Jump to:

- Mental Wellbeing
- Financial Wellbeing
- Parenting
- Community Involvement
- For Managers

Child Care & Summer Camps Update

Many working families have questions about the availability of child care and summer camp programs as they look ahead to the next few months. Please review the below information and contact Work/Life in Human Resources (worklife@cornell.edu) if you have any questions or concerns related to child care or family life.

New York State Update

Camps
- Governor Cuomo announced last week that summer camps could open with specific health and safety protocols in place. See this guidance from the American Camp Association about implementing CDC guidelines.
- Many summer programs throughout the state had already announced they would not operate.
- Not all camp programs have announced their decision yet. Regardless of where you live, contact camps directly for up to date information.
- Update about Cornell Sports Camps

Child Care Programs
- Child care centers and family child care programs are allowed to operate, though they must adhere to increased health and safety practices and limit group sizes.
- The Cornell Child Care Center reopened to enrolled families on June 3.
- While child care centers often have lengthy waiting lists, family child care programs tend to have openings/short wait lists.

Strategies to consider:
1. Post a job at Care.com to find potential babysitters/nannies. Cornell provides free membership (normally $147/year) to benefits-eligible employees and graduate students. Get started here.

2. Contact your local child care agency for information about registered family child care providers that are open and can serve six children or more. In Tompkins County, call 607-273-0259. Not in Tompkins? Contact that number and request help locating a program where you live.

3. Carefully consider collaborating with other families by entering a quaranteam or nanny share arrangement. The intent of this is for families to rotate/share caregiving responsibilities. Please note that the CDC and the Health Dept. have not endorsed these approaches.
    a. Members of the Cornell Parent e-lists may post their interests to develop connections with other Cornell families. To join, email parents-k12-l-request@cornell.edu or parents-undersix-l-request@cornell.edu with "join" in the subject.
    b. Notify Cornell Work/Life consultant, Diane Bradac, of your interest in this type of care (sdb39@cornell.edu).

4. Post a job at your community's Nextdoor group page if guidelines allow.

5. Managing Time/Schedules
    a. Adjust start/stop times, using chunks of time that better align to your family's needs if possible
    b. Use a hybrid of remote work and on-site work, if possible
    c. Staff may use paid time off in small increments each day or half/full days
    d. Staff may use New York State Paid Family Leave for care of children with disabilities or to provide care to children with a serious health condition
    e. Reduce your hours temporarily (subsequent reduction in pay)

Babysitters & Nannies Needed!
Do you know someone who needs work? Babysitters and full/part-time nannies are in high demand. Potential caregivers are encouraged to post a profile at Care.com and apply for positions posted by parents. Get started by going to Care.com and selecting "Find Jobs."
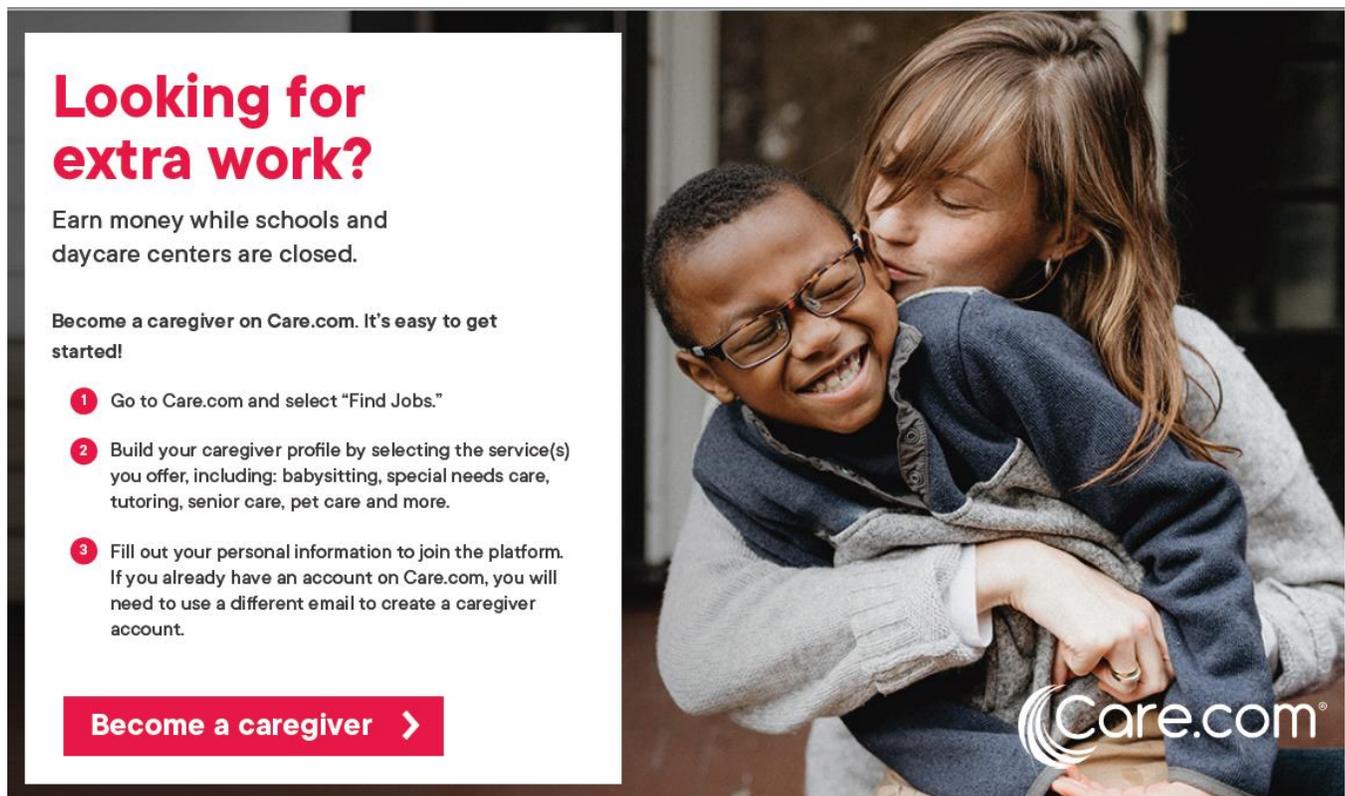
MENTAL WELLBEING

