to minimize their interactions with everyone when they come home – friends included.
 - Create new traditions.



Reframe your thinking

- Rather than concentrate on what the pandemic has taken away, reframe your thinking to consider what it has allowed, such as **more family time**.
- **Relabel the sacrifices** you are making. Shift from 'I can't see my grandmother' to 'I'm protecting my grandmother.'
- **Change your perspective** to focus on things you can control, such as your resilience and coping skills.



Create new traditions

- Face masks and social distancing threaten traditional family gatherings and travel plans, but that doesn't mean you can't celebrate.
- When thinking about holiday rituals, if it's meaningful, think about how you can still recreate a version of that tradition.
- Who knows? You may hit on a tradition you enjoy so much that you keep it up, even after the COVID-19 threat is over.

<https://couriernewsroom.com/2020/10/16/coping-mechanisms-pandemic-holidays/>



It's all about small gatherings

- The CDC recommends having a small dinner with just the people in your household.
- You could choose friends or family members that are most important to you and spend the entire holiday season with them.
- Keep it intimate, no more than 10 people at any gathering.
- The CDC also discourages traditional holiday festivities like going to parades, going shopping or doing a turkey trot race.

<https://www.yahoo.com/now/celebrating-holidays-amid-covid-19-how-the-cdc-says-you-can-gather-safely-with-your-families-181706032.html>



Plan ahead. Whatever your decision winds up being, start planning for the holidays now.

Assess all the risks. Think about your comfort level with traveling, your own family's risk level, and the risk level of family members you're traveling to see.

Stay positive. You can still turn the holidays into a positive experience with alternative plans, even if they're not the plans you'd hoped for.

Confront emotions. If you decide to forgo the holiday trip or skip the family gathering, you're going to have to cope not just with your own emotions, but your family's emotions, too.



Modify or forgo some holiday traditions

Offer guidance and support to employees

- Distribute information to employees about how they can celebrate safely this year.
- Discourage employees from holding any indoor year-end meetings or celebrations.
- Look for safe ways to give back and support those in need, such as making online donations.
- Avoid large group volunteer events held indoors.



**Control what
you can;
put aside what
you can't**

What I can control

What I do
What I say
My social media use
What I watch, read and listen to

How I care for myself
If I feel gratitude
If I ask for help

What I can't control

If others follow social distancing guidance
Who is at risk
What other people buy
The weather

How my child handles the changes
What other people feel
How businesses respond
What other people say

Year of Grace – Practice self-care

- Get enough rest and practice good hygiene.
- Establish communication boundaries outside regular work hours.
- Make room for fear and sadness in your conversations.
- Give yourself permission to check out. Listen to music, go for a walk, practice mindfulness.
- Take time to partake in activities that bring you joy.
- Contact friends and family. If you stay connected, it will help them support you.



Seek help when you need it and encourage your employees to do the same

- Stress is a normal and healthy response to negative news or challenging events.
- Most people over time are able to bounce back and regain productivity.
- It is important to remember that resilience and recovery are the norm, prolonged distress is not.
- If you are feeling stuck or overwhelmed, consider talking to someone who can help, such as your EAP.
- Make sure your employees know what resources are available to them – EAP, free health education, coaching and wellness programs, etc.



02

KATIE PASSARETTI, MD

Medical Director, Infection Prevention

COVID-19 Q&A

Q&A

The Infectious Disease Society of America has changed their guidance regarding how long you should wait to be tested if you've been exposed to someone with COVID-19.

1. **What is the new guidance and how does it affect my worksite exposure plan?**

Q&A

I've been using the 'close contact' definition that was provided by the Centers for Disease Control and Prevention (CDC) to identify employees who may have been exposed to COVID-19. I'm confused about the revised guidance, which seems really similar to the old guidance.

2. Can you explain the difference?

Q&A

The CDC is now saying that masks offer more protection than originally thought.

3. **How so?**

4. **What type of mask should I require my employees to wear at work?**

Q&A

Recent news reports are saying that the COVID-19 virus has mutated.

5. What impact does that have on the risk the virus poses to humans?
6. How might that alter the effectiveness of a vaccine?

