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Bringing joie de vivre back: Workplace burnout & Black Women in academia

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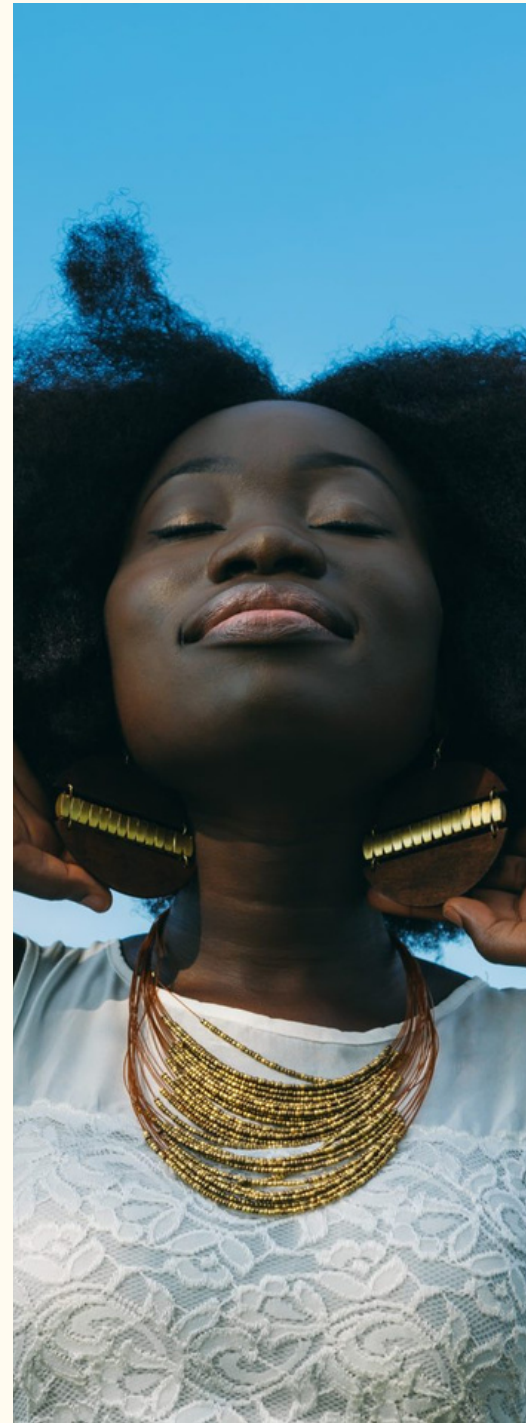
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Bringing joie de vivre back

Workplace burnout & Black
Women in academia

The 10th Annual Faculty
Women of Color in the
Academy (FWCA)
Conference



About the Presenters



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The Problem

The COVID-19 pandemic has exacerbated the effects of burnout.

Black Women's lived experiences on the job place us in positions that bolster the impact of compounded stress

This stress has an impact on our professional cadence and personal well-being.

Understand/(Familiarize oneself with) the ICD-11 definition of Workplace Burnout.

Examine the impact of intersectionality on the Black Woman in Academia.

Learn to use Schön's Critical Reflection Model to address stressors in the workplace.

Increase awareness of being well from a more sustainable, holistic perspective through self-regulated learning and collective social support.

Objectives

What is burnout?



Joie

de

Vivre

A “syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions: feelings of energy depletion or exhaustion; increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job; and reduced professional efficacy” (WHO, 2019).“

In French, joie de vivre translates to the "joy of living". It's the delight of being alive.” (Levin, 2017).

Intersectionality

Term coined over 30 years ago...

"Intersectionality was a prism to bring to light dynamics within discrimination law that weren't being appreciated by the courts."

-Kimberle Crenshaw

"Intersectionality is simply about how certain aspects of who you are will increase your access to the good things or your exposure to the bad things in life."

