

Self-Care for DEI Practitioners

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Disclosures

- Chandler Golden has no relevant financial relationship(s) with ineligible companies to disclose.

Learning Objectives

At the completion of this activity, participants will be able to:

1. **Recognize** self-care as means of resistance.
2. **Identify** situations where self-care is necessary.
3. **Explain** the 8 dimensions of wellness and how each dimension contributes to an individual's overall well-being.
4. **Identify** your top three dimensions of wellness for further improvement.
5. **Describe** the interconnection between individual wellness practices and collective wellness.

Agenda

- Purpose + Positionality

- Community Agreements

- Introduction to Self-Care

- Coping vs Healing

- Holistic Wellness + Activity

- Toolkit Building + Application

- Liberation Loves Company

- Closing + Q&A

Purpose & Positionality



My name is Chandler Golden (she/they). I am a third-year doctoral candidate in Counseling Psychology at Virginia Commonwealth University. I'm incredibly passionate about radical healing, wellness, and working towards our collective liberation.

By the end of this workshop, I want you to feel confident in your capacity to identify your self-care needs and engage in strategies towards your holistic wellness.



Community Agreements

Collaboration + Co-creation

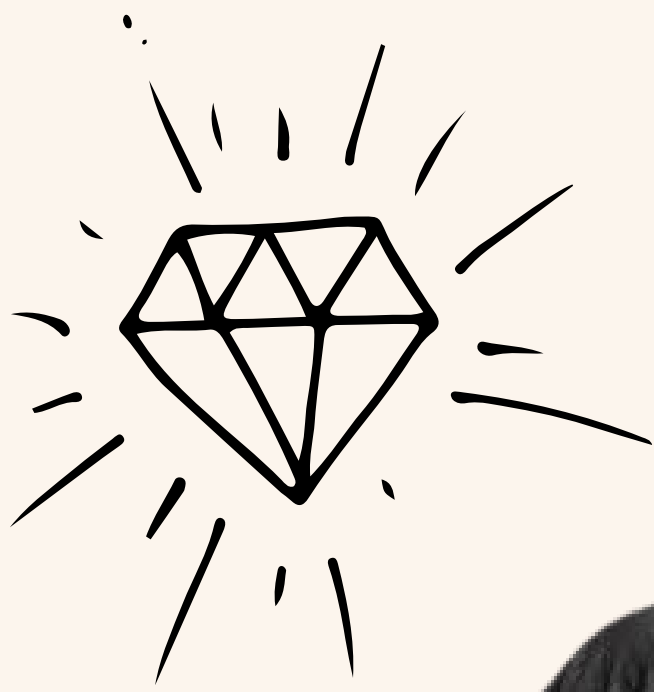
- be mindful; share the mic

Commitment (to ourselves + each other)

- what is said here stays; what is learned leaves

Accountability

- impact vs intent



*“Caring for myself is
not self-indulgence,
it is self-preservation
and that is an act of
political warfare.”*

–Audre Lorde

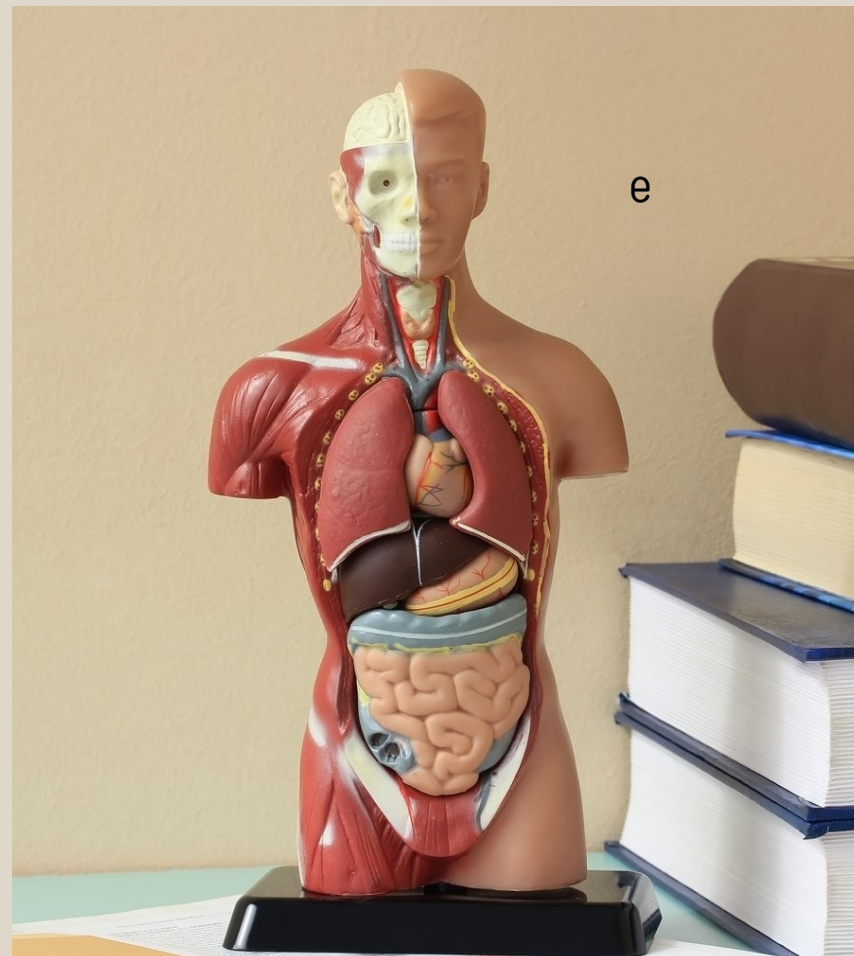
What comes to mind when you think of self-care?

