

## RECOVERING OUR BREATH

### *Supportive Small Group Follow-Up Sessions for Mass General Brigham Employees*

The Mass General Brigham Office of Diversity, Equity, and Inclusion (DEI) is offering all employees an opportunity to come together in small groups to talk about the impact of the trauma of violence, racism, and COVID-19. These voluntary sessions will allow you to talk with other employees about what you are feeling, thinking, and holding inside at this time. Each session will be 60-minutes long, led by a trauma-informed facilitator, and have a maximum of 14 participants.

### **AFFINITY GROUPS**

All people are affected by racism, and people of color and white people must work together to end structural racism. But *how* we are affected by racism is heavily influenced by the color of our skin. Talking about racism can be difficult. It can activate past and present traumatic experiences. It takes energy and intention. For these reasons, and more, sometimes conversations about race can be easier when shared with people who have similar experiences to us. This may be particularly true at times like now, when the destructive flame of historic and structural racism is burning so hot. Some people of color may feel more comfortable with a group that is exclusively people of color. Some white people may feel more ease processing and learning with other white people. Others may prefer a group of diverse racial identities. For these support sessions you may choose for yourself which group to join.

### **WHEN WILL SUPPORT SESSIONS HAPPEN?**

Beginning June 5 and continuing for at least 3 weeks, there will be Zoom Support Sessions offered 2 times per day. The schedule and links to register for a session are below. The time of the sessions will change each week, to offer you as many options as possible to participate:

- **June 15<sup>th</sup> - June 19<sup>th</sup>:** 10:00 am and 2:00 pm
- **June 22<sup>nd</sup> - June 26<sup>th</sup>:** 7:30 am and 12:30 pm

### **HOW TO REGISTER**

At this time, registration is available for sessions through June 12<sup>th</sup>. Registration for sessions on June 15<sup>th</sup> and beyond will be available soon. If you wish to register for one or more session between June 5<sup>th</sup> and 12<sup>th</sup>, click on the link for the time and type of group you wish to join (below). When you register you will receive an e-mail confirming your session and a document providing more information on what to expect.

- [People of Color Affinity Group Sessions](#)
- [White Affinity Group Sessions](#)
- [Multi-Racial Group Sessions](#)

### **WHAT IF I DON'T HAVE ACCESS TO ZOOM?**

Members of the DEI teams across MGB are prepared to facilitate additional, in-person sessions on site. If you are an employee who does not have Zoom access and is not working from home, please contact your manager or supervisor, or the Employee Assistance Program (EAP) and let them know you would like to participate. If you are a manager or supervisor, and you would like an in-person session for your team, please contact the [Mass General Brigham Office of Diversity, Equity and Inclusion](#)

## LEARNING SESSIONS FOR LEADERS/MANAGERS

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### FOCUS: A NEW RESOURCE FOR HELPING YOU MANAGE DURING COVID AND RECOVERY

Mass General Brigham Human Resources has announced a new collection of resources to support you and your teams as we plan for recovery. [Focus: Resources to Help You Manage Through Recovery](#) is available on AskmyHR.

The first of the *Focus* webinar series – *Take Care of Yourself* -- was attended by over 500 of your colleagues. If you missed the live session, you can access a [recording](#) here. There is still space in the upcoming live sessions of Part 2, *Look After Each Other* and Part 3, *Deliver What Matters*. You may **REGISTER** by clicking on the time that works best for you:

- **PART 3: DELIVER WHAT MATTERS:** Learn to prioritize better and move faster as a team
    - [Thursday, June 18<sup>th</sup>, 9:00a-9:45a](#)
    - [Tuesday, June 23<sup>rd</sup>, 3:30p-4:15p](#)
    - [Wednesday, June 24<sup>th</sup>, 12:15p-1:00p](#)
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### OD&L LIVE LEARNING SESSIONS FOR LEADERS/MANAGERS

Currently offering four unique 30-minute learning sessions providing people managers just-in-time support and resources for leading through change. Registration required.