03

CHRISTINE TURLEY, MD

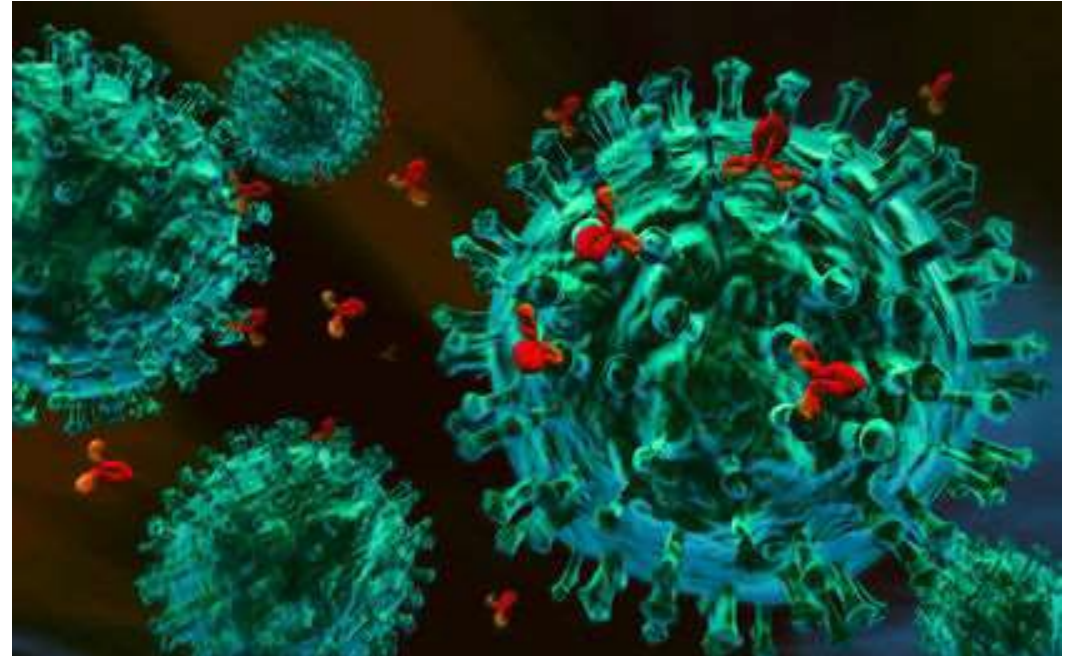
Vice Chair of Research, Levine Children's Hospital

*Vaccine Development and
How You Can Help*

Vaccine Basics

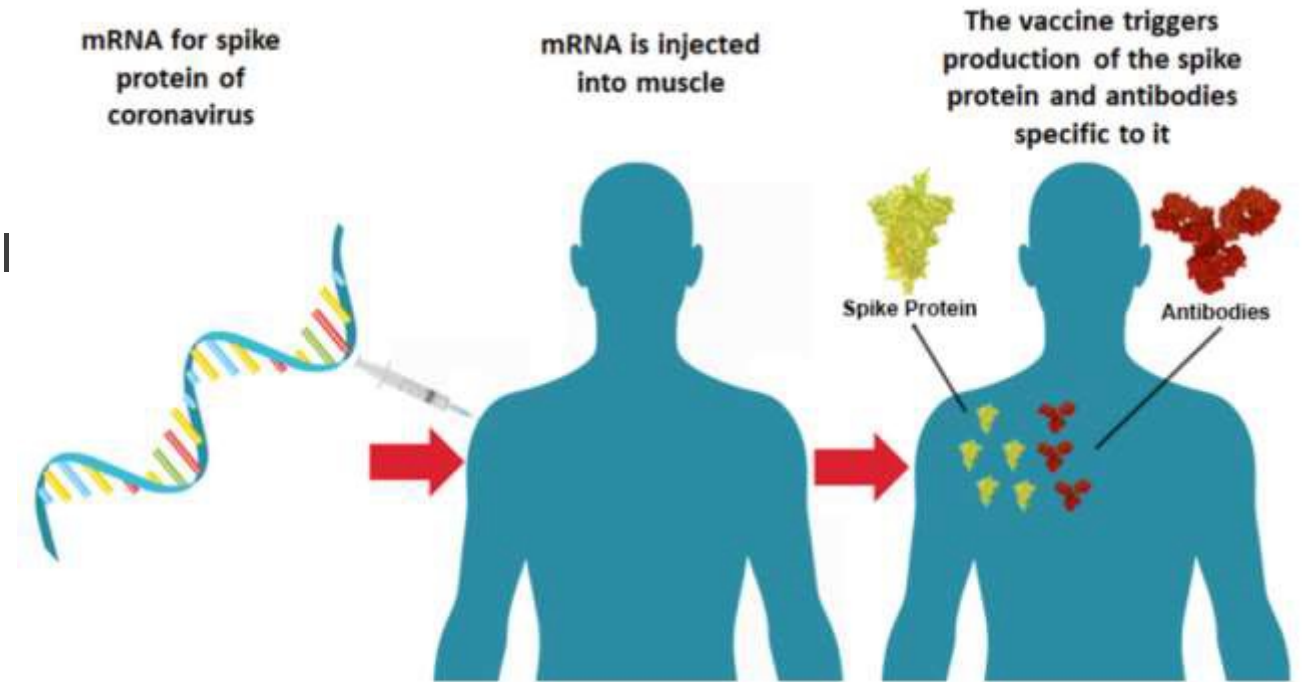
Essential Concept:

