

Diversity and Inclusion Tips: Recognize Your Unconscious Bias



If you're looking to build a stronger workplace community, exploring your "unconscious biases" can enhance your work culture. Unconscious biases are automatic assumptions or judgments we make about others, often influenced by past experiences, stereotypes, or beliefs we've absorbed over time.

Examining our own biases can lead to a more inclusive and positive workplace. Recognizing your own biases is easier said than done, as they often operate automatically and subconsciously. Here are four common workplace interactions where biased thoughts or actions can be likely to surface:

- 1) **Listening to a coworker:** Are you assigning less or more value to their input, or comments based on differences?
- 2) **Organizing a social gathering:** Are you leaving out people different from the majority in your group? If they are included, are you uncomfortable and not yourself during those social interactions?
- 3) **Giving feedback to a coworker or team member:** Do you offer more or less encouragement depending on individual differences?
- 4) **Working with others:** Do you form a team or workgroup with individuals who are similar to you?

Mindfulness of our unconscious biases in our everyday interactions can foster a more equitable and supportive work environment that values diverse perspectives and experiences.

Sneak Exercises into Your Workday



Reimagine your desk, chair, stairs, and waiting time into opportunities for incorporating exercise into your day. Here are a few clever hacks to try while you tackle your daily tasks:

- 1) **Take the stairs** instead of the elevator to boost your heart rate and strengthen your legs.
- 2) Do **periodic squats** in front of your desk.
- 3) Strengthen your arms by doing "**desk pushups**".
- 4) Set a timer for quick **five-minute walks** several times a day. This is also a great drowsiness zapper and focus improver.
- 5) Try a **walking meeting** instead of sitting in the conference room.

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You can add these five exercises to your routine without the extra time commitment. Watch EAP's past Health Bites Seminar: [Crushing Back Pain](#) for more healthy work practices.

[Read more about office exercises.](#)

Get More Rejuvenated on Your Vacation



Often, we think of vacation time as needing a break from work, substituting it with another obligation whether it's a fun escape or getting your personal affairs situated. Your vacation time can also be dedicated to recharging yourself. Start thinking of your vacation time as a necessary therapy to improve your well-being, functioning, and quality of life.

Steer clear of these pitfalls that can spoil your time off:

- Feeling guilty about being away and unable to relax unless you “check in”.
- Not planning a “bridge day” to ease back into your work routine. Take an extra day to take care of personal and family needs before jumping back into work.
- Not taking long enough vacations. To experience true detachment, you may need more than an extended weekend.
- Staying “plugged in” by routinely engaging with decisions back at the office.

Feeling anxious when leaving, because you did not plan well for being away and letting go.

Recognizing Parental Burnout



Like workplace burnout, parental burnout is a state of chronic physical, mental, and emotional exhaustion. However, its cause stems from the relentless demands of parenting. As the year comes to an end, home, work, school, and social activities pull in all directions, and it can feel nearly impossible to catch your breath.

Here are signs of parental burnout:

- Feelings of **emotional detachment** from your children
- Completing daily routines on **autopilot**
- Increased **irritability**
- Feeling **inadequate**, as if you're falling short of being the parent you want to be.
- **Difficulty connecting** with your children.

[UR Medicine EAP](#) can support you through feelings of parent burnout, offering guidance and methods to help you recharge and find balance.