



MPG CONSULTING SELF-CARE TIPS AND RESOURCES FOR BLACK INDIGENOUS PEOPLE OF COLOR IN THE WORKSPACE

Leading and working with people who are racially and culturally different than you can sometimes cause you to feel alone, undervalued, frustrated by microaggressions and exhausted, which is why self-care in the workspace and in life for **Black Indigenous People of Color (BIPOC)** is crucial. Here are tips to help you **thrive** and not just survive.



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and Structural Racism in the Workspace™

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MPGC Self-Care Tips for Black Indigenous People of Color in the Workspace

Leading and working with people who are racially and culturally different than you can sometimes cause you to feel alone, undervalued, frustrated by microaggressions and exhausted, which is why self-care in the workspace and in life for Black Indigenous People of Color (BIPOC) is crucial. Here are tips to help you thrive and not just survive:

1. Build Relationships with Other BIPOC

- **Find Your “Tribe” at Work**
 - It’s important to avoid isolation and feeling alone at work. Connecting with other BIPOC makes it easier to handle a predominantly white environment. Finding people who can relate to your experience **greatly impacts how you feel** during your workday.
 - Your **Tribe** can:
 - validate your daily experiences
 - act as a sounding board
 - provide a respite from code switching
 - offer a safe space to air your complaints
 - Take **at least one brief break daily** to connect with BIPOC virtually or in-person.
 - Arrange **bi-monthly lunch** with other BIPOC to feed your spirit.
- **Create a Book Club.**
 - BIPOC can read and share resources on how to:
 - build an organizational culture of inclusion and belonging
 - strengthen their bonds in the workplace
 - enhance their understanding of the intersection of race, class, gender identity or expression, sexual identity and practice, religious or spiritual backgrounds, and intellectual and emotional abilities.
 - Other topics could include:
 - White organizational culture
 - Anti-blackness
 - LGBTQIA+
 - Cis-heteronormativity
 - Patriarchy
 - Anti-fatness/fat-phobia
 - Toxic Masculinity
 - Differently-abled/Special Needs/ASD/Neuroatypical
 - Resources can include:
 - Readings
 - References
 - Videos (for example TED Talks)

2. Build an Organizational Culture of Inclusion and Belonging

- **Develop a relationship with your boss that includes discussions about race and belonging.**
 - Belongingness means **acceptance**. It means feeling like you fit in, that you have a contribution to make, and that your voice is **valued**. You can be authentic, knowing you matter.
 - While diversity and inclusion are crucial to shifting organizational culture, belongingness is the next step.
 - Quote by Vernā Myers: “Diversity is being invited to the party; inclusion is being asked to dance; and **belongingness is being able to dance like no one is watching.**”
 - Belongingness is an innate sense of psychological and emotional security that allows people to **be their authentic selves and contribute in their own, unique way**.
 - Belongingness is also about **representation**. It is about being seen and seeing yourself reflected at the very highest positions in an organization, in **leadership** roles, and at the table where **decisions** are being made.
- **“Lunch and Learn” workshops for the total organization.**
 - Organize workshops and encourage conversations around **inclusivity** and **belonging**.
 - Have conversations about inclusion and **what your organization is doing to address it**.
 - Create a **brave space** where fearlessness abounds but recklessness has no place.
 - Some workshops could include:
 - Microaggressions
 - Implicit Bias
 - Sexual Orientation and Gender Identity
- **Arrange “Walking meetings” to strengthen cross-racial relationships with colleagues.**
- **Introduce the concept of race-related “Literacy Moments”**
 - “Literacy Moments” are educational opportunities to create cross-racial, personal and sociopolitical understanding – **Aha! Moments**.
- **“Oops” and “Ouch” moments**
 - When someone intentionally or unintentionally makes hurtful comments:
 - Say **“ouch”** if someone says something that hurts.
 - Say **“oops”** if you create an “ouch” and genuinely apologize because your intention did not match your impact.
- **Speak up in a non-combative manner about racial insensitivity or outright discriminatory behavior.**
 - Unaddressed microaggressions only continue if avoided.
 - Don’t try to fight every small injustice that comes your way. **Choose your battles.**
- **You were hired to be you.**
 - Take risks. Let the organization feel your presence.
 - Bravely pitch your unique ideas.
 - Find your voice: speak up with your supervisor, your colleagues, and at meetings.

3. Practice Self-Care Daily

- Journal daily about your value.
- Arrive at work early to allow time to get settled before your day begins.

- Create a plan for lunch each day that includes soothing interactions.
- Learn to distinguish between activities that fuel and activities that deplete you.
- Choose and repeat a new affirmation daily that feeds your confidence.
- Look in the mirror during bathroom breaks and say why you are awesome.
- Find a passion project that feeds your confidence.
- Take care of yourself.
 - Get a coach and/or a therapist to become a thought partner to help foster your personal and professional growth.

Self-Care Tips Geared Towards BIPOC Leaders

Coping with COVID-19: What Day Is It? by Black Mental Wellness

1. No weekend work. While it can be tempting to check your email, or get caught up on a project for work, try to stay out of the “office” on the weekends. This will give you time to recharge and help you shift your mindset from the week to the weekend.

2. Continue some of your pre-quarantine weekend routines. Are there things you used to do on the weekends that you can still engage in? If you typically went to church or connected with friends and family on the weekends, you can still do those things. You just need to change the mode by which you do them. Use technology to your advantage and have a Netflix watch party, play a game online with your family, or catch up with your friends using web conferencing or apps like Facetime or Google Hangout.

3. Find time to do something fun. Who said weekends need to be boring just because you are under quarantine? Weekends can still be a lot of fun. You may just have to be a little creative and do something that you may not ordinarily do. Go for a walk in the park, take a painting class online, cook a fancy meal, or join a Club Quarantine party. (If you have not partied yet with DJ DNice, you are missing out!)

4. Be intentional. Whether you want to use your weekends to relax and recharge after a long work week or you want to get involved in some fun social activities, the key is to be intentional about your weekend goals. Identify something that you can do during the weekend that differs from your weekdays so you can have something to look forward to.

