

Thank you everyone for joining us for our state technical assistance webinar today uh this is the children's safety Network and we are funded by uh the health resources and services Administration we are Hersa's primary vehicle for training and technical assistance on child safety um and so uh none of the content uh should be misconstrued as the position of the government um just some uh notes for today on accessibility and engagement uh you can enable your closed captions at the bottom of your screen um and uh we will uh do our best to provide verbal descriptions and summaries of uh slide content and chat messages um we will also provide follow-up materials we will be posting the recording and uh slides and any uh additional uh resources on our um website um you can use your the chat feature at any time uh for those of you who are joining our state technical assistance webinar for the first time uh this is intended to be an interactive webinar so we do hope that you uh will feel free and comfortable uh to join us um in the chat or uh even to unmute and and uh share your thoughts uh orally in um during our discussion portions uh we do um hope that you will uh stay muted when you're not speaking so that we can minimize some background noise um and uh if you are free and able to do so we would love uh to see your faces so if you can turn on your cameras that would be lovely if you can't we understand um we will be recording this and and posting it publicly and uh if you haven't already uh we would appreciate if you could rename yourselves um to include your state abbreviation um and your full name and it helps us to um uh see who's in the room with us um get some ideas and make some connection for you all as we're uh participating in our discussion so uh we also have some Community guidelines and so we ask that during our uh session today you focus on um some intentional presence that you bring a curious stance um that we're Partners in learning and that we honor each other's perspectives experiences and learning styles and any lived experience that we may be sharing today and we hope that um you feel comfortable to take care of yourself as needed um during this time so um our topic for today is Workforce Development and specifically focusing on supporting your Workforce to address child safety um so we'll be uh popping a uh poll on the screen um if you could let us know what type of organization

you're coming from um I know that we've asked you to introduce yourselves um and to share your um affiliations uh but if you could tell us uh what type of organization that would be wonderful it would help us um think through some suggestions or recommendations that we might come up with uh based on who's in the room with us um and as I mentioned uh as we included in the um in the announcement uh for today's webinar our uh Workforce Development webinar is hopefully the first in a series um our previous uh series that we're going to continue of course is on Qi 101 uh so if you're joining us for the first time this is uh intended to be the first Workforce development in in a series as well um and we have um we have uh a um had o other uh State technical assistance webinars on Workforce Development in the past um so uh you can access all of those on our uh website um so thank you all for um uh putting in the type of organization most of you are um about 55% are from State Health departments from uh Title 5 clinical programs mental health agencies other government agencies and professional organizations great well thank you all for joining us today wonderful so um today's presenters are uh Steve fry um who has been a public health Analyst at the Substance Abuse and Mental Health Services Administration otherwise known as samama um at their Office of Recovery since uh October of 2022 after 9 years in samsa central for mental health services and before coming to samsa he worked in the Connecticut Department of Mental Health or Addiction Services for 23 years and was appointed the Commissioners U to the commissioner executive leadership team he Advanced uh peer support oversaw the division of client rights and Grievances and led the division education training and Workforce Development his passion for this work is informed by his lived experience in as a person in recovery from mental illness in long-term sobriety and living with physical disabilities um Steve has a master's of Science in Community Mental Health and is a certified patient experience professional and I will also be presenting if you don't um if you if this is the first time that you're meeting me my name is Maria katrus and I'm a senior training and technical assistance associate at CSN I'm the

topic lead for suicide and self harm prevention um for our uh child safety learning collaborative and the data manager um for CSN as well uh and um I'm really happy to be with you all today thank you uh for joining and for introducing yourselves in the chat so uh the agenda for today is that we'll be uh talking about why we're focusing on Workforce Development and wellness and then uh Steve will take us through addressing professional stress and burnout we'll talk about some additional resources and then we'll close out so uh without further ado um if you if this is the first time that you're joining us um this may be the first time that you're seeing our CSN framework um we've uh created this framework for quality improvement and innovation in child safety that we use to inform our work um we have our inputs on the left side and this is largely a lot of the work that we do is in developing child safety expertise in supporting leadership and management and um and improving systems and then we have um two outputs of Workforce Development and child safety system development uh with the ultimate outcome of creating positive health impact and Health Equity of course is underpinning all of the work that we do and and is uh in every aspect of our framework um so today we're focusing on Workforce Development and um you might be wondering you know it's Suicide Prevention month and bullying prevention month is coming up so what does this have to do with uh Workforce Development um and why are we focusing on this so we want to make sure that we're supporting the folks who are doing the work as much as possible um and that um we are creating uh safe spaces within our work just as we are hoping to do so uh with the communities that we that we support so um Workforce Development in public health according to the public health Foundation aims to improve health outcomes by enhancing the training skills and performance of Public Health work workers and a well-prepared public health Workforce is the foundation of a healthy community and so we want to make sure that we're supporting our Workforce not just in developing the um knowledge skills and abilities that they need in order to do um our prevention work but also in uh in um supporting them uh to uh in their well-being and in uh the more emotional aspects of our work as

