



Gut Health

It's Really All in Your Gut

Okay, before you read on – please know that I have not lost my mind. I promise not to mention a litany of bad digestive jokes, but we do need to talk about *gut health*.

Diseases are what we usually think of when we consider microbes living in or on the human body, but nothing could be further from the truth. Yes, some of these can cause illness and some can cause illness only if they become over populated. **But most surprisingly make us healthier!**

In the last decade or so, scientists have discovered roughly **1,000 distinct microbe species that have evolved specifically for living in the human body**. These bacteria, fungi, and viruses provide over 50 percent of all the cells that make us – us!

Scientists call these microorganisms the human microbiota and on a genetic level, our microbial residents dwarf us.

The human genome – all the DNA in your genes – is roughly 20,000 genes. But the microbial genes – our microbiome that we carry with us are in the millions.

Many of you are asking yourself, “How does this affect my health?” Scientists have learned that our microbiome influences our physical and mental health in a myriad of ways.

In particular, our gut microbiome can adversely affect diabetes, obesity, multiple sclerosis, autism, anxiety, irritable and inflammatory bowel disease, acne, autoimmune disorders, and cardiovascular disease.

I'm not saying our microbiome is the sole reason for the above issues, but **those conditions are certainly influenced to varying degrees by our microbiome**.

Microbiomes differ considerably from one healthy person to another. So far, scientists have not figured out what is an ideal microbiome for any one person.

But research is growing! What we know is that **variability in the gut microbiome helps explain why people respond differently to the same foods**.

In other words, why does milk or tomatoes bother one person, but not another? In general the more variability in someone's microbiome the better.

(Please see the next page for more details, plus a link to the Oklahoma Farm & Food Alliance Tulsa Guide!)

It's Really All in Your Gut (Continued)

A varied healthy diet promotes variability in our microbiome. You probably have heard this many times before...

- **Eat more fresh locally grown fruits and vegetables with plenty of whole grains**
- **Eat less fat, less simple sugars**
- **Avoid artificial sweeteners, as these are dietary contributors to a much less diverse microbiome**
- **Avoid the indiscriminate use of antibiotics**

Unfortunately, we are flooded with all kinds of advertising for prebiotic and probiotic products. Studies have not been conclusive on how beneficial they are, however some people do seem to benefit. You might want to try them if you feel your diet is lacking in variability.

So the next time you sit down to eat, remember – you're not just eating for you, you're benefiting those millions of friends that tag along with you all day! – *Dr. Phillip Berry, City Physician*

Access the [Oklahoma Food & Farmers Alliance 2017-18 Tulsa Guide](#) today for valuable details including...

- **Area Farmers Markets**
- **Local Producers and Farms**
- **Mobile Food Events**
- **Farmstands and Deliveries**
- **Community Resources**
- **Global Gardens and Much More!**



Celebrate Local Food Week, All Month Long in June!
(See the Tulsa Guide – Click On the Above Link – for June Events)



Leadership U – Class IV

Vision, Insight, Success

The City’s Leadership U development program, launched in 2012, continues to identify and prepare future leaders for higher-level positions in our organization. The City designed the Leadership U program to ensure we have a succession and leadership plan in place for city government during the next decade and beyond.

This exemplary program also helps employees gain more insight into the various aspects that make our City work, as well as the services we provide citizens. For the past six months, 16 employees have participated in Leadership U activities that will help prepare them for top-level positions throughout the City. Please see the following list of employees currently participating in the program.

Leadership U – Class IV	
Name, Title and Department	Name, Title and Department
Chad Becker: Financial Services Manager, Finance	Michelle McGrew: Senior Assistant City Attorney-Litigation, Legal
Jennifer Betancourt: Administrative Assistant, Mayor’s Office	Jhoanna Murray: Business Analyst, Water & Sewer
Megan Boyd: Council Video/Media Specialist, Tulsa City Council	Ed Noviski: Housing Inspector, Working in Neighborhoods
Jeffrey Bush: Crew Leader II, Water & Sewer	Kari Noviski: Customer Accounting Supervisor, Finance
LaKendra Carter: Compliance Officer, Human Rights	Travis Osborne: Senior Safety Coordinator, Human Resources
Jon Galchik: Project Manager, Information Technology	Jenny Shamp: Assistant Controller, Finance
Stephanie Hunter: Treatment Plant Supervisor, Water & Sewer	Max Wells: Senior Code Official, Engineering
Matt McDonald: Senior Environment Monitoring Technician, Streets & Stormwater	Justin Weyl: Construction Inspector Apprentice, Engineering

See the next page for Jon Galchik’s and Travis Osborne’s Leadership U Testimonial, and more!



