



## **MARCH 2022 DEI Newsletter**

### **Self-care and Burnout**

***"Caring for myself is not self-indulgence, it is self-preservation"-Audre Lorde***



## DEI Report Highlights

### DEI Survey: Open-Ended Question Findings

#### 1. What does diversity, equity, and inclusion (DEI) mean to you?

The staff's responses included respect, fairness, acceptance, equality, equity, and understanding. Responses also included learning and acknowledging people's cultural, ethnic, gender, race, and sexual orientation. Additionally, being inclusive and aware of one's own biases to be culturally competent and practicing cultural humility were also noted. DEI means to honor, feel, see, and value others. In WYS, it means to adequately address diversity issues among the work done and by responding in the treatment provided.

#### 2. What are the strengths of WYS related to diversity, equity, and inclusion?

The strengths at WYS are the trainings, committees, and education provided in the agency. WYS has been open and has put effort into creating conversations around diversity, equity, inclusion, and issues within the community. WYS is committed to making positive changes to create a safe and welcoming

environment. For example, hiring diverse clinicians and having an LGBTQ+ committee are strengths that were frequently stated by staff. Additionally, WYS is working towards making services accessible to the communities they serve.

### **3. What diversity issues would YOU like to learn more about?**

WYS staff would like to learn more about disability, religion, LGBTQ+ (clients who identify as non-binary youth), cultural/racial issues, and social class. Additionally, staff communicated that learning more about racial trauma and its impact on marginalized communities and Black mental health are important. Staff would like to learn how to work with clients from different backgrounds to be culturally responsive and to learn therapeutic interventions with clients and their families that are more culturally congruent. Additionally, understanding the various cultures in Orange County and how to increase outreach to Black families were also noted as important.

WYS staff also communicated a desire to learn the best ways to speak when in situations involving microaggressions with more ease and comfort.

### **4. What would positive outcomes related to DEI look like at WYS? How would you know if there was improvement?**

Positive outcomes at WYS as communicated by staff included creating more opportunities for DEI training, more regular conversations among staff, more diversity in leadership positions, more inclusive services to clients, and changes in policies and practices, and more retention of a diverse workforce.

Improvements at WYS would look like creating an on-going DEI team to be a central place in the organization that ensures the work continues, having a safe space to address DEI concerns, including DEI procedures in promotion and retention of staff, more frequent updates and responses to current events, and seeing more active engagement from management interested in DEI-related topics.

Lastly, there was a strong sense of ensuring that everyone feel seen, supported, and heard without fear of retaliation or exclusion for speaking up.

### **5. What do you think may be silenced or hidden related to diversity issues at WYS?**

WYS staff stated silence around diversity issues included a fear of speaking up, disparities in gender promotion, the educational gap among employees, avoidance of DEI related topics, political views, religion, racism, and white privilege.

An example staff provided included, only Christian/ Catholic holidays are recognized. Some staff members stated not being comfortable bringing up diversity topics because of differences in opinions and feeling that there is no safe place or time for conversations. There were some sentiments expressed that there is a feeling of judgment about political and religious views in the organization. There were also sentiments expressed that there is sometimes a lack of awareness that certain words or actions can be offensive to others. It was also expressed that there appeared to be no administrative action taken after multiple instances of insensitive comments made by WYS employees towards clients and families who were offended by others' actions and words.

### **6. When there are diversity concerns, what are the options for you to get these concerns addressed at WYS?**

Many WYS staff stated their best options to address any diversity concerns to be their direct supervisor, HR, program director, or management. Reaching out to HR would be the last option because it could require potential investigations. However, some staff stated they are unsure of their options and do not feel comfortable reaching out to their supervisor. Additionally, there is resistance in addressing their concerns due to being dismissed and not being heard. Suggestions were made to have a designated person who handles diversity-related issues.

### **7. Please share any diversity related experiences that have stood out to you at WYS. (Either positive or negative)**

Positive experiences shared by staff included LGBTQ+ awareness, more recent trainings on DEI issues,

translation of services in two languages, working with families from diverse backgrounds, and feeling supported.