- Vaccines “teach” the immune system to respond to something that doesn’t belong
- Lowers risk of illness/adverse events than getting the immune response through natural infection



How Vaccines Work

- Inject part of a virus (or bacteria)
 - Select part that produces an immune response that is important to fighting off the actual virus
- Give the immune system a chance to run through the steps of creating an antibody
- No chance of having the effects of an actual infection
- Develop circulating antibodies
- Develop memory B cells to cut down on response time

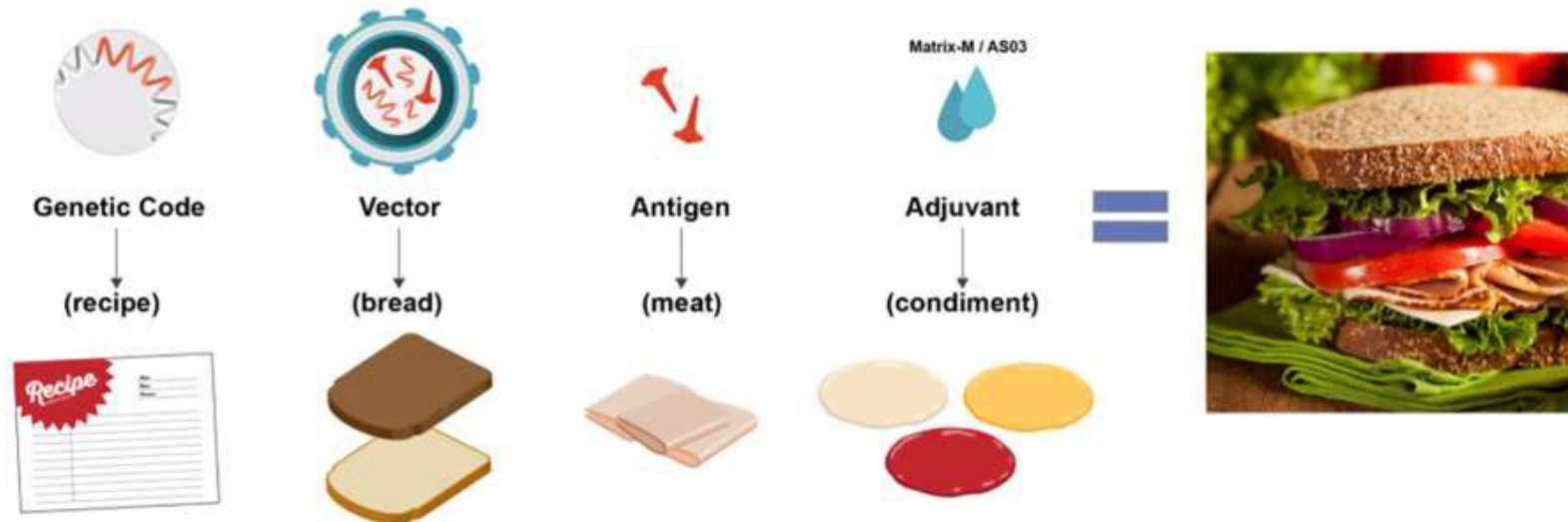


Credit: NIH

Vaccine Science 101

- How well a vaccine produces a response depends on:
 - Characteristics of the vaccine
 - Characteristics of the vaccine recipient

Building a vaccine “sandwich”

