Black Worker Wellness Guide 2022

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Mental, emotional, physical and spiritual wellbeing is a requisite for freedom and joy. Healing is a birthright for all humans. - Queen Hollins, founder of the Earthlodge Center for Transformaion

Black workers are some of those hardest hit during this global pandemic. A Black-led campaign originated by the Southern California Black Workers Hub for Regional Organizing distributed a survey in 2021 to monitor Black worker conditions. The results of the surveys indicated most were in need of healing and wellness support.

In response to that survey, The Earthlodge Center for Transformation offers wellness tips for Black workers to cope with day-to-day stress on the job.

15 Wellness Practices to Help Cope with Job Stress

Meditation

Rise a half hour early or retire to a car or quiet place during breaks throughout the day. **Listening to guided meditation, soothing music or nature sounds will help ease tension.** Check out Youtube, apps, or Spotify. A Meditation for Black Women https://www.youtube.com/watch?v=Zgf2COTsFUA

Rest and Relaxation

Sleep and rest are vital to daily self-care and help restore calm. Prioritizing rest as a routine is essential to balance. Setting an early bedtime, while unplugging from technology creates good sleep hygiene. **Rest includes napping, massage, bathing and leisure activities like spa treatments, fishing, playing an instrument or reading.**

Plants and Nature

Bring nature indoors, whether it be a small cactus or pothos plant which thrives in low light. Desk plants give off oxygen, clean the air of dust particles, and provide green color for vibrancy. **Sunlight is invigorating**. Having a desk near a window or the ability to take walks outdoors on breaks can be restorative.

Worker Rights and Wellness Journal

At the start of the day read a positive affirmation and set your intention for the type of day you want to create. At the end of your day, take inventory of your mood and jot down any circumstances or actions at work that may have impacted your well-being.

Buddy Up with A CoWorker

Regular focused professional check-ins with trusted co-workers to process work environment, performance or conditions can build bonds and connections that may result in support when needed.

Mindful Lunch and Nutrition

What you eat matters. Foods naturally rich in magnesium may help you feel calmer. Examples include leafy greens, such as spinach, Swiss chard, nuts, seeds and whole grains. Foods rich in zinc such as beef, cashews, and egg yolks **have been known to lower anxiety.**

Essential Oil/ Energy Balancing Spritzers

Plant-based essential oils, used since the beginning of time, carry important properties that stimulate our nerves and sense of smell. **Different oils work as mood enhancers and help support emotional balance and refresh stagnant environments.** Lavender, sandalwood, rose and lemongrass are popular options.

Boost Your Immunity/Vitamin Intake

Increasing intake of Vitamin C, D, Magnesium, Zinc and Colloidal Silver supplements help to boost your immune system which equips the body to fight COVID infection and reduces stress. A strong immune system is a sign of a healthy lifestyle.

Positive Affirmations

Reading and repeating positive affirmations each morning and throughout the day maintains a healthy mindset. **When your state of mind is generally optimistic, you're better able to handle everyday stress in a more constructive way.** When faced with stressful situations, positive thinkers cope more effectively than negative ones.

Seek Professional Counseling

Navigating the daily pressures of the job coupled with the demands of caring for loved ones during an ever changing COVID climate can be daunting and create serious mental health concerns. One of the best responses to managing uncertainty and fear is to **have someone to listen and help you develop coping and self-care strategies.**

"I don't feel emotionally or physically safe or cared for at work."

"Remote working and much more call volume produces more stress."

- Quotes from Southern California Black Workers

Get Moving

Yoga and Tai Chi are excellent traditional examples of relaxation methods that provide relief from stress and achieve union of mind, body and spirit. Find local recreation centers that offer low cost classes or view videos on Youtube. Dancing, skating, walking, hiking and swimming support the body!

Laughter/Humor

Remember to keep it light. Laughter is the best medicine. **It can quickly diffuse tension and helps to release anger.** Humor is a mood balancer in difficult times or in times of grief. It cultivates happiness and is contagious!

