



EMPLOYEE WELLBEING at CORNELL

June 29th Update - [Past editions](#)

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Your input needed!

This weekly update was created as a way to highlight and address common wellbeing concerns during this challenging time and to connect individuals to campus and community events and resources. Please send feedback about the content and frequency of these messages to inform future communications by emailing wellbeing@cornell.edu.

June Celebrations

- Happy [LGBTQ+ Pride Month](#), Cornellians! Check out the Cornell Colleague Network Group Lunch and Learn on Tuesday.
- Congratulations to Cornell families with newly minted high school graduates!

SUPPORTING OTHERS

When someone shares a difficult experience with us, it can be tempting to offer positive words of encouragement. In some cases, though, these words can have a harmful effect. How do we know when positivity might be harmful to someone we're trying to support?

- When it fails to acknowledge the existence of a problem
- When it minimizes a real problem like racism, domestic violence, depression, etc.
- When it [gaslights](#) people by making them question their reality
- When it suggests that people can love and light their way out of a situation
- When it invalidates someone's struggle or pain



Genuine listening, acknowledging someone's experience, and following up afterward are good steps to take when supporting someone. Based on the nature of the experience and the relationship, other steps such as sharing resources and discussing actions (to take individually or together) may be

appropriate. When in doubt, ask them what they need from you in that moment (it is ok if they say, “I don’t know.”).

Continued reading:

- Angelique M. Davis & Rose Ernst (2019) Racial gaslighting, Politics, Groups, and Identities, 7:4, 761-774, DOI: [10.1080/21565503.2017.1403934](https://doi.org/10.1080/21565503.2017.1403934)
- [Domestic Violence & Gaslighting](#) (National Domestic Violence Hotline)

PHYSICAL WELLBEING

Weill Cornell Medicine, New York City - [LGBTQ+ Community Healthcare Resources & Services](#)

Finding world-class quality healthcare providers that are inclusive and welcoming to members of the LGBTQ+ community can be challenging and can even become a deterrent for receiving preventative wellness exams and other healthcare services. When it comes to inclusive patient care, Weill Cornell Medicine has established a welcoming culture and safe environment for the members of the lesbian, gay, bisexual and transgender community.



[Alex Haley Pool in Ithaca](#)

The pool will open at reduced capacity, spaced out spots on the grass for people to relax on their towels, and only two people in the restrooms at a time. Pool users are expected to change into their swim wear prior to arrival.

[Gorge Safety](#)

Hiking in our beautiful natural environment is a great way to get some exercise, but always exhibit caution and never underestimate the power of the water. Stay on designated pathways, hike with a partner, and be aware of wet or closed trails, loose rocks and other hazards.

[GirlTrek's Black History Bootcamp](#)

GirlTrek is a national movement that activates thousands of Black women to be change makers in their lives and communities through walking. Walk through Black history together, celebrating powerful foremothers each day. Sign up for this walking challenge and each day, you will be sent info about an inspiring Black history story, a playlist, and a secret code to join a fun phone conversation with thousands of women during your solo walk. GirlTrek is always free and open to everyone. Also check out [100 Radical Acts of Self-Care](#) from GirlTrek.

Additional Resources & Articles

- [What Causes Heartburn?](#) (TED)
- [Quit Smoking with Cornell Wellness](#) (video)
- [You're sitting wrong – and your back knows It. Here's how to sit instead](#) (TED)
- [Drinking has surged during the pandemic. Do you know the signs of addiction?](#) (NPR)
- [Before going to the beach or attending a cookout, the CDC wants you to consider these guidelines](#) (CNN)
- [Is it safe to stay in a hotel, cabin or rental home yet?](#) (CNN)
- [Wearing a Mask with Hearing Aids](#) (Audiology Associates of Deerfield)

MENTAL WELLBEING

[Mindfulness Meditation Sessions](#) (Tompkins County Public Library)

TCPL will offer Virtual Midday Mindfulness Meditation Sessions on Wednesdays from 12:15pm to 12:45pm, beginning May 13 and continuing through Aug. 5. Facilitated by Anna Salamone, RN, LCSW, these sessions will encourage participants to shift out of "automatic pilot" mode and observe the workings of the mind, body, and emotions. Free and open to all.

[Feeling anxious? Rearranging your furniture may be the self-care you need](#) (Today Show)

Stephanie Robson, Ph.D., is an environmental psychologist and Cornell faculty member. This feature explores how adjusting our personal spaces can make us feel better. It may be something as simple as adding comforting accessories like throw pillows and plants -- or larger tasks like cleaning out junk drawer(s), rearranging furniture, or rethinking entire rooms.

[Post-Traumatic Stress Disorder Awareness Month](#)

PTSD is a mental health problem that some people develop after experiencing or witnessing a life-threatening event, like [combat](#), a [natural disaster](#), a [car accident](#), [sexual assault](#), [abuse](#), or [child birth/delivery trauma](#). It's normal to have upsetting memories, feel on edge, or have trouble sleeping after this type of event. If symptoms last more than a few months, it may be PTSD. Speak to a mental health professional or your primary care physician to discuss possible treatments.