What's getting in the way of your self-care?

Share out either verbally or in the chat

When Do We Need Self-Care

Signs and indications that we may be hitting our limit and needing a break



PHYSICAL



EMOTIONAL



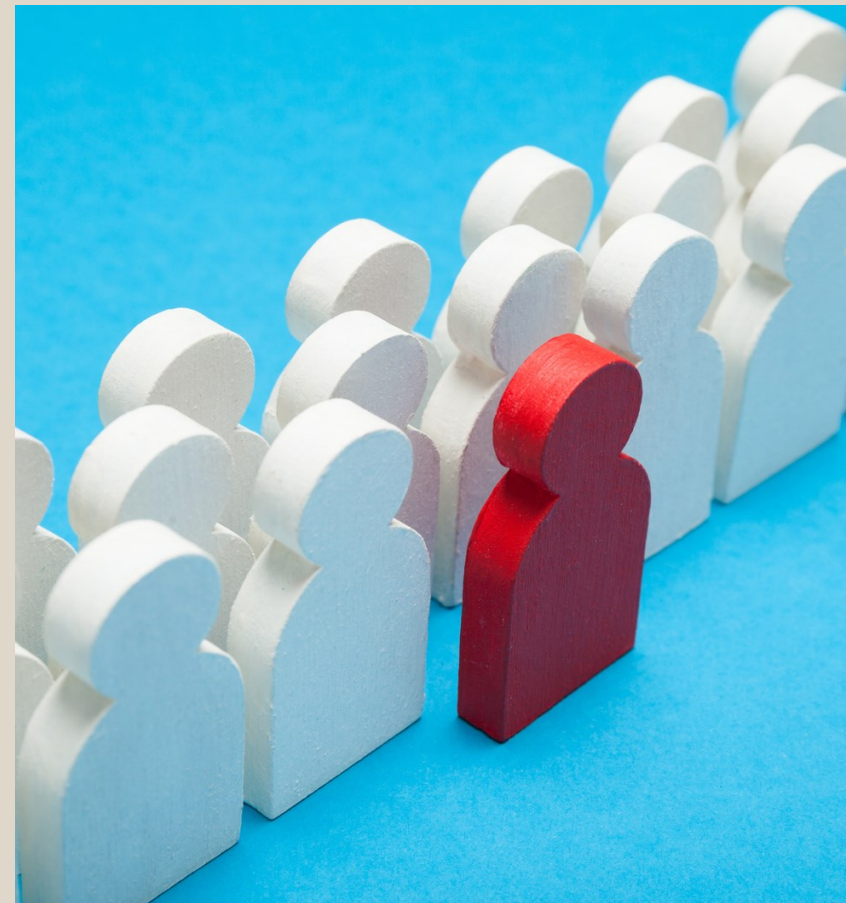
BEHAVIORAL

Societal Impacts on our Self-Care

Things within our society that can keep us from accessing the care practices we need + deserve