well so we want to make sure that we're caring for for the caregivers so as I mentioned September is suicide prevention awareness month and um in um October we have National bullying prevention month uh which are two topics of our learning collaborative uh Lauren Gilman who's on the call with us today is our uh bullying prevention topic lead and so we want to make sure that we are uh supporting and um and uh supporting the well-being of our Workforce while uh we're doing this important work and we can and um continue to have these discussions uh as we're thinking through um um supporting mental health and well-being for uh children adolescence um we would love to know a little bit more about how you're supporting your Workforce uh development in your settings how are you supporting your Workforce any ideas of how you're supporting or things that you'd like to share with us about how you're supporting your Workforce in these two months and of course all year round I I can go this is Cassidy in Illinois um you know one of this this happens to be a topic that is very near and dear to my heart and one of the things is continuing to advocate for um for increase in capacity not just through training but like really acknowledging workload and continuing to bring that up to leadership that we you know as things expand it's not always training that will do it you really do need to manage workload and distribute work volume so um we're we're being very mindful of how we do that I'm continuing to just advocate so wonderful thank you so much Cassidy for that example so we know oh go ahead Nikita thanks for raising your hand oh yeah I'm sorry if you were about to move on I did go ahead um I it made me think about um so recently in our state we experienced a um school shooting um so it's a little little related um to both of these topics of course um and one of the ways that we try to support just really anyone that is in that was impacted by whether an employee or they knew someone in that Community um we were we put together resources for self-care um giving some kind of actionable steps for people to be able to take the time to really process through the event and how it impacted them in whatever capacity and so and as a state agency we had to be of course careful unfortunately in our

state be care very careful how we addressed it um but just being able to have that opportunity to just share like

we understand where you're coming from we understand that this this impacts us all because of I primarily work in

violence prevention in my department so so um we know that this impacts you all even if that's not your your main area

of focus but here are some ways that you can take care of yourself um in the midst of this as we figure out how to

you know of course um allow this to impact impact our work how can we do

what can we do differently moving forward essentially thank you for that example Nikita and I that's exactly why we

wanted to have this discussion with you all today we are you know we're doing this work we're doing this prevention

work um we're in this space and many people come to this space for different reasons some have lived experience in

the space and they're bringing it with them to work um we have um we know that every statistic we talk about data a lot in the Child Safety learning collaborative we have a lot of webinars

on data but we know that every statistic represents a child or a family that has been impacted um and to and adding that

to to additional stresses of uh work environment um uh balancing work and family and of course you know addressing this Collective um traa that we went through as with the pandemic and being socially isolated from folks uh we were trying to uh Thrive as a Workforce and

we want to make sure that we're um that we're supporting each other in this so we wanted to dedicate this time um uh in

the first of the series to talk about the importance of putting on uh oxygen masks our own oxygen masks first um uh

within our Workforce and look for the ways that uh as individuals working in public health and the larger systems

that we work with that we can promote wellness and create an environment where people can focus on health and

well-being while also improving um health and well-being um in their communities so with that I will hand it

over to Steve uh to take us through um uh some some ideas from Samson thank you

Steve thank you Maria can everybody hear me all right sound good all right as you said I'm Steve fry Public Health analyst in the Office of Recovery and I a first lived experience long-term spray uh the

