



Wellbeing Insights

Living a Better, More Vibrant Life



“Un-Covering” Inclusivity at Work

The ability to bring one’s true, authentic self to work is an important component of career, social and mental/emotional wellbeing. When we are able to bring our whole selves to work, we are more engaged and productive. Unfortunately, many of us downplay or minimize parts of our (often stigmatized) identity. This practice is referred to as “covering,” and it’s physically and mentally draining. Covering is also a reflection of a toxic company culture, which can have adverse effects on productivity, turnover, business relationships and growth.

The term covering was first coined in 1963 by sociologist Erving Goffman to describe how even individuals with known stigmatized identities made ‘a great effort to keep the stigma from looming large.’ In a 2006 whitepaper entitled “Uncovering

Talent,” Professor Kenji Yoshino and Christie Smith expanded this concept by identifying four main categories in which we feel that we need to downplay our identities:

- 1. Appearance** – When we alter the way we look (including hairstyles, attire, mannerisms, etc.) in order to blend into the ‘mainstream.’ Example: A Black colleague may straighten her hair in order to ‘fit in.’
- 2. Affiliation** – Avoiding behaviors widely associated with our identity in order to negate stereotypes about that identity. Example: An employee may decline invitations to company happy hours to avoid being teased about their choice not to drink alcohol for religious or health reasons.

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3. Advocacy – Avoiding specific topics related to our identity so that we don’t have to defend that particular group.

Example: A person doesn’t talk about their child who has Down Syndrome.

4. Association – Avoiding being around certain others or showing relationships to certain others. Example: A gay teammate may not bring his partner to work functions or put up family photos in his office for fear it may negatively impact how others treat him.

According to the whitepaper, 75% of individuals actively downplay one or more identities at work. Covering has impacted our workplaces in that many of us often change who we are because we don’t feel like we belong. This leads to thinking that we need to change or hide parts of ourselves in order to feel included or valued at work. 53% of survey respondents indicated that they felt their leaders expected them to cover. 51% also indicated that this expectation has affected their sense of opportunities available to them.

When employees look at their leadership and do not see diversity and inclusion, it leads to covering in order to advance or fit into organizational cultural norms. Since we spend approximately one third of our time at work, this can have a significant impact on our overall wellbeing.

DIY: Pumpkin Spice Bath Soak

It’s that time of year again for pumpkin spice mania. If your pumpkin lattes, candles, baked goods and lip balms aren’t enough to quench your pumpkin spice obsession, check out this easy DIY bath soak to help you relax and unwind with your favorite aroma this autumn.

- ½ cup Epsom salts
- ¼ cup rolled oats (ground for finer texture if preferred)
- ¼ cup pumpkin spice loose leaf tea (or your favorite autumn tea)
- 1 tsp pumpkin seed oil or sweet almond oil
- ½ tsp pumpkin pie spice
- 4 drops nutmeg essential oil (optional)

Combine Epsom salt and oils in a bowl and stir thoroughly to coat the salt. Add in the loose leaf tea, oats and pumpkin pie spice. Stir well to combine. Store in an airtight container. To use, add 3 tablespoons of the mixture to a muslin tea bag and tie it closed. Toss it into the bathtub, drain your bath water and enjoy the soak!

While covering may temporarily work in our favor in an environment that lacks genuine commitment to diversity and inclusion, the practice reduces our job satisfaction and connections to coworkers and can lead to burnout. A truly inclusive workplace is one where employees do not feel pressure to cover. While leaders play a key role in creating this environment, everyone has a role in fostering these principles. Following are some ways to support your teammates and create a culture of belonging.

- **Hang the mirror.** Consider your own biases and openness to others’ experiences, and note any resistance in these areas. Reflect on how any blocks may be keeping you from connecting with others.
- **Examine how you show up at work,** and if there are areas you feel you must hide or downplay to avoid stigmatization or negative perceptions, whether its race, religion sexual orientation or even things like illness, divorce or parenthood.
- **Show some vulnerability.** Consider how you talk about and, in essence, normalize your life experiences for which you may be covering. Know that doing so can give others a sense of permission to do the same.
- **Create a psychologically safe environment** by showing empathy and support when others reveal vulnerable areas of their lives to you. Show acknowledgement through your body language and facial expressions – even through a genuine smile. Ask caring questions about their experience. Thank them for sharing with you.
- **Follow up** and ask your teammates about areas of their lives they have revealed to you, whether it’s about their non-traditional family, their thoughts about overcoming racial injustice or simply how they are feeling.