COVID-related Death and Grief: A Support Group for the Cornell Community
Group begins on Tuesday June 9, runs weekly through July 28, 12-1:30 PM EDT
The COVID pandemic has brought unprecedented losses for our community. If you have been affected by a COVID-related death and would like to share space with others who are also grieving this unique loss, we invite you to join this virtual bereavement support group. Open to Cornell employees and students. Co-facilitated by Women's Resource Center Assistant Director, Shura Gat and CAPS Community Consultation & Intervention Specialist, Katherine Goldberg. To discuss the group or sign-up, contact Katherine at 255-5155 and press 2 for CAPS.

[The Healthy Minds Program](#) (Healthy Minds Program, University of Wisconsin-Madison)
Translating pioneering neuroscience into tools for everyday life, this free App-based program focuses on awareness, connection, insight, and purpose. Offers active and seated practices for 5-30 min each.

FINANCIAL WELLBEING

FREE Legal Resource Library Access – must register by June 30!
ARAG, the University's voluntary legal benefits carrier, is expanding access to their financial resource library to all Endowed and Contract College employees. The offer is valid for up to 60 days – with no obligation to enroll at a future date. During the special 60-day enrollment period, Cornell employees will have access to a legal resource center that includes a number of ARAG Cares do-it-yourself legally valid documents, including: **wills and powers of attorney, medical authorization of treatment forms for minors, complaint letters for credit and consumer issues**, etc. Enrolling in the 60-day free access is easy: [start here](#), then click on 'sign up'. You must register by June 30, 2020 to access this free benefit. Questions? Contact Mercer at 1-800-553-4861.

COVID-19 Rental Assistance Program
Have you experienced a loss of income as a result of the COVID-19 pandemic and are unable to pay rent? Ithaca Neighborhood Housing Service (INHS) established the [COVID-19 Rental Assistance Program](#). The program is designed to provide rent relief for up to three months to eligible households who have experienced a loss of income related to COVID-19. This assistance will be available to renters who meet [income limits](#) in Schuyler, Seneca, Tioga, and Tompkins Counties. Funds will be distributed on an eligible, first served basis. PROGRAM LAUNCHES: June 8 - Schuyler and Seneca Counties | June 15 - Tioga and Tompkins Counties

PARENTING

[BCCWF Father's Day Annual Virtual Event: 2020 - A Unique Opportunity for Dads](#) (Boston College Center for Work and Family)
Thursday, June 11, 12-1pm. Professor Brad Harrington, a global expert on working fathers, will share the latest in his 10+ years of research on fatherhood and the shifting roles of dads at home and in the workplace. Because so many have been immersed in working remotely, men now have an unprecedented opportunity to pause and consider their roles as equal partners at home and as allies for women in the workplace. Professor Harrington will discuss how men can step forward and the ways their organizations can support them. [Register here](#).

[Talking to Children Authentically about Race and Racism](#) (PBS Kids)
June 9, 3:30. Join fellow parents, educators and child development and trauma experts for an important conversation about how you can talk with young children about racial injustice and violence against Black people. Together, we'll explore questions such as: How can parents of Black children continue to instill confidence and pride in young kids while also explaining the racial inequity and barriers that continue today? And, how can parents of non-Black children help young kids understand their role in confronting anti-Black racism? We'll also answer questions from parents and share tips and resources you can use to continue to have these meaningful conversations now and into the future.

> **Additional Resources**
> [Anti-racism Books for Kids of All Ages](#) (Tompkins County Public Library)
> [Resources About Race and Racism](#) (Common Sense Media)

COMMUNITY INVOLVEMENT

[Southside Community Center – Virtual Black Town Hall](#)
June 11, 4-6pm. Engage with the candidates for New York State Assembly on issues that have to do specifically with the Black community.

FOR MANAGERS

Conversations About Race
Many work groups across campus are engaging in important discussions about race. Managers are in a unique role to lead by example and foster an environment of respect, listening, and compassion. Here are some strategies to consider.

- Be patient, recognizing that this is a tough time for many.
- Encourage team members to use mental health resources as needed.
- If individuals don't want to share personal information, or their feelings, respect their privacy.
- Be respectful of team members who don't want to be visible on Zoom meetings.
- Many faculty and staff engage with students and others who are processing these injustices. Remind everyone to be understanding and empathetic when interacting with those they serve.
- Model and encourage kindness in the workplace, whether it is virtual or in-person.

Guide for Managers: Domestic Violence at the Workplace
Globally, nationally, and locally, reports of domestic violence and requests for assistance have risen significantly. Cornell has a [resource page](#) for everyone and a [guidebook](#) for managers. Please use these resources and contact Work/Life in Human Resources with questions (worklife@cornell.edu).

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.