thing Maria didn't mention is I'm also a family member and I know what it's like to uh have loved ones children uh who struggle with things and I appreciate the work you do and we were earlier talking about the ages of our kids and life boy I could have used you you know about 20 years ago or so uh next slide please again here's our disclaimer uh I'm going to be sharing some information and some personal experiences uh some of the things I say I just want to make sure you know they don't represent federal government HHS or substance abuse mental health services Administration next slide so as a person recovery we always kind of start with uh personal stories and I'm going to go back to uh my time in Connecticut nearly 25 years started as a mental health worker on a psychiatric floor ended up in the Commissioner's Office part of the leadership team and uh you know 12 years ago uh December 14th was one of those typical seasonal low days um the commissioner and the deputy were at a event a conference the CFO was on vacation the medical director was giving a lecture somewhere I don't even remember uh and I was called the officer on the floor we always like to have someone in headquarters and you know the image you see there that very serene scene is the Sandy Hook memorial so Nikita I can relate with what you're going through I think our initial response was tremendous uh we had drilled for this we had practiced for it uh regrettably we were pretty well prepared and we we did a good job surging resources and moving things around and following up it was really the part I struggled with were the ensuing days that um Nikita's probably beginning to experience um we were very proud to have developed a recovery oriented system of care that valued lived experience believed in recovery raised public awareness about recovery National Alliance on Mental Illness for a Time rated us the number one state yet almost immediately the the backlash about people with mental illness that want to institutionalize everyone pushing for involuntary outpatient treatment we had to do a risk assessment which of questionable scientific value on every single person we served the Mr Lanza the person of focus was not part of our mental health system and probably to my shame I was running around the halls today it happens say is he one of ours um and regrettably felt some level of relief that he wasn't because that would have been a whole another uh ball of wax or set of problems to manage um so here I was a personal Liv experience hearing

these vile things about people with mental illness what we should do day after day legislative hearings in the Press uh asking for uh information all the time a lot of it we couldn't share uh that I got really demoralized and I was thinking you know what what what has happened you know uh and I saw this opening for Samson sort of as a whim I applied for this job and um maybe more for my ego to see do I still have value does this matter and I got the job so the rest is history but there were a number of people that I worked with that left the department not so much because of the the tragic incident but because of sort of the aftermath was a little too much to take so that's my story and uh I'm sorry to have to share that with you next slide please so here's the dactic stuff we can take a breath and sort of lean back from that um during the 80s it was when burnout was really starting to be studied um and some of the findings were 62% of social workers experienced burnout in the past year 38% of social workers reported uh experiencing uh burnout due to a lack of supervision another 35% it was a lack of work organizational support uh a lot of the thinking at the time in the research was focused on individuals and individuals responses to workplace demands and some of those responses and you can share what what yours are in the chat perhaps if you wish to is uh difficulty focusing or concentrating uh depression um struggling with work-related tasks on a consistent basis decreased energy poor energy levels fatigue um getting irritable increased absenteeism uh for me the big struggle is when there's an incongruency between what I believe and and what I'm doing uh so you know please share in the the chat how how does that manifest in you and we'll talk about this once we get through the slides I mean is it fatalism

I'm famous for sarcasm in my office you know uh has it become just sort of a paycheck sometimes certainly not all the time I hope um but a lot of This research was done to try to develop prevention and resilience programs and they were testing it out and had Serv to see their effectiveness none of them were really great uh next slide

please this is a surgeon's general report from 2022 and this is kind of a post covid uh response for and the surgant general is recognizing that burnout is really the result of stress due to an imbalance between job demands and resources so it's not so much an individual failing and something people need to work on themselves or that a bubble bath is going to help uh it really is an organizational structural consideration so that's why I

like what Cassidy said you know I used to do uh training Workforce Development and it seemed when there was big systemic problems I was always pushing back that you you can't train your way out of some of these problems that you know you really have to go to the root cause and address that concern next

slide please and so what the Surgeon General found that there's profound impacts of burnout in the Health Care System both for individuals that you can see here uh people working in the system some of the ones I listen did earlier uh which Rel leads to shortages and you can't keep people in their jobs um and then for the people experiencing care you know I said I had physical disabilities I have multiple providers I've been trying to get the help I need I cannot get it because of the workforce shortages some of which related to these earlier matters um and it's months and months to see a specialist and get the testing and months to schedule a scan and as we saw during covid uh the communities in which we live in the society become less trustful of our ability to manage things of providers individually and the population Health Community and we certainly saw a lot of that during Co so what can we do about it next slide please thank you so this is also from that surgeon Generals Report and it really is asking for a holistic response a a multiactor response uh and and I can't underestimate the importance of leadership here you know after 37 years or so in the field I've grown to boil everything down to four elements there's sort of policy which is where do you want to go financing well based on that uh are you going to put your money where the mouth is then there's quality assurance performance Improvement and you're asking yourself well is it working you know are you using data is the data good and that's sort of a feedback cycle maybe we have to adjust the policy let's adjust the financing but most of all overarching that sort of the big umbrella is your leadership and are they listening and are they inclusive are they flexible to change uh a lot of things are out of our control and and willing to accept that but also AI adapt to it and be sensitive to the workforce needs and sometimes saying that out loud you know uh and it has to be more than some of the things we've seen uh or probably experienced in our professional lives next slide