APPROPRIATION

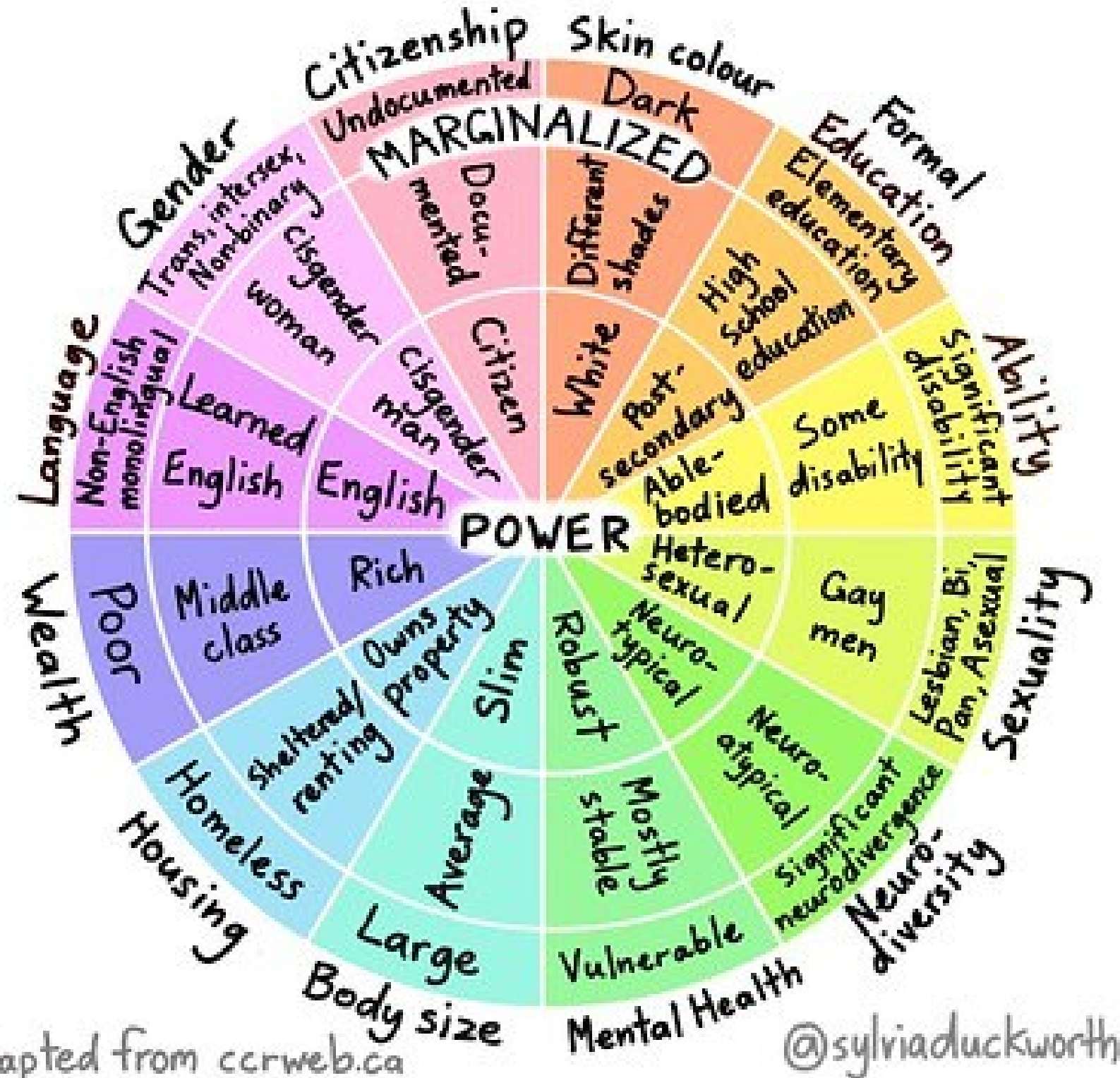


INDIVIDUALISM



**SHORT TERM
SOLUTIONS**

WHEEL OF POWER/PRIVILEGE



Impact of Identity on Self-Care

Individuals holding marginalized identities often encounter additional barriers to self-care. These considerations can include but are not limited to:

- Accessibility
- Systemic barriers
- Social judgment + stigma
- Societal roles

Throughout this presentation think about the identities that you hold. Do they make self-care more or less accessible for you?

Coping vs Healing

Are you coping or are
you healing?



Coping

- Managing symptoms and stressors
- Often does not address the underlying causes of issues
- Allows us to make it from one day to the next.

