

Tips for Working Virtually – Week of 06.22.2020 (**Managing during trauma**)

Happy Tuesday DOR Colleagues!

Last Friday, communities all over the United States celebrated Juneteenth, commemorating the ending of slavery in this country. This year's celebrations were especially significant as our nation wrestles with the continued reality of systemic racism and oppression highlighted by the recent deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and many others. The protests and calls for justice are happening outside of our own windows and many of us have been deeply affected by these events long before the current national climate.

While Kaiser Permanente and other corporations are working hard to create and facilitate an inclusive workplace culture, much of this work must be done on a micro level, within our own teams and workspaces. This week's article focuses on how managers- and everyone- can play a role in creating safe spaces for team members during these difficult times. Some highlights include:

- **Acknowledge what is happening** – It can be scary to bring up topics and events like these with team members but remember that you don't have to be partisan in order to address issues impacting our humanity.
- **Care for your team as people, not just as workers** – Many of us have been affected by these events and everyone's experiences are different. Acknowledge those experiences and allow team members to practice self-care strategies, while recognizing that self-care looks different for each person.
- **Get support for yourself** – You need to feel supported in order for you to provide support to others on your team. Connect with peers who you feel comfortable sharing with and be honest about what you need to do to feel grounded and whole.
 - **Source:** [How to manage your team in times of political trauma – Michelle Kim](#)

As Tracy shared in her previous leadership update, DOR's scientific and managerial leaders are currently meeting to discuss further steps that can be taken to make a sustained contribution to enhancing equity and diversity in our own setting and in health more broadly. We encourage you all to continue to share ideas, suggestions, or questions with leadership as well as to have these courageous conversations within yourselves and your own teams as well.

Stay Healthy!

The PC Advisory Group