Radical Self-care tips for Black people Afropunk

- **Disconnect from social media.** Social media has been directly linked to low self-esteem and sleep deprivation. Constantly seeing videos and images of Black people being killed and attacked may also take a toll. Unplugging from social media allows you to detox from a controlled environment, reconnect with the present, and help increase focus.

Bonus: You can delete your apps for several hours or days at a time, you'll be amazed at how much you get done when you're not plugged in.

- **Buy Black-owned.** There's no better feeling than knowing that you have contributed to Black economic structure. Buying Black-owned means supporting the economic freedom of black people. Whenever you are in the market for something, seek a black-owned company before opting to purchase outside of black and brown communities.
- **For vs. against.** Make a conscious decision to stand up for something you believe in instead of fighting something you are against. Pursue activism without doing so in adversity. Activism does not mean you should be without peace, in fact, activists need a huge sense of peace. As activists, black people must come from a place of logic rather than just emotion. When you are fighting against something that is evidence that you need to pull yourself out of the battlefield, you need to take time to love yourself and not be too attached to the outcomes you are trying to promote that you disregard your own healing.
- **Make a "you" day.** Dedicate one day out of the week, or a few days, as your own personal day. Set aside one day per week as "you" time. No work, no obligations — just a day to spend time with yourself doing whatever you want to do. That can be spent cleaning, reading, taking in a movie, going to dinner with your friends, or anything you want. Just make sure you come first that day to create the breadcrumbs for this ideology to become a daily practice.
- **Attend a retreat (virtual or in person).** Retreats are a place where you get a chance to get away from large crowds, alcohol, and daily "turn-up" culture. Retreats are intended to help you slow down, reflect, and love yourself. Additionally, retreats offer guilt-free food, healthy changes to your lifestyle, and encouragement to allow positivity into your life.
- **Volunteer or donate.** Servicing others (outside of work) not only yields personal fulfillment, but everybody wins! Healing begins when we all realize that we all have purpose, and we are all part of the solution. Contribute to humanity by signing a petition or donating and volunteering your time at Black-owned establishments.
- **Release an old habit that does not affirm your humanity.** It is always a good time to self-reflect and notice habits that may perpetuate an internalized systemic de-humanization.
- **Become a plant parent, or bask in nature.** Go outside! Nature is your friend, and everything in nature is here for your evolution. Scientifically speaking, our endorphins tend to flow when we are in nature. If you're not able to frequent nature, adopting a plant and tending to it can be therapeutic as well.
- **Identify negative-self talk.** Identify when negative self-talk begins and stop it dead in its tracks. In that very moment, choose to say something positive about yourself.

- **Use crystal healing.** Crystals, scientifically speaking, have energetic vibrations that can heal. Try black tourmaline to balance out negative and positive energy, rose quartz to bring more love into your life, caracola to calm the stressed hardworking spirit. There are thousands of crystals that you can work with.

Identifying Your Role and Practicing Self-Care As a Young Black Activist: How to start your work, sustain your work, and protect your peace. By Genisha Metcalf

- **Identify your story.** While we’re all fighting for a more just world, we show up and speak out for different reasons. It is important to identify your “why statement” and reason for engaging in social change work. In much the same way, everyone can show up in their own way everyone’s trauma and lived experience are nuanced and individual to them. This guide won’t apply the same to everybody -- it’s important for you to identify your own needs and how self-care and activism apply to you.
- **Grounding yourself.** Over time our bodies develop a physiological response to racism and oppression. Before engaging in social change work, it is important to focus on grounding, the practice of being aware of ourselves, our bodies and how we show up. Below are some examples of grounding exercises from the [Black Lives Matter “Healing in Action” Guide](#) to help keep you centered:
 - **Grounding Exercises Breathwork** – Breathing is obviously fundamental to life, but our breath can also be used consciously to control our nervous system. If we are short of breath, as an example, whether from asthmatic crisis or chronic anxiety, the resulting feeling we have is often panic. Deepening our breathing, even for a moment, can help us soothe our anxiety, calm our panic, and restore a grounded nervous system.
 - **Box breath** – Inhale for 4 counts, hold for 4 counts, release for 4 counts, and hold at the bottom for 4 counts. Repeat several times. Notice if your shoulders can drop, notice how thoughts and moods shift.
 - **Check-ins** – Most folks make time for check-ins at the start of meetings. The magic of check-ins can only work in relation to our vulnerability. Can we make room to ask each other how we are showing up and what we need to feel more present or grounded? What will you need during an action to stay grounded?

Articles – Black Men & Women and Leadership

- [Toward a Racially Just Workplace Diversity efforts are failing black employees. Here’s a better approach.](#) HBR article by Laura Morgan Roberts and Anthony J. Mayo
- [After years of talking about diversity, the number of black leaders at US companies is still dismal](#) By Jeanne Sahadi, CNN Business statistics
- [The Voices, Truth, and Power of Black Men: A Necessary Conversation](#) by Tony Pickett

Articles - Self-Care Tips for Leaders

6 Ways BIPOC Women can advocate for themselves in the workplace by Chelsea Calendario

- **Create a support system**
- In addition to finding your go-to confidant, create a support system that can hold you accountable and boost you up through your endeavors. Start connecting with people at work or leaning on family and friends, and be sure to give back by being just as supportive for them.
- After all, says Purushothaman, “We need safe places where we can share the toll of our burdens and we need brave spaces where we can decide what comes next.”

Another way to seek a support system is by joining an association or program catered to helping BIPOC professionals. Such places are dedicated to helping this community with resources, encouragement and opportunities to grow. A few to consider:

- nFormation - A safe space to help BIPOC women grow and find new ways to lead. They have discussion forums, virtual events and training programs to connect with others and discover your own path—professionally and personally.
- Sisters in Media - An organization that focuses on uplifting and highlighting women of color in media. They offer opportunities and host networking events to connect with other media professionals.
- Women of Color in Communications (ColorComm) - A community filled with professionals across communications, media, marketing and advertising industries.
- We All Grow Latina - An online community for Latinx creatives and entrepreneurs featuring masterclasses and events.
- **Take Initiative at Your Own Company/Organization.** Look for any company-based groups or volunteer at events. Alternately, find an area of the business that needs help or change. How about developing a BIPOC women-based discussion group or softball league? Chances are, you’re not the only one craving it. Rha Goddess, co-founder of nFormation and author of *The Calling*, points out that letting BIPOC women be a part of these spaces enables them to feel included, acknowledged and motivated to be a part of the workplace outside their day-to-day responsibilities.