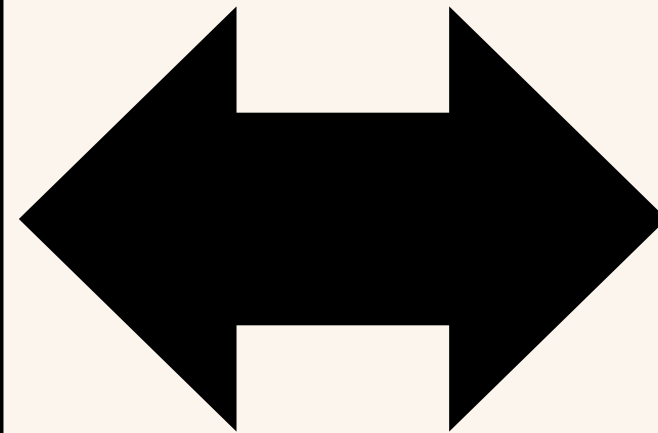


Healing

- Moving from a place of merely surviving to **thriving**.
- Supports understanding the root cause of stressors.
- Going from an individualistic focus to a collective one.



**Self-care supports
and gives us the
capacity for
collective care.**



**Collective care and
community can
guide our efforts
for self care.**

Moving to Holistic Wellness

Holistic wellness promotes healing by centering caring for our whole selves rather than just **individual symptoms**.

Despite what society may lead us to believe our wellness is interconnected and consists of many facets.

By focusing on wellness areas that we tend to overlook we can increase our capacity to engage in meaningful self-care that moves us to thrive.



Bullseye Activity

Pulled from Marshall University Wellness Center

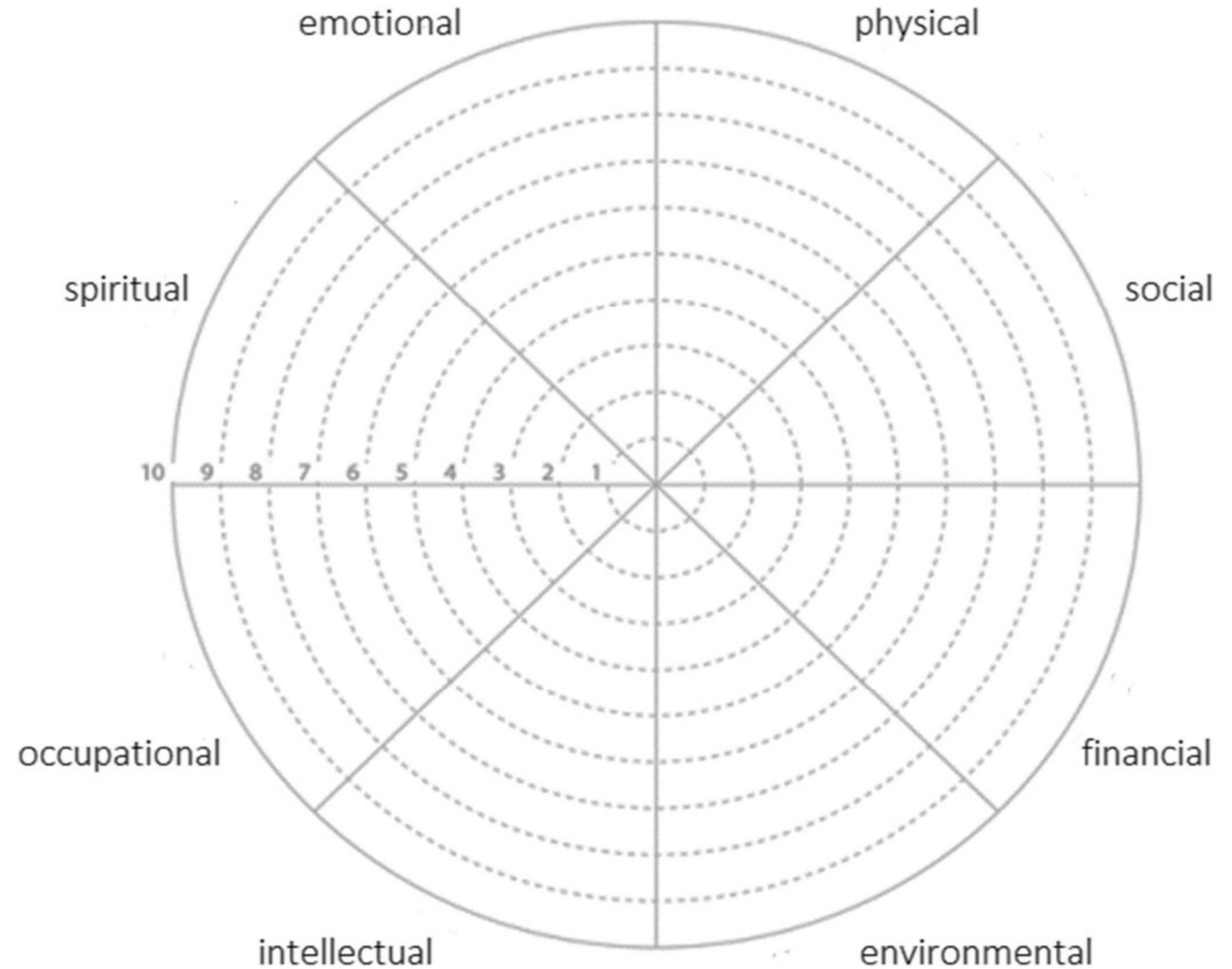
Using this chart think about each area of your wellness.

