HealthCare EAP A division of ESI

Inclusivity & Fairness at Work

Promoting diversity in the workplace is crucial for creating a welcoming environment that fosters collaboration and innovation. Creating an inclusive climate is something that is not just the responsibility of management or HR – it's up to all of us. June is an important month for diversity. First, it's LGBTQ+ Pride Month, a time to recognize and celebrate the accomplishments and contributions of the LGBTQ+ community. Second, June also features our newest national holiday, Juneteenth, which is celebrated on June 19th to commemorate the end of slavery in the United States. It's an excellent time to think about how we can all contribute to building an inclusive and fair workplace. Here are steps you can take to help make your workplace more diverse and inclusive:

- **Educate yourself:** Take the time to learn about different cultures, perspectives, and experiences. Attend workshops, read books, and listen to podcasts to broaden your knowledge. Look for festivals, too - food and music are a fun way to learn more about a culture.

- **Learn what discrimination and harassment are.** Visit your ESI Training Center for courses you can take. See our training suggestions related to diversity below.

- **If you see something, say something**. If you hear or see something that is offensive, discriminatory, or unfair, speak up and address it. Silence can be seen as acceptance, so it's important to be an ally and advocate for marginalized populations. Report on-the-job bullying or harassment that you experience or observe to HR.

- **Check out our blog posts** to learn more about these June events, how you can get involved, and how you can be a better ally. Each post has numerous links to great online resources.

  * LGBTQ+ Pride Month at Work

  * What employers need to know about Juneteenth, the newest federal holiday

  * Juneteenth National Independence Day: Recommit to ending racism at work

ESI EAP's Featured June Webinar

The Facts About PTSD - Every month, a webinar and related resources are featured at the top of the member site. Simply log in to www.HealthCareEAP.com during the month of June to explore the resources or take the webinar.

More June Events:

- Alzheimer's & Brain Awareness Month
- Great Outdoors Month
- PTSD Awareness Month
- National Safety Month
- National Cancer Survivor Month
- 4th - National Cancer Survivors Day
- 5th - World Environment Day
- 10th - Family Health and Fitness Day
- 14th - World Blood Donor Day
- 19th - Juneteenth

Men's Health and Tips for Dad!

What better way to commemorate Father's Day than to look after Dad's health? June is designated as Men's Health Month. The purpose of dedicating a month to this theme is to raise awareness of preventable health problems and encourage early detection and treatment of disease among men and boys. And while it's good to think of Dad and his health, why not encourage any of the men you care about to get a health screening? Getting recommended screenings is one of the most important actions men can take for their health. Depending on age and medical history, screenings might include checking for certain types of cancer; high blood pressure; high cholesterol; diabetes; sexually transmitted diseases (STDs); and mental health conditions, such as depression and PTSD. Here are some tips for Dads…and all guys.

- **Get screened:** The Men's Health Network offers a downloadable one-page Checkup and Screening Guidelines for Men that tells which screenings to have, and when.

- **Get one-to-one professional coaching** through your EAP: Get help for stress management, resilience, nutrition, and fitness. Call **800.252.4555** to talk about Coaching options.

- **Don't forget mental health.** Call **800.252.4555** anytime day or night for in-the-moment support help from your EAP.

- **Log in to your EAP Self-Help Resource Center.** Access health screenings, trainings, and resources on virtually any health topic or concern.

Training: Focus on Diversity

This month, we've selected courses that focus on diversity and inclusion. We have thousands of E-Learning lessons on a wide range of topics. Search for more by clicking on **"Member Login"** at www.HealthCareEAP.com, and when you are signed in, click on the comprehensive training library in the **"Training Center."**

- **Being an Ally at Work: 10 Tips to Live By | Course ID:** SVL_1020876
  This 9-minute video defines what it means to be an ally and why it's important in the modern workforce. Learn 10 ways to actively practice allyship, from being respectful to standing up for what's right and much more.

- **Respect at Work: Diversity | Course ID:** SVL_1027020
  Learn the value of diversity in the workplace in this 8-minute video that offers helpful hints for achieving a positive, open-minded attitude toward diversity at work.

- **Seeing Is Believing: Anti-Racism, Equity & Inclusion in a Diverse Workplace Course ID:** SVL_073033
  This 26-minute video lesson offers potential responses to: Unconscious Bias, Cultural Competency & Inclusion, Racism & Racial Identity, Forms of Racism, Civility, Equity, & Respect, and LGBTQ$_+$ at Work.

Learn More!

Scan the QR code with your device or smart phone to explore more of your employee benefits!

How to Scan a QR Code

1. Open the camera app.

2. Select the rear-facing camera in Photo mode.

3. Center the QR code you want to scan on the screen and hold your phone steady for a couple of seconds.

4. Tap the notification that pops up to open the link. (You will need to be connected to the internet to do this.)