please so the few other resources here for you to peruse or to look at as you think about how should I address in the capacity I can uh improving our

organizational response to the burnout people experience and you know these are some of the elements and I think what's important from the reports if you read them and the tools it that it has to more than some superficial efforts you know there's been a lot of push to return people to the office doing things that I call forced fun that you know they didn't originate with the workplace there was sort of uh somebody's idea and and it was implemented and that actually started to contribute uh to some of the C cynicism forgive me there in the military they call it f mandatory fun I like that yes um so let's uh start to have a discussion now because we're going to look at the things you do for yourself because those are important to help you cope with the challenges and and you're all doing very difficult jobs so if you go to the next slide please and you think about the things that you do uh that you do in your work the things you're exposed to the challenges we face and that res resource imbalance that I think we're all feeling um what are the things you do that that work for you this is sams's eight dimenstions of wellness and we use this in the office of the recovery to promote recovery domains of Health home purpose and community so I believe uh I've been told you're a talkative group but but what are the kind of things that work when you when you get home or in the workpl feel free to unmute um and share your thoughts or you can also put them in the chat if you don't want to unmute or can't this is Jenny I just wanted to acknowledge I really appreciate the image that you're sharing Steve of the thinking of the Dimensions of Wellness um because it it just really reminds me of the importance of attending to the whole self um and you know so often we are in and we're you know focused we there's just a part of us that's present and there's so much more to us in the context of our lives in our community Etc um and this really you know takes into that the accounting of you know recognizing that you really have to look at your entirety and the entirety of the people you work with in order to um make sure that you're you know fully providing support and being attentive to well-being thank you thanks Jenny Alyssa uh in the chat is uh says I totally agree there are some Dimensions we forget and there are some other examples um in the chat as well Carol Harvey in Texas said that she connects with friends and family Terry love in Tennessee um having a sense of

humor taking the work seriously but not ourselves and yep Jenny uh in New Jersey shared um although I'm not entirely sure if it was intentional for suicide prevention month we recently had our employee assistance program PR present to our division and I think that was important it was also the first time in eight years we have ever had a presentation uh by EAP um I definitely think this is due to our new leadership and shows how leadership can support personal Wellness well I was going to put Cassidy on the spot so I'm glad she raised her hand

yes yes I have two things and um one of them is identifying a part of your personal life that's really really important to you and being unapologetically devoted to being there and showing up mentally and physically for that so for for me my my two girls play travel volleyball and so it's like I could I don't really care about volleyball but I care about being there for them and it brings me joy to like you know watch them so I I do not have any guilt about taking time off to go um be with them um fully present and the I guess the second thing I wanted to say too is um you know just sharing with people and I'm I'm the worst about this but was sharing with people that it's totally okay to take time for yourself and there shouldn't ever be any guilt associated with that and a lot of times when you have really um adventurous you know people in the workforce or people that are really high performers it's often a struggle sometimes to get to that place internally where you don't have that so just kind of keep bringing that up that it's okay to do all these extra things that's great that's great I I definitely keying in on the take the time off I've got all these health problems and I don't feel bad at all about taking the time off because I know we live in these high consequence high demand environments and it's easy to feel like you're letting people down if you're not there but um that if you're not there when you're burnt out you're just not present to do the work and you do have to take care of yourself it was like Maria's first slide with the oxygen mask uh can we go to the next slide trying to be mindful of my allotted time and then next slide we talk about uh Team wellness and I think some of you put that up here Jacob is transitioning to a 36-hour week Jacob did you want to talk about that I don't know how you pulled that off that's pretty cool

