

Opportunities for Employers to Lead during COVID-19

Tools and Resources for Local Leaders

This resource is intended to support Community and Business Leaders as they make key decisions to keep their communities, workplaces, and employees safe.

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Introduction

This pandemic has shown us that no matter where you live in Wisconsin, our struggles are interconnected. Employers are looked to as critical leaders and influential messengers in local communities who deeply understand the direct impacts of COVID-19 on local economies and families. Not only can employers make changes inside their workplaces to keep their employees safe and healthy - employers can also

help to amplify public health best practice outside the workplace, encouraging their employees and the broader community to do what they can to stop the spread of COVID-19. We can stand together in support of solutions that will improve everyone's health and well-being. When we act for the safety of our neighbors, it benefits our entire community. Employers have a unique opportunity to model healthy practices and lead their local communities in banding together to get through COVID-19 safely. This pandemic has not only reminded us of how much we need each other, but also how much we can accomplish together.

This package offers tools and resources employers and local leaders can use to inform messaging, plan and take thoughtful action, ask critical questions, and engage partners.

Tools and Resources

Employer Messaging Guide

This resource was developed in collaboration with employers and stakeholders to support employers and other community leaders to align with broader statewide COVID-19 messaging.

Access resource [here](#).

Preventing & Managing COVID-19 Outbreaks in the Workplace

This resource was developed by the Wisconsin Department of Health Services (DHS) and the Wisconsin Economic Development Corporation (WEDC) and is designed to assist employers when a worker tests positive for COVID-19. This document describes how to work with local and tribal health departments (LTHDs) to help keep workers and customers healthy and keep businesses running smoothly during the pandemic.

Access resource [here](#).

Resuming Business Toolkit

This toolkit was developed by the Centers for Disease Control and Prevention (CDC) and is designed to assist employers in slowing the spread of COVID-19 and lowering the impact in their workplace when reintegrating employees into non-healthcare

business settings. In addition to infection prevention steps, the toolkit also covers policy and practice changes that assure employers and employees are supported in stopping the spread of COVID-19. This includes sick leave policies and flexible practices as well as a worker protection tool.

Access Resource [here](#).

Community Resilience, Equity and Mental Health Considerations in Rapid Response

This tool is designed to be used as a decision-assistance guide during rapid response in emergencies or similar urgent, high-risk scenarios to analyze action, policies, and guidance. The questions of this tool are designed to lead to strategies to prevent or mitigate adverse impacts and unintended consequences on marginalized populations in rapid response efforts. This tool should be used when diverse representation and appropriate collaboration with impacted parties are not feasible because of an emergency. We recommend including and documenting multiple voices in this process (see stakeholder engagement resource below for more on engaging key voices in rapid response).

Access tool [here](#).

Stakeholder Engagement in COVID-19 Rapid Response: Increase Alignment, Cultivate Support and Proactively Engage

This tool is designed to be used alongside other rapid response resources in this package to identify key stakeholders to engage when implementing specific action, policies, and guidance. Leaders can get more done and have greater impact when they work with diverse groups. This resource can help local decision-makers document key stakeholders who may influence the action/policy/guidance they're working to implement. Prioritizing stakeholder engagement can help decision-makers and local leaders leverage the support of allies and be prepared to address the barriers and pushback that may arise in response efforts.

Access tool [here](#).

Additional Resources

Infection Prevention and Control for Businesses

- [COVID-19: Business, Employers and Workers](#) - Wisconsin Department of Health Services
 - [Workplace outbreak guidance](#)
- Wisconsin State Lab of Hygiene
 - [Workplace Risk Assessments](#)
 - [Safety and Health Training](#) - WisCon
- [Programs and Resources for Businesses](#) - Wisconsin Economic Development Corporation (WEDC)
 - [Relief and Recovery Resources for Businesses](#)
 - [General Guidance for All Businesses - Best Practice for COVID-19](#)
- [Guidance on Preparing Workplaces for COVID-19](#) - Occupational Safety and Health Administration (OSHA)
- [Community, Workplaces and Business Resources](#) - Center for Disease Control and Prevention
- [COVID-19 Human Resources Policy and Practices for COVID-19](#) - Wisconsin State Council for the Society for Human Resources and Management
- [Local and Tribal Health Department List](#) - Connect with your local public health dept for more locally tailored guidance
- [Resources for Schools](#) - Centering Equity in School Reopening Discussions
- [Resources for Faith Leaders](#)
- [Vaccination Planning Information](#) - Wisconsin Department of Health Services

Resources to Support Employee Well-being and Thriving

- [Workplace Policies and Practices](#) - Wellness Council of Wisconsin
 - This report provides information related to the below listed best practices to support employee well-being and thriving. The report references [Timely resources, sample policies, and communication guidance](#) from MRA.
 - Sick Leave and Paid Time Off Policies
 - Caregiving Policies
 - Working from Home Policies and Guidelines
 - Supporting Employees Amid School and Childcare Closings
 - Caring and Compassionate Leadership
 - Supporting Hourly/Non-exempt Employees and Employees Unable to work Remote

- [White Paper: Supports for Essential Workers - How Wisconsin Can Prevent Outbreaks and Support Thriving Families and Economies](#)
- [Staying Resilient During COVID-19](#) - Wisconsin Wellness Council
- [Well-Being in the Workplace: COVID-19, Stress, and Mental Health](#)
- [Well-Being in the Workplace: Support and Resources for Coping with COVID-19 Stress](#)
- [Best Practices for Supporting Workers Who Are Undocumented during COVID-19](#)
- [How to Make the Workplace Whole Again](#) - Wellness Council of America
- Equity in the Workplace
 - [Ten Equity Implications](#) of the Coronavirus COVID-19 Outbreak in the United States - NAACP
 - [Coronavirus Guidance for Employers](#) - Equality and Human Rights Commission
- [COVID-19 Resources for Workers](#) UW Madison School for Workers

General Infection Prevention and Control Resources

- [COVID-19 Landing Page](#) - Wisconsin Department of Health Services
- [COVID-19: Decision Tool for Individuals and Families](#) - Wisconsin Department of Health Services
- [Public Sector Employee Safety](#) - Wisconsin Department of Safety and Professional Services (DSPS)
- [VIDEO Module: COVID-19 Risks and Guidance](#) - UW Division of Extension
- [VIDEO Module: Understanding the COVID-19 Pandemic - Insights from Johns Hopkins University Experts](#) - Johns Hopkins University

Additional Health and Equity Resources

- [Building Shared Language around Equity](#) - UW Population Health Institute
- [Resources for Talking to Students about Race](#) - Wisconsin Department of Public Instruction
- [How to Create Resilient Communities in Wisconsin by Focusing on Behavioral Health](#) - UW Division of Extension
- [Principles for Centering the Voices of Those Most Impacted](#) - UW Population Health Institute
- COVID-19 in children

- [Hospitalization Rates and Characteristics of Children Aged <18 Years Hospitalized with Laboratory-Confirmed COVID-19](#) - Center for Disease Control and Prevention
- [Children can get severe COVID-19 symptoms, especially black and hispanic children](#) - National Public Radio