-Kimberle Crenshaw



Our Experience

Physical Exhaustion
Psychological Distress



Performance Irritability
Depressive Anxiety



Occupational Fatigue
Work Space Disquietude



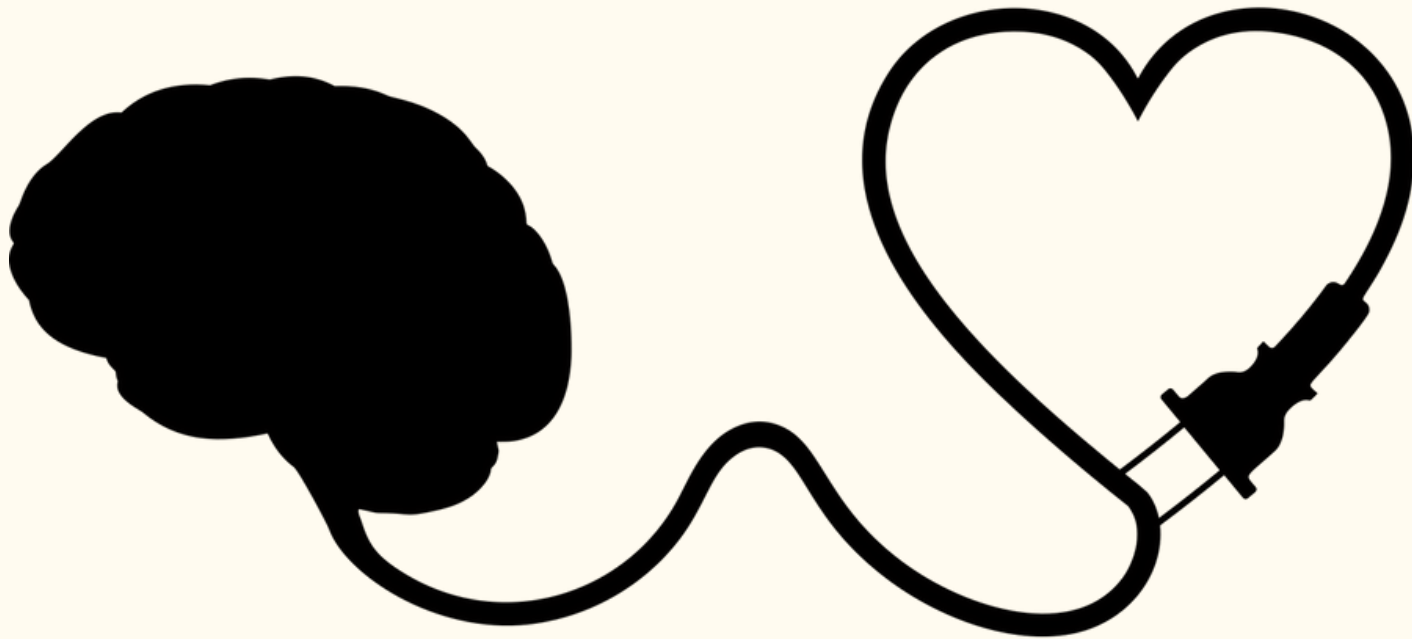
“Very often a negative or uncomfortable situation (a ‘critical incident’) prompts reflection. ‘We learn from our mistakes’ is certainly true! However, positive experiences can also provoke reflection. It can be very powerful to reflect on what worked, in order to reproduce that again.”

<https://latrobe.libguides.com/reflectivepractice/models>



The Power of Reflection

Practical Tools



I. Schön's Model

Reflection in Action	Reflection on Action
<ul style="list-style-type: none">• Experiencing• Thinking on your feet• Thinking about what to do next• Acting straight away	<ul style="list-style-type: none">• Thinking about something that has happened• Thinking what you would do differently next time• Taking your time

Applying Schon's Model

Reflection builds confidence

Reflective practice allows you to develop awareness

Reflection encourages creative innovation



Models of reflection

There are frameworks that you can use to aid your reflective process. Alternatively, you may want to create your own. It needs to be a set of questions that you can ask yourself about an experience, plus a process by which you apply and learn from your reflection. Here are just two examples of models of reflection:

