July 26 is Disability Independence Day
National Disability Independence Day commemorates the signing of the Americans with Disabilities Act (ADA). The ADA was signed into law on July 26, 1990, opening the door and breaking down barriers individuals with disabilities faced every day. This year the ADA celebrates its 31st anniversary. Learn more and download the Zoom background at the Cornell DEI webpage.

**Documentary recommendation: Crip Camp**
On the heels of Woodstock, a group of teen campers are inspired to join the fight for disability civil rights. This spirited look at grassroots activism is available to watch for free on YouTube.
Inclusiveness of Hybrid Meetings
The U.S. Census Bureau reports that about 1 in 5 people in the U.S. have a disability. If 20% of people are living with disabilities, it is highly likely that most of us have planned, presented at, and/or participated in online and in-person events with many colleagues with disabilities.

Most activities since the start of COVID-19 have been fully virtual. This has improved accessibility in a variety of ways such as reduced challenges with transportation, mobility, and physical comfort and improved auditory and visual access with lip reading and captioning. Neurodiverse individuals may have found it easier to focus at home. This is only a few of the many improvements.

As in-person work and activities increase, hybrid events and meetings (mix of virtual and in-person attendees) likely will too. It is important to plan how we'll maintain improved accessibility in a hybrid environment. An example of reduced accessibility in a hybrid meeting: in-person attendees gather in a conference room are shown on one video camera with a wide view that cannot zoom in on participants. This limits lip reading, especially if some individuals are wearing masks. Audio quality may be reduced due to the microphone set-up, which then reduces the quality of auto generated captions as well. Familiarize yourself with the tech set-up of conference rooms and speak with your tech support about how to best leverage it, preventing these exclusive set-ups.

Keep in mind that accessible meeting best practices often benefit everyone, not just the individuals who identify with a disability. Being thoughtful about the design of our meetings and events often improves participation, effectiveness, and end results.

A few best practices:
1. When scheduling a hybrid meeting or event, be proactive with planning for inclusion. Start by always including a virtual participation link, test video/audio quality in advance, provide meeting materials in advance, ask presenters to describe what is on screen, etc.
2. Invite individuals to indicate what accessibility needs they might have prior to the event.
3. Invite all participants to offer feedback afterward on the quality, effectiveness, and accessibility of the event/meeting.

Accessibility tools and resources:
- Cornell Accessible Event Guidance
- Zoom Accessibility
- Microsoft Teams Accessibility

MENTAL

Recording available: Managing the Anxiety of Returning to On Site Work
June 24, 1-2pm & June 25, 9-10am. This webinar focused on understanding and effectively managing anxiety relating to the return to the workplace during the waning of the pandemic. Additional reading:
- How to Prepare Yourself for a Return to the Office (Harvard Business Review)
- How to Prepare Pets for Your Return to the Office (Wall Street Journal)

BIPOC Mental Health Awareness Month (National Alliance on Mental Health - NAMI)
In 2008, the U.S. House of Representatives designated July as Bebe Moore Campbell National Minority Mental Health Awareness Month in honor of the leading African American novelist and journalist, who also was a voice for individuals affected by mental illness. The BIPOC Wellness Wednesday Series is
being held on July 14 and 21. Hosted by NAMI-NYS, the series will include mental health leaders and individuals impacted by mental health conditions sharing their knowledge and experiences. Visit the NAMI NYS Instagram and Facebook pages for coming details.

**Grieving Together: Online Support Group** (Hospicare of Ithaca)
This group meets the first and third Wednesday of every month via Zoom. For anyone 18 years of age or older grieving a loss, regardless of when the death occurred. Email lward@hospicare.org to register.

**RELATIONSHIPS**

**Powerful Tools for Caregivers Series – Zoom & In-person Options** (Tompkins Co. Office for the Aging)
Thursdays, July 15-Aug. 19 by Zoom or Thursdays, Sept. 9-Oct. 14 in-person. This series focuses on helping caregivers manage stress and improve self-care. Appropriate for those caring for someone with illnesses such as dementia, heart disease, stroke, or chronic cancer.