If your company already has such organizations, reach out to the person in charge and ask them how you can get more involved. If they don’t, talk to your manager or someone in senior leadership about starting one.

Be prepared to answer questions surrounding your proposal, including what type of budget it would take to get it going. It also could be useful to show examples of similar groups or events at other companies.

- **Identify your strengths, goals and desires as a leader.** You have so much time in the world to reflect on your mistakes and failures, but what about your wins? Take a moment to write down your accomplishments, strengths and goals. Keep a record of your needs and wants at the workplace and what you can do in your role as a leader to make things happen. “BIPOC women should also take a clear inventory of all of the ways they are currently contributing right now and ensure that those contributions are being recognized and honored.” Goddess says.
- **Don’t be afraid to use your voice.** Studies have shown that BIPOC women feel like they can’t be their complete selves at work. Some experience isolation, loneliness and/or feel like an “other” (especially if they’re the only BIPOC woman in the company). To avoid microaggressive behavior or biases, we tend to close ourselves off (or resort to codeswitching to feel safer). But if we do speak up, there’s often the fear that we’re asking for too much or will be viewed as incapable of doing our job.

Indigenous Self Care Practices for Organizers by Veralucia Mendoza

- **Honor your ancestors.** “Our ancestors need us and we need them,” “We are a result of their struggle.” Francisca began with acknowledging the trauma her ancestors survived, both personal and from colonization. Her first step was to set up an ancestor altar. Our ancestors don’t just include blood relatives or immediate family—we can also call on the ancestors of the movement.
- **Setting up an altar.** The Incas used altars to honor Mother Earth or Pachamama, their guides, helpers and allies. Find a private area in your home—it can be small, even as small as a bedside table. Clear the area of clutter, add a cloth that is beautiful or sacred to you. Add photos of passed loved ones, flowers, candles, art work or anything meaningful to you
- **Pray.** Some call it prayer, others meditation, but all must be approached with intention.
- **Releasing self-depreciation energy.** Since colonization, we have been told that we are less than. Those sentiments have been echoed in the modern sociopolitical climate we’re facing, especially under the new administration.
- Burn out and a feeling of inadequacy can quickly bring down a community continually fighting for its protection and rights. In Ayahuasca traditions, **ritual baths** are a communicating method between people and the plantas maestras or Spirit of the plants. The goal of these baths is to bring coolness and clarity and are often performed by shamans or curanderos. At home, they can be performed with the intention of washing away the negativity we have internalized.

Six tips to start your self-care journey by Kym Marsden – National Indigenous Times

- **Plan and organize.** Plan your self-care activities to blend into your routine, don’t become complacent believing it will fall into place. Be diligent, lock in dates for things like yoga, a massage, a GP appointment for medication review or a psychology appointment. Use a method to ensure you remember, lock dates into your phone calendar and a whiteboard on the fridge as a reminder system. Find one that works for you!

- **Schedule self-care leave.** Do you have access to a rostered day off? If not, why not use a day's leave once a month to give yourself a long weekend? You can use this as a "mental health day/weekend." By planning it, you give your employer notice and it becomes part of your monthly routine to reclaim your work-life balance. You could go away locally to a retreat, beach or somewhere that feels like a sanctuary and safe place to you to ensure you can fully recharge.

Self-Care for Black Women by The Global Purpose Approach

- Write your affirmations on an index card. Tape an affirmation on your bathroom mirror and read it every morning for a week while you brush your teeth.
- Write your dreams and aspirations on paper. Frame it and put it somewhere you can see it. Create a vision board and meditate on it daily.

Self-Care Tips for Asian Americans Dealing with Racism Amid Coronavirus By Brittany Wong
Huffington Post

- **Reach out to friends who can validate your experiences.** (Online friends count, too!) Because we're physically distancing, social bonds are more important now than ever, especially if you're emotionally exhausted from this current wave of xenophobia and racism.
- **Pull yourself away from the TV and headlines occasionally.** You want to be as informed as possible during an international health crisis like this — especially when there are local threats to your community. You might feel like you can't take a break and it's not until you're overwhelmed and hit with a wave of exhaustion that you stop.
- **Lean into literature written for and by Asians.** Now is a great time to grab your Kindle and check out books by Asians and Asian Americans. In this difficult hour, hearing how others in the community have persevered can be heartening.
- "I always tell my clients to lean into our ancestors, social justice elders or beloved spiritual figures in hard times," she said. "It allows us to bring in different models that can help lead how we can think and act during this time. Read Grace Lee Boggs, Maxine Hong Kingston and Thich Nhat Hanh."

5 Self-Care Strategies for Leaders During Stressful Times by Insperity Blog

Leaders often overlook their own well-being during times of high stress. You can't expect to help others if you haven't first helped yourself. To be a great leader of others means to first take care of yourself. Your entire team looks to you to set the tone and show how to manage an entire organization. What employees often don't see is how self-care starts from within. As a leader, especially in enduring crises, you can model the importance of maintaining mental and physical health by committing to self-care strategies for leaders.

1. **Practice self-awareness** - What sets great leaders apart is their dedication to learning more about themselves and others. People with high self-awareness tend to have more direction, purpose, influence and success in their professional and personal lives.

How can leaders practice self-awareness? You can:

- Become aware of feelings and what they're teaching you.
- Gather feedback to look at yourself through others' eyes.
- Learn your strengths and weaknesses to identify what you're doing well and what could be improved.
- Be mindful of how you present yourself to others.
- Welcome alternate viewpoints by being open to new ideas.
- Keep a journal so you can track your progress over time.
- Be sure to follow your values in not only what you say but what you do.

Self-coaching starts with setting your vision, the first important step to assessing where you are and where you would like to be. With practice, self-awareness can become a lifelong habit that becomes the foundation for high performance, productivity and overall satisfaction.

2. **Set boundaries** - Boundaries can be defined as the limits we set with other people in what we find acceptable and unacceptable in their behavior toward us. Setting boundaries is a form of self-care. It's an important process in which leaders recognize what they need and ask for it.

