

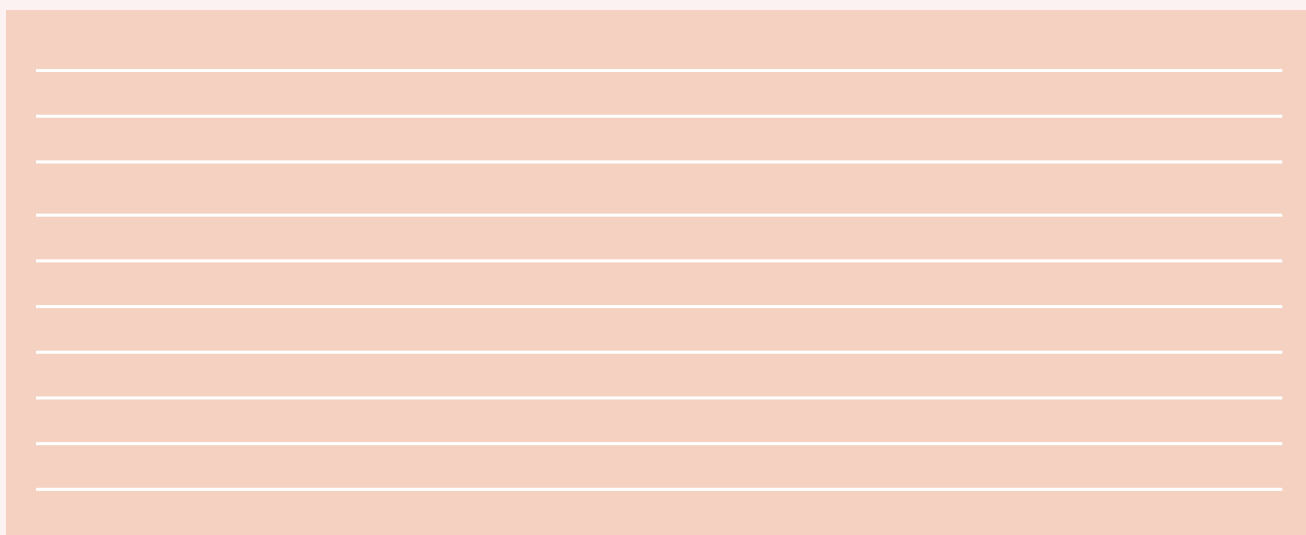
Managing Well

with Tonya Ladipo, LCSW

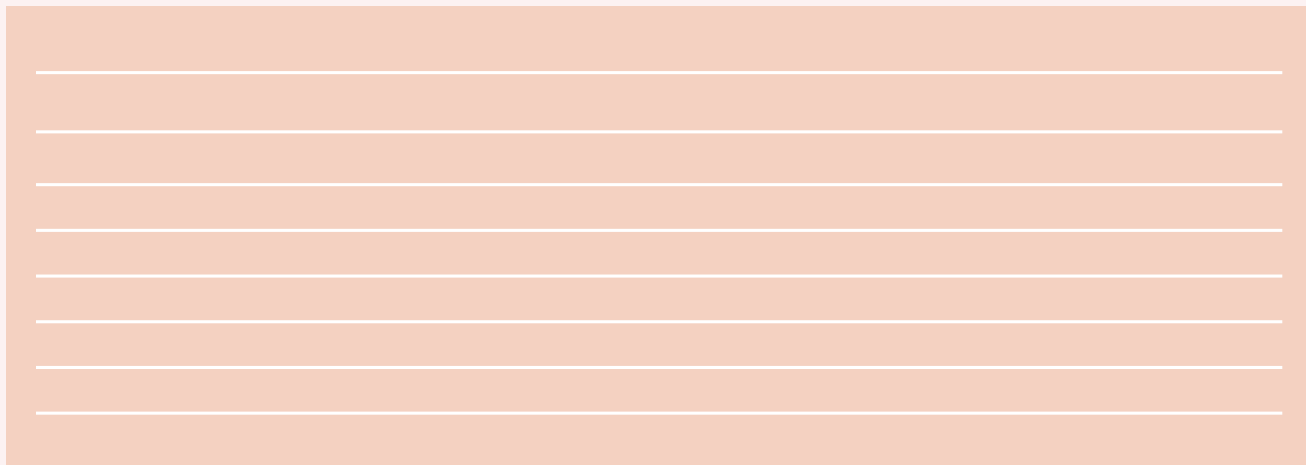
Podcast Worksheet

REFLECTION QUESTIONS

How does my organization support employees following trauma and crises in specific communities? What can I do as a manager to support individuals and my team as a whole?