can you hear me yeah I can hear you okay sorry I had to put on my headset yeah no we've U Been trying to create a little bit more balance when it comes to our professional and personal lives as an organization um so we actually had a instituted a half hour um Wellness uh while Wellness half hour for like mindfulness or exercise every day um we use that to position ourselves to uh uh four and a half day work week um and we're going to try that out and test it out over the next year year and a half in the hopes to eventually get to a 4-day work week which I think helps um we tested out the four-day work week in the Summers uh by giving uh Fridays off in the Summers which really um helped with uh kind of managing that that burnout um being in the uh Child Abuse Prevention realm um and some of us being uh uh including well myself specifically being a survivor of child sexual abuse um it does help um and I I found like through my work that a lot of the people that uh work in the public health sector are in uh Abuse Prevention often have like that similar background so knowing that and and kind of approaching it from that realm of how do we reinforce these things to to allow our um people that are working on the ground to to manage that stress is um from an or organizational trauma inform standpoint is kind of where we're we're moving to that's great thank you Jacob that's really terrific you know some of the things we did at SSA we we established a no meeting Zone Wednesdays from 99: to 1 because you just seem to get zoomed out and you don't have any time to catch up on your work uh trying to do these huddles like a 15minute meeting that's very focused um we're also moving towards we just actually have a policy going through now for approval um sort of declaring ourselves a recovery friendly workplace our friends at office of National Drug control policy uh is helping and some of the sister organizations HHS on recovery friendly workplace because all things being equal you know 30% of the people and a little higher Human Services our people live experience and a good 50% are first deegree relatives of people uh struggling with these problems and if you have a child with special needs I mean that is hard and you need to have time off you need flexible scheduling uh Tor is is a real great benefit that we have when you can do it um just looking through the the chat here Steve I saw that Nikita also had her hand up uh earlier I don't know if there's that Nikita would like to share I'm sorry Nikita I miss said oh no no worries um I I really was um thinking about the um your last question and um this is kind of um I'm sorry my thoughts are a little is

kind of um a different way that I've had to frame and view my job versus my personal life and one of the ways that I've done that kind of thought of differently is how important it is to prioritize myself in both areas of my life because of the fact that in in the sense of my job I can be replaced essentially and but with my family I cannot be and so I've had to um really think through how I even just approach how I plan my days how I um think about you know how am I taking stress from my work environment into my personal life like just really trying to maintain boundaries finding that balance to to really understand that I think in our culture work seems like the most important thing sometimes but really that time with your family your loved ones your community that that is the those are the things that are even more important um than what we do essentially you know I know we care about our work but we also do this is to make a living but we can't make a living if we're not living so I just um just wanted to share that I've had to kind of reframe how I even just approach the idea of work just so that I can maintain my stress levels good for you that's a great perspective having perspective is really important why don't we um go to the next slide because we're going to want to wrap things up and get to the next part but I appreciate everybody's input here so um this is another tool Health and Human Services put out I actually happened to have been detailed for five months to the covid-19 task force uh back in 2020 and it was really covid-19 really sort of exposed how fragile our system was and how important work that we all do is and this stimulated conversation that's carried over to this Administration about the importance of the healthcare Workforce and the things we can do um to preserve it and strengthen it and make it more effective to the public we serve uh so that's another resource to look at and again uh it a lot of it boils down down to our different leadership roles either leadership at the home and with our loved ones and being the kind of person that prioritizes the right things and as Nikita said I'm not bringing home work to them I'm I'm working to have a good home uh all the way up to the to the big shots that you know really have to have a nurturing and flexible idea I mentioned flexibility adaptability and you know what are the things uh within the framework and the balance we have to make things better so for the final slide I appreciate everyone's sort of collective wisdom and I hope it continues to stimulate stimulate a conversation um this is just uh think in