One of the **hallmarks** of social wellness is being **inclusive**, not exclusive, with our friendship.

– LAURIE BUCHANAN



On the Menu

Mushrooms

Mushrooms are a staple ingredient in cuisines all around the globe. They come in a wide variety of shapes, sizes and colors and can be a tasty addition to daily meals. Mushrooms have been consumed by humans for thousands of years. Ancient Greek warriors ate mushrooms for strength before battles. Romans called mushrooms “food for the Gods.” Ancient Chinese culture also held mushrooms in high regard for their health benefits. Today, mushrooms are still a beloved food by many for their unique taste and nutritional value. Here are just a few of mushrooms’ biggest health benefits:

- Low in calories, carbohydrates, fat and sodium
- Packed with vitamins and minerals
- Best source of selenium, a powerful antioxidant that protects against damage from aging and boosts the immune system, in the produce aisle
- Reported medicinal properties, specifically in the prevention or treatment of Parkinson’s, Alzheimer’s, hypertension and stroke
- Antibacterial properties, helping to enhance the immune system
- Source of beta glucan, a soluble fiber that has been strongly linked to improving blood cholesterol and supporting heart health
- Studied for their anti-tumor attributes, helping to reduce the likelihood of cancer

How to Purchase

Poisonous mushrooms can be hard to identify in the wild, so it’s always best to buy them from a reliable market. When choosing mushrooms, make sure they are firm, dry and free of mold. They can be stored in a paper bag in the fridge for up to five days. Wash off mushrooms only when you’re just about to eat them; never before putting them in the fridge.

Cremini



Delicate texture and pale brown in color. With a mild, earthy taste, they are more flavorful than button mushrooms.

Sauté in butter, add to soups, omelets or use in stir fry.

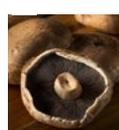
Oyster



Very tender with a lace-like texture. Most varieties found in grocery stores are pale white or gray.

Sauté in olive oil or butter, top with fresh herbs. Also good to add to salads.

Portobello



Large in size and flavor. They are known for a meaty texture.

Marinate in olive oil and balsamic, then sauté or grill. They’re also great hamburger substitutes.

Enoki



Long and fragile with a slightly crunchy texture.

Best used in stir-frys.

Shitake



Smoky, full-bodied. Found dried or fresh and are normally brown or blackish.

Sauté with ginger and garlic as a side dish, add to stir-frys. Stems are too tough to cook but add to stocks for their smoky flavor.

Sautéed Garlic Mushrooms



Nutrition Info

Per serving (¼ of recipe)

Calories	142
Total Fat	13g
Carbohydrates	4g
Fiber	1g
Sugar	2g
Protein	4g
Sodium	307mg

Ingredients:

- 1 lb. cremini or portobello mushrooms, sliced
- 2 cloves garlic, minced
- 1 Tbsp. soy sauce
- 2 Tbsp. olive oil
- 2 Tbsp. butter
- 1 sprig fresh thyme or pinch of dried thyme
- ¼ cup white wine (optional)
- Chives for garnish (optional)

Directions:

Clean mushrooms by gently wiping with a paper towel. Add butter and oil to a pan and heat over medium-high heat. Toss the mushrooms and soy sauce together and add to the pan with the butter-oil mixture. Allow the mushrooms to cook about 4 to 5 minutes before stirring to brown them on one side. Add white wine, if using, and allow to evaporate. Add garlic and thyme. Continue cooking for another 3 to 4 minutes, stirring occasionally until cooked all the way through.

