

## **The Youth Health Issue**

Students, parents, health providers, educators, community partners and BCHD unite to improve youth well-being in the Beach Cities





#### BEACH CITIES HEALTH DISTRICT IS ONE OF THE LARGEST

preventive health agencies in the nation, and has served the communities of Hermosa Beach, Manhattan Beach and Redondo Beach since 1955. It offers an extensive range of dynamic health and wellness programs, with innovative services and facilities to promote health and prevent diseases across the entire lifespan.

### MISSION

To enhance community health through partnerships, programs and services for people who live and work in Hermosa Beach, Manhattan Beach and Redondo Beach.

**VISION** A healthy beach community.



#### **BOARD OF DIRECTORS**

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### **Our Youth, Our Future**

or the past 20 years, Beach Cities Health District has evolved into a leader in community preventive health. By consistently focusing our efforts on evidence-based programming, local needs and measurable outcomes, we've worked with our community partners to achieve remarkable successes – notably reducing childhood obesity (-68%) and smoking (-36%).

Recently, our data and community have been telling us that social-emotional health and substance use issues are a major concern. So, with your help, plus collaboration with our school district partners and South Bay Families Connected, we are now concentrating much of our effort on this growing local need.

I am particularly proud of the teamwork and guidance received from the school superintendents in Hermosa Beach, Manhattan Beach and Redondo Beach who are collectively and smartly addressing the topic proactively (**see pg. 8**). Leadership is a precious commodity, and we're extremely fortunate to tap into their wisdom for student-related health issues in the South Bay.

No discussion of youth health would be worthwhile without involving the kids themselves. We adults may think we know what is best, but the kids will determine whether we will be effective. I am particularly proud of the work done by our Youth Advisory Council, which has been convening at our offices to brainstorm around solutions for student mental health and substance use prevention. Awesome.

While we are focusing on youth issues, we are not doing so at the expense of our other nutrition programs. Just look at the writeup on a recent volunteer day **(see pg. 12)** where more than 100 residents and businesses participated to get school gardens ready for another year. You will also learn about our efforts to address the emerging issue of vaping. And you will see how we are joining with the school districts and the South Bay Bike Coalition to provide kids with the proper training in bike safety.

I hope you enjoy this youth-focused issue of LiveWell and continue to help us build a healthy beach community.

In Health,

Tom Bakaly CEO, Beach Cities Health District

## **Beach Cities Partnership for Youth**

More than 100 organizations strong, the Beach Cities Partnership for Youth is a community-wide effort to decrease substance use and improve mental health among Beach Cities youth by activating students, educating parents, expanding school programs and services, convening community partners, building coalitions and engaging the community at large.



### Did you know?

**42%** of Beach Cities 11th graders report using drugs or alcohol in the past 30 days

Reduce teen substance use. Decrease stress & bullying. Improve social-emotional well-being.



## Educate, engage & empower parents to talk with their kids about alcohol, drugs, social media, mental health & bullying.

BCHD Resources & Referrals • South Bay Families Connected Website Resources Families Connected Speaker Series • Families Connected Parent Advisory Group • Parent Book Club



## Enhance student & staff connections on campus. Provide more opportunities for youth involvement in purposeful activities.

Link Crew • BCHD Purpose Series • WEB (Where Everyone Belongs) • MindUP • Character Development Programs Social-Emotional Wellness Committees • Know the Signs Mental Health Awareness • Project Alert Challenge Success • Positive Behavioral Interventions & Supports • Second Step



#### Change social norms. Decrease availability & access.

Youth Advisory Council • Mental Health Provider Task Force • Community Events • Grief Support Medical Advisory Board • Prevention Community Council • Social Host Ordinance

Learn how to join this effort at bchd.org/partnership.



# **Youth Champions of Change**

BCHD's Youth Advisory Council, comprised of teens from around the Beach Cities, is on a mission to erase mental health stigma on campuses.

A t a meeting this past September, six teens stepped in front of Beach Cities Health District (BCHD) leadership, school district officials and principals to deliver a powerful message: mental health stigma is officially being put on notice in the Beach Cities. It's got to go. And so does the antiquated and misinformed societal notion that people with a mental health condition are somehow damaged.