1

Reflection before, during and after a learning process (Schön, 1983)

Before an experience	During an experience	After an experience
What do you think might happen?	What's happening now, as you make rapid decisions?	What are your insights immediately after, and/or later when you have more emotional distance from the event?
What might be the challenges?	Is it working out as I expected?	In retrospect how did it go?
What do I need to know or do in order to be best prepared for these experiences?	Am I dealing with the challenges well?	What did I particularly value and why?
	Is there anything I should do, say or think to make the experience successful?	Is there anything I would do differently before or during a similar event?
	What am I learning from this?	What have I learnt?

II. Refocus on Joy



Awareness

Self-Preservation

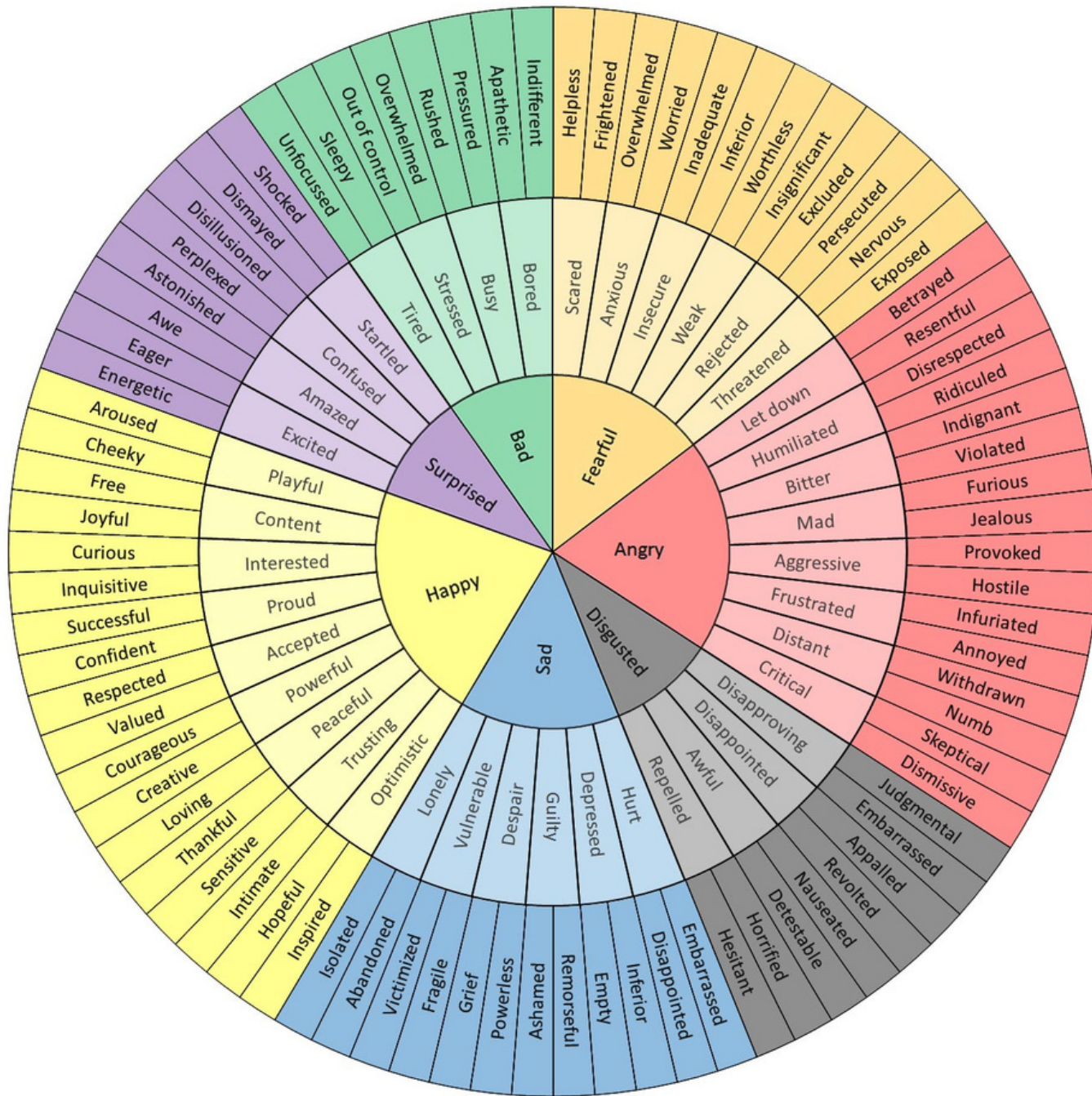
Do Nothing
For
2 Minutes

4K Aquarium
for
Relaxation

Feelings
Wheel

5-4-3-2-1
Grounding
Technique

Self-Regulation



The *grounding* technique

you can do

ANYWHERE, ANYTIME.

support

strategies

help

understanding

When you feel anxiety building inside, ground yourself in the present using this simple

grounding technique.

5 things you can see.

Pay attention to what is around you. List five things, any five things that you see.

4 things you can feel.

Focus in on your body and list four things you can feel. How does your shirt feel on you?

3 things you can hear.

Listen for three different sounds. Traffic, people talking, the sound of your breath.

2 things you can smell.

What can you smell? Toner from the copier or your coffee. Really focus on what you can smell.

1 thing you can taste.

Toothpaste, a snack you just ate, or if can't taste anything, remember the taste of your favourite food.

RADIATE JOY



Cultivate Happiness

- Inhale Deeply & Exhale Slowly
- Seek the Source in silence
- Summon and Store Energy
- Welcome Wellness wholeheartedly
- Release the Fragrance of Fear
- Sow to Succeed sustainably
