



June 2024 EAP PROMOTIONAL EMAIL

Hello everyone – As June begins, our [Washington State Employee Assistance Program \(EAP\)](#) is offering the following resources to support you and your family:

EAP Events and Webinars

This month, the Washington State EAP is excited to share our expanded roster of *live* [events and webinars](#). We hope that you will be able to join us for the following events:

- **Navigating Change in Challenging Times**

In our ever-changing world, learning how to navigate change is an essential skill—one that can be developed. In this webinar we'll talk about the impact of change, actions you can take to navigate change based on your unique response to stress, and resources available to support you. [Monday, June 3, 2024, 3:00 pm – 4:00 pm](#) and [Monday June 24, 2024, 3:00 pm – 4:00 pm](#)

- **Leading the Human Side of Change**

In this presentation leaders will: • Understand their own response to change and how this impacts their ability to lead others through the change process. • Gain a better understanding of the impact of change on employees. • Learn leadership strategies that will support their team through change. • Begin to develop a plan to support their team. • Learn what resources are available to support leaders and teams through change. [Thursday, June 13, 2024, 3:30 pm – 4:30 pm](#) and [Friday, June 28, 2024, 3:30 pm – 4:30 pm](#)

- **EAP Orientation for Supervisors, Leaders, and HR Professionals**

This is a new monthly EAP orientation with a focus on the EAP benefits available to supervisors, leaders, and HR professionals. **Tuesday, June 25, 2024, 9:00 am – 9:30 am**

- **EAP Orientation to the Employee Assistance Program**

Learn about all the EAP offers through a live 30-minute EAP Orientation webinar. **Tuesday, June 11, 2024, 11:00 am – 11:30 am.**

Can't attend the live June webinars? Check out [future dates](#). In addition, EAP offers [on demand webinars](#) on a variety of subjects, including [EAP Orientation](#), [depression and anxiety relating to stress](#), [emotional intelligence](#), and [more](#).

Work/Life

In June, the [EAP Work/Life site](#) is offering tools and resources about **the basics of living well** so you can explore self-care strategies to improve physical health, nurture mental wellbeing, foster positive relationships, and adopt healthy habits. Get started by viewing this month's on-demand seminar, "**Living Well 365 – Igniting Motivation for a Fulfilling Life**" – it's available beginning **Tuesday, June 18th** through the [Work/Life site](#). Just login with your Organization Code: **"UW"**

Monthly Resources

As we celebrate Loving Day, Pride Month and Juneteenth in June, it's essential to recognize the interconnected themes of love, freedom, and equality that unite these commemorations. [Loving Day](#), observed on June 12th, honors the 1967 Supreme Court decision in Loving v. Virginia, which struck down laws banning interracial marriage, affirming the fundamental right to marry regardless of race. [Pride Month](#), celebrated throughout June, highlights the ongoing fight for LGBTQ+ rights and commemorates the Stonewall Riots of 1969, which ignited the modern gay rights movement. [Juneteenth](#), observed on June 19th, marks the emancipation of enslaved African Americans in 1865, symbolizing a significant milestone in the long struggle for racial equality in the United States. Each of these observances reflects a crucial victory against discrimination and the persistent efforts to achieve justice and equality for all.

Recognizing [Loving Day](#), [Pride Month](#), and [Juneteenth](#) is vital as they collectively underscore the importance of [celebrating diversity and promoting inclusion in our society](#). By honoring these days, we acknowledge the progress made and the work that still lies ahead in combating racism, homophobia, and other forms of prejudice. These commemorations remind us of the resilience and courage of those who fought for their rights and the ongoing necessity to uphold and protect those hard-won freedoms. Through education, advocacy, and community engagement, we can continue to build a more equitable and loving world where everyone is free to be their true selves and live without fear of discrimination.

Articles

Work:

- [How to Intervene When You Witness a Microaggression](#)
- [Psychologically Safe Team Assessment](#)
- [DEI: What It Is and How to Champion It In the Workplace](#)
- [Why DEI is Important: Nine Benefits of Strong DEI in the Workplace](#)
- [A Workplace Divided: Understanding the Climate for LGBTQ+ Workers Nationwide](#)
- [Proactively Removing Barriers to Inclusion](#)