- Note from 1–10 where you think you stand in each of these categories. Go with your gut feeling.

Next, think about each area of your wellness and what makes you feel well in that area

- Consider how close or far you are from regularly practicing these wellness-promoting behaviors.
- Put an X on the bullseye closer to the center if you are on target and regularly practice, place your X farther from the center if you have been struggling with these behaviors lately.

What makes you feel well in each of these areas?



Where are your growth edges? How might you improve them?

Your Top Three

Identify: the top three dimensions of wellness you’d like to grow in.

Act: note a few actions you will implement to improve and maintain them.

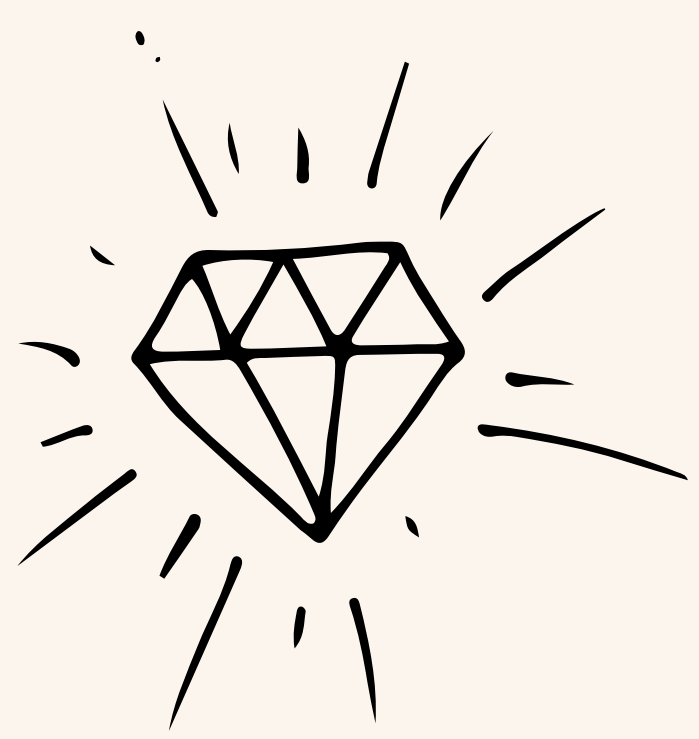
Follow up: check your progress three months from now, then again three months after that to see what has changed and the work you still have to do.

Bonus: Find an accountability partner to support you!

Dimension 1:		
How will I strengthen and maintain this wellness area?	3 month check in	6 month check in

Dimension 2:		
How will I strengthen and maintain this wellness area?	3 month check in	6 month check in

Dimension 3:		
How will I strengthen and maintain this wellness area?	3 month check in	6 month check in



*“Freeing yourself was
one thing, claiming
ownership of that
freed self was
another.”*

–Toni Morrison

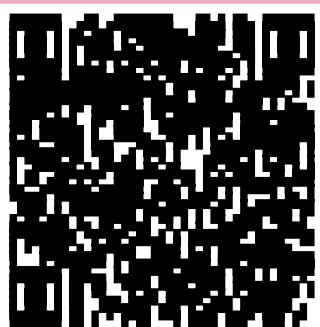
Building Your Healing Toolkit

Coping skills help us get through difficult times – they can give us an important break from mental and emotional distress, and sometimes they are literally life-saving.



Building Your Healing Toolkit

Tweak this list of coping skills to match what works best for you. keep it handy where you can easily grab it when you need a boost—whether that means tucking it into your wallet or bag, slapping it up on the wall, or saving it on your phone.



Use the QR code for access to a larger version
Resource from Indigo Daya.



