



DAY 1

HEALTH AT EVERY SIZE® WORKSHOP

This stand alone workshop introduces a weight-neutral approach to nutritional intervention known as Health At Every Size® (HAES). HAES practice uses a compassion-centred philosophy to help people develop a healthy relationship with food, eating and their bodies.

By the end of the day, participants will:

- have an understanding of key principles of a HAES approach including active embodiment, mindful/intuitive eating, compassion and acceptance
- be aware of the arguments and evidence for and against the use of HAES
- have improved knowledge and skills for helping clients address body dissatisfaction, troubled eating and weight fluctuation
- know how the social determinants of health impact on metabolic fitness
- be aware of current intra-professional debates on weight/ HAES science
- be able to suggest ways to evaluate practice outcomes and patient welfare using a weight-neutral approach.

Note: this is training will be supporting people in developing their skills at facilitating groups. One teaching method will rely on first experiencing themselves as group members, and then applying what they learn from this experience to becoming a group facilitator.

DAY 2 (MORNING)

WEIGHT SCIENCE

This session introduces people to the ideas, and importantly, the ethos of respect and compassion that are fundamental to a HAES approach. It helps us create a safe place where we can work together without judgment to explore ways of thinking that have damaged our relationship with food, self, other and to discuss the possibilities offered by trying out new ways of ‘being-in-the-world’. The material covered in this first session begins to make the connections between how we feel about ourselves and how we treat ourselves (and others); and how our place in society influences our health. It makes visible the point that “the personal is the political”.

By the end of the session, participants will:

- feel supported in relying on their own narratives and body knowledge
- have up-to-date and accurate information on weight science
- have an understanding of the HAES approach
- know they are in a safe environment to discuss food and their issues around food.
- start to make connections between how they feel about themselves and how they consequently treat themselves



Topics covered

- existing knowledge of dieting
- weight science – is dieting effective?
- weight science – are all calories created equal?
- weight science -can you improve wellbeing without weight loss?
- what is health at every size?
- trusting body knowledge
- compassionate self-care
- acceptance and body respect

DAY 2 (AFTERNOON)

FOOD AND MOOD

This session focuses on exploring how our mood influences our eating – mood and food. It outlines the practice of intuitive or mindful eating from a HAES perspective revisiting key principles such as legitimising foods.

It further explores strategies for self-compassion and self-care.

We continue looking at the links between mood and food. The session helps people uncover hallmarks of cognitive restraint and identify reasons we eat when we're not physically hungry, and if it matters.

By the end of this session, participants will:

- have explored how their moods affect what they choose to eat and their response to this
- be familiar with intuitive eating and feel equipped to practice if they choose
- understand how to respond effectively to physical hunger and emotional needs

Topics covered:

- how does our mood influence food intake?
- assessing hunger
- why do we eat when we eat?
- understanding emotions and emotional eating
- building a menu for self-care
- intuitive eating
- listening to body signals
- explore how diet mentality thinking impacts our response to feelings
- assess whether specific personal eating behaviours require intervention or not
- can mood influence food digestion and absorption?
- why do we eat when we eat?
- accepting emotions
- breaking the cycle of eating distress
- intuitive eating
- listening to body signals



DAY 3 (MORNING)

NUTRITION SCIENCE

These sessions teach the connections between what we eat and how we feel – the ‘food and mood’ sound bite. It reiterates the concepts of body knowledge and internal regulation. It provides a sound basis for the fundamentals of nutrition and wellbeing . By constantly returning to food and bodies in context, and HAES practice as relational, it helps people to move beyond nutritionism. The discussion embraces nutrition within a nurturing approach that honours the many roles of food and eating in people’s lives, and the role of relationships in wellbeing. It consolidates learning so far on active embodiment and expands the concept of ways of knowing.

By the end of the session, participants will:

- Have further understanding of the connection between what they eat and how they feel as a consequence.
- Have increased understanding about their body’s internal regulation.
Have further knowledge and understanding of the fundamentals of eating, nutrition and wellbeing from a relational perspective.
- Have increased understanding about their body’s internal regulation.
- Have enhanced their critical approach to nutrition science myths.

Topics covered

- energy levels and insulin resistance
- gut health
- depression
- fats including omega 3
- fibre, fruit and vegetables
- getting to grips with GI
- omega 3 –
- hydration
- ways of knowing
- the low down on high fibre
- making meals work for us
- food is more than nutrients

DAY 3 (AFTERNOON)

THE BIGGER PICTURE OF HEALTH

To encourage dialogue that expands conventional views of what constitutes health; to discuss understandings of physical activity and introduce the ideas of realistic fitness and active embodiment; to contextualize ‘fitness’ and health within an understanding of the impact of wider social determinants of health on wellbeing and quality of life; to explore concepts of status syndrome, social capital, social determinants of health, reductionism and healthism.



