

Appendix B9: Office of AIDS Racial Equity Discussion Post-Care PowerPoint



"Racism is an emotive topic; we must be ok with that because otherwise 'the silence is deafening'. Not only do we have to share and speak up, but we all must take ownership to educate ourselves and own the change. Nobody can teach anybody how not to be racist, this is a journey we must all embark on for the greater good." - Suraiya Rasheed

Psychological Safety

Psychological safety is being able to show and employ one's self without fear of negative consequences of self-image, status or career. It can be defined as a shared belief that the team is safe for interpersonal risk taking. In psychologically safe teams, team members feel accepted and respected.

WHY DO WE NEED SAFE SPACES TO TACKLE RACISM?

Understand

- Understand the manifestations of racism and dismantle it

Create

- Create spaces for important conversations and learning from one another

Ensure

- Ensure psychological safety and discussion without fear of consequences

Self-Care

What is self-care?

- Self-care describes a conscious act one takes in order to promote their own physical, mental and emotional health. There are many forms self-care may take. It could be ensuring you get enough sleep every night or stepping outside for a few minutes for some fresh air.



Verywell / Brianna Gilmartin

Self-care has been defined as, “a multidimensional, multifaceted process of purposeful engagement in strategies that promote healthy functioning and enhance well-being”. Self-care is vital for building resilience toward those stressors in life that you can’t eliminate. When you’ve taken steps to care for your mind and body, you’ll be better equipped to live your best life.

Unfortunately, however, many people view self-care as a luxury, rather than a priority. Consequently, they’re left feeling overwhelmed, tired, and ill-equipped to handle life’s inevitable challenges.

It’s important to assess how you’re caring for yourself in several different domains so you can ensure you’re caring for your mind, body and spirit.

How can we care for ourselves at stressful times?

- **How are we caring for ourselves in these stressful times?**
 - Taking time off when needed
 - Not letting ourselves feel guilty for missing calls, letting go of overworking ourselves
 - Watching movies, playing video games to escape
 - Being protective of our time.
 - Future projecting (vacations)
 - Taking the time to get closer with our teams in a second family type of way
 - Maintaining our relationships
 - Pottery, sculptural work and puzzles

How can managers encourage staff to self-care?

- Create healing spaces
- Encourage staff to take time for themselves so that they can show up and be present
- Coffee breaks, or drop-in hours where you hold open discussions
- Debriefing – creating a space for people to vent
- One on one personal discussions
- Texting on days when it isn't work related
- For staff that work all the time and feel guilty about times when they are less productive – reinforce that this is okay, tell them not to feel guilty and that it is okay to take a break from working to process things
- Performance evaluations – encourage staff to take time to personal development (going back to school)
- Taking in-person walks during one-on-one meetings
- Be flexible with work schedules to allow work to be sustained and continue to move
- 34 and Strong has job coaching available for managers

30 (FREE) SELF-CARE IDEAS

- Go on a walk/hike. Nature helps us stay grounded!
- Make a playlist. Music can help soothe any anxiety that arises.
- Take a cold shower or cold plunge. This helps regulate our nervous system.
- Start a gratitude journal ([Amazon: The 5 Minute Journal](#))
- Declutter and donate
- Try a new recipe
- Explore a nearby town
- Enjoy a relaxing bath (lavender or eucalyptus scents encouraged)
- Start a garden
- Learn a new skill online
- Discover a new podcast
- Watch the sunset
- Have a dance party. Movement helps improve mood!
- Picnic at a park
- Color in a coloring book

30 (FREE) SELF-CARE IDEAS

- Go stargazing (make a wish!)
- Sunny walks at lunchtime
- Schedule phone-free time
- Give your living spaces a quick refresh
- Café dates with a book you're reading
- Bake a seasonal treat
- Take a break from social media
- Do a DIY project
- Respect your own limits/boundaries
- Watch your favorite movie
- Join a community/make new friends ([Meetup - We are what we do](#))
- Join a free yoga session ([Free Yoga Sacramento](#)) *use personal laptop to open PDF listing
- Join a local sound therapy session ([Evergreen Events](#))
- Do a guided meditation ([Guided Meditations - Tara Brach](#))
- Spend time with animals (if no pet, visit a local animal shelter)

More Free or Low-cost Self-Care Activities

- [Eventbrite](#) is a great place to search for local and online events that interest you
- Events range from movie nights at the park to farmers markets, arts and crafts classes, to street fairs
- You can search by location and filter by event type to find events in your area wherever you are
- [Groupon](#) is also a great place to find activities in your area to do on your own or with friends.
- You can find deals on many self care activities including massages, local activities and attractions, museums and art installations, even discounted therapy sessions
- You can search by location and find deals on activities closest to you

34 Strong Self-Care Resources

- Physical, mental and emotional wellbeing video with accountability plan
 - [Right Now Resources \(34strongresources.com\)](https://34strongresources.com)
- 1 on 1 confidential coaching with a certified 34 Strong coach to help you solve your biggest personal, professional, parenting, and caregiving challenges.
 - [CDPH Coaching Selection \(34strongresources.com\)](https://34strongresources.com)

Employee Assistance Program (EAP)

Counseling

- **Key features:**
 - Provided at no cost to you and your eligible dependents.
 - Confidential and provided by a third-party.
 - Counseling in-person or through virtual therapy. Virtual therapy includes meeting through text messaging, live chat, phone or video conference.

BetterHelp Virtual Therapy -

- **Key features:**
 - Engage with a licensed therapist within 24 hours of completing the questionnaire.
 - Get matched to a therapist based on your unique needs.
 - Develop a one-on-one relationship with the same therapist throughout your engagement.
 - Access up to four confidential virtual therapy sessions per fiscal year, at no cost to you.

Employee Assistance Program (EAP) Resources

- Counseling
- Virtual therapy
- Work-life services
- Financial Services
- Legal services
- Identity theft
- Living Healthy
- Resiliency
- Traumatic Events

Visit the EAP Website:

eap.calhr.ca.gov

Resources

Creating Safe Spaces: Safety for one group may not be safety for another

- <https://www.google.com/amp/s/www.psychologytoday.com/us/blog/life-in-the-intersection/201707/creating-safe-spaces%3famp>

WeRise Toolkit

- <https://werise-toolkit.org/en/system/tdf/pdf/tools/creating-a-safe-space.pdf?file=1&force=>

Why You Need Safe Spaces to Tackle Racism

- <https://www.gameplan-a.com/2020/09/why-you-need-safe-spaces-to-tackle-racism/>

Black Lives Matter: Creating a Safe Space to Share Personal Experiences

- <https://www.shl.com/en/blog/black-lives-matter-creating-a-safe-space-to-share-personal-experiences/>

The New Workplace is Trauma-Informed

- <https://business.kaiserpermanente.org/insights/covid-19/trauma-informed-workplace>