Toolkit Reflections



Are there strategies that you noticed you already engage in?



Was there a type that felt more difficult to strategize for? What was it and why?



Did you come up with any new strategies? If so share one in the chat!

Self-care in practice

Imagine you are a dedicated DEI practitioner deeply committed to promoting diversity and inclusion.

Lately, you find yourself feeling overwhelmed and experiencing burnout due to the demands of your role.

Balancing multiple responsibilities, advocating for change, and managing various initiatives have taken a toll on your well-being. You find yourself feeling disengaged and overall exhausted.

- **Identify:** How can you specifically identify signs of burnout?
- **Strategize:** What specific strategies can you implement to set and communicate healthy boundaries in your role?
- **Minimize:** How can you integrate daily self-care practices into your routine to mitigate burnout?
- **Acknowledge:** In what specific ways does your identity as a DEI practitioner contribute to or mitigate burnout?
- **Reach out:** Who are the specific colleagues or mentors that you can turn to for understanding and guidance? How do you know its time to reach out to them?

Share out either verbally or in the chat.



*“Liberation **loves** company.*

It is not threatened by another person's identity, because liberation is not a scarcity. It can only affirm itself in another person.”

–Cole Arthur Riley

Notes on Collective Wellness

When we are all truly well the following will also be true.
These truths make our collective self-care and healing possible.

Personal

You must personally be holistically well.

You cannot pour from an empty cup.

Relational

Those that you are in relationship with need to have access to wellness.

Here is a place where revisiting areas of privilege can be helpful. Are there ways you can use your position to support the wellness of others?

Collective

The groups you identify with need to be well.

This can look like collective action, organizing, connecting, and joining.

Resources

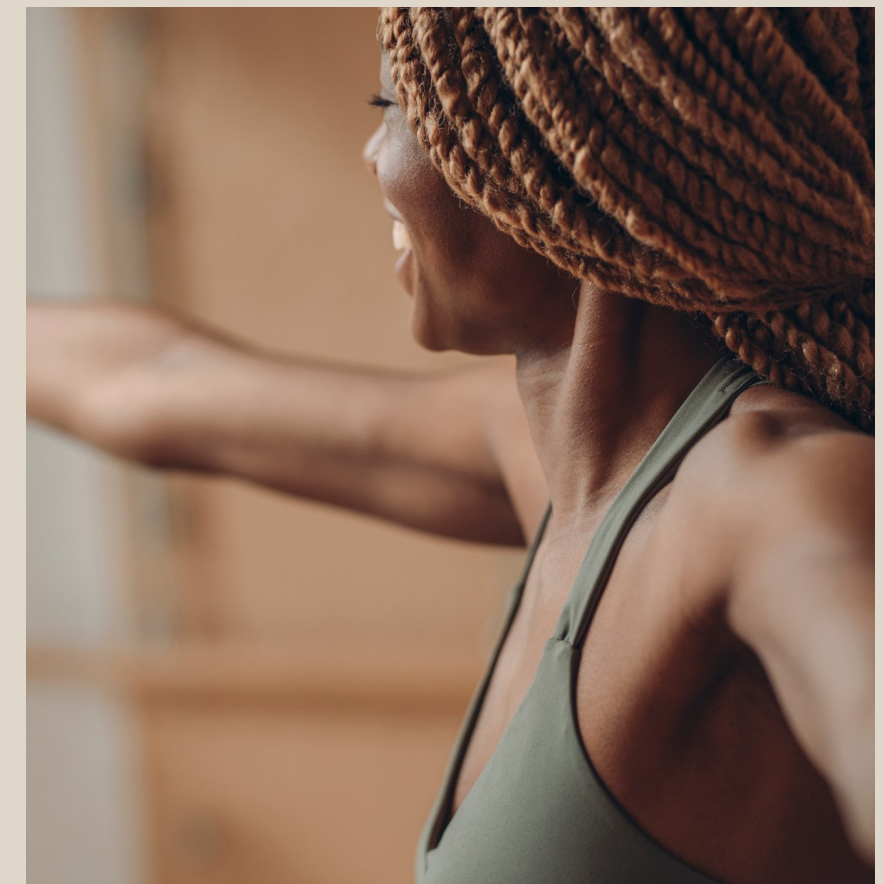
Some of my favorite self-care supports to guide your continued self-care journey.



READING



LISTENING



MOVING

THANK YOU!

Feel free to connect with me in whatever way feels right
for you.

@cgolden97 on twitter
goldenc2@vcu.edu via email

Reference List

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