Here are four ways to set boundaries for yourself as part of your self-care strategies.

- Know your limits so you can set your boundaries at work.
- Be direct in stating your boundaries to avoid confusion.
- Seek support through workplace mental health resources or tap into private resources to help you set boundaries at work.
- Create a schedule that suits your preferences to keep things normal as much as possible, even when operating under crisis conditions.

Defining your limits can help you manage stress, take care of your physical well-being and create healthier relationships in both your professional and personal life.

3. **Take care of your physical and mental health** - Leaders with healthy routines and habits often model desired leadership behaviors with self-control, especially their ability to handle their temper.

Adopting the good habits of successful leaders can help reduce stress and replenish the energy needed for peak performance. Ways to take care of your physical and mental health include:

- Plan your day the night before to reduce stress at the start of your day.
- Take breaks from work to walk around, stretch your legs and clear your head. A little exercise – even just a lap around your building – can go a long way.
- Make sure you get enough sleep and eat a diet of healthy food.
- Automate as many decisions as possible to reduce “decision fatigue.”
- Disconnect from work by picking up a hobby, connect with friends and family or spend time in nature.
- Practice relaxation or meditative techniques to rest your mind.

4. **Give yourself grace** - When you’re in a position of leadership, you might feel like you must solve everything immediately. In the process, you might create unrealistic expectations or timelines for yourself. Give yourself grace by taking more control over your schedule can be an essential strategy for managing your stress. It allows for time to reflect on how leadership is much more than taking on 100% of the burden.

Leaders help organizations when they’re present and available for their employees, empowering them to devise solutions and execute them in the process. Giving yourself grace means not putting so much pressure on yourself to be all things to all people. Instead, focus on being flexible in the face of ever-shifting situations.

Find the time to give yourself grace. Make it a priority to carve out places in your busy schedule and find a quiet space where you can feel at peace and reflect.

5. **Extend grace to others** - Be sure to check in with your team to see how they’re doing during any crisis. The call doesn’t need to be business-focused conversation.

Ask your employees how they are faring and how their family is dealing with the current situation. Your interest in your employees can mean the world to them.

Checking in with your team members also gives you the insights on which employees need grace the most in the workplace. For example, if an employee is suddenly homeless, make sure they are connected to work and community-based resources to help deal with the aftermath of a crisis.

Don’t forget to support employee wellness programs as another way to extend grace to your team. As wellness programs expand into more businesses, leaders are recognizing the benefits of such programs – including increased productivity and engagement and reduced absenteeism and turnover.

When leaders feel run down, exhausted or emotionally drained, they’re vulnerable to more than the health risks associated with stress. A chronically stressed leader could unwittingly trigger the

spread of dysfunctional workplace dynamics across an entire organization that can limit employees' ability to think creatively and develop innovative solutions.

“Serious” Leaders Need Self-Care, Too by Harvard Business Review

Tips for integrating a self-care practice once you overcome the resistance to it:

- **Make peace with self-care** (or whatever you want to call it). Acknowledging your resistance is the first step to overcoming it. For example, one leader I worked with associated self-care with long meditations sitting cross-legged on the floor, complete with incense and chants, which he found completely repellant. Once we got past that misconception, we could arrive at a more meaningful understanding of self-care — for him, it consisted of a morning journaling exercise, a brief afternoon nature walk, and 15 minutes of kid-free jazz in the evening.
- **Make it your own.** Understand that self-care is as individual as the person practicing it, so it can take many different forms. You may not be a spa person, but perhaps you get a boost from nature. Talking on the phone may be draining but pulling out a sketch pad or a crossword puzzle might reenergize you (or vice versa!).
- **Make it micro.** Short diversions can provide a powerful boost. One of my clients sets a daily alarm for a five-minute loving kindness meditation, which he finds centers him amidst his “many storms brewing.”
Try an online [mindfulness meditation](#) to improve emotional regulation, [journaling](#) to promote self-awareness, [creative writing](#) to increase well-being and creativity, [reaching out to someone](#) you haven't spoken with in a while to increase your social connectedness, a [gratitude](#) exercise or an [act of kindness](#) to promote positivity, or a [walk around the block](#) to get your blood flowing.
- **Make time in your agenda.** Once you've come up with a plan, put it in your calendar to make it official! If you're not sure what exactly you want to do, you can start by simply identifying two 10-minute blocks every day, setting your alarm, and then choosing a new self-care activity to try out during each time block.
- **Experiment.** You'll never get it exactly perfect the first time. Once you've started, think about what's working for you, and what you might want to change or add to your routine. You can also look to your peers and colleagues for inspiration. There's no need to reinvent the wheel — if something they're doing sounds appealing to you, borrow it and make it your own.
- **Once you've got it, share it.** As a leader, you set the tone for your people. Share what's worked for you, and make it clear through both words and actions that you know the importance of taking care of yourself. If you're open about your investments into self-care, your team and organization will follow your lead.

Seven Self-Care Strategies of Successful Leaders by Forbes

1. **Set boundaries.** When was the last time I said no to something? Time is a nonrenewable resource. When you say yes to one thing, you are saying no to something else. Be strategic with what you agree to do.

- Am I trying to be the best at all things? Perfection is not obtainable, and striving to be the best is often self-defeating. Meet expectations and exceed them when tactically smart to do so.
- Have I allowed myself to let go of things I do not have to keep? For some leaders I work with, letting go and delegation can be challenging. Ask yourself: What can someone else do 80% as well as I can?

2. **Refuel yourself.** What small thing can I do today that will bring me joy? Consider what you love to do, and include that in your daily routine. What brings you joy often recharges your energy.

- Have I taken a moment to just breathe today? I don't know about you, but I find practicing the art of the pause extremely powerful. A pause is a moment when you are not thinking about things that stress you. Maybe you don't think at all. Just breathe.

3. **Get outside.** When was the last time I was outside? Research suggests that contact with nature can improve mood, cognition and health.

- What can I do today to connect with nature? Even something as simple as taking a short walk to lunch can feel refreshing. Instead of meeting in a conference room, see if there is a park nearby.