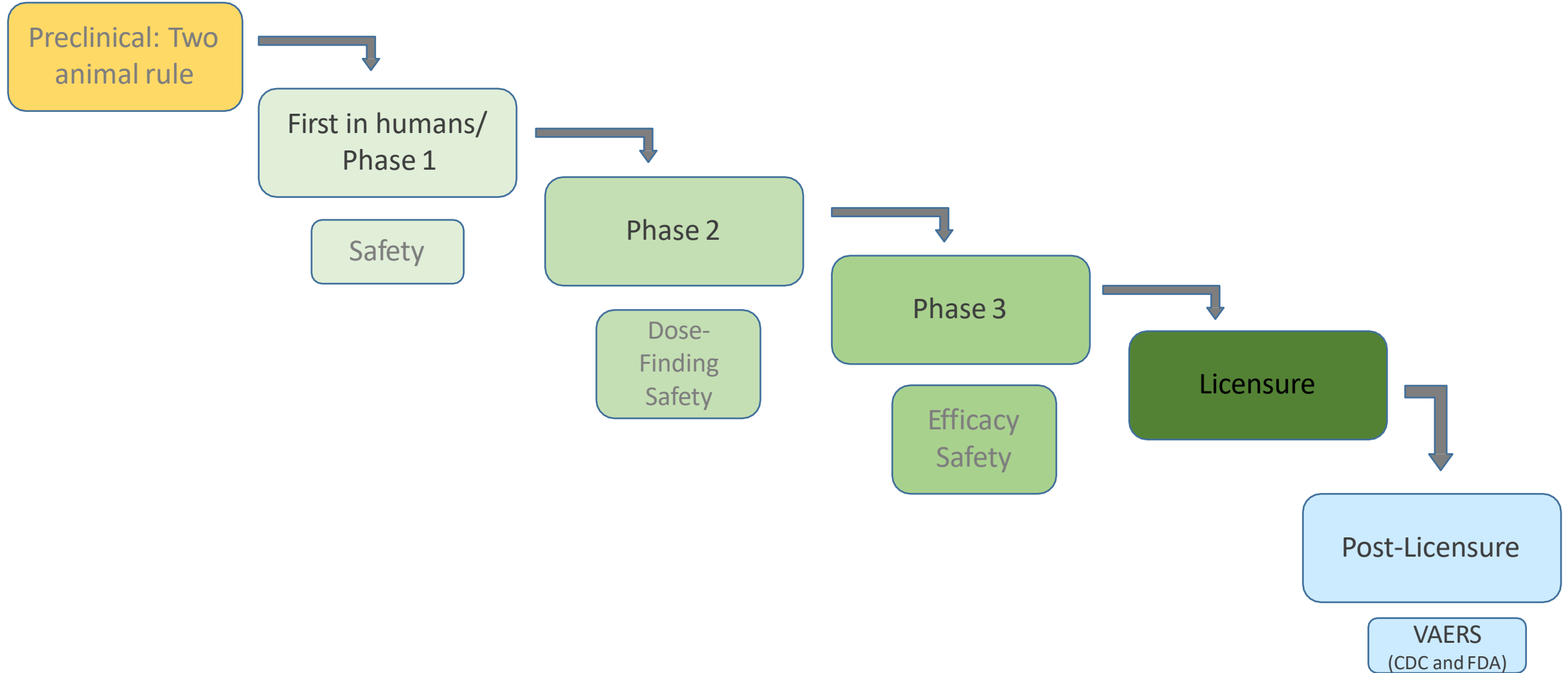


Vaccine Science 101

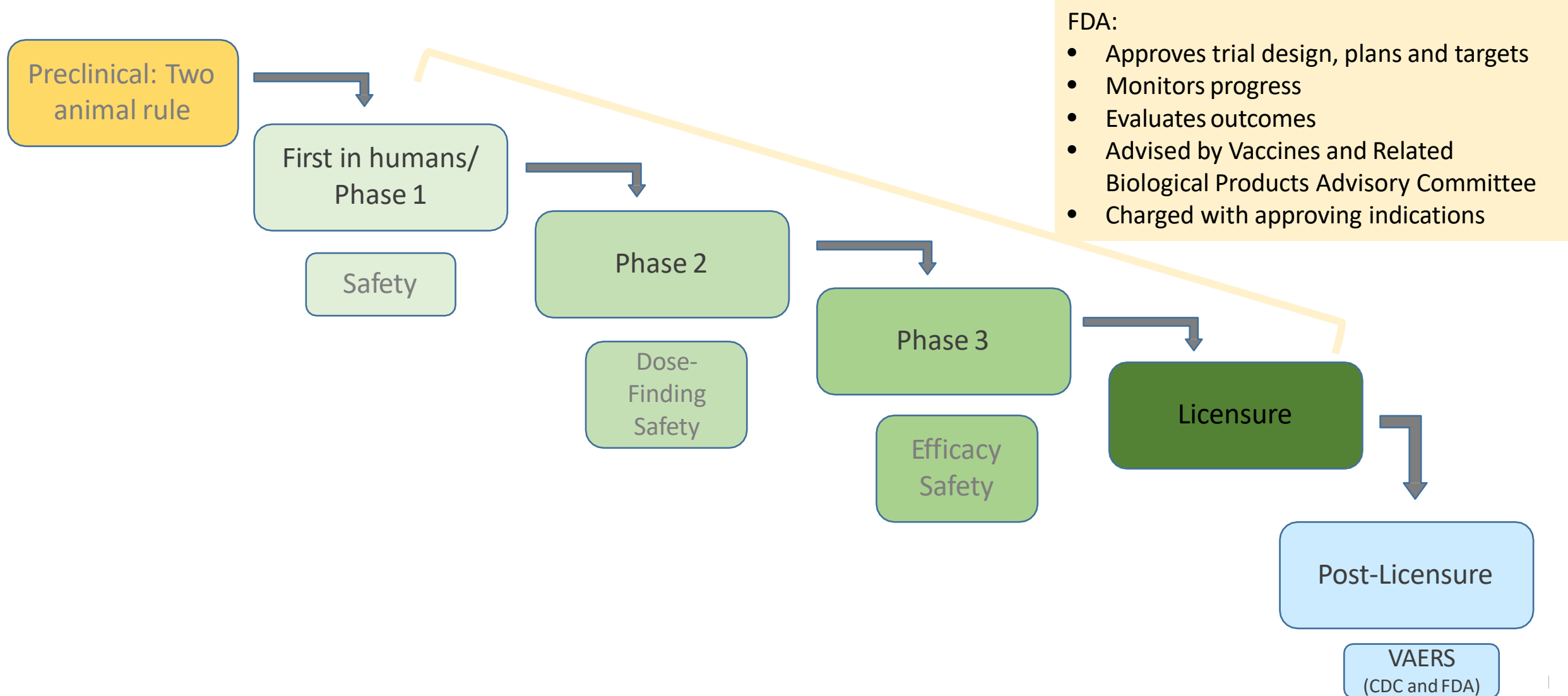