"We need be open about the fact that 20 percent of us struggle with a mental health condition during our teenage years, yet most don't seek treatment," said a Redondo Union High student during the presentation. "There's nothing shameful or weak about needing help, and we are going to start an honest conversation to make that clear."

The student group has plans to usher in a new era among their peers, one rooted in understanding, compassion and support for teens who suffer, often in silence, from a mental health condition. They're starting by organizing their own Teen Mental Health Awareness Week (Nov. 13-16). During the week, students and school staff will be encouraged to wear purple as a sign of solidarity and pass out custom "snap bracelets" inked with an uplifting message of support for teen mental health. Student-led assemblies, resource booths, an art display and short video contest aimed at removing stigma are also in the works.

"We don't marginalize people who have physical illnesses," echoed a Mira Costa High senior, "so why are we so unaccepting of those with mental conditions? We need to stop putting up social barriers to treatment and care."

The six-student work group is part of BCHD's Youth Advisory Council, a collection of 50 middle and high

schoolers developing peer-to-peer strategies to help combat school health issues ranging from mental health and substance use to social media and vaping. The council, which meets quarterly at BCHD to brainstorm and pitch ideas around social-emotional wellness, is a key component of the Beach Cities Partnership for Youth – a growing coalition of more than 100 local health officials, educators, parent groups, civic organizations and law enforcement working together to improve mental health and reduce substance use in the Beach Cities.

"We assembled the Youth Advisory Council to empower local students and give them a seat at the table," said Tom Bakaly, BCHD CEO. "Who better to brainstorm innovative solutions to teen health issues than the actual students experiencing them? We're excited to support and partner with these remarkable students and can't wait to see what they come up with next."

For more information and links to resources and healthy parenting tips, visit **bchd.org/talk**.



Cyberbullying. Vaping. Alcohol.

# Talk About It.

Anxiety. Stress. Empathy.



You're the most important influence in your child's life.

Whatever "it" is, have the talk. Find tips at bchd.org/talk.



# PARENT EVENTS CALENDAR

### **Families Connected Parent Chat**

Wondering if your child is experimenting with drugs or alcohol? Striving to create balance in your household and manage family and student stress? Seeking guidance about rule setting and boundaries around social media and technology? Families Connected Parent Chat is a free parent support group led by a licensed professional from the Thelma McMillen Center at Torrance Memorial Medical Center. Open to all parents. No registration necessary.

### Every Monday, 10 – 11 a.m.

Beach Cities Health District, 514 N. Prospect Ave., Suite 102, Redondo Beach

## Families Connected Speaker Series: Screening of "Angst: Raising Awareness Around Anxiety"

### Tuesday, Nov. 13, 6:30 – 8 p.m.

Mira Costa High School Auditorium, 1401 Artesia Blvd., Manhattan Beach

### Parent Connection Groups

These informal walking groups give parents an opportunity to connect with other parents on a range of topics. Groups are led by parent volunteers. No registration necessary.

### Wednesday, Nov. 28, 9 – 10 a.m.

Aviation Park, 1935 Manhattan Beach Blvd., Redondo Beach

For mental health referrals, go to **bchd.org/resources** 













# BLOWING SMOKE IN PLAIN SIGHT

JUUL. Emili. Suorin. These are just a few of the new nicotine-packed e-cigarette devices that are finding their way into the hands of middle and high school students in the Beach Cities.

Electronic-cigarettes, commonly called "vapes," have rapidly become the most popular tobacco product among youth in the past few years. An alarming 28 percent of Beach Cities 11th graders and 14 percent of 9th graders report vaping in the past 30 days. And 84 percent say it is "easy" to obtain them.

Fueling this growth is the myth – among many teens and adults – that vaping isn't harmful. This is far from fact. Vapes contain high concentrations of nicotine – the same habit-forming neurotoxin in cigarettes – as well as an assortment of cancer-causing chemicals and heavy metals like formaldehyde, lead and acetaldehyde. Further complicating matters is the fact that tobacco companies are designing vapes to resemble everyday school supplies like pens, highlighters and thumb drives. This helps kids vape in plain sight, in places like movie theaters and at home.

There is also a buffet of flavored "vape juices" flooding the market, many with youthful names like "V'Nilla Cookies & Milk," "Apple Candy," "Bubblegum," "Sticky Buns," "Banana Dream." On top of enticing underage clientele – the FDA banned flavored cigarettes (other than menthol) in 2009 citing youth appeal – flavors also make the vapor emitted very difficult to detect as kids covertly exhale into their hoodies, sleeves or backpacks.