4. **Practice kindness.** Did I show appreciation and gratitude, share a compliment, and be sure to thank others today? Kindness comes from a position of strength — it is not a weakness. The more you spread kindness, the more likely you are to receive it.

- Was I kind to myself today? Kindness goes two ways. If you are not kind to yourself, it's less likely that you will be kind to others. Kindness is often subtle or misinterpreted. For example: splurging on ice cream isn't always "kindness" if you will suffer from it later.

5. **Be aware of your mindset.** How do I speak to myself? Does my inner voice affirm or criticize me? How we speak to ourselves is critical. I have noticed a distinct and direct correlation between mindset and career success.

- Am I dwelling on the positive or negative aspects of today's events? How we "color" circumstances in our minds will affect our decision-making, which elevates the importance of intentional reflection.

6. **Reflect.** Did I take the time to reflect on today's events? Reflection is a powerful tool that allows you to cognitively reframe experiences from a more positive and productive perspective.

- What did I learn and what am I grateful for today? Experiences alone are not the best teacher — evaluated experiences are. Reflection gives us the space to learn from experiences at a time when we are not so emotionally attached.

7. **Celebrate!** When was the last time I acknowledged something I did well? I have found that most driven, successful professionals are hardest on themselves. Taking the time to acknowledge what you did well fuels motivation and inspiration.

Based on my work with successful leaders, I encourage the practice of these seven self-care strategies of successful leaders. While deceptively straightforward, these habits encourage awareness and give you the ability to cognitively reframe experiences, consider what you have learned and adjust behaviors to ensure your continued leadership achievement.

The 5 Rules of Self-Care for Great Leaders by Fast Company

- **Be honest** - Trying to come up with an answer takes more energy and time than saying the truth.
If I don't know, I'll say I don't know. If I disagree, I'll openly admit it and share my opinion. If I am destroyed, upset or anxious, I'll share that with my team, too. Truth is rewarding and it reinforces the bond. The team knows what they hear is exactly what I am thinking right now. It might not work for everyone, but I don't want everyone on my team either.
- **Love your body** - This is not even about looks. This is about being healthy and taking good care of my physical self. Exercise, drink at least 2 liters of water per day, start the day with a nutritious healthy breakfast. During the pandemic, I bought a treadmill for walking more even during lockdowns, a blender to make smoothies, and a jump rope.
- Working from home has made this easier for me to master, a silver lining so to say. Exercise gets the stress out of your system, and physical health gives the level of confidence that benefits me greatly to lead others.

Six Self-Care Tips for Active Leaders by Emergenetics Blog

- **Develop a Consistent Sleep Routine.** When was the last time you experienced a truly great night of sleep? It's been a while, right? For many leaders, a restful night of sleep is very difficult to find.
For some, it seems impossible. That's because most leaders and people in general do not prioritize it.

You can get better sleep, and you can experience it on a much more consistent basis by developing a routine. That means no more staying up to burn the midnight oil, and it means no more forcing yourself to awaken before dawn so you can be the first one at the office. Give yourself a nightly bedtime routine and schedule some wind-down time in the hours approaching that bedtime.

Make it a habit by going to bed at approximately the same time every night. Ensure your wind-down time doesn't include searching social media or finishing up last minute work tasks as that will fire you up. Sleep is one of the major keys to overall well-being that many leaders simply overlook. My advice to you: Ignore it no more!

- **Spend Free Time the Way You Want to Spend It.** I have spent time with countless leaders who felt like they needed permission to have fun or enjoy themselves. I have also spent time with leaders who have no idea how they like to spend their free time.

Don't be the leader who devotes themselves so fully to work that you lose yourself in it. I encourage you to focus on what you really enjoy in life. Determine what gives you joy, pleasure, richness and fulfillment in life. Then go do those things. Your free time should be spent living life in the way that energizes you and gives meaning to your story.

Self-Care Vs. Leader Care by Forbes

- **Let Go of What Others Think You Need** - Your self-care might look different than everyone else's and that's fine. Let go of their expectations and find what fills your cup.
- **Shift Your Focus** - When things get chaotic and stressful, stopping to get a massage might be the least helpful thing you can do. Julie Longyear - Herbal Chemist, Formulator and Founder of Blissoma says, "We have to look for what resources we each have and then think creatively how those can be applied. This is the type of thinking that has helped my business survive and thrive for nearly 20 years independently. We are always looking at what we do have and how to leverage that to the greatest benefit. If you spend time thinking about what you don't have you can miss opportunities."

Just a simple shift in focus, to one of gratitude, might be enough to get you unstuck, get creative and find solutions. Solving your business problems can unload a lot of stress, ease tension and fuel confidence.

A lot more than a pedicure can.

7 Business Leaders Share Their Self-Care Secrets by Forbes

- **Block off time to brainstorm all the things you want to do with your life.** Then, write down everything that comes to mind. The exercise takes you out of the present and provides perspective. Says Lawton, “I love to look back at it over the years and see what kind of dreams and ideas I come up with when my head is clear to think.”
- **Take challenges as they come rather than trying to solve them all at once.**
- **Make separating work and non-work time a bigger part of your life.** Spending time outdoors can be a way to appreciate the rest of the world and even socialize. Try to invite neighbors, keeping six feet apart and socially distanced, to go biking with me or outdoors for a driveway outdoor workout.
- **Switch up physical spaces when working from home.** Never work in the same room, helps avoid feeling too cooped up. Outfit your work-at-home spaces with active equipment like standing and walking desks to improve fitness levels.
- **Daily meditation and wearable tech gadgets like Whoop, helps individuals stay on top of wellness goals.** Whoop monitors sleep and personal readiness to perform each day.
- **Begin the day with mind management, meditation, self-reflection, gratitude identification, and mantra recitation.**
- **Start taking in more plant-based foods as well as spending more time outside in moderate to intense activity.**
- **Each morning, identify someone you can serve and help during the day.** Though there is reward for being so diligent, the bigger reward is being in a better position to be a shoulder for others. This exercise keeps business in perspective and makes sure you’re focused on a bigger purpose. Starting the day with positivity and healthy morning routines enables you to buzz through the rest of the hours without worrying that you’ll have to shoehorn activities into your evening later.