**Workparent: A Go-To Guide for Caregivers** (Care@Work by Care.com)
July 15, 12-1pm. Daisy Dowling, author of Workparent, will share advice from her new book about how – regardless of where you are in your parenting journey – to combine caregiving and your career.

**OCCUPATIONAL**

**Vacation Time Reset is Oct. 16, 2021. Make your plan!**
Many employees have higher than usual vacation time off balances due to the temporary pause of the annual cut off in Oct. 2020 due to COVID-19. The time that you have earned is important to use, though how you use it may look different this year. Learn about the cutter process and plan so you don’t lose the time you’ve accrued over your allowable maximum. Don’t know how much you’re allowed to accrue? Check out the Time Away from Work Policy charts.

**4 ways to make your chats on collaboration apps more emotionally intelligent** (Fast Company)
Virtual collaboration tools have made us more productive and give us opportunities to connect with each other. How we use these tools matters, though, and can impact both end results and our work relationships.
**ENVIRONMENTAL**

**Lore and Allure of Flowers: the Martha Young Garden**
July 22, 5-6pm. Visit this lush flower garden which celebrates significant relationships between people and plants by showcasing key cultural connections and symbolic meanings associated with well-known flowers, and how they are reflected in art, literature, and myth. Cost: $10 per person.

**Garden & Arboretum Hike**
August 14, 10am-12pm. Experience the beautiful gardens, arboretum, woodland trails, and panoramic views that helped Cornell Botanic Gardens earn its #1 ranking as the most beautiful college arboretum. Participants will enjoy an extended hike and learn about the diverse plant collections and landscapes of our gardens. Held rain or shine and will include some slopes and stairs. Cost: $10 per person

**Curbside Recycling Guidelines for Tompkins County**
The 2021-2022 guide has been updated with pick-up dates and details about allowable items.

**FINANCIAL**

**Child Care Grant for Faculty & Staff: Mid-cycle applications due July 21!**
The program provides financial assistance by reimbursing you for a portion of child care expenses, provided the care expenses allow you and your spouse or partner (if applicable) to work/seek work. Typically, the application period is open in Sept. for funds to be used in the next calendar year. New this year is a six-month application period (for circumstances outlined at the website) for July 1-Dec. 31, 2021 expenses. Applications being accepted through 4:30 p.m. EST on July 21, 2021.

**Employee Emergency CARE Fund**
The Employee Emergency CARE Fund offers grants of between $200-$1,500 to employees who have experienced a non-reoccurring sudden financial hardship. The program is funded entirely by donations from staff, faculty, and other supporters. Learn more about eligibility criteria, apply, or give to the program.

**HELPING FAMILIES**

**Cornell Elves Summer Backpack Program**
This program collects and distributes new backpacks filled with school supplies to area children in need. Donors may buy and fill a backpack or donate funds. Backpacks can be dropped off at East Hill Office Building from 11am-3pm, Room 114, Aug. 4-6, 11-13, and 18-20. To donate funds, mail a check payable to “The Elves” to Bill Alberta, 751 Elm Street Extension, Ithaca, New York 14850. Visit the website for a shopping list.
**FOR MANAGERS**

**Hiring and Supporting Neurodiversity in the Workplace** (LinkedIn Learning)

Neurodiversity is an umbrella term that refers to autism, dyslexia, ADHD, and other learning differences. In this course, HR professional and organizational psychologist Tiffany Jameson addresses neurodiversity and the importance of recognizing how different individuals’ learning and communication style influences how they work best. She covers common challenges the neurodivergent face in the workplace, and how to best support candidates and current team members who learn and communicate differently.

**About the Wellbeing Update:**

Information provided by Cornell Work/Life, Cornell Wellness, and the Faculty and Staff Assistance Program about campus and community resources, programs, and events. Explore [past editions](#) or email [wellbeing@cornell.edu](mailto:wellbeing@cornell.edu) to ask questions or suggest a resource. Published roughly every other week. Information shared does not indicate Cornell endorsement.