- [Protecting DEI Progress When Budgets are Tight](#)
- [It's \(Past\) Time to Get Strategic About DEI in the Workplace](#)
- [Want to Insure DEI Works for Your Company? Have Some Standards](#)
- [Beyond Rainbow Washing: Supporting LGBTQ+ at Work and Beyond](#)
- [What Needs to Change About DEI – and What Doesn't](#)
- [LGBTQ+ Workplace Issues \(Quick Take\)](#)
- [11 Anti-Racist Actions You Can Take at Work: Today and Every Day](#)
- [How Racism Shows Up at Work and the Antiracist Actions Your Organization Can Take](#)
- [Diversity, Equity, and Inclusion in the Workplace](#)
- [3 Ways Black People Say Their White Co-Workers and Managers Can Support Them and Be An Antidote to Systemic Racism](#)
- [7 Ways to Encourage Workplace Antiracism Nearly 3 Years After America's Racial Reckoning](#)

Personal Relationships:

- [Interracial Couples Married for Many Years: Their Successes](#)
- [What My Interracial Marriage Has Taught Me: "We would both know one of us was viewed as more worthwhile"](#)
- [Interracial Relationships Don't Always Make People Less Racist](#)
- [GLAAD Reflects on the Monumental Impact of 20 Years of the Freedom to Marry](#)
- [Black & LGBTQ: Approaching Intersectional Conversations](#)
- [Family Relations After Interracial Marriage](#)
- [Find freedom and create your own path in your first queer relationship](#)
- [The Coming Out Handbook](#)
- [Navigating LGBTQ Identities and Religion](#)
- [What the World Can Learn from Gay-Straight Friendships](#)

Family Connection:

- [What My Sex Ed Never Taught Me About Queer Relationships](#)
- [Dating Matters Toolkit: Strategies to Promote Healthy Teen Relationships](#)
- [Talking to Your Kids About Racism](#)
- [Talking to Young Children About Race and Racism](#)
- [Talking to Your Child About Identity: A Resource for Parents](#)
- [How to Talk to Your Kids About LGBTQ+ Pride](#)
- [How to Talk to Your Kids About Friends with Same-Gender Parents](#)
- [LGBTQ Families Resources](#) – information about LGBTQ-related data, laws, policies by state
- [Raising Race Conscious Children](#)
- [How to Prepare Kids for Prejudice Against Your LGBTQ+ Family](#)
- [Embrace Race: Things to Know If You Love a Multiracial Child](#)
- [Transgender Children: A Mother's Story](#)
- [How to Talk to Your Kids About Their Biracial Identity](#)
- [10 Ways White Parents Can Support Their Biracial or Multiracial Child](#)

- [What It's Like Being a Teen of Mixed Race in America](#)
- [Coming Out to Your Child](#)
- [Mental Health and Wellbeing of Multiracial LGBTQ+ Youth](#)
- [Resources that Explore Identity for Multicultural or Mixed-Race Families](#)
- [How Young Adult Literature Can Help Biracial Teens Find Themselves](#)
- [10 Ways to Support Multiracial Students](#)

General Resources:

- [Project Implicit \(implicit bias/association tests\)](#)
- [Bridging Differences Playbook](#) (Research-based strategies to promote positive dialogue and understanding)
- [Being Anti-Racist](#)
- [What Does It Mean to Be Anti-Racist](#)
- [Human Rights Campaign](#) (resources for LGBTQ+ equality and inclusion)
- [Anti-Racism Resources](#)
- [It Gets Better](#) (empowering LGBTQ+ youth to define their own journey)
- National Park Service "Telling All Americans' Stories" Guides
 - [African American Heritage](#)
 - [LGBTQ+ Heritage](#)
- [Antiracism Guide: Resources for Education and Action](#)
- [The Trevor Project](#) (suicide prevention/crisis intervention for LGBTQ+ young people)
- [The 1619 Project](#) (reframes our country's history by placing the consequences of slavery and the contributions of Black Americans at the very center of our national narrative)
- [Five Ways to Help Heal Racial Trauma](#)
- [Discussing Race, Racism and Police Violence](#)

Videos and Other Resources

- [Interracial Relationships - Uncomfortable Conversations with a Black Man](#)
- [Raising Multiracial Children Part 1: Examining Multiracial Identity](#)
- [Generation Mixed Goes to School: Radically Listening to Multiracial Kids](#)
- [White Parents Raising Black Children – Uncomfortable Conversations with a Black Man](#)
- [How to Let Go of Being a "Good Person" – and Become a Better Person](#)
- [How to Reduce Bias in Your Workplace](#)
- [The 1619 Project podcast series](#)

And, if you're struggling, or looking for some support, guidance, or useful resources, please know that our [EAP](#) is here for you -- don't hesitate to reach out: [1-877-313-4455](tel:1-877-313-4455) or [online](#).