



# EMPLOYEE WELLBEING at CORNELL

July 28<sup>th</sup> Update - [Past editions](#)

## Americans with Disabilities Act (ADA) Anniversary

Over 61 million adult Americans (1 in 4) live with a disability according to the Centers for Disease Control. This month we celebrate the 30<sup>th</sup> anniversary of the landmark signing of the Americans with Disabilities Act (ADA). Explore [accessibility information](#) at Cornell and learn about the recent intersection of the ADA and COVID-19 from the [Cornell ILR School](#).

### Cornell Disability Colleague Network Group (DCNG)

The DCNG raises awareness, provides educational resources and support, and offers peer mentorship for faculty and staff working with short-term or long-term disabilities, their supervisors, colleagues, allies, and other supporters. The next DCNG “Time to Talk Session” will be held Aug. 20<sup>th</sup> from 3-4pm with guest Deb Billups, Career Planning Facilitator. For more information or to join the DCNG, email [owdi@cornell.edu](mailto:owdi@cornell.edu).



### Community event: Americans with Disabilities Act (ADA) Celebration and Panel Discussion - ADA History and Personal Perspectives on School and Work - [Register](#)

July 29, 1-2:00 pm. Hear from Finger Lakes Independence Center Advocacy Specialists (Jeffrey Boles, Valerie Horn, and Emily Papperman) about what it was like going to school as children with disabilities and what it is like now for them as adults in the workforce. Q&A to follow.

### Support for Parents of Children with Disabilities or Special Needs

Wednesdays, 11am-12pm. The Mental Health Association in Tompkins County provides emotional support and information to parents of children with disabilities or special needs through this weekly group meeting. No registration is necessary. Zoom Meeting ID: 848 4462 4316 and passcode: 419422. Call 607-273-9250 for more information.

## MENTAL WELLBEING

### Am I Good Enough?

By Jason Stark, Counselor, Cornell Faculty and Staff Assistance Program

Anxiety tends to live in the future whereas shame resides in the past. Fears of the unknown and the unpredictable days to come have only worsened during the pandemic. Shame, however, has eyes for the days gone by.



Currently, we find our personal lives competing with our work lives. Where and when do we draw the line? It is not uncommon for one to feel guilt of not being a good enough parent as we tell our children we have to focus on work as we sit at our kitchen tables. Often times, this guilt then shifts to us as employees as we feel strained for time as we attend to parental responsibilities. In this time of financial stress, we worry we are not productive enough, calling one to question the security of their job. These are all normal feelings and reactions to the current pandemic. You are certainly not alone. So, what do I do with the shame and fears?

- Brené Brown Ph.D., LMSW, researcher and author on the topic of shame, encourages us “to bring it to light.” Reach out to others you trust and allow yourself to be vulnerable by sharing what is troubling you.
- Acceptance and control. This is a unique time and we are doing the best we can. We need to recognize what is within our control and accept what is not.
- Set a routine and ask for help. Structure and predictability benefit everyone of all ages. Ask for help from others in the home and work in maintaining the routine and consider reaching out to a therapist.
- Give yourself permission for “me time.” Take a walk, read, meditate, listen to a podcast. Even if it is only for a few minutes, allow yourself to rest and restore.

### [Your Doomscrolling Breeds Anxiety](#) (NPR)

“Doomscrolling,” has emerged as a new slang term to describe the practice of endlessly consuming doom-and-gloom news. Follow these quick tips to break the habit.

## LISTEN & LEARN

### [New Episode of the Inclusive Excellence Podcast](#)

Listen to “Blackness at Cornell, Part II” via [SoundCloud](#), [Spotify](#), and [Apple Podcasts](#) where Cornell’s Deputy Chief of Police, Anthony Bellamy, shares his journey and experience being a black law enforcement officer.

### **The Impact of the Coronavirus Crisis on Immigrations and Immigration - [Register](#)**

July 30, 3-4pm. Join Cornell Law School professors Stephen Yale-Loehr and Jaclyn Kelley-Widmer, along with student attorney Camilah Hamideh, for a discussion on how the immigration system is functioning in the wake of the pandemic, including ways to advocate for those tangled in its red tape. Co-sponsored by [eCornell](#), the [Mario Einaudi Center for International Studies](#), and [Migrations: A Global Grand Challenge](#).

## PARENTING

### **Babysitters, Nannies, Tutors, & Teachers – Available for hire!**

Work/Life in Human Resources provides information and support to Cornell working parents. Many Cornell families are seeking in-home or virtual services to support their child during this challenging time. The following directories (available in Word and Excel) list individuals seeking work in these roles. Please review their descriptions for details about their availability, experience, certifications, rate of pay, etc. Note these individuals have not been screened and hiring families must take the necessary steps to ensure health and safety. Benefits-eligible employees also have access to free premium membership through [Care.com](#). Contact [worklife@cornell.edu](mailto:worklife@cornell.edu) with any questions.

[Nannies/Babysitters - Word](#) - [Nannies/Babysitters - Excel](#)  
[Tutors/Teachers - Word](#) - [Tutors/Teachers - Excel](#)

### **Cornell Mother/Lactation Rooms Update**

If you are a current or future Mother/Lactation Room user at Cornell, please review this [COVID-19 specific guidance](#).

## **PHYSICAL WELLBEING**

### **Save the date: Ivy League Step Challenge - August 3-7**

Join the Cornell community as we embark on a mission to move more and compete against other Ivy League institutions in a step challenge. Every day throughout the first week of August record how many steps you take each day. Stay tuned for more details from [Cornell Wellness](#)!

## **ENVIRONMENTAL WELLBEING**

### **Capturing Historic Nesting Trends With Nest Quest Go! - [Register](#)**

July 30, 12-1:00 pm. With the help of dedicated volunteers, the Cornell Lab's Nest Quest Go! Project is digitizing more than 300,000 nest record cards collected over four decades, converting these records into a powerful new database. During this webinar, you will hear how it all works. Contact [Cornell Lab of Ornithology](#) for more information.

## **FINANCIAL WELLBEING**

### **[99 Great Ways to Save Money](#) (AARP)**

There are many ways to cut costs and keep more of your cash. AARP released its 11<sup>th</sup> annual list to help you maximize your money – from cooking and cleaning to high tech savings.

### **About the Wellbeing Update:**

Information provided by Cornell Work/Life, Cornell Wellness, and the Faculty and Staff Assistance Program. Explore [past editions](#) or email [wellbeing@cornell.edu](mailto:wellbeing@cornell.edu) to ask questions, request assistance, or suggest a resource. Visit [HR Resources](#) for more details. Resources shared do not indicate an endorsement by Cornell University.