What specific actions can I take to demonstrate that I prioritize the emotional and psychological safety of my direct reports?



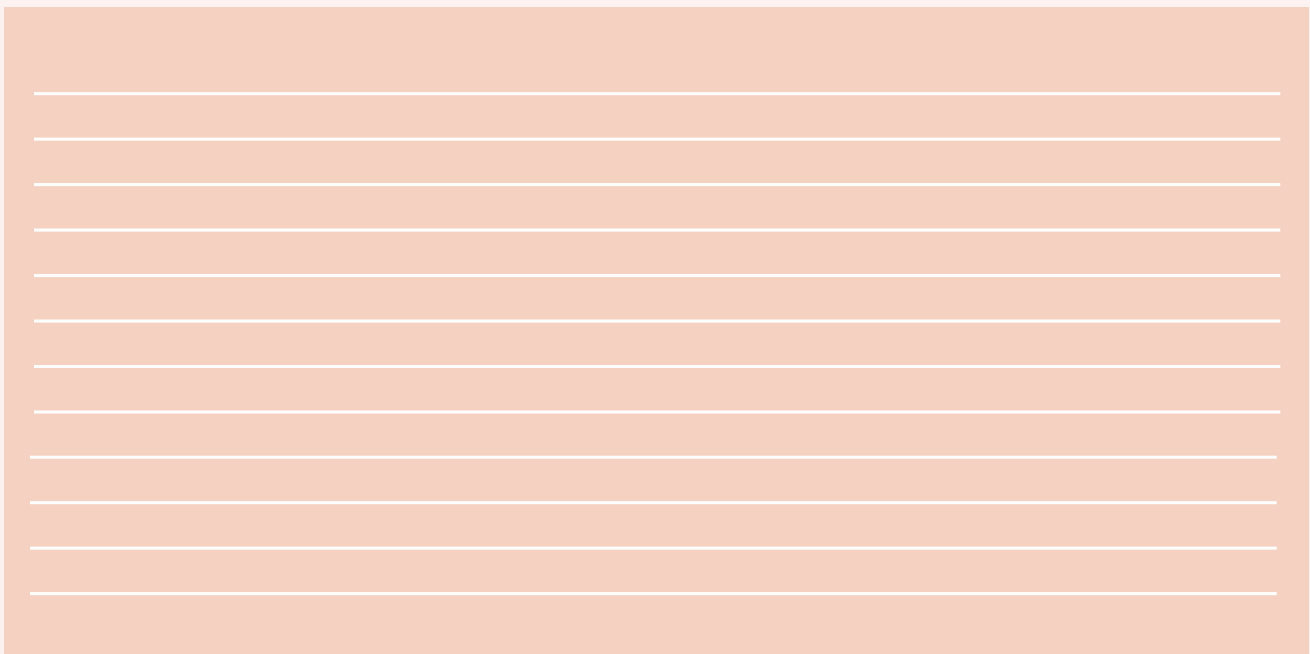
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REFLECTION QUESTIONS

Do we have policies or practices that negatively impact a group of people? For example, are there certain hairstyles (e.g. afros, braids) that are directly or indirectly considered inappropriate and unprofessional at your workplace?



ACTION ITEMS

- Education is the *beginning* of inclusivity. Take the time to learn more about different cultures and perspectives, especially the backgrounds of the people who make up your team.
- Offer ERG or affinity groups in the workplace, where employees have a space where their culture and identities are represented and celebrated.

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ACTION ITEMS

- Listen more than you speak. Seek to understand employee reactions instead of assuming what they might be.
- Let your team know that mental health is vital to the organization. Offer mental health days as a benefit and when it's needed.

Podcast Worksheet

ADDITIONAL RESOURCES

- [The State of Black Women In Corporate America](https://leanin.org/research/state-of-black-women-in-corporate-america/section-1-representation)
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- [The Workplace Is Making Black Women Sick. Here's How To Make It Healthier](https://www.huffpost.com/entry/black-women-workplace-health_n_633c3f7ce4b0e376dbfaebc5)
https://www.huffpost.com/entry/black-women-workplace-health_n_633c3f7ce4b0e376dbfaebc5
- [What Depression Looks Like In High-Functioning Black Women](https://www.essence.com/health-and-wellness/what-depression-looks-like-high-functioning-black-women/)
<https://www.essence.com/health-and-wellness/what-depression-looks-like-high-functioning-black-women/>