Intentional Breathing Exercises

Mindful breathing is an easy practice for us to build our focus and concentration and can serve as a simple reset button in pressure-filled work settings. Deep breathing exercises can be as short as 1 minute and **can promote relaxation and strengthen lung capacity.**

"Organizing is therapeutic - being able to change conditions through collective direct action." - Shae, Black Worker Center

Drink More Water

Stress causes dehydration. Switching from coffee to water in the morning, keeping a thermos of water at your desk and drinking a glass before bed **increases hydration and strengthens your immune system**. Water aids both our brains and our bodies to deal with daily strains of the job.

Herbal/Spiritual Baths

In some cultures the role of the bath is sacred. Ritualizing bath time can have wonderful benefits. **Regular bathing in the morning and evenings can alleviate anxiety, improve sleep and ease the physical tension of a tough work day.** Adding essential oils adds aroma and special salts, including Epsom, can clear negative energy and reduce inflammation.

Workplace Resources and COVID

Black Worker Hub: covidandblackworkers.org / socalblackworkersunited.org

Important Forms for Workplace Safety:
covidandblackworkers.org/workplace-safety

Up to Date Info for Covid-19 Worker Protections in CA:
Safer at Work - saferatwork.covid19.ca.gov

Up to Date Info for COVID-19 in CA: covid19.ca.gov / vaccinateALL58.com

Are You Experiencing Workplace Discrimination? - California Department of Fair Employment and Housing:
email - contact.center@dfeh.ca.gov / (800) 884-1684

WorkPlace Safety - Cal/OSHA Enforcement District Office:
www.dir.ca.gov/dosh/Complaint.htm / (800) 963-9424

Wage Theft - CA Labor Commissioner's Office:
email - employmentStatus@dir.ca.gov / (844) 522-6734

Worker Retaliation - How to file a complaint with CA Labor Commissioner's Office: email - retaliation@dir.ca.gov / (833) 526-4636
www.dir.ca.gov/dlse/HowToFileRetaliationComplaint.htm

Unemployment Compensation - Employment Development Dept (EDD):
edd.ca.gov / (800) 480-3287 / (800) 300-5616

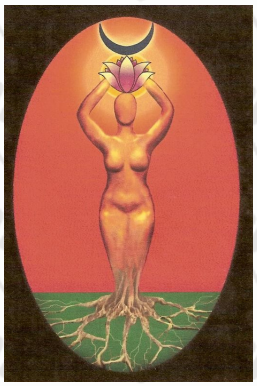
Worker's Compensation - Division of Workers Compensation:
www.dir.ca.gov/dwc/ (800) 736-7401

Know Your Rights: www.dir.ca.gov/covid

Paid sick leave, retaliation protections, filing a wage claim, or retaliation complaint: (833) LCO-INFO / (833) 526-4636

Wellness Resources

The Earthlodge Center for Transformation:
www.earthlodgecenter.org
facebook.com/earthlodgecenter
Instagram @earthlodgecenter



Free Download - The Earthlodge's 2021 Guide to Sacred Wellness and Wholeness:
bit.ly/wellnesswholeness

Black Women for Wellness - Winter Wellness Guide 2021:
www.bwwla.org/publications-library

LOS ANGELES BLACK WORKER CENTER

CENTER FOR THE ADVANCEMENT OF RACIAL EQUITY at WORK
CAREatWork | @UCLA Labor Center

C.O.P.E.
Congregations Organized for Prophetic Engagement

SoCal Black Worker Empowerment
IEBWC CAREatWork LABWC SDBWC
SOUTHERN CALIFORNIA BLACK WORKER HUB FOR REGIONAL ORGANIZING

The Earthlodge Center for Transformation is a wellness center based in Long Beach, CA and is a part of the Southern California Black Workers Hub for Regional Organizing other partners include the Los Angeles Black Worker Center (LABWC), UCLA Center for the Advancement of Racial Equity (CARE) at Work and Congregations Organized for Prophetic Engagement (COPE).

Disclaimer: What we have shared is not meant to prescribe, diagnose, treat, or cure any health issues you may be having. If you are ill, it is your responsibility to consult your physician or mental health professional and conduct your own research. This is not approved by the FDA.