Vaping is a serious and growing youth health issue hiding in plain sight. It's time we Talk About It. Learn more at **bchd.org/talk.** 

#### California Healthy Kids Survey, 2017-18

Centers for Disease Control and Prevention, Electronic Cigarettes (https://www.cdc.gov/tobacco/basic\_information/e-cigarettes/index.htm)





# **Superintendents Forum**

(Left to right) MBUSD Superintendent Dr. Michael Matthews, HBCSD Superintendent Patricia Escalante, Beach Cities Health District CEO Tom Bakaly and RBUSD Superintendent Dr. Steven Keller.

BCHD sat down with the heads of the three Beach Cities school districts to discuss the challenges and opportunities facing students today – and how they are tackling it all together.

There's so much happening in our schools and the lives of today's students – from stressful academic demands to social-emotional well-being. So, we thought it would be a perfect time to have a discussion with the superintendents who are guiding Beach Cities' school districts: Patricia Escalante (Hermosa Beach City School District), Dr. Michael Matthews (Manhattan Beach Unified School District) and Dr. Steven Keller (Redondo Beach Unified School District). Here are highlights of the roundtable conversation.

## Since each of you were in school, how has life changed for K-12 students?

**Escalante:** "Social media is the obvious (difference), but kids in my day still got feelings hurt. It was maybe more passive-aggressive because people would talk behind your back or send notes about you. With social media, everything is so instant. We only had CBS, NBC and ABC. No cable TV, no 24-hour news cycle."

**Matthews:** "When I went to high school there was actually little pressure about which college to go to. None of my friends talked about it, my parents didn't talk about it. But that is one million degrees different right now.

(Life) was much lower key when I was in high school. No social media, so I didn't know what I was missing out on. I'm sure it was a lot, but I didn't have social media to remind me about all that."

Keller: "Technology obviously is ubiquitous now, in every shape, matter and form. Computer labs were just starting when I was in high school; now everyone's got a device. It's a different game. Access to information is real-time, and that has its pros and cons. If you are a great parent, though, it can actually serve you well."



Are Beach Cities kids under more pressure to get into the best colleges?

**Escalante:** "Short answer: yes. But, I think our kids are hungry for a deeper understanding about themselves. They are no longer thinking that they're just born a certain way – they are learning they have control. But they are under a lot of pressure. The pressure to go to the "sweatshirt colleges" is

real in our community and it's a lot to put on kids, especially the ones who don't fit into that pigeonhole. Those kids need to know it's okay to take a different pathway to success; it's beneficial to think outside of the box and be creative. These are the conversations we need to be having as parents and teachers with our children."

**Matthews:** "To Pat's point, a key piece of research is set to be released from Stanford in the next week that essentially shows the lifetime income differential between the top 200 colleges in the country is marginally

different. That means whether you're going to Harvard, Princeton, Stanford, Yale or the University of Arkansas, your income isn't going to vary much, on average. Assuming that's what the research shows, I can't wait to share that with the

community." (To read the report from Challenge Success, go to bchd.org)

**Keller:** "Rather than base the whole college process off the question of: How much money will I make when I graduate?, I urge our kids to focus on becoming better, more informed citizens. Make a better use of your time on earth; try to make the world a better place. And if money follows and capitalism thrives, then great. That's the honest conversation I'm having with our kids and the community – and I think our community understands the importance of it."

## How has the relationship between health and school evolved over the years?

**Matthews:** "We don't need to do a lot of pushing to have our students striving to be the very best academically. They're already doing that on their own. Our job has transformed into turning this quest for excellence into a quest for student wellness. It's a push we're making with teachers, counselors, parents and students. And Beach Cities Health District is a big partner for us. I'd say we now focus as much on student wellness as we do on academic excellence. It's a giant change."

**Escalante:** "The conversations between the three districts have become more frequent, richer and more focused on the wellness for kids. We are operating with like minds and have support from each of our boards. It's more powerful when we can work together and have common frames of reference and language around wellness for kids and expectations.

And I agree with Mike about BCHD...We truly see the health district as an absolute working partnership to support total well-being. I'm sure all three districts feel that way."