- **COMMUNICATING CHANGE**  
*Providing leaders a straight-forward approach to effective conversations in times of change.*
    - [Click here for available dates and registration](#)
  - **FACILITATING DIFFICULT CONVERSATIONS**  
*Supporting Brigham Health leaders engage in difficult conversations that are critical to an effective and high performing workplace.*
    - [Click here for available dates and registration](#)
  - **RAPID ONBOARDING, DRIVING TEAM EFFECTIVENESS**  
*Providing people managers with a straight-forward approach to integrate new team members quickly to drive team effectiveness.*
    - [Click here for available dates and registration](#)
  - **LEADING IN TIMES OF STRESS AND CHANGE**  
*Providing people managers with approaches and skills to effectively lead in times of change and stress.*
    - [Click here for available dates and registration](#)
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### MANAGER PEER COACHING CIRCLES

If you supervise others, join us for a facilitated leader-to-leader conversation, and share your thoughts about the unique management issues of this unprecedented time. HR Business Partner and Sr. OD&L Consultant will facilitate the conversation.

- Every Thursday through July 2<sup>nd</sup>, 8:00a-9:00a: [Register Here](#)
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## LEARNING SESSIONS FOR ALL EMPLOYEES

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### OD&L LIVE LEARNING SESSIONS

The following resources are for all employees. Please share with your teams. Registration is required.

- **NAVIGATING STRESS AND CHANGE IN THE WORKPLACE**

*Strategies for employees and front-line workers on how to take care of themselves and effectively navigate challenging times.*

- [Click here for available dates and registration](#)

- **PATIENT-FOCUSED CUSTOMER SERVICE**

*Providing employees with clear expectations of how to provide patients (and their families) with exceptional service, every time.*

- [Click here for available dates and registration](#)
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### DROP-IN SUPPORT SESSIONS FOR ALL EMPLOYEES

Space for leaders and employees to share and support each other during challenging times.

- **CONNECTING THROUGH CONVERSATION**

*In response to this extraordinary moment in time, we are offering confidential, virtual conversation groups, facilitated by staff at OMCOS (the Office of Mediation, Coaching, Ombuds and Support Services), Employee Engagement and Wellbeing, and Organizational Development and Learning. Groups will provide a safe and confidential space to connect, share challenges, and talk about coping and self-care. The hope is that by just chatting and sharing information we may do ourselves a bit of good. We are in this together.*

- Every Wednesday at 8:00a-9:00a and Thursday at 4:00p-5:00p  
To register, send an email to [bhomcoss@partners.org](mailto:bhomcoss@partners.org) and put "Register for Group" in the message.  
You may also join on the day-of at <https://partners.zoom.us/j/91856876262>.

- **PARENTS' BREAKFAST**

*Parents' lives have changed drastically! How are you doing? Start your day by joining this facilitated discussion. Share what is working well for you and seek advice from other colleagues about our critically important "other full-time job".*

- Every Friday through July 3<sup>rd</sup>, 7:00a-8:00a: [Register Here](#)
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### FINANCIAL WELLBEING DURING COVID-19 LIVE WEBINARS

Presented by the Office of Employee Engagement and Wellbeing. Hosted by Migdalia Gomez, Community Engagement Manager at Harvard University Employee Credit Union (HUECU). Open to all employees and their household members, and you do not need to be a member of HUECU to attend. Please contact Sarah Collins ([scollins27@bwh.harvard.edu](mailto:scollins27@bwh.harvard.edu)) with any questions.

*These 30-minute, live sessions are designed to help you address Covid-19 financial concerns. [Register here](#) or click on the links below to view HUECU's complete BWH Financial Wellness Workshop Series schedule and registration information.*

- [HOME BUYING: WHAT'S CHANGED DURING THE PANDEMIC](#) (Friday, June 12<sup>th</sup> at 12:00p)
- [CREDIT SCORES AND COVID-19](#) (Monday, June 15<sup>th</sup> at 12:00p and 5:00p)
- [MAXIMIZING HUECU BENEFITS DURING THE PANDEMIC](#) (Wednesday, June 17<sup>th</sup> at 12:00p and 5:00p)
- [MONEY MANAGEMENT: WHAT TO DO NOW](#) (Friday, June 19<sup>th</sup> at 12:00p)

...and [more!](#)

## Can't make it to a live session?

Visit the [OD&L Virtual Support Page](#) for recordings and additional resources.

You can also visit our [OD&L page on PikeNotes](#).

[Click this link to sign-up](#) for our weekly newsletter!