Mindfulness Resources Roundup

CBIZ Engagement & Wellbeing Specialist Abby Carter Shares Her Expert Picks

Mindfulness has been a passion of mine for the past decade. It's helped me through times of uncertainty, change, grief, loss, motherhood and more. The COVID-19 pandemic has created almost an urgency for the use of mindfulness to cope with all of the changes in what's considered safe with how we work and interact with others. The following resources have helped me through a rollercoaster of emotions over the past decade – from books and podcasts to apps and organizations. I hope they can be of use to you, too!

Meditation App – [Insight Timer](#)

This free app has over 40,000 guided meditations and lots of great resources for beginners. They just released a track for parents that has meditation, music and stories for kids. I also love that you can choose between different voices, the type of bell that signals the end of your practice, and whether or not you want background music. You can also filter by benefit, practice or origin to find what you're looking for quickly.

There's a map of the world that shows how many people have meditated that day and dots on the map of what countries people are meditating in. After you meditate, a page pops up that shows who meditated with you. When you meditate at the same time each day you notice familiar faces and can send "thanks for meditating" messages.

Podcast – [Live Awake](#) (Sarah Blondin)

This podcast weaves reflection and guided meditation through poetic

phrasing that's easy to listen to and follow. Sarah's voice is calm and reassuring. Whenever I feel overwhelmed, listening to her podcast puts me at ease.

Online Resource – [Mindful](#)

Mindful provides resources for a mindful community. (They have a great [Facebook page](#)). They have interesting graphics and easy-to-follow practices that are relatable and simple to apply. Discover great research along with free resources for educators, including finding calm, honing attention, building resilience, nourishing compassion and transforming culture.

Multi-Media Nonprofit – [The On Being Project](#)

The On Being Project is a nonprofit media and public life initiative. (If you're creatively inclined, you'll appreciate this project!) There's a radio show, a podcast (I find it to be renewing and calming) and tools for the art of living. They also have "care packages" – a collection of resources to help you process the moment – for caregivers, people who are feeling overwhelmed and those coping with uncertain times.

Mindfulness Teachers

Tara Brach is well known in the mindfulness field for her work in radical acceptance, self love and dealing with difficult emotions. Her work comes from a heartfelt place, and you can tell that she walks the talk.



Abby Carter with daughter, Poppy

She's given some excellent talks about working with anger that I've found useful in my life. You can find meditations, talks, articles and more on her [website](#).

Sharon Salzberg is a mindfulness teacher and author known for her work around loving-kindness. Around February she offers a free meditation challenge through her website, which I like to participate in yearly. Her current work focuses on how to use mindfulness to create change.

Books

When I first started studying mindfulness, I took to the work of Jon Kabat-Zinn. He's an excellent, engaging advocate and thought leader for mindfulness – whether it be his books, articles, lectures or programs. If you want an easy read, "[Mindfulness for Beginners](#)" and "[Wherever You Go, There You Are: Mindfulness Meditation in Everyday Life](#)" (this was one of the first books I read) are quick and engaging books that make mindfulness accessible and inviting. "[Full Catastrophe Living](#)" is a more in-depth journey of mindfulness for those who want a more comprehensive and scholarly approach.

Passing **Cyber Kindness** to Your Kids

Social media has its advantages – connecting with old friends, keeping in touch more consistently with loved ones, live updates on the struggles and outcomes of those we care about, etc. It can be fun, informative and entertaining. However, too much cyber connectedness can take a toll as harmful comparisons of your life to others’ filtered experiences get you feeling down. Comments can make you feel angry, embarrassed, left out and ashamed. Or you start rolling your eyes at exasperating posts and gain a low tolerance.

Keeping it all in perspective as an adult is hard enough, so how can we expect our kids to know how to navigate the turbulent waters of social media without some serious guidance? According to kidshealth.org, about 90% of teens have used some form of social media and 75% have a profile on a social networking site. How do we teach them to take the high road, practice diplomacy and, more importantly, be sensitive to others?

Here are some tips to help you openly communicate with your kids about this topic:

Know how to talk to your tween/teen. Talk with your teen, not at them. Teens have a need to feel validated and not talked down to, so just stay calm and open-minded. Be direct but not disrespectful to your child or to their feelings. For more advanced tips on communication, check out “[How to Talk So Your Kids Will Listen & How to Listen So Your Kids Will Talk](#)” by Adele Faber and Elaine Mazlish.