Self-Care Tips for Leaders During COVID-19

Taking Care of Yourself: Self-care Strategies for Effective Leadership During COVID-19 by National League Cities (NLC)

- **Understand you are in a unique situation.** Even if your natural tendency is to increase your work, it’s very important to recognize this isn’t a typical situation and you must be aware of the stressors you’re experiencing.

As leaders, you can’t take all the responsibility on your shoulders. You are in a position where you feel like you must show up for your residents, but you cannot solve COVID-19 and all its ramifications alone. This is a great moment for us to go back to the notion of putting your mask on first and remembering that WE ARE HUMAN and we’ve got to act human. Humans are tired sometimes, and humans need support.

- **It is important to recognize your own stressors.** Of course, we know that the impacts of poor mental and emotional health have been exacerbated during the COVID-19 pandemic due to trauma, stress, anxiety and fears about the virus and economic instability. We are not super humans – we can't solve everyone's issues all at once and that's okay. It's okay to say, "I don't have the answer." As leaders, we are expected to be strong and carry on. To be strong, it starts with ourselves. So, my advice is to be self-aware and find a way each day for a short break. You are human too, and your family needs you.

5 Self-Care Techniques to Rely On during COVID-19 by Linkage

- **Recognize the symptoms of stress.** "The World Health Organization has declared COVID-19 as a pandemic to highlight the level of concern and spark measures of precaution," writes Shainna Ali PhD, LMHC, in Psychology Today. "In a parallel process, your stress is doing the same for you as it sets off a warning alarm that calls you to action."

The World Health Organization emphasizes that preventive care has an impact on fighting the coronavirus, which means that our ability to cope with stress is crucial. Ali recommends reviewing the symptoms of stress—which can range from sadness and confusion to reduced energy and sleeping problems—as a first step to managing emotions.

- **Look for the helpers – and the good news stories.** In recent years, a particularly touching quote by Mr. Rogers has often been shared on social media during times of crisis or disaster: "When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for the helpers. You will always find people who are helping.'"

Mr. Rogers was right—there are always helpers around, especially in times of uncertainty or crisis.

Look for stories about resiliency, hope, and lending a hand to those in need, using the skills, resources, and abilities we already have. Acknowledging the presence of these "helpers" can empower us to gain a new perspective and some positivity in the face of uncertainty.

Pandemic Self-Care for CEOs: Rituals, Running, and Cognitive Restructuring - Harvard Business School

- **Adopting new routines and rituals.** Creating a daily plan helps compartmentalize personal and professional activities. Rituals to start and end "workday" or to facilitate the "switch" between work and home.
- **Developing resilience and using cognitive restructuring.** Work on self-development, taking the pandemic as an opportunity to foster resilience and learn new skills.

Reading, webinars, podcasts, home improvement projects, and cooking. Such activities make you feel empowered once tasks were completed.

These activities help leaders focus on the future. One interviewee described how, “Every week, I wrote myself one email about what I accomplished personally and professionally that week—to reflect on the week and assess what I want to continue doing and what I would like to change.” Another appreciated having occasional time to “reflect on what I liked and wanted to keep after the pandemic.”

Self-Care Tips for Managers and Teams During COVID-19 by Mamie Kanfer Stewart blog

- **Get perspective when tension between coworkers build.** A simple method for slowing down and separating the facts from our interpretation of them, with the BuFCA method, to repair colleague conflicts.

BUFCA Method for Interpersonal Conflict

Breakdown: Ask yourself, “what’s going on that’s causing the upset?”

Facts: Look at the facts as if you were a judge. Consider them from a more elevated, objective position. What can you say definitively happened versus your interpretation or judgement of the situation?

Commitment: What are the values you are committed to maintaining with regards to the situation?

Action: What will you do to rectify or address the situation?

- **Structure Food Times.** Book time in your daily schedule to take lunch and dinner breaks. Make sure to block off food preparation time, in addition to eating time, to both create healthy meals as well as give your mind a pause from work.
- **Suggest Phone Calls Instead of Zoom.** Staring at a screen can be so draining. People are often happy to accommodate a request to use the phone or audio only instead of video. Alternatively, proactively plan for “walking conversations” for meetings so everyone can get some fresh air and body movement time.
- **Take Time Off.** Many people aren’t taking vacations because they feel they don’t have anywhere to go during COVID-19. If you don’t want to take a full vacation, it’s still important to take a day off here or there - or even half a day - to give yourself time to refresh and renew.

- **Write a letter to yourself.** Imagine you've accomplished something in the future or become the person you envision. Write a letter to your current self as if you've reached that goal.

Mental Health Resources During the Time of COVID-19

Coping with Stress - Centers for Disease Control and Prevention (CDC)

The outbreak of coronavirus disease 2019 (COVID-19) may be stressful for people. Fear and anxiety about a disease can be overwhelming and cause strong emotions in adults and children. **Find ways you and your family can reduce stress.**

Resources include:

- Ways to cope with stress
- Take care of your mental health
- For people at higher risk for serious illness
- For responders
- For people coming out of quarantine

For more information, visit <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html>

Finding a Therapist - Psychology Today

Psychology Today's Therapy Directory lists clinical professionals, psychiatrists and treatment centers who provide mental health services in the US and internationally.

For more information, visit www.psychologytoday.com/TherapistsinNewYork

Race and COVID-19

[“Study: Racism shortens lives and hurts health of blacks by promoting genes that lead to inflammation and illness” by April Thomas \(article\)](#)

[“Do US Black Women Experience Stress-Related Accelerated Biological Aging?” by Arline T. Geronimus, Margaret T. Hicken, Jay A. Pearson, Sarah J. Seashols, Kelly L. Brown, and Tracey Dawson Cruz \(article\)](#)

[Black Authority and the Psychodynamic Impact and Implications of COVID-19 \(Webinar\) by The University of San Diego](#)

Mary Pender Greene website www.marypendergreene.com

Mary's Bookshelf <https://marypendergreene.com/bookshelf/bookshelf/>

Anti-Racist Resources <https://marypendergreene.com/bookshelf/undoing-racism-resources/>

LGBTQIA+ Affirming Therapists - Manhattan Alternative

ManhattanAlternative.com is a network of therapeutic service providers in New York City who are sex-positive, affirmative, and have expertise related to issues that non-monogamous, trans, gender non-conforming, and/or LGBTQ-identified individuals face.