your head or write it down on paper uh there's this wonderful person named is Lina that I work with and uh she said that she would always close out some of her trainings and things and she worked in in a field of yours uh saying you know ask people to make a promise to themselves and for no other reason other than because you said you would so make a promise to yourself for your own well-being to your coworker workers and try to follow through on it because you said you would so thank you very much thank you so much Steve I really appreciate everything that you've shared with us today and thank you everyone for sharing as well um your thoughts and uh some of the strategies that you're using um you can feel free to either put in the chat um or uh keep your uh personal um um if but if you would like to share your I will because I said I would um you can feel free to do that with us um we I will stop sharing my slides here uh because I want to spend some time um making sure that we've um that you can um ask your questions and um uh have a chat with each other about this topic and um some things that are working for you some things that are not working for you um and how do you what do you think about your Workforce uh I know in some of our previous conversations about Workforce Development if you've um if you've joined us in the past we've had um discussions about how your Workforce is your immediate team but then it's also your partners and your other uh folks that you're working with that are outside of your organization especially in the realm of um children's safety um we're working with schools we're working with local Health departments with um clinicians so um what are some some ways that you can support um uh wellness and um uh across across the field um I really like some of the examples that you've shared um and I think it speaks to uh both leadership from what Steve uh shared and from what um Cassidy and Nikita have shared as well um and um Jacob I don't want to forget those comments as well I um I think that it speaks to leadership not just leadership making organizational changes but also modeling that for their Workforce that it is uh you know if you're modeling going uh to your daughter's uh volleyball game and taking time off uh to um decompress uh that that is a signal to the um to more junior staff that this is okay as well uh so it's part of that building building that into the system um so what are some other things that you're you're working on and doing Maria this is Jenny um I just wanted to to tie on to what you just

talked about modeling I know that at um our organization you know we frequently get encouragement to you know step away leave work at work and and not you know be doing it after work hours or no meeting Fridays um and too often that doesn't happen and I heard somebody mention earlier about workload um and I think that's an important consideration

is how do we find that balance of work life when the workload continues to increase there's more and more demand who puts the stopper on that and um you know I'm not sure that it can even be leadership sometimes because I feel like sometimes that pressure is coming more externally um and so this idea of you know really finding ways for self-care is more and more important um because sometimes we're just all caught up in the milu of you know this increasingly chaotic and stressful world that we're living in um and uh and it feels it can feel really impossible uh even when your leadership is encouraging you to do things uh organizationally or personally to to take care of yourself I don't have a solution for it I just wanted to acknowledge that I think it's a really really strong challenge I was this is Christina Howard from Kentucky I was going to say as a team we've um in our hospital setting we've really kind of structured um had some ISS with miscommunication or people interpreting something someone is saying um and getting very defensive about it and honestly I think in the in the heart of it people are really trying to help each other out but it comes across as an insult to the other person and so we are going to do like a language of appreciation Workshop um internally so that people have a better understanding of of what some of those May mean and especially when people try to text things because I think we all know that when you text something um it can come across um very rudely in certain situations and so that we are going to gear up for that come October to try to kind of help with some communication internally with our team as well

I'm guilty of that I have this kind of uh sarcastic sort of dark sense of humor and I think everybody would get a chuckle out of it at War I just presume um people will will find that as relieving as I do and um I've since learned it's it's not particularly helpful and it seems as if uh I'm not being considerate or I'm not taking their feelings seriously or I'm trying to trivialize something uh so I've had

to be more watchful about
that but I think there's a real misinterpretation and almost
sometimes it goes back to training at least the clinical training I got was
you have to practice with a real deep empathy and be able to sort
of um be with people fully and and absorb what they're going through to a
degree but at the same time you're expected to be emotionally bulletproof and have this like real
professional
armor and and those two ideas are inconsistent you know you have to
you have to find some way uh to be empathic
not insensitive I guess and I think some of the comments
in the chat speak to that as well that well that they can handle uh Carol Harvey shared that she
can handle when
there's a tense issue that happens in the in her work life or in her personal life but when they're
happening at the same time it's it's a struggle and um
that uh often the challenges are structural and not personal [Music]
um I think it oh go ahead oh hey Maria it's Alissa hi Elissa hey hey uh so I
have taken the idea that like everything is
personal and because I take the idea that everything is personal I have to
remember that it's okay for me to have an emotional reaction it's okay for me to
connect what I'm doing to my prior experiences because it gives me that lens of empathy um but I
don't have to
be in the fire right and so sometimes there's this idea of it's you know it's
work don't take it personally or it's it's somebody else's situation and uh in
in in our work um we are engaging and thinking about things
from so many different perspectives um because we want to honor the voice honor the
experience honor and
in doing that um part of it for me is being able to engage in a professional
way right through training but also to um to you know to to engage in it you
know uh personally as well because we're human beings and so I have to be mindful of um I have
to be mindful
that uh how when am I waning right like when am I at the at the place where I've
had kind of my mark and um not just that but who am I around that is reinforcing
these things that I do and so a real practical way is that I have a a group
of um uh women that are like chosen kinship
I would say um and we do like raggedy
stuff like talk about recipes and fix chicken dishes and then we or we sit and
have drinks or we go for walks or we like we do like the most everyday
regular stuff um but we get together and talk about for like 10 minutes of the

