

From: The Resilience Collaborative resilience@its.jnj.com

To: Brianna Graham wearemixedmedia@gmail.com

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Johnson & Johnson

Center for Health Worker Innovation



The Resilience Collaborative

Equipping Health Workers to Recover, Adapt & Grow

Hello members,

We're almost halfway through 2022! We sincerely appreciate your continued participation in The Resilience Collaborative. Your input continues to influence our work, and we wouldn't be able to do it without you. In particular, we'd like to thank [mothers2mothers](#) (m2m) for curating this month's newsletter.

Last month, we shared resources about traumatic stress and health worker resilience in partnership with University Research Co., LLC (URC). If you missed it, we encourage you to review them in light of the continued conflict in Ukraine and other areas around the world. We invite you to share

any additional resources you come across to support health worker resilience in areas of conflict.

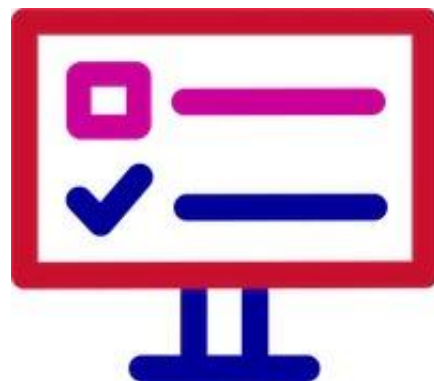
This month, we're exploring employers' role in health worker resilience. [The United States Surgeon General](#) (USSG) identified organizational factors as one of the main causes of burnout among health workers. Excessive workloads, administrative burdens and lack of organizational support increase the risk of burnout among health workers. m2m shares how they prioritize resilience and mental health among their frontline health workers in the spotlight below.

We're on the lookout for more curation partners. If you know of a great person or organization that The Resilience Collaborative should feature, send us an email at resilience@its.jnj.com. You can also volunteer to facilitate a professional development session or collaborate on the newsletter yourself!

Tell us about your experience!

The Resilience Collaborative strives to provide useful resources, professional development and creative ideas that help advocate for and improve health worker resilience. We'd love to hear your thoughts about how we're doing.

Please take 15 minutes to [fill out our survey](#) so we can learn what you value most about The Resilience Collaborative, and how we can improve to meet your needs. Your feedback may be featured in reports, publications or presentations to demonstrate the impact of communities like The Resilience Collaborative.



We won't share your personal information with any outside parties.

Featured Resources

- [ICAS International](#), an employee assistance program and health and well-being service provider, has a wide array of resources available to support health worker resilience. This newsletter's curation partner, m2m, utilizes ICAS International to provide supportive services to its health workers. m2m identified these webinars as key resources for The Resilience Collaborative members:
 - [Self Care: The Key to Unlocking Work Life Integration](#)
 - [Prosilience: Endurance and Resilience During Challenging Times](#)

Check out the [ICAS Lifestyle Youtube Channel](#) to see more of their mental well-being content!

- The Office of United States Surgeon General (USSG), Dr. Vivek Murthy, published an advisory about health worker burnout. Using input from frontline workers, the USSG identified four contributors to burnout: societal, cultural, structural and organizational factors. [Download the official report](#) to learn more about the overall impact of health worker burnout and how to prevent and treat it.
- [Prioritizing the Mental Health and Well-Being of Healthcare Workers: An Urgent Global Public Health Priority](#) is a peer-reviewed article that examines the impact of burnout and other mental health challenges for health workers.
- Resilience among health workers can be influenced by the resilience of the organization they work for. Read [Creating a Resilient Organization for Health Care Workers during a Crisis](#) to learn the [American Medical Association's](#) (AMA's) 17 steps for supporting health workers before, during, and after a crisis. You can also listen to their podcast, [Creating a Culture that Supports Well-Being](#). *The AMA podcast was shared by Wendy Leonard at [TIP Global Health](#), a member of The Resilience Collaborative.*
- The World Health Organization published a guide for retaining health workers during the COVID-19 pandemic. [Read it here](#)

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"mothers2mothers connected me with an ICAS counselor who referred me to a therapist. They made it easier for me to open up about my personal problems that were affecting me in the workplace. Afterward, I felt relieved and more at ease, so I was able to focus on my work and provide my clients with the support they depend on."

– Thandazile, mothers2mothers Family Mentor, South Africa

Resilience Collaborative Spotlight

[mothers2mothers](#) (m2m) is an African NGO that unlocks the power of women to end pediatric AIDS and create healthy, thriving communities. At the heart of its model, m2m employs and trains women living with HIV as frontline health workers because they are uniquely equipped to earn the trust and confidence of their clients and connect through shared experiences.



