SOS:
Supporting OurSelves
A Conversation For People of Color on Self-Care

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Presentation
Outline

Reflection
Common Language
Microaggressions
Racial Trauma
Impacts
Self Care
Learning Goals

- Participants will be able to explain the impact of microaggressions and Racial Traumas have had on them.
- Participants will be able to examine how their work environment impacts their physical or mental health.
- Participants will be able to compose new ways to practice self care in the workplace.
What are some of your daily responsibilities?
Are you the only person of color in your office?
Do you feel like you have to be the support system for your students of color?
Microaggressions
a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Racial Trauma
as the cumulative negative effects of racism and discrimination on the mental and physical health of people of color.

Self-Care
the practice of taking action to preserve or improve one's own health.
Microaggression
Microaggressions at Work

- Microaggressions are common at the workplace
- Women and all people of color experience microaggressions at a high rate
- They can be experienced at all types of work events conferences, business networking events
Microaggressions - Strategies to Overcome

- Acknowledge the comments or statements and not the microaggressor.
- Best done in spaces that are created for open dialogue within the work space.
- If not dealt with people that experience the microaggressions do consider leaving the workplace.
Think about a common microaggression you experience at work?
How often are you experiencing microaggressions in your work?
How do you react when you experience microaggressions at work?
Racial Trauma
Racial Trauma at Work

- Repeating Microaggressions, experiences of racism, or stereotypes
- People of Color working within Predominantly White Institutions experience some sort of racial discrimination almost daily
Racial Trauma Strategies to Overcome

- Therapy or career coach (seeing specifically a person of color)
- A community at work
How has racial trauma impacted your interactions with others at work (students or peers)?
Who is your community when you need them?
Impacts
Impacts on Physical and Mental Health

- Symptoms of Post Traumatic Stress Disorder
- Cannot function at work without experiencing depression, anxiety, or both
- High level stress
- High level of substance use
- Weakened Immune system
- Loss of hope or motivation
- Dissociation
- Code-Switching
- Unable to Bring Authentic Self to Work
Impacts on Advisors

- Inability for career advanced opportunities
- Inability to connect with students or peers
Do you see how Microaggressions and Racial Traumas are impacting your ability to advise students?
Do you see how Microaggressions and Racial Traumas are impacting your mental and physical health?
What are some things you have been doing for self care?
Self Care

- Relieve Stress
- Helps with Burnout
- Develop Coping Skills
- Lowers depression and Anxiety
- Improves Immune Health

Self care is not selfish.
Tips on Self-Care in the Workplace

- Form a Support System
- Focus on particular projects that bring you joy
- Be in spaces where you feel heard
- 5 Languages of Appreciation
  - Words of Affirmation
  - Quality Time
  - Acts of Service
  - Tangible Gifts
  - Physical touch
- Supervisors create a space for employees
Tips on Self-Care Outside of Work

- Therapy (See a therapist of color)
- Enjoy your hobbies
- Daily Mantras
- Declutter your space
- Write in a Journal or Doodle
- Eat healthy and drink lots of water
- Breathing exercises or Meditation
- Exercise or Dance for fun
- Worship or Pray
- Take Time Off! (Use the PTO)
Self-Care starts on the Individual Level But Places of Employment can Make Time and Space
How does your physical space affect your self-care?
What is something you can start doing today for your self-care?
Thank You!

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