FINANCIAL WELLBEING

[TCAT extends no-fare policy through Saturday, September 5th](#)

HEAP and Emergency HEAP Grant Applications Extended Until June 30

The Home Energy Assistance Program (HEAP) helps lower-income families pay for the cost of heating in their home. [Applications](#) can be filed online or by contacting your [local district contact](#).

LISTEN, LEARN, & GROW

[Cornell LGBTQ Colleague Network Group Lunch & Learn - Pride History](#)

June 30, 12:15-1:15pm. Hosted by the Department of Inclusion and Workforce Diversity - This lunch-and-learn will focus on LGBTQ+ history in recognition of Pride Month that is celebrated globally. We will go over a few critical historical moments, followed by a discussion on what allyship during this time looks like for members of the LGBTQ+ community.



Also, check out Pride Month [Books and films](#) from Tompkins County Public Library

Contagious Conspiracies in the Age of COVID

June 30, 11:00am-12:30pm - Presented by the Dept. of Global Development and the Cornell Alliance for Science. Offered by [Zoom](#) and [Facebook Live](#). From fake claims about cures and causes to dubious connections with technology and philanthropists, theories have spread with such virulence that the World Health Organization termed them an "infodemic." This discussion will be a lively and comprehensive conversation about the origins, impacts and appeal of conspiracy theories, and what, if anything, should be done about them. Contact allianceforsci@cornell.edu

[Downtown Ithaca Annual CFCU Summer Concert Series kicks off virtually in July](#)

The concert series kicks off at 6 p.m. on July 9 and continues each Thursday from 6 to 8 p.m. through September 24.

[Growing Woodland Mushrooms](#)

June 30, 1:00pm - Interested in growing your own mushrooms or starting a small-scale mushroom operation? If so, join us virtually in our own Siuslaw Model Forest mushroom laying yard.

[Road Scholar Free Upcoming Lectures & Past Programs](#)

- The Origins of London – a Virtual Field Trip – July 2, 11am
- What is it about Musical Theatre? – July 2, 2pm

PARENTING

[Lab of Ornithology Camp](#) – spaces open for week of July 13-17

Series of nature-focused virtual summer camps for kids in grades 1-5. Through hands-on missions, they will support your child getting outside for learning and fun.

"LUNCH BREAK" - A Virtual Group for Youth Peer Support (Tompkins Mental Health Association)

This is an online space for local teens with mental health concerns to connect with peers, share their struggles and successes, and discuss topics relevant to mental health and wellness. Fridays 12-1pm, July 10-Sept 4. Learn more or register – email mlittle@mhaedu.org or call 607-273-9250.

[Bright Horizons World at Home Family Webinars](#)

- Dive Into Digital Play, July 6, 3pm
- Expanding Little Palates, July 10, 3pm

[Care.com Middle School Matters Webinar](#)

July 28, 2-2:45pm - Phyllis Fagell, licensed clinical counselor, will share how to best support children right now, help tweens navigate social dynamics, and monitor your child's social media and online use to prevent fatigue, bad habits, and negative behaviors. Fagell is author of *Middle School Matters: The 10 Key Skills Kids Need to Thrive in Middle School and Beyond – and How Parents Can Help*.

Additional Resources & Articles

- [Talking to Kids About Race and Racism](#) (Webinar Recording from Bright Horizons)
- [Lessons from a Working Mom On "Doing it All"](#) (HBR)
- [How the Pandemic is Bringing Fathers and Their Children Together](#) (Thrive Global)

ANIMALS

[Southside Healthy Pet Clinic](#)

Local animal clinic run by students from the Cornell Vet School. Basic lab work, preventative, vaccinations, and physical exams at a reduced fee. July is booked, August may have openings - stay tuned!

[Dogs can get heatstroke, too. Here's which breeds are most at risk.](#) (NBC News)

"Sometimes dogs get into trouble because of their enthusiasm for play," said Dr. Daniel Fletcher, associate professor of emergency and critical care at the Cornell University College of Veterinary

Medicine. “The ones with excited, active personalities will just go and chase the ball and chase the ball and chase the ball,” he said. “You don’t realize they are in trouble till it’s too late. They’re a little too good to us, to their own detriment sometimes.”

Dogs that are panting excessively should be taken to a cool area and ideally doused with water at room temperature, Fletcher said. “If the dog is not back to normal breathing in 15 minutes it’s a good idea to get the dog to a vet,” he added. “If the dog’s temperature goes above 107 or 108, you can get damage to the organs and the dog’s ability to make blood clots.”

FOR MANAGERS

- [It’s ok to not be okay: How managers can support employee mental health in times of change](#) (Qualtrics)
- [How to do performance reviews remotely](#) (HBR)
- [How the best bosses interrupt bias on their teams](#) (HBR)

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 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.