Tour De' Tulsa

Leadership U recognizes how important it is for the class to visit other areas of our organization. That way they can fully appreciate ***the variety of leadership qualities represented within the different segments of our Citywide organization.***

Leadership U Class IV members recently toured various departments to learn about some of the many services provided by the hard-working men and women within the City of Tulsa. The tour, affectionately referred to as the "Tour De' Tulsa", consisted of visits to the Fire Department Safety Training Center, TPD Forensic Lab, Municipal Courts, Water and Sewer Departments' Mohawk Water Treatment Plant and Street and Storm Waters Departments' Surface Drainage & Vegetation Management group.



Leadership U, Class IV – Testimonials

Jon Galchik, I.T. Project Manager

Leaders are stewards in forming coalitions that draw resources together to transform the organization for the benefit of the constituent by developing a deeper understanding of products and services offered by the City of Tulsa. This is the greatest benefit of site visits in the Leadership U program.

Travis Osborne, H.R. Senior Safety Coordinator

It is important to see how our individual efforts impact the many different entities that comprise the City of Tulsa. Tours like the one we took for Leadership U allows employees to see operations outside of their normal processes, and how they connect to the rest of the City.

Take Your Career to New Heights

So, who is eligible for Leadership U? **All employees – both sworn and non-sworn – who have been with the City of Tulsa for one year or more and hold an Associate's Degree will have the opportunity to apply for Leadership U.**

As part of the application process, eligible employees will be required to submit the following: resume and education transcripts; name and contact information for two references (one reference needs to be external to the City with no references from elected officials). **Minimum application requirements are: associate's degree, one-year employment with the City, no disciplinary actions taken, as well as other promotional criteria.**

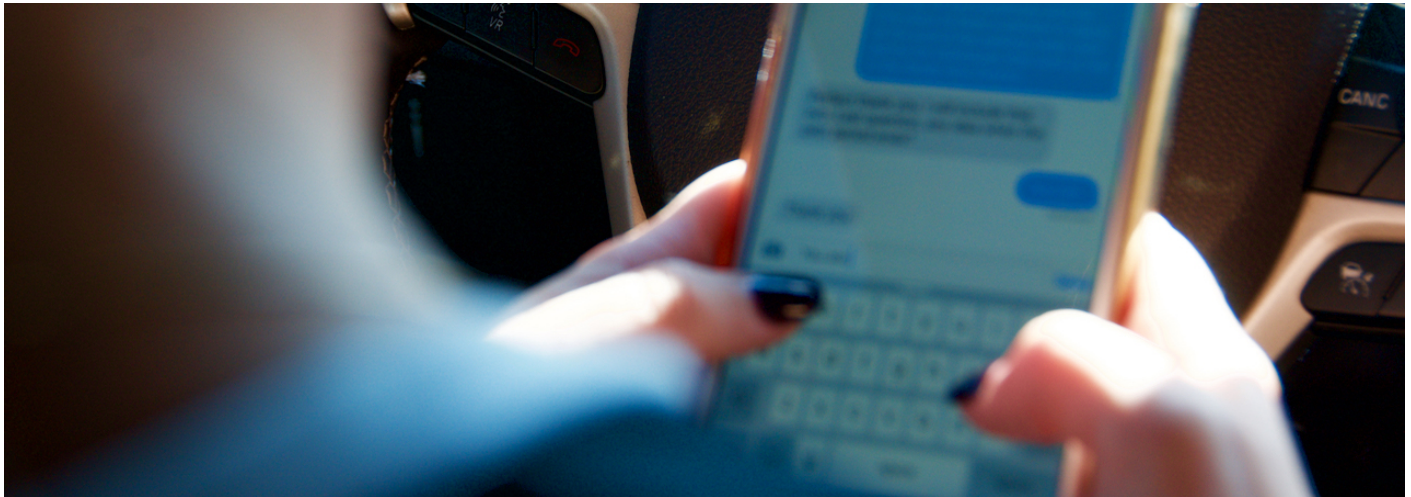
The application period for our outstanding leadership program lasts 30 days once we post the application online. The City's selection committee will review all applications/references and select candidates for interviews.

The next Leadership U class is set to begin in January 2019. The application period will be announced in early Fall 2018.

MetLife Financial Success Class

Jim Fortune with MetLife will be here **Wednesday, June 13, noon – 1 p.m., 3rd Floor Theatre Room** to help you make smart money moves in your 40s, 50s, 60s and beyond. Take advantage of this complimentary financial education class.