Keller: "I totally agree with Pat and Mike. The whole focus on social emotional well-being – our kids being physically fit, having great nutrition and academics – are all pieces and values we believe in and transfer to the 20,000 South Bay kids that we serve. It's just who we are as people. The heavy lift is for the teachers and staff and Beach Cities

Health District to systematize and implement. But that's a good place to come from, where you believe in it before you even start."

## How would you describe your district's relationship with Beach Cities Health District?

**Matthews:** "BCHD has been a great partner for us, but they've also pushed us. The health district is singular in its focus, so they always come to us with programs to support areas of need, like social-emotional wellness. They push us to be better and it makes us healthier."

"We truly see the health district as an absolute working partnership to support total well-being"



**Keller:** "Our staff, kids and parents benefit from the longevity of the synergy we've had with BCHD. Kindergarteners come in and are, for lack of a better word, indoctrinated into our well-established culture of physical and social-emotional health. It's not all about test scores; it's also about their health and their family's health.

So, I think that our relationship over the last decade has been very helpful. People move here expecting this relationship, expecting BCHD to be involved. I think parents are well aware of it, and, hence, our enrollment has increased over the last 12 years. I think it's partially because of our relationship with Beach Cities Health District."

**Escalante:** "In 2012, BCHD came to me in my first year as superintendent with MindUP, a program designed to teach children how to regulate negative emotions and their internal decisions by teaching them mindfulness practices and how their brains work. Initially, we were worried about appearing too new age, but we ended up launching it, having success with it and are now a California Distinguished School because of it. MindUP is a great example of how BCHD has given us a lot of different tools to approach our students' health more holistically."

## You seem to be in sync philosophically; do you have strong working relationships with one another?

All: "We do, yeah."

**Keller:** "I've been here the longest (since 2006) and for me (collaboration) started when Mike became superintendent (in 2010) ... I never really connected with Hermosa until

Pat came along (in 2012). It's reached the point where we all even know each other's kids."

**Matthews:** "Steven invited me to lunch right when I came in, and then we both met with Pat when she came in. (We now) call each other, text each other, meet together and do some planning. Also, whenever there's a question or an issue, we respond to each other immediately, and I'm grateful for that."

## Here's a fun one: Which is the best high school in the Beach Cities?

Escalante: "I'm staying out of this one ... (laughing)."

**Matthews:** "Here's what I'll say, we've got great school districts. You can't go wrong. That's all I'm going to say."

**Keller:** "Ten years ago, I would've said it depends on what you are looking for in a high school, and I'd have described two different schools – one more focused on academics and ours more focused on the whole child. But that's no longer the case. Mike changed that when he was hired because he understands the value of the whole child approach. So, I agree completely with what Mike said. You really can't go wrong."

## The three of you wound-up in the South Bay, but where did each of you go to high school?"

Keller: "I went to South Torrance High School."

Escalante: "I went to Palos Verdes High School."

**Matthews:** "I went to high school in Little Rock, Arkansas. So, we're all pretty local."



## Redondo Beach Home to Some of the Healthiest Schools in the Nation

**It's a clean sweep:** All 12 schools in Redondo Beach Unified School District (RBUSD) are listed among "America's Healthiest Schools for 2018" by Alliance for a Healthier Generation (Healthier Generation), a national organization that empowers children to develop lifelong healthy habits.

Beryl Heights Elementary School was prestigiously listed among the 13 healthiest schools in the U.S., earning gold-level designation – the highest honor awarded by Healthier Generation. Six RBUSD schools earned the silver-level designation and five earned bronze-level designation.

Healthier Generation annually recognizes schools across the country that successfully meet a rigorous set of health criteria. These standards include reaching or exceeding federal nutrition standards, implementing district wellness policies, providing students with at least 60 minutes of physical education per week and empowering school leaders to become role models.

For the past 10 years, RBUSD has been at the forefront of the 'whole child' movement. The fact that all 12 of our schools made the list of America's Healthiest Schools exemplifies our genuine commitment to the total well-being of our kids. It's also a testament to our strong partnership with Beach Cities Health District, as their leadership and programs are key components of our success.

- Dr. Steven Keller, RBUSD Superintendent

In RBUSD, every school has a School Wellness Council comprised of parents, students, teachers, community members and Beach Cities Health District (BCHD) representatives that sets health priorities for each school year.