Gathering we talk about something that um is connected to our well-being so like last month we talked about how do you set boundaries with people that you love that you don't want to that you don't want to let down and we just we you know we had a couple of questions we talked about it for like 15 minutes like what do you do and then we opened it up and then afterward we went and did the the fun thing that we wanted to do and so I'm finding ways to mix I'm just giving an example of like um because I need you know I need to have those so that I don't unload right and so anyway um but I appreciate everybody's uh feedback that's shared thus far you felt like you were going to wrap up and here I went I open the bag again to you for you no thank you so much Alyssa I think I think your comments and a lot of the comments that are in the chat um and what we're we've been speaking to also um uh has to do with being able to bring our authentic selves and the the challenge of not of of being asked to be inauthentic when we're saying like oh you know have a stiff upper lip this is just work um but we're we are people we're human beings that have children and that have families and that have friends and extended uh you know communities that are having challenges and that we we feel all of these things and we can't just turn that off uh just because we're entering the workforce that and likewise we can't turn off uh when when an event happens uh like a school shooting or something uh that we're responding to um professionally is uh is is happening uh we're human beings and there's there is that peace there so so I think this is a really great conversation of like how folks are are addressing all of these and looking at it from an organizational perspective and also a personal perspective so thank you all so much for sharing and for being so open and uh vulnerable with us today I wanted to share a few more things we have a few minutes left um so I wanted to share um uh you may have seen this uh this is our parents Under Pressure it's the US surgeon general's advisory that came out uh not to long ago about the mental health and well-being of parents and I know a lot of the comments in the chat included uh personal uh stress and parental uh stress in addition to uh work stress so uh we one of the quotes that we pulled out is that parents who feel pushed to the brink deserve more than platitudes

they need tangible support and I think that we've been um hearing some examples of tangible support in terms of uh flexible work uh uh work days um uh flexible schedules um uh really speaking to workload and and what um folks are are uh dealing with on a daily uh basis from a work perspective uh but we need to always keep in mind uh if parents are already under pressure and parents are part of the workforce um there are additional challenges um that we we uh can we should address and can address um so of course CSN is also here to support your work um many of you have already asked for technical assistance from us but if you haven't we are available uh for technical assistance um uh to any uh State Health uh uh State um Health Department um uh and Title 5 agency um we've done a number of different types of technical assistance so you can go to our site uh you can email us directly or go through our um technical assistance request form um there are um some data oriented things that are um on the screen here um we have uh strategies for building and maintaining Partnerships um information on which populations are most vulnerable to particular injuries um we can help you with um some examples of best practices and model uh model programs and of course uh we hope that you um would feel comfortable sharing um uh any additional thoughts that you might have um we do take your U feedback very seriously and we try to um tailor these State technical assistance webinars um for your needs so um this the reason that we had done a number of uh Qi 101 uh webinars is because of questions that we had um this uh topic on Workforce Development specifically focusing on well-being and burnout um is also uh coming out of our technical assistance with States and jurisdictions so we would love to know uh you can put it in the chat or you can feel free to unmute and share with us what would you like to know more about um and um what questions do you still have uh maybe we can address it in technical assistance or maybe we can address it on a future State technical assistance webinar we've done such a great job that you have no more questions all right well if you don't uh feel comfortable sharing now we would love to hear from you so uh we Jenny did uh put in a an evaluation for today's event uh we would love to um have your feedback again we do try to be as responsive as possible to the needs of our audience um in our states uh and

jurisdictions so please feel free to um give us some feedback let us know what you're still interested in learning more about um and we'll do our best to address it in our future event I would love to thank uh Steve uh for his time uh for his uh help and oh Steve you're you're putting some uh links in the chat would you like to share with us what they are yeah thanks everybody for um inviting me here I'm just putting in a Shameless plug for Recovery month uh for us people lived experience uh September's important so we've been putting out webinars and and all kinds of products so take some time there we've got uh one more week of September there'll be a series of webinars and they've been all done on Home Health Community and purpose great thank you so much for sharing Steve and thank you for your time thank you everyone for your time today um for joining us and we hope to hear from you soon thanks everyone have a wonderful and safe afternoon