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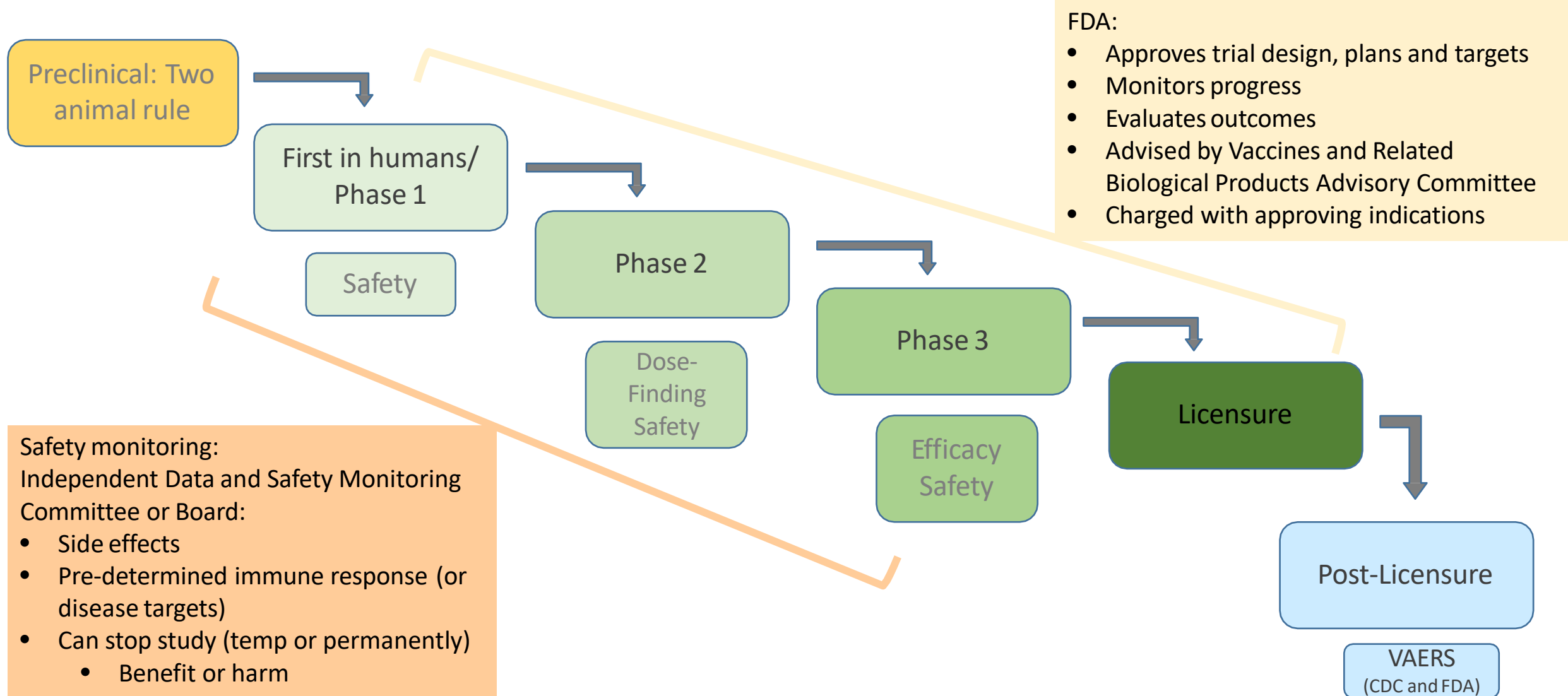
Vaccine Development: Testing in Healthy Individuals