Stay educated. Keep current on the sites your children or their peers are using. Galit Breen, author of “Kindness Wins,” has a video series that familiarizes you with modern-day social media sites and arms you with tips on how to navigate these sites and teach kindness in the process. [Familyeducation.com](#) is really good with being in the know on the latest trends, as well as promoting apps that we, as parents, can use to monitor our kids’ virtual behaviors.



Make a social media agreement. This is a contract in which you set terms on how your child will conduct themselves online, usage limitations and how you will monitor them. This protects their privacy to some degree as well, so you both have a commitment you can respect. Follow it up with a chat on privacy settings, sensitivity and pausing before hitting enter. Your contract might include questions to ask before posting, for example, Will your words hurt others? What would family members (Grandma, Mom, Dad, etc.) think of your post? Do you truly know who you are “friends” with?

Set a good example. Your actions matter to your kids more than they care to admit. You might even share your own experiences or open up a communication about a high-profile social media incident and how you might have handled it with integrity. Instead of just bashing the actions of others, give examples of how you would have reacted differently.

We all like to think our child would never be the bully, but the reality is that in many cases children don’t even realize when they fall into the social media traps of cruelty. They take cues from others in an effort to fit in, don’t think before hitting post and may turn a blind eye when someone else is in need.

Fall Sweep

Decluttering for the Winter Months

Spring cleaning has met its match with the fall sweep. There are many reasons why autumn is the perfect time to do some cleaning. First, the days are shorter and we spend more time indoors. Not only does this give us more opportunity to tidy up but also more reason to do so in order to enjoy our clean and cozy home. Take a page from nature's book and use this month as a time to shed your unwanted clutter just as the trees shed their leaves.

Tackle closets and clothes. As you swap out your seasonal gear, use the opportunity to get rid of the things you don't wear. Any summer clothes headed for storage should pass the test – Does it fit? Do I like it? Did I wear it this year? If the answer to any of these questions is no, it may be time to say goodbye.

Start an annual box system. As you go about your decluttering, you will inevitably run into some items that you aren't ready to part with even though you haven't used them in some time. Allocate one large box to serve as a purgatory for these items which will have a one-year shelf life. Next fall, open up the box and make a decision on each item. Did you miss it? If not, it's gone. If yes, you can keep it and find a sensible place for it in your home. Each year clean out your box and replace it with any new items you can't make a decision on.

Take advantage of the weather. The nice crisp weather lends itself perfectly to cleaning out garages and attics. Cleaning up your lawn-care items and organizing your equipment will help you be even more excited next spring when it's time to start your lawn and garden care back up.

Do a room-by-room purge. This is where we get into the little items that can truly lead to clutter. Here are some categories to hit:

- **Spices & Seasonings** – While it's not necessary to stick to strict use-by dates with spices, the unopened marjoram that expired in the 90s should be tossed.
- **Freezer** – Our freezers can become a graveyard for our good intentions of preserving things we aren't ready to eat. Clear out anything with excessive freezer burn, and make a list of items that you still need to use but have forgotten about. Then add them to your menu planning so they don't go to waste.
- **Garden Tools & Products** – Old seed packets and fertilizers should be checked for expiration and organized. Make sure all your lawn and garden tools are cleaned up and properly stored. Anything hiding in that toolbox that you have too many of or never use? Send it to a new home.
- **Magazines** – When are you really going to read that 6-month-old issue of Home and Garden? The answer is never; just get rid of it. Old magazines and newsletters can really pile up. Make a practice of cutting out any articles that actually hit home with you so you don't feel badly about recycling the rest.



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Contributing Writers

Abby StevensonEngagement & Wellbeing Consultant
LaTonia McGinnis.....Engagement & Wellbeing Consultant
Bridgette O'Connor.....Engagement & Wellbeing Consultant
Abby CarterEngagement & Wellbeing Specialist
Anna PanzarellaEngagement & Wellbeing Consultant
Sue TroguEngagement & Wellbeing Consultant

Visit the CBIZ Engagement & Wellbeing website at cbiz.com/wellbeing