Mental Health Practitioners Include:

- Therapists
- Sex Therapists
- POC Providers
- Queer / Non-Straight
- Sliding Scale

For more information, visit https://www.manhattanalternative.com/?fwp_cat=b-therapists%2Ch-poc-providers

Managing Grief of the Death of a Loved One During the COVID-19 Outbreak– NYC.gov

The coronavirus disease 2019 (COVID-19) outbreak has changed many things about the way we live. The need to maintain physical distancing to reduce the spread of the illness means that the way we grieve the death of a loved one will be very different from what we are used to. Yet, we must grieve if we are to move on with our lives. Although it may look different, there are still ways we can stay connected and mourn our loved ones.

You may find some resources for the following:

- Experiencing grief during the COVID-19 outbreak
- How physical distancing is impacting grief and loss
- Livestreaming funerals, burials, and memorials
- Helping those who have experienced loss

For more information, visit www.nyc.gov/managinggriefandloss

For information on managing grief in the workplace, visit www/nyc.gov/managinggriefandlossintheworkplace

Living Alone During Shelter in Place - Caring Communities

In association with Emory University, Grady Hospital, and Morehouse School of Medicine

Are you living alone while having to maintain physical distancing with the current COVID-19 guidelines in place? While some people really cherish and value this alone time, others may appreciate it to some extent but also may find themselves feeling lonely, stressed, or frustrated. Here are some tips to help bolster your resilience as you navigate the experience of living alone while sheltering in place.

Resources include:

- How to Connect from Afar
- How to Engage in Consistent Self-Care and Wellness Practices
- How to Acknowledge, Manage, and Grow from Your Painful Feelings

For more information, visit [Caring Communities COVID-19 Psychological Wellness Guide](#)

Recognizing the Signs of an Abusive Relationship and Getting Help - HelpGuide.Org

Domestic violence and abuse can happen to anyone, yet the problem is often overlooked, excused, or denied. This is especially true when the abuse is psychological, rather than physical. Noticing and acknowledging the signs of an abusive relationship is the first step to ending it. If you recognize yourself or someone you know in the following descriptions of abuse, reach out now. There is help available. No one should live in fear of the person they love.

Resources Include:

- Signs of an abusive relationship
- Physical and Sexual Abuse
- Emotional Abuse
- Recognizing the warning signs that someone is being abused
- Speak up if you suspect domestic violence or abuse

For more information, visit www.helpguide.org/DomesticViolenceandAbuse

Parents Caring for New Babies – Healthy Children

Tips for calming a fussy baby and advice for caregivers who have reached a breaking point during shelter in place. If you have a friend, relative, or neighbor with the new baby at home, think of ways you can reach out to provide support.

Resources Include:

- Soothing methods for crying
- Connect with others
- Pay attention to your needs
- Signs and Symptoms of Abusive Head Trauma

For more information, visit <https://www.healthychildren.org/Coping-with-a-New-Baby.aspx> and <https://www.healthychildren.org/Abusive-Head-Trauma-Shaken-Baby-Syndrome.aspx>

Returning to work – Tips

With many people now returning to work, there may be a lot of anxiety about possibly being exposed to COVID-19 or even returning to their old routine after months of upturn.

For more information, visit <https://coronavirus.ohio.gov/wps/wcm/connect/gov/>

Returning to school – Tips

Going back to school after a long break can be disruptive for children at the best of times.

But when many students prepare to head back to the classroom after shelter in place, pupils and parents may be more apprehensive.

For more information, visit <https://www.mirror.co.uk/lifestyle/family/5-tips-prepare-your-children-22112661>

New York & Nationwide resources - Mental Health America (MHA)

MHA is the nation’s leading community-based nonprofit dedicated to addressing the needs of those living with mental illness and promoting the overall mental health of all Americans.

Resources include:

- [General Information about COVID-19](#)
- [Financial Support](#)
- [Tools and Information on Anxiety](#)
- [For Parents](#)
- [For Older Adults](#)

For more information, visit <https://mhanational.org/covid19>

Substance Abuse resources- SAMHSA

The Substance Abuse and Mental Health Services Administration (SAMHSA) is the agency within the U.S. Department of Health and Human Services that leads public health efforts to advance the behavioral health of the nation. SAMHSA's mission is to reduce the impact of substance abuse and mental illness on America's communities.

Resources Include:

- [Alcohol, Tobacco, and Other Drugs](#)
- [Recovery and Recovery Support](#)
- [Substance Abuse and Mental Illness Prevention](#)
- [Suicide Prevention](#)

SAMHSA's National Helpline – [1-800-662-HELP \(4357\)](tel:1-800-662-HELP(4357)) or TTY: [1-800-487-4889](tel:1-800-487-4889)

- Free, confidential, 24/7, 365-day-a-year treatment referral and information service
- English and Spanish
- For individuals and families facing mental and/or substance use disorders
- Also visit the [online treatment locators](#).
- This service provides referrals to local treatment facilities, support groups, and community-based organizations. Callers can also order free publications and other information.

For more information, visit <https://www.samhsa.gov/find-help/national-helpline>

Drug and Alcohol Addiction

Alcoholics Anonymous – <http://www.alcoholics-anonymous.org>

Narcotics Anonymous – <http://www.na.org/>

Marijuana Anonymous <https://marijuana-anonymous.org/>

Eating Addictions

Food Addicts Anonymous – <http://foodaddictsanonymous.org/>

Food Addicts in Recovery Anonymous – <http://www.foodaddicts.org/>

Overeaters Anonymous – <http://www.oa.org/>

Anorexics and Bulimics Anonymous – <http://www.eatingdisordersanonymous.org/>

Greysheet/Compulsive Eaters Anonymous – [https://www.greysheet.org/;](https://www.greysheet.org/)

