Caring for Yourself and Your Team in the Era of Uncertainty

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Zoom Orientation

Kaleigh Cornelis...
Update your Name, Organization, and Pronouns
What is one thing that has been bringing you JOY in the last few months?
Agenda

• Strategies for making work from home more sustainable and supportive
• Reframing “uncertain times”
• Incorporating racial justice
Working from Home in a Global Pandemic is an FFT*
Recognize the FFT

1. **Normalize** - This is how new is supposed to feel.

2. **Put it in perspective** - This feeling is not permanent. I don’t actually suck at everything!

3. **Reality check expectations** - This is going to be hard for awhile. I’m not going to crush this right away.
Set New Expectations

- Productivity
- Flexible schedules
- Normalizing and expecting breaks
- Folks with kiddos at home
- Opportunities for socializing
- Check in regularly
- Other ideas?
“So... I’m gonnna shaaaaare my screeeeeeennnn .... caneverybodys eelit?”
Communication

• Video, phone, text, chat, etc
• Zoom fatigue is real
  – Avoid multitasking
  – Build in breaks
  – Does this need to be a meeting?
  – Physically move
  – Hide your own video
Find Space for Fun

- Poll Everywhere and other check ins
- Quirky Holidays
- Birthdays
- Other office traditions
Trauma, grief and anxiety...
Trauma Exposure Response

- Feeling hopeless and helpless
- A sense that one can never do enough
- Hypervigilance
- Diminished creativity
- Inability to embrace complexity
- Minimizing
- Chronic exhaustion/physical ailments

- Inability to listen/deliberate avoidance
- Dissociative moments
- Sense of persecution
- Guilt
- Fear
- Anger and cynicism
- Inability to empathize/numbing
- Addictions
- Grandiosity
Grief

• Collective loss of the world we knew
• The loss of:
  – “Normal”
  – Physical connection
  – Routine
  – Work
  – Gathering
• Don’t compare grief, the worst loss is YOUR loss
Stages of Grief

- Denial
- Anger
- Bargaining
- Depression
- Acceptance
- Finding Meaning
Racial Justice in the Workplace

• Needs to be more than just a statement from your organization
• Doing the work (yes, even virtually)
  – Creating space for healing and support for staff of color
  – Self-reflection (unknown unknowns)
  – Dismantling white fragility
  – Supporting white staff to do the work (unburden staff of color)
“The heartbeat of antiracism is self-reflection, recognition, admission and fundamentally self-critique... A racist when charged with racism will say, ‘I’m not a racist,’ no matter what they said or did. An antiracist would be willing to confess and recognize what they just said or did was, in fact, racist.”

Ibram X. Kendi
Author of How to Be an Antiracist
Consider

• How are staff of color’s voices being amplified (or not) in your organization?
• What does your board look like?
• What does your leadership team look like?
• Do your hiring practices address racial bias or other types of implicit bias?
Strategies

• Build racial justice work into annual goals for staff
• Create a standing racial justice working group
• Build racial justice into your organization or team’s mission statement or core values
• Look at your services and resources through a racial justice lens (access, but also who do you have in mind as your audience?)
Strategies

• Work to address biases in your hiring process
  – Think about what degrees you “require” for hiring (can you do “relevant equal experience”?)
  – Blind resumes
  – Diversify your hiring team
  – Beware of word of mouth referrals
  – No follow up questions
“When you believe niceness disproves the presence of racism, it’s easy to start believing bigotry is rare, and that the label racist should be applied only to mean-spirited, intentional acts of discrimination. The problem with this framework besides being a gross misunderstanding of how racism operates in systems and structures enabled by nice people— is that it obligates me to be nice in return, rather than truthful. I am expected to come closer to the racists. Be nicer to them. Coddle them.”

— AUSTIN CHANNING BROWN
AUTHOR