

EAO Supervisor Newsletter—JUNE 2020

We are pleased to introduce our new consultant, Hailey Krueger! Hailey is a certified employee assistance professional (CEAP) and uses her degree in biopsychology to bring knowledge of brain-based counseling, de-escalation techniques, and supporting resilient workplaces. Prior to working for the UW, Hailey was an EAP Specialist at the City of Madison, where she engaged in trauma response, supervisor consultations, and individual consultations. She also collaborated on projects with City leaders, and enjoyed taking part in its Women's Initiative Committee, Multicultural Affairs Committee, and Racial Equity and Social Justice Initiative. Hailey has also worked in healthcare providing direct care, administrative support, supervising staff, and supporting family members, all of which assist her in supporting employees today. Hailey loves to give presentations, using her humor, creativity, and natural curiosity, and adjusts her style to meet the needs of each group. In her free time, Hailey might be found working in her garden, selling crafts at a craft fair, foraging for wild edibles, or writing.

Diversity & Inclusion Professional Development and Resources

Current events are shaping the urgent need for more learning and listening. Recently the EAO has been contacted by supervisors requesting resources for professional development on racial equity and anti-racism. Across campus there are multiple discussions taking place right now around these issues. Many of your colleagues right here at UW-Madison offer partnerships, programs, professional development opportunities and workshops designed to help participants acquire and enhance inclusive communication skills and cross-cultural competency. In a comprehensive effort to empower all campus leaders to actively enhance their teaching and work spaces with applied aspects of the best practices on diversity, equity and inclusion, the Vice Provost & Chief Diversity Officer (VCPDO) and the Vice Provost for Faculty & Staff (VPFS) encourage you to explore the resources and campus partners listed below.

- Download the UW-Madison Diversity Framework implementation process, [Affecting R.E.E.L. Change](#)
[Faculty and Staff Diversity & Inclusion Resources](#)
- [UW Division of Diversity, Equity & Educational Achievement \(DDEEA\) Newsletter](#)
- [DDEEA Resources for White Allies](#)
- [Anti-Racism Resources and the UW Libraries](#)

The Inner Work of Racial Justice

It is only by healing from injustices and dissolving our personal barriers to connection that we develop the ability to view others with compassion and to live in community with people of vastly different backgrounds and viewpoints. Incorporating mindfulness exercises, research, and Magee's hard-won insights, *The Inner Work of Racial Justice* offers a road map to a more peaceful world.

<https://www.penguinrandomhouse.com/books/565790/the-inner-work-of-racial-justice-by-rhonda-v-magee-foreword-by-jon-kabat-zinn/>

Supervisor Support during Difficult Times

Supervisors will continue to see not just the impacts of the COVID-19 pandemic on employees, but also collective impacts of racism and racial inequities and health and mental health disparities in our local and larger communities. Supervisors often are the ones who witness how changes in society impact the workplace. When there is a lot of uncertainty, change, and transition, people can start to feel stressed. While some stress can be helpful, too much can sometimes cause people to struggle to manage emotions, communicate effectively, and organize their thoughts. These are normal and understandable symptoms of stress. Where it can begin to be a problem is when these symptoms become so uncomfortable that it disrupts our daily living or creates challenges in the workplace. At these times, it can be helpful to speak to employee assistance professionals who can provide additional support for employees and supervisors who want to confidentially process and manage their stress, access additional resources, and get an outside perspective on ways to effectively move forward.