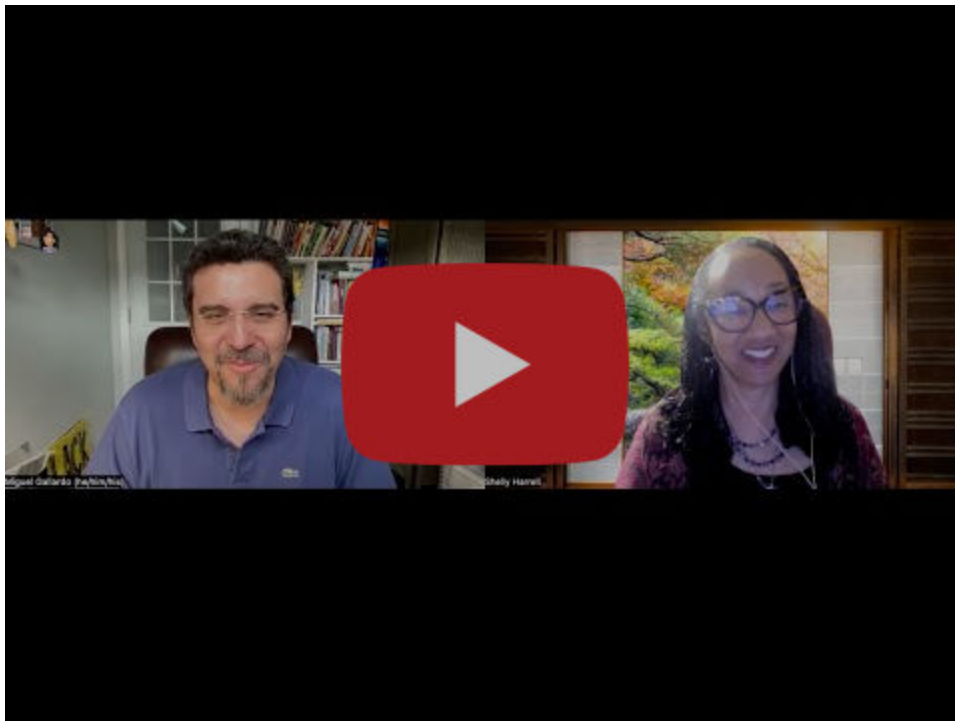
The negative experiences shared included perceived judgments about social class issues, both in employees and also the communities served, lack of adequate resources to provide services and conduct assessments in various languages and with cultural congruency, and while there were tips to talk about LGBTQ+ issues, there was no further engagement beyond the initial conversation.

Overall, there was a sense that diversity concerns are addressed in more surface level ways, there is white fragility amongst some staff and administration, microaggressions from higher-level management, weight comments, and not respecting pronouns.

**8. The concept of privilege is complex and can mean different things to different people. In DEI work, discussions often include attention to white privilege, male privilege, heterosexual privilege, able-bodied privilege, etc. what your thoughts and experiences with diversity-related privilege such as these at WYS are?**

WYS staff's responses included a mix of not experiencing diversity-related privilege while others have. For example, some staff acknowledged their own white privileges and are working on their implicit bias and educating themselves, while others have not. Staff expressed their desire to see more BIPOC program directors at WYS, which have historically been primarily white. Staff stated that there needs to be more education on what privilege is and equity vs. equality. Additionally, staff members stated experiences of white fragility with those who have white privilege.

## Self-Care and Burnout Video



## Q&A

*We would love to hear from you. We invite you to submit your DEI questions to our external email addresses (included below). Each upcoming newsletter, Drs. Gallardo and Harrell will pick one or two questions and provide responses.*

*We hope you all take some time to rest and relax during this time of year. As the Nap Ministry states, "Rest is Resistance!" Take care of yourselves. Radical Healing and Love starts with Radical Self-Healing and Love.*

[The Nap Ministry](#)

## Resources on Self-care and Burnout

### **Links to online articles:**

[How to Prevent Employee Burnout](#)

[Identifying and Overcoming Burnout: Essential Practices for Counselors](#)

[Self-care Can be Social Justice](#)

[Self-care for the activist counselor](#)

[Self-care Resources for Counselors](#)

[Six Causes of Burnout at Work](#)

[The Four Bodies: A Holistic Toolkit for Coping With Racial Trauma](#)

[5 Tips for Prioritizing Exercise for Essential Workers](#)

[6 Ways to Weave Self-care into Your Workday](#)

### **Downloadable PDFs:**

[Self-care Workbook](#)

[Best Practices to Improve Clinician Wellness](#)

### **Videos:**

[All it takes is 10 mindful minutes](#)

[Self-care as a therapist](#)

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