Vaccine Development: Testing in Healthy Individuals



Vaccine Development: Testing in Healthy Individuals



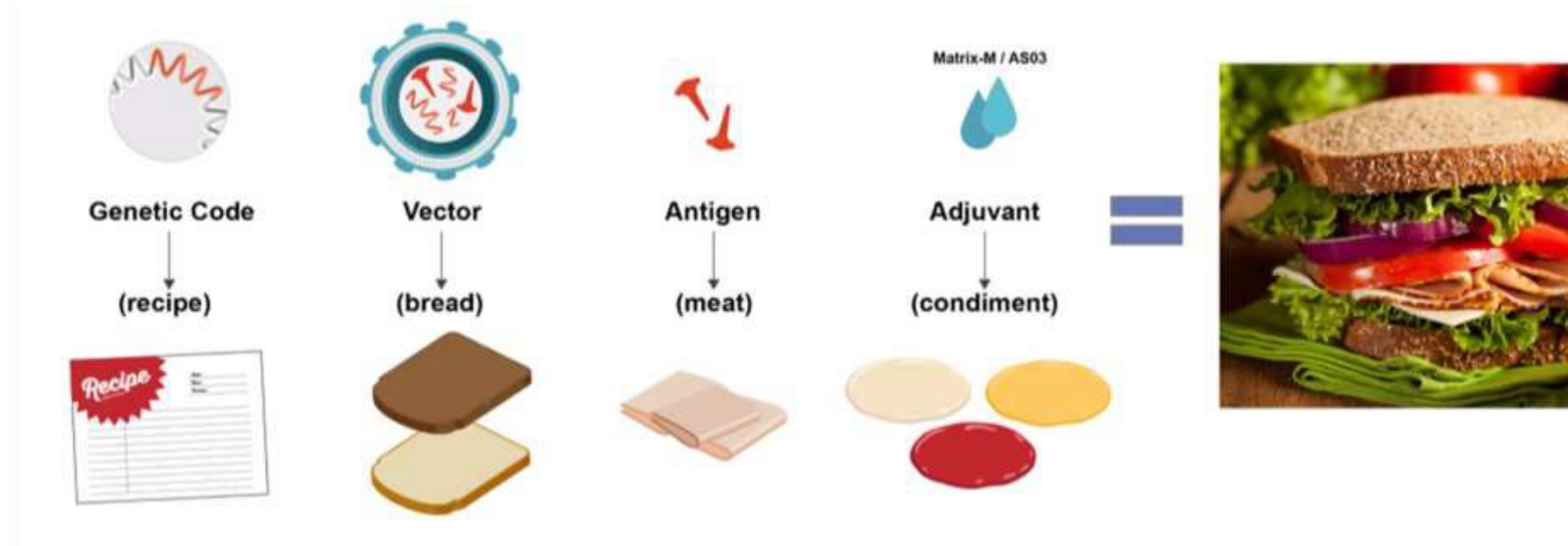
Accelerating the Timeline

- Two basic paths:
 - Accelerate finding vaccines to test
 - Accelerate the review and approval process
 - EUA vs. licensure



Work on Vaccine Discovery

- Accelerating Discovery
 - Requires prior knowledge of “ingredients” of the vaccine sandwich



Work on the Regulatory Processes

- Phase 1 and Phase 2 combined, or overlap significantly
 - Expedite review of data
- Phase 3 pre-approved study design, shared development/agreement to endpoints
 - Willingness to pool data
 - Adaptive design
 - If a licensed vaccine emerges, that will be used instead of placebo
 - Expedite review of data
 - Early look after complete enrollment and reach number of predetermined cases total of COVID-19
 - Review data by DSMB to determine how many individuals with COVID cases received either the vaccine or a placebo

A Few Words about Emergency Use Authorization (EUA)

An EUA is typically used when:

- Someone has a serious or life-threatening disease or illness
- Known approved treatments are not working; or
- There is no known treatment

An EUA may be issued if:

- There is something new that MIGHT be beneficial
- There is a specific group of patients who might benefit
- The drug or treatment is not fully tested/risks are not fully known



An EUA has not been used previously for vaccines:

- Given to healthy individuals
- Low willingness to accept risk with vaccines

In a pandemic:

- Some groups may have high risk in everyday life
 - Incomplete profile may be acceptable to grant an EUA
- Clearly define who qualifies—different risk profiles across the population
 - Will have to look closely at each risk group

STRIVE

For Healthier Futures

On September 22, 2020, Atrium Health launched “**STRIVE for Healthier Futures**” to work with national leaders to identify a vaccine that safely and effectively prevents the spread of COVID-19.

STRIVE FOR HEALTHIER FUTURES



About **STRIVE**

- STRIVE is a way to sign up to learn more about – and possibly join – a future COVID-19 vaccine research study.
- Atrium Health is looking for **10,000 healthy eligible volunteers** to participate.
- The first step is signing up for a voluntary, secure vaccine registry.
- Participants will receive educational information related to vaccines and vaccine research.
- We're dedicated to including **diverse communities across Charlotte**.