It's m2m's responsibility to make sure these health workers are supported — for their own health and to better ensure they can effectively support their clients. m2m provides staff with [supportive supervision](#), which is a management style that helps individuals improve their performance at work.

The supportive supervision program at m2m includes:

- Working with ICAS International, which provides professional counseling and support services to employees who are confronting personal problems or a crisis.
- Enabling managers to make counseling referrals on behalf of employees whose performance is suffering.
- Piloting a site staff resilience training.
- Encouraging and arranging for employees to access health screenings.
- Facilitating group debriefings following a traumatic incident, such as the death of a colleague. This way, the team processes the experience and builds their resilience as they continue to work in demanding roles and contexts.

Recognizing that financial well-being is essential for any person to secure the future they desire and deserve, m2m provides employees with access to information to help them meet their financial goals, through a Human Resources wellness desk. The wellness desk emphasizes health and well-being as an organizational priority in weekly messages via email or WhatsApp. It also runs annual wellness weeks that include health assessments, interactive discussions, competitions and games. In response to the COVID-19 pandemic, m2m also ran a 30-day mental health challenge in collaboration with its employee wellness service provider in South Africa, ICAS International.

Does your organization go above and beyond to promote health worker resilience? We would love to feature it in an upcoming newsletter. Please send a short description and health worker resilience materials you have to resilience@its.jnj.com.

Events, Offerings & Webinar Recordings

Aspen Ideas: Health

June 22-25, 2022, Aspen, Colorado, United States

The [Aspen Institute](#) is hosting [Aspen Ideas: Health](#) as a part of a larger Aspen Ideas Festival in Colorado. This year's conference is the first in-person gathering of Aspen Ideas: Health since the COVID-19 pandemic began. In addition to panels, plenaries, and other typical conference sessions, attendees also have the opportunity to participate in yoga, art

tours, and guided nature walks. Anyone can attend the conference, but sessions are specifically tailored for leaders in health, business, and policymakers.

Registration [HERE](#) is available for the health portion of the festival, as well as packages including multiple festival events. There are discounts available for students, Society of Fellows members, first-time attendees and groups.

Agriculture, Nutrition & Health Academy Week **June 20-30, 2022, Virtual & Stellenbosch, South Africa**

[Southern Africa Food Lab](#), [African Economic Research Consortium](#), [African Nutrition Society](#) and Food Environment Research Network are partnering to host this year's [Agriculture, Nutrition & Health Academy Week](#). This virtual conference is being facilitated from South Africa, where a limited number of hybrid sessions will also be available. Health, agriculture, and nutrition professionals have the opportunity to network and learn from leaders in these fields from all around the world.

The conference takes place in two parts, with Learning Labs taking place from June 20-23, 2022, and the Research Conference from June 28-30, 2022. You can register for free and fill out an interest form to participate in the hybrid session in person [HERE](#).

Women Leaders in Healthcare Conference **July 13-15, 2022, Chicago, IL, United States**

[Modern Healthcare](#) is hosting its [Women Leaders in Healthcare Conference](#) this summer in efforts to encourage gender diversity among healthcare executives. This event is a great opportunity for women in healthcare leadership roles, and those who aspire to become healthcare executives. In addition to educational sessions, there will also be a Top Women Leaders Gala on the night of July 14, 2022.

You can attend both the conference and the gala or attend only one of these events. Learn more and register [HERE](#).

American Hospital Association Leadership Conference **July 17-19, 2022, San Diego, CA, United States**

The [American Hospital Association](#) (AHA) is hosting its [Leadership Conference](#) in San Diego, California this year. This is a great opportunity for senior health care executives, clinicians and other health experts to network and discuss the latest advancements in high-quality, high-value models of care. Participants also learn leadership skills to develop partnerships, navigate crises and strengthen their own resilience.

Register for the conference [HERE](#). Discounted rates are available for AHA members and individuals from nonprofit organizations

In case you missed them, you can find recordings of past events related to health worker resilience below:

1. [The Wellness and Well Being Summit](#), The Well Being Project (June 1-3, 2022)
2. [75th World Health Assembly](#), World Health Organization (May 22-28, 2022)
3. [STI Forum, United Nations Department of Economic and Social Affairs](#) (May 5-6, 2022)

Looking ahead, some other key global community moments include:

1. [Pride Month](#) (US, June 2022)
2. [International Self Care Day](#) (July 24, 2022)
3. [Minority Mental Health Awareness Month](#) (July 2022)

Please email resilience@its.jnj.com if you would like to feature an upcoming event.

Know someone who is interested in improving health worker well-being?

Tell them about The Resilience Collaborative and [encourage them to join](#).

Not a part of The Resilience Collaborative?

[Visit us](#) to learn more about our work to equip health workers to recover, adapt & grow.

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