By the end of this session, participants will:

- Be able to discuss views of health beyond the conventional definitions.
- Have a realistic understanding of what fitness means for them personally.
- Understand how psychosocial and structural factors impact health
- Appreciate how the maxim ‘the personal is the political’ is relevant to a HAES approach to health

Topics covered:

- a HAES approach to fitness
- active living versus meeting set goals
- the bigger picture of health
- active embodiment including mindfulness
- healthism
- what else [aside from diet] influences blood pressure?
- knowledge creation

DAY 4 (MORNING)

SIZE BIAS

We talk about size bias and stereotyping and unpick how sizism impacts social mores, discrimination and wellbeing. We will consider ways to introduce HAES awareness to our friends and healthcare team. The material highlights and expands on themes connected with size discrimination that have appeared throughout the course so far. It introduces the term social justice and critical thinking and makes links between discrimination, life opportunities and wellbeing. The concept of empowerment, from self-care through building community to political action is explored.

- Feel confident in talking about size
- Understand what is meant by stereotyping and scapegoating
- Learn the terms ‘social justice’ and ‘critical thinking’ with regard to health and
- Be aware of how discrimination impacts on health and wellbeing wellbeing

Topics covered:

- language
- institutional sizism
- the personal is the political
- why activism?
- the HAES Community
- where to go for resources



DAY 4 (AFTERNOON)

SIZE ACCEPTANCE

We strengthen understanding of body respect and finding approaches to put knowledge into practice in a meaningful way. We look at different models of intervention suggested by improving body image vs body respect.

By the end of this session, participants will:

- Know how to boost body respect
- Explore emotional responses to size acceptance using the grief process.
- Celebrate learning and discuss ideas for future pacing.

Topics covered:

- size acceptance as a grief process
- what do I want to say to myself ?
- follow-on groups
- keeping in touch

DAY 5 (MORNING)

DEVELOPING CONFIDENCE AND RESILIENCE

Size acceptance can be a threatening concept, personally and professionally. To promote and defend it, facts are valuable, but often insufficient to win the “argument.” To succeed, you’ll need to remove people’s barriers to hearing the message. We’ll start by discussing the barriers are up against, and then move into a discussion of how to cultivate your defenses as you meet up with resistance and face the limits of your ability to change people.

Some of the barriers to be discussed:

- Public policy and a medical-industrial complex predicated on weight myths.
- Billions of dollars invested in marketing, programs and “public education” supporting these myths.
- Cultural oppression and fat’s symbolic weight: Everyone bombarded from childhood with messages that fat is unhealthy, low-class, ugly.
- Personal fear: All people have stories about how they feel about their bodies. It’s difficult to disassociate, to look only at “facts,” without filtering them through these personal feelings.
- Unwillingness to accept fat – fear that doing so is “giving in” to various bogeymen.

WAYS TO CULTIVATE YOUR DEFENCES

It’s painful to hear others reflect values that have caused us so much pain. And it’s hard not to bridle at what we hear. Here are some strategies:



Develop your confidence. Who you are is okay—in fact, perfect. You needn't be a poster child or Ideal to advocate effectively. Your challenges may even give you an advantage in furthering the dialogue. Nor do you need to have all the answers. Sometimes just showing up is what's really important. (Not engaging can also be helpful or necessary, at times.)

Take refuge in the size-acceptance community. Join organizations and list-serves, read books and websites, and make other size-accepting friends. You're not alone. Ask for help and let others fortify you.

Educate yourself, so you feel confident that what you say is true. I have made many resources available to support you, as have others. (See my book, website, and the resources list at the end of this handout.)

Have compassion. Your challengers are often good, well-intended people repeating what they've absorbed from the culture. You may have been there once too. Empathy is often more persuasive than defensiveness or attack.

Disassociate when you need to, letting go of personal engagement.

Meditation is a good technique for developing an ability to ride the waves. Emotions are fleeting responses—you don't have to stay in the emotion or be attached to it. You can watch it without being in it. But learning to do this takes practice.

Cultivate a professional persona. Learn to identify as a role, a speaker, the representative of "X" organization or "Y" point of view. Criticism doesn't address you directly, but your official role. This can help you take yourself out of the picture and reduce your personal vulnerability.

DAY 5 (AFTERNOON)

COMMUNITY BUILDING EXERCISES

At the end of the day, participants, will be able to:

- 1) Clarify their commitment to HAES principles and the value of their work.
- 2) Understand the value of authentic presence and appropriate boundaries in their work.
- 3) Acknowledge their strengths, their self-efficacy, and their ability to positively influence others and make a difference.
- 4) Develop confidence in their ability to meet challenges.
- 5) Better accept their limitations in being able to control outcome.
- 6) Identify personal biases and fears that may be barriers to implementing these approaches.
- 7) Describe strategies to further enhance their personal resilience.