Diversity Matters

We need to understand how to protect everyone.

Q: Will the vaccines work well in:



**People
over 65**



**African American or
Hispanic/Latinx people**



**People with
chronic disease**

A: We don't know yet. We need to do the studies to learn how to protect individuals, especially those hardest hit by COVID-19.

We don't want anyone left behind from the benefits that will come from having strong vaccine-produced immunity to COVID-19.



STRIVE FOR HEALTHIER FUTURES

HOW TO SIGN UP

AtriumHealth.org/COVIDVaccine



Why sign up

for the COVID-19 vaccine research registry?

- **Sign up for our vaccine registry if:**
 - You would like to learn about COVID-19 vaccine development and vaccine research
 - You are possibly interested in volunteering for a COVID-19 vaccine trial in the future
- **Signing up means:**
 - You will get information about vaccine research sent to you
 - The information you share will be reviewed by the vaccine research team
 - You may be contacted by the vaccine research team about COVID-19 vaccine studies
- **If you sign up, you are NOT signing up for a vaccine research study.**



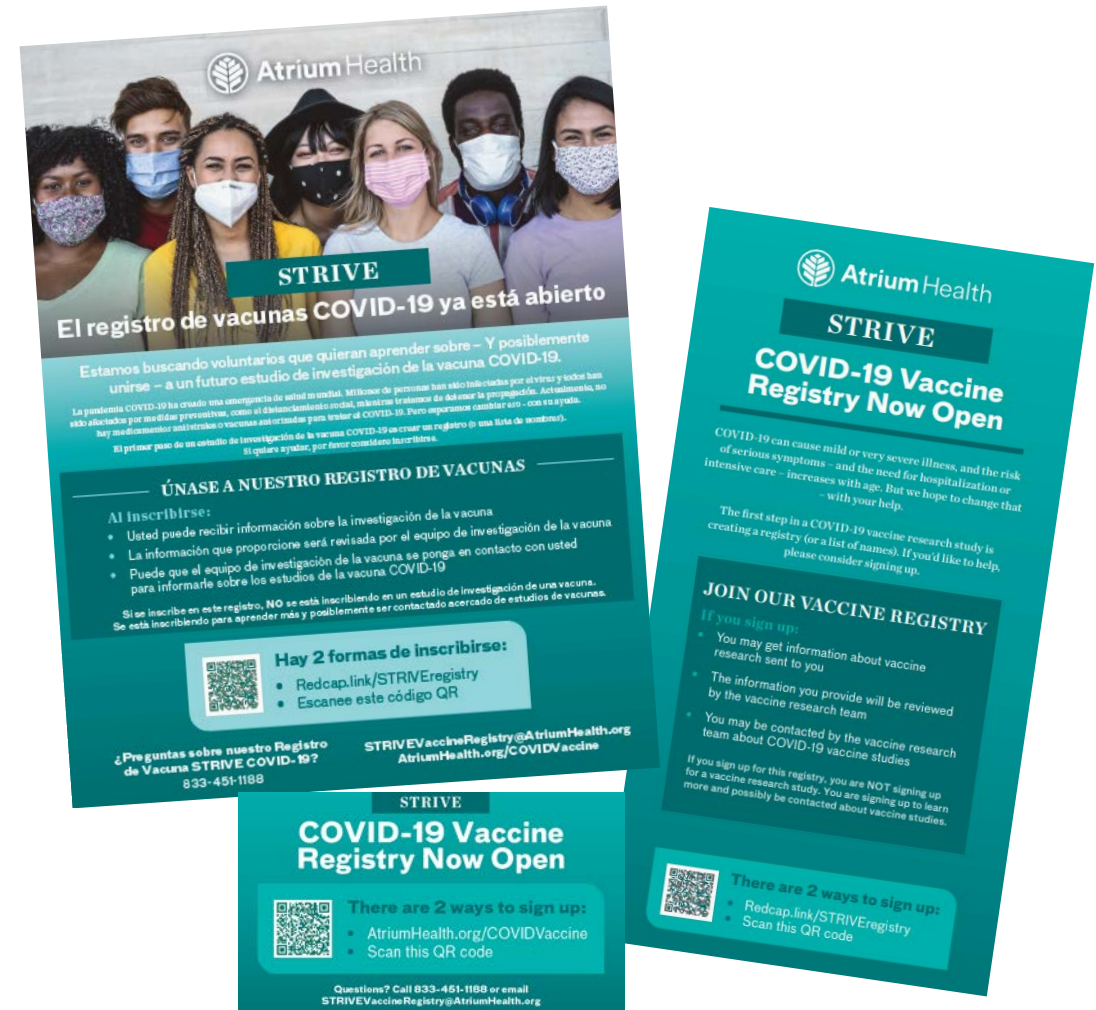
We Need Your Help

We want to partner with you to help spread the word in our community!

