COMMUNITY CARE IN THE WORKPLACE

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Lunch & Learn – Western Washington University
April 12, 2022
What is Community Care?
Why does this matter?
Strategies for Community Care in the workplace
Interactive Exercise
Q&A
WHAT IS COMMUNITY CARE?

“Community care recognizes that we don’t all have equal access to time and money, which are the main resources required for care. It reminds us that we as human beings are interdependent.” [https://www.healthline.com/health/when-self-care-becomes-community-care#We-need-community,-too](https://www.healthline.com/health/when-self-care-becomes-community-care#We-need-community,-too)

Small and larger actions we can take to show our support for another person or group of people..."People committed to leveraging their privilege to be there for one another in various ways..."It's about being there for people without them having to take the initial first step. It's about adopting an ethos of compassion and very intentionally applying that." - Nakita Valerio
WHY DOES COMMUNITY CARE MATTER IN THE WORKPLACE?

“IMAGINE WORKING IN A PROFESSIONAL ENVIRONMENT WHERE CO-WORKERS ARE SUPPORTED AND CAN TRUST ONE ANOTHER. THIS CREATES PSYCHOLOGICAL SPACE FOR EMPLOYEES TO SHARE, IF THEY CHOOSE, HOW SYSTEMIC AND PERSONAL ISSUES IMPACT THEIR WELL-BEING, AND ULTIMATELY THEIR ABILITY TO DO THEIR WORK.”

WHY COMMUNITY CARE MATTERS

How are we showing up?

- Stress/Anxiety
- Health problems
- Loss/Grief
- External Issues (i.e. financial problems, housing issues, food insecurity)
- Transitions – adjusting to being back in the office

Good for Employees

- Promote Friendships and strengthen collegial bonds
- Assist with onboarding – make employees feel welcome and help them acclimate faster

Good for Organizations

- Improve retention/Reduce Turnover
- Affinity groups have been shown to help employers address discrimination concerns faster
- Diversity - Employers are able to identify gaps in the workforce
Employees should feel empowered to practice acts of kindness and compassion.

Managers should feel empowered to incorporate community care practices in their departments.

Make intentional choices with language that acknowledge that not everyone is ‘ok’.

Leaving an encouraging note for a colleague.
Offering to run an errand for a colleague.

Weekly team check ins where business is not discussed, Regular 1:1 check ins in a similar vein.

Avoid toxic positivity, i.e. “back to normal” vs “moving forward”.
STRUCTURED COMMUNITY CARE

EMPLOYEE RESOURCE GROUPS

OPPORTUNITIES FOR FEEDBACK

TRAINING AND DEVELOPMENT
EMPLOYEE RESOURCE GROUPS

An employee-led group that fosters inclusivity and builds community

Helps move organizations from a “Culture of Inclusion” to “Culture of Belonging”

Supportive, rather than exclusive. ERG’s encourage allyship
OPPORTUNITIES FOR FEEDBACK
TRAINING AND PROFESSIONAL DEVELOPMENT

From Inclusion to Belonging

Building a Trauma-Informed Workplace
BREAKOUT GROUPS
“THE WAY TO GET STARTED IS TO QUIT TALKING AND BEGIN DOING.”

Walt Disney
THANK YOU

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