<http://www.ceahow.org/>

Eating Disorders Anonymous – <http://www.eatingdisordersanonymous.org/>

For the Family

Al-Anon/Alateen – <http://www.al-anon.alateen.org/>

Adult Children of Alcoholics – <http://www.adultchildren.org/>

Nar-Anon – <http://nar-anon.org/>

Families Anonymous – <http://www.familiesanonymous.org/>

Parents Anonymous – <http://www.parentsanonymous.org/>

Co-Anon/ Cocaine Anonymous – <http://www.co-anon.org/>

Co-Dependents Anonymous – <http://www.codependents.org/>

Other Anonymous Fellowships

Cocaine Anonymous – <http://www.ca.org/>

Gamblers Anonymous – <http://www.gamblersanonymous.org/>

Dual Recovery Anonymous – <http://www.draonline.org/>

Emotional Health Anonymous – <http://www.emotionalhealthanonymous.org/>

Debtors Anonymous – <http://debtorsanonymous.org/>

Nicotine Anonymous – <http://www.nicotine-anonymous.org/>

All Addictions Anonymous – <http://www.alladdictionsanonymous.com/>

Chemically Dependent Anonymous – <http://www.cdaweb.org/>

Crystal Meth Anonymous – <http://www.crystalmeth.org/>

Dual Diagnosis Anonymous – <http://www.ddaworldwide.org/>

Heroin Anonymous – <http://www.heroin-anonymous.org/>

Marijuana Anonymous – <http://www.marijuana-anonymous.org/>

Methadone Anonymous – <http://www.methadonesupport.org/>

Pills Anonymous – <http://groups.msn.com/PillsAnonymous>

Prescription Anonymous – <http://www.prescriptionanonymous.org/>

Recoveries Anonymous – <http://www.r-a.org/>

Bettors Anonymous – <http://www.bettorsanonymous.org/>

Bloggers Anonymous – http://darmano.typepad.com/bloggers_anonymous

Clutterers Anonymous – <http://www.clutterersanonymous.net/>

Emotions Anonymous – <http://www.emotionsanonymous.org/>

Gamblers Anonymous – <http://www.gamblersanonymous.org/>

Hepatitis C Anonymous – <http://www.hcvanonymous.com/>

HIV AIDS Anonymous – <http://www.hivanonymous.com/>

Kleptomaniacs and Shoplifters Anonymous – <http://www.shopliftersanonymous.com/>
Recovering Couples Anonymous – <http://www.recovering-couples.org/>
Schizophrenics Anonymous – <http://sanonymous.com/>
Self Mutilators Anonymous – <http://www.selfmutilatorsanonymous.org/>
Spenders Anonymous – <http://www.spenders.org/>
Survivors of Incest Anonymous – <http://www.siaawso.org/>
Workaholics Anonymous – <http://www.workaholics-anonymous.org/>
Love Addicts Anonymous – <http://www.loveaddicts.org/>
Sex and Love Addicts Anonymous – <http://www.slaafws.org/>
Sex Addicts Anonymous – <http://www.sexaa.org/>
Sexaholics Anonymous – <http://www.sa.org>
Sexual Compulsive Anonymous – <http://www.sca-recovery.org/>
Sexual Recovery Anonymous – <http://sexualrecovery.org/>

MPGC Resources: Self-Care Tips for Leaders

Books

- [Deep Work \(Rules for Focused Success in a Distracted World\)](#) by Cal Newport
- [Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.](#) by Brené Brown
- [Leadership, Reinvented: How to Foster Empathy, Servitude, Diversity, and Innovation in the Workplace](#) by Hamza Khan
- [Black Faces in White Places: 10 Game-Changing Strategies to Achieve Success and Find Greatness](#)
by Randal Pinkett and Jeffrey Robinson and Philana Patterson
- [Principles: Life and Work](#) by Ray Dalio
- [Elastic Habits: How to Create Smarter Habits That Adapt to Your Day](#) by Stephen Guise
- [The Art of Alignment: A Practical Guide to Inclusive Leadership](#) by Patty Beach
- [Inclusive Leadership: From Awareness to Action](#) by Ernest Gundling and Cheryl Williams

Apps

- [Liberate: Black Meditation App](#)
- [Shine App, emotional wellness app for BIPOC](#) founded by a Black woman and a half Japanese woman who did not see themselves represented in mainstream wellness.

Podcasts

- [Coaching Real Leaders. HBR Presents / Muriel Wilkins](#)
- [Self-Care for Leaders](#) Truist, Truist Leadership Institute, Anna Slaydon
- [Women's Conversations: Feminine Leadership, Self-care, and Fundraising for BIPOC Founders](#) – The Reboot Podcast, Feb. 4, 2021 episode

Events (Time Sensitive)

- [North Star: A Nurture Space for Black Mental Health/Healing Justice Workers](#) March 26

Wellness Sites for BIPOC

- [Inclusivetherapists.com](#) a resource for people who are looking for inclusive therapists. "We center the needs of marginalized populations, including Black, Indigenous, and People of Color, the LGBTQ+ community, neurodivergent folx, and people with disabilities," the site reads.
- <https://borislhensonfoundation.org> The Boris Lawrence Henson Foundation was launched this past April. Named for the founder Taraji P. Henson's father, who experienced mental health challenges after serving in the Vietnam War, it was created to provide Black families and individuals who are dealing with fallout from the coronavirus pandemic free therapy sessions. [According to its website](#), the foundation is "committed

to changing the perception of mental illness in the African-American community by encouraging those who suffer with this debilitating illness to get the help they need." Their second wave of registration for free therapy opens June 5.

- <https://www.ethelsclub.com> Ethel's Club has physical locations in Brooklyn, plus an online community that's open to anyone who's seeking out wellness, creative, and cultural resources. The social and wellness club offers wellness and workout sessions, livestreamed classes and salons, and a global network — all for a \$17/month subscription. Their website says, "We create healing spaces that center and celebrate people of color through conversation, wellness and creativity."

BIPOC SHIP is a Black, Indigenous People of Color HUB. **(NO COST)**

SHIP:
S-Support
H-Healing
I- Inspiration
P-Planning

BIPOC SHIP Hub is open to all BIPOC who seek connection and solutions throughout their anti-racist journey.

Our work is guided by the principles of The People's Institute for Survival and Beyond, who are recognized internationally for their Undoing Racism® Workshop and Community Organizing Workshop.

BIPOC SHIP meets via Zoom on the 3rd Thursday of every month.

Contact Lynn at lynn@mpgconsultingnyc.com