Opportunities to Consider:

- Targeted or large group presentations
- Promotional toolkit for distribution via email or at events*:
 - Flyers
 - Posters
 - Rack cards
 - Wallet cards
- Other customized solutions

*Items include photos representing diverse populations.
All materials available in both English and Spanish



STUDY PHASE:

STRIVE COVID-19 VACCINE TRIAL

Following the launch of the registry, Atrium Health will open COVID-19 phase 3 vaccine trials – the first trials at Atrium Health to work on the prevention of COVID-19.

STRIVE FOR HEALTHIER FUTURES

A close-up, shallow depth-of-field photograph of a microscope. The lens and eyepiece are visible, with a blurred background. The lighting is soft and focused on the central part of the instrument.



Bringing Research to the community

We have a Mobile Vaccine Research Center that will be deployed in Charlotte.

Goals:

- Make the vaccine research visible to the community
- Ensure that research sites are accessible
- Create meaningful opportunities for participants to volunteer
- Make it possible for people to say “yes” to being in a trial

We are interested on identifying good locations around Charlotte that would help us with these goals.

Bringing Research to the community

We are interested in partnering with business, churches, or community organization that can help us connect with those hardest hit by COVID-19

Our ideal partner would be:

- Willing to share and promote our vaccine registry.
- Committed to helping us dispel vaccine mis-information.
- Willing to allow us to sign up individuals who might be interested in being in a trial in their location.
- Willing to allow us to park in their parking lot for a day at a time, place signage/awning adjacent to the RV.
- Willing to allow us to return on a recurring basis.

STRIVE COVID-19 Vaccine Research Program

Cedrick Griner

Lead Coordinator for Mobile Sites

Cedrick.Griner@AtriumHealth.org

STRIVE COVID-19 Vaccine Research Team



Christine Turley, MD

Vice Chair of Research at Atrium Health Levine
Children's and lead physician investigator of STRIVE

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Jennifer Reeves

Research Director, Office of Clinical
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Questions about our STRIVE COVID-19 Vaccine Registry?

Phone: 833-451-1188

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04

LEWIS MCCURDY, MD

Specialty Director, Infectious Diseases

COVID-19 Community Research Partnership

An illustration of a diverse group of people, including men and women of various ethnicities, all wearing white face masks. The background is a mix of muted colors like teal, blue, and brown. A semi-transparent white banner is overlaid across the middle of the image, containing the title text.

COVID-19 Community Research Partnership

What is the COVID-19 Community Research Partnership?

The COVID-19 Community Research Partnership is a research study. The goal of this study is to learn about the spread of the coronavirus disease 2019 (COVID-19) in our community. **There is no cost to take part.** If you choose to join, we will collect data about your symptoms, exposure and healthcare visits. Your responses will give us very useful information about who is becoming infected and why.

Our Partners

Atrium Health is partnering with the Department of Health and Human Services, Wake Forest Baptist Health and other medical centers and universities in the country to conduct this study.

Why this project is important



COVID-19 pandemic is a **global public health emergency**



COVID-19 is **impacting communities in different ways**



Findings **may help the medical community develop strategies** and treatments to contain and maybe even eliminate it



Research study fast facts



Why a community study?

The more people who join this study, the more we can learn how COVID-19 affects our community and how we can lower its effects in the future.



Why should I join?

You will be adding to research that may help us learn how to better prevent and treat COVID-19.



Who can join?

Adults aged 18 or older who are Atrium Health patients or teammates.



What is involved?

- Daily email asking you to report your symptoms
- Every few months, you may get a finger prick test kit to see if you have antibodies to COVID-19.



How long will the study last?

2-3 years. You can choose to stop at any time.



Study Results

Study results will be shared with anyone who takes part in it.

Our study team and partners

Michael Runyon, MD, MPH, Principal Investigator

Lewis McCurdy, MD, Co-Principal Investigator

Amina Ahmed, MD, Co-Investigator

Michael Brennan, DDS, Co-Investigator

Lydia Calamari, MD, Co-Investigator

Michael Gibbs, MD, Co-Investigator

Hazel Tapp, PhD, Co-Investigator

Yheneko Taylor, PhD, Co-Investigator

Whitney Rossman, MS, PMP, Project Manager

In collaboration with:



Funding:



Centers for
Disease Control
and Prevention





Atrium Health

How to participate:

- Visit AtriumHealth.org/COVID19Research
- Fill out a consent form

Questions?

Email: CV19survey@AtriumHealth.org

Call: 704-468-8886

Q&A

EMPLOYER SOLUTIONS

Thank you.



Atrium Health