Register online at www.MetLifePlanSmart.com and enter City of Tulsa exactly as it appears here or call 1 (866) 801-3547. Plan now to attend a great class that offers you 10 tips to set yourself up for financial success!



Head Up, Phone Down

Distracted Driving and Walking

When we talk about risky driver behaviors, the epidemic of distracted driving remains a hot-button topic, especially in regards to cellphone usage and texting. However, another disconcerting behavior drivers should be aware of is the **rise of distracted walking – and everyone with a cell phone is at risk. It's dangerous to focus on your cell phone screen while walking instead of the real world.** Texting and other use of a smartphone while walking has been identified as a hazard for pedestrian deaths, which have increased by 25 percent from 2010 to 2015 and are continuing to rise.

Also, new research from the AAA Foundation for Traffic Safety shows that **more than one hit-and-run crash occurs every minute on U.S. Roads.** These resulted in **2,049 deaths in 2016** – the highest number on record and a 60 percent increase since 2009. (*April 26, 2018 – AAA Foundation for Traffic Safety report*).

With the number of hit-and-run crashes on the rise, AAA is calling for drivers to be alert on the road in order to avoid a deadly crash and always remain on the scene if a crash occurs. AAA researchers examined common characteristics of hit-and-run crashes and found that:

- An average of 682,000 hit-and-run crashes occurred each year since 2006.
- **Nearly 65 percent of people killed in hit-and-run crashes were pedestrians or bicyclists.**
- Hit-and-run deaths in the U.S. have increased an average of 7.2 percent each year since 2009.

Pedestrian Tips to Help Keep You Safe

Be Visible

Make sure you're visible to drivers at all times and make eye contact with them whenever possible. According to the National Center for Statistics and Analysis, 32 percent of all pedestrian fatalities occur between 8 p.m. and 11:59 p.m.

- **Wear lightly colored or reflective clothing at night** and brightly colored clothing during the day.
- **Stay in well-lit areas**, especially when crossing the street.
- **If possible, make eye contact with drivers in stopped vehicles** to ensure they see you before you cross in front of them.

(See the next page for more pedestrian tips and a link to the City's new Walk Bike Tulsa webpage.)

Stay Alert – Avoid Distractions

Distractions are everywhere today and becoming more and more difficult to avoid. Remember, as a pedestrian your eyes and ears are your best tools for keeping safe. Stay alert and watch out.

- **Put down your phone.** Smartphones and handheld electronic devices are a daily part of life, but they take your eyes off the road and distract your attention.
- **Don't wear headphones.** Your ears will tell you a lot about what is happening around you – be sure to use them.

Follow the Rules

- **Know and follow** all traffic rules, signs and signals. You need to be aware of the rules vehicles around you must follow to properly anticipate what drivers will do. This will help increase your safety.
- **Never assume** a driver will give you the right of way. Make every effort to make eye contact with the driver of a stopped or approaching vehicle before entering the roadway.

Walk in Safe Places

- **Use crosswalks when crossing the street.** If a crosswalk is unavailable, be sure to find the most well-lit spot on the road to cross and wait for a long enough gap in traffic to make it safely across the street.
- **Stay on sidewalks whenever possible.** If a sidewalk is not available, be sure to walk on the far side of the road facing traffic. This will help increase your visibility to drivers.
- **Avoid walking along highways or other roadways** where pedestrians are prohibited.

Distracted driving continues to increase with more and more electronic devices. There is also evidence that distracted walking, whether it's in the streets, on the sidewalks or in offices and homes is increasing. **Distractions from both the driver and the pedestrian are contributing to a huge increase with overall pedestrian deaths.**

We all are dependent on our phones and so accustomed to using our phones while walking around. As we continue the use of cell phones, we need a cultural shift toward being **more aware of the hazards of both distracted walking and distracted driving.**

The City of Tulsa is doing its part to provide safe and convenient transportation choices for all citizens, whether it's by walking, bicycling, transit, or driving. Last month, the City of Tulsa kicked off **Walk Bike Tulsa**, a safety education campaign to increase awareness as Tulsa implements the GO Plan – bicycle and pedestrian master plan.

Please visit the **Walk Bike Tulsa website** for safety tips for riding bicycles, walking and driving at: www.cityoftulsa.org/walkbiketulsa While you're on our new web page, click on [Guidelines](#) for quick tips to share the road. Stay safe out there!

Being Safe is No Accident!