- Harness the Hive deliberately
- Align with Allyship strategically
- Practice Playing positively



Cultivate Happiness

- Embrace the Moment fully
- Appreciate the proclivity to Pause
- Identify the Joy in the Journey
- Celebrate the Calm creatively
- Reflect constantly to Rejuvenate
- Leverage Laughter lovingly
- Pamper to Prosper purposefully

Resources

Black Emotional and Mental Health Collective. <https://beam.community/>

Bond, J. (2011). Thinking on Your Feet: Principals' Reflection-in-Action. <https://files.eric.ed.gov/fulltext/EJ974347.pdf>

Calm. Do Nothing for 2 Minutes. <http://www.donothingfor2minutes.com/>

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Jersey Vineyard Music. 4K Aquarium for Relaxation, Water Sound, Relax Meditation Music. <https://www.youtube.com/watch?v=dBsicD0ItD0>

Karnilowicz, H.R. The emotion wheel: Purpose, definition, and uses. Berkeley Well-Being Institute. <https://www.berkeleywellbeing.com/emotion-wheel.html>

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Resources

Moyer, M.W. (2022, Feb. 15). Your Body Knows You're Burned Out: Here's how to recognize the physical symptoms of work-related stress — and what to do about them.

https://www.nytimes.com/2022/02/15/well/live/burnout-work-stress.html?campaign_id=190&emc=edit_ufn_20220217&instance_id=53343&nl=updates-from-the-newsroom®i_id=86732607&segment_id=83071&te=1&user_id=4b21f8b3ae3009a681a8e11665e7ccfb

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Steinmetz, K. (2020, February 20). She coined the term 'Intersectionality' over 30 years ago. Here's what it means to her today. *Time*. <https://time.com/5786710/kimberle-crenshaw-intersectionality/>

University of Birmingham. *A short guide to reflective writing*.

<https://intranet.birmingham.ac.uk/as/libraryservices/library/asc/documents/public/short-guide-reflective-writing.pdf>

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Comments or Questions?

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