Additionally, BCHD supports RBUSD in its efforts to prioritize school health with its comprehensive programming ranging from physical fitness initiatives to planting and harvesting gardens at all eight Redondo Beach elementary schools. In 2006, one in five students in Redondo Beach was obese. That same year, BCHD partnered with RBUSD to launch LiveWell Kids, a nutrition and garden childhood obesity prevention program developed for elementary school students.

Today, (K-5th) childhood obesity rates in Redondo Beach are at just 6.4 percent, a 68 percent decline from 2006 and much lower than county, state and national levels.

LiveWell Kids curriculum is delivered in schools by 400 trained parent docents. It blends in-class exercises and nutrition lessons, mindfulness practices and garden education to introduce and instill healthy habits at an early age. In addition to LiveWell Kids, BCHD supports nutrition and physical activity in RBUSD schools through 8-Minute Morning Exercises, Walking Wednesdays and Youth Bicycle and Pedestrian Education.

To learn more about BCHD's school health programs, visit bchd.org/schools.

### Healthier Generation Designations



Beryl Heights Elementary School



Alta Vista Elementary School Birney Elementary School Jefferson Elementary School Madison Elementary School Tulita Elementary School Washington Elementary School



Adams Middle School Lincoln Elementary School Parras Middle School Redondo Shores High School Redondo Union High School

## **Beach Cities Volunteer Day 2018**



The new school year kicked off with Beach Cities Health District's annual Volunteer Day, August 22nd. More than 150 volunteers from 30 local organizations rolled up their sleeves to prepare gardens at nine elementary schools in Hermosa Beach and Redondo Beach. Volunteers built garden boxes, pulled weeds and harvested produce – all of which was donated to local food banks.

To learn more about volunteer opportunities in the Beach Cities, including how to become a Garden Docent, visit **bchd.org/volunteer.** 

## Walk To School Day 2018



The fact that more than 3,000 kids, parents, police officers, city officials and educators all walked to school together is a perfect example of how the Beach Cities embrace health. It's a great experience seeing so many people of all ages choosing active transportation, forming social connections and, most importantly, building community together.

- Tom Bakaly, Beach Cities Health District CEO



BCHD is teaming up with Beach Cities Cycling Club to teach local students how to ride ... and how to do it safely

L earning to ride a bike is an epic rite of passage for a kid. Just think back to the feeling of freedom and accomplishment that came when you ditched your training wheels and teetered down the sidewalk with the wind in your hair and mom and dad in panicked pursuit.

What happens, though, when well-intentioned parents aren't exactly up to speed on the rules of the road? Bad habits instilled early can quickly lead to risky, even deadly mistakes. To help pump the brakes on this issue, Beach Cities Health District and Beach Cities Cycling Club (BCCC) have partnered to provide a training program to help local youngsters learn to ride bikes confidently and safely.

Last year alone, more than 4,000 Beach Cities kids (2-8th grades) participated in the interactive program, which uses both classroom instruction and on-the-bike drills to give students a comprehensive understanding of bike and pedestrian safety.

"Sooner or later your kids will be out on the road," explains Jim Hannon, BCCC president. "And whether they walk, bike or drive, they need to be prepared."

On the day of the free, volunteer-run training, students are asked to bring their bikes to school. The playground is transformed into an obstacle course with up to 10 stations where accredited school cycling instructors and BCCC volunteers including police officers, trained parents and community members, teach basic bicycle (and pedestrian) safety principles. These range from how to perform protective safety checks on helmets and bicycles to learning how to scan, signal and carefully turn onto streets and at intersections. If a student's helmet doesn't pass the safety inspection, they are given a new one at no cost. "You really feel like you are taking care of the kids and teaching them vital lessons," said Hannon. "And it's just fun."

The program is closely aligned with BCHD's "Streets

for All" campaign that launched in 2016 to spread awareness about the importance of designing – or often redesigning – communities to safely support active transportation. In recent years, bicycle-related injuries have risen to nearly 500,000 annually in the U.S. – with 75 percent of these accidents occurring in urban areas like the Beach Cities. Statistics like these underscore the need for increased education targeted at drivers, cyclists and pedestrians alike, says BCHD Chief Executive Officer Tom Bakaly.

"The key message of Streets for All is that safety is a shared responsibility," explains Bakaly. "Drivers, pedestrians, cyclists and local policy-makers need to do their part to ensure safe road access for all users. This means following the rules of the road, sharing the road and designing local infrastructure with active transportation in mind, not just cars.

"Using this collective approach, we can tackle local challenges together and create a safer, healthier beach community."

Learn more at **bchd.org/youthbicycleeducation.** 

### Did you know?

**40%** of Beach Cities 7th graders report experiencing harassment or bullying in the past year.

Hermosa Valley students practicing mindful meditation and controlled breathing exercises in the school garden.

## Parents to Help Teach Social-Emotional Learning in Hermosa Beach Schools

Beach Cities Health District is training volunteer parent docents to help deliver evidence-based curriculum on empathy, gratitude and emotional resilience in the classroom.

# M any of today's children spend more time relating to a phone screen than an actual human being. So when it comes to a child's social-emotional development, this high-tech trend is certainly a cause for concern.

Many experts believe the rise of technology has led to the demise of emotional intelligence – the ability to identify one's own feelings and the feelings of others. *Psychology Today* describes excessive technology use as an "external mechanism that disrupts your kid's ability to be present with his or her thoughts and feelings."

This reality has struck a nerve in the Beach Cities, particularly with parents in Hermosa Beach City School District. What began last year as a simple conversation between parent Jennifer Buchsbaum and Superintendent Patricia Escalante about the need for enhanced socialemotional programming, has become a multi-stakeholder community initiative: The Hermosa Beach Empathy Project.

The goal? Promote empathy in the classroom in conjunction with the mindfulness lessons currently taught by teachers through Beach Cities Health District's MindUP program. Since 2012, teachers in the Hermosa, Manhattan and Redondo Beach school districts have been trained by BCHD to deliver the MindUP curriculum, which includes breathing and meditation exercises, lessons on brain function and social-emotional learning.

To bolster its existing program, BCHD is launching a pilot MindUP Parent Volunteer program at Hermosa Valley and Hermosa View schools. Mirroring the format of its acclaimed LiveWell Kids nutrition program in Redondo Beach, BCHD's MindUP pilot program will also use trained parent docents to reinforce the lessons being delivered by teachers in the classroom.

"The goal of the MindUP Parent Volunteer program is to cultivate a sense of emotional intelligence," says Ali Steward, BCHD director of youth services. "We know through research that if students are equipped with the behaviors of practicing empathy and social awareness, they can be more resilient to conflicts such as bullying. By including parents in the learning process, we're setting them up for success."

The pilot program will add five parent-taught MindUP lessons to 15 currently being taught by teachers. BCHD is responsible for developing the new curriculum and training parent docents like Jennifer Buchsbaum to deliver it in the classroom.

"The opportunity for a parent to participate is invaluable because it helps them connect with their child on a deeper level," says Buchsbaum, whose daughter is a third grader at Hermosa View. "My daughter loves it when she sees me in her classroom. We both look forward to it. It is a win-win."

To learn more about MindUP, visit **bchd.org/mindup**.





514 N. Prospect Ave., Suite 102 Redondo Beach, CA 90277 310.374.3426 | **bchd.org**  PRST STD U.S. POSTAGE

PAID Beach Cities Health District

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### Did you know?

Last year, 523 volunteers taught 1,222 LiveWell Kids nutrition and garden lessons to 5,650 elementary school students.

# Want to Help Make a Difference?

Our network of more than 1,000 community volunteers play an integral role in improving the health and wellness of Beach Cities residents – but they also improve their own well-being in the process! Research shows that volunteering is linked to a stronger sense of purpose, increased longevity and greater life satisfaction. Here are just some of the ways you can give yourself and others in our community the gift of better health:



### **Garden Angels**

Get your hands dirty in support of our LiveWell Kids obesity prevention program by helping maintain nine elementary school gardens in Hermosa Beach and Redondo Beach.

### **Garden Docents**

Inspire elementary school students to adopt a healthy appreciation for farm-to-table nutrition by teaching LiveWell Kids garden lessons on planting, harvesting, mindful eating and composting.

### **AdventurePlex**

Help families play their way to good health at BCHD's indoor play facility in Manhattan Beach. Volunteers assist with crafts, games, classes and other fun activities.

Lend a healthy hand today by calling 310-374-3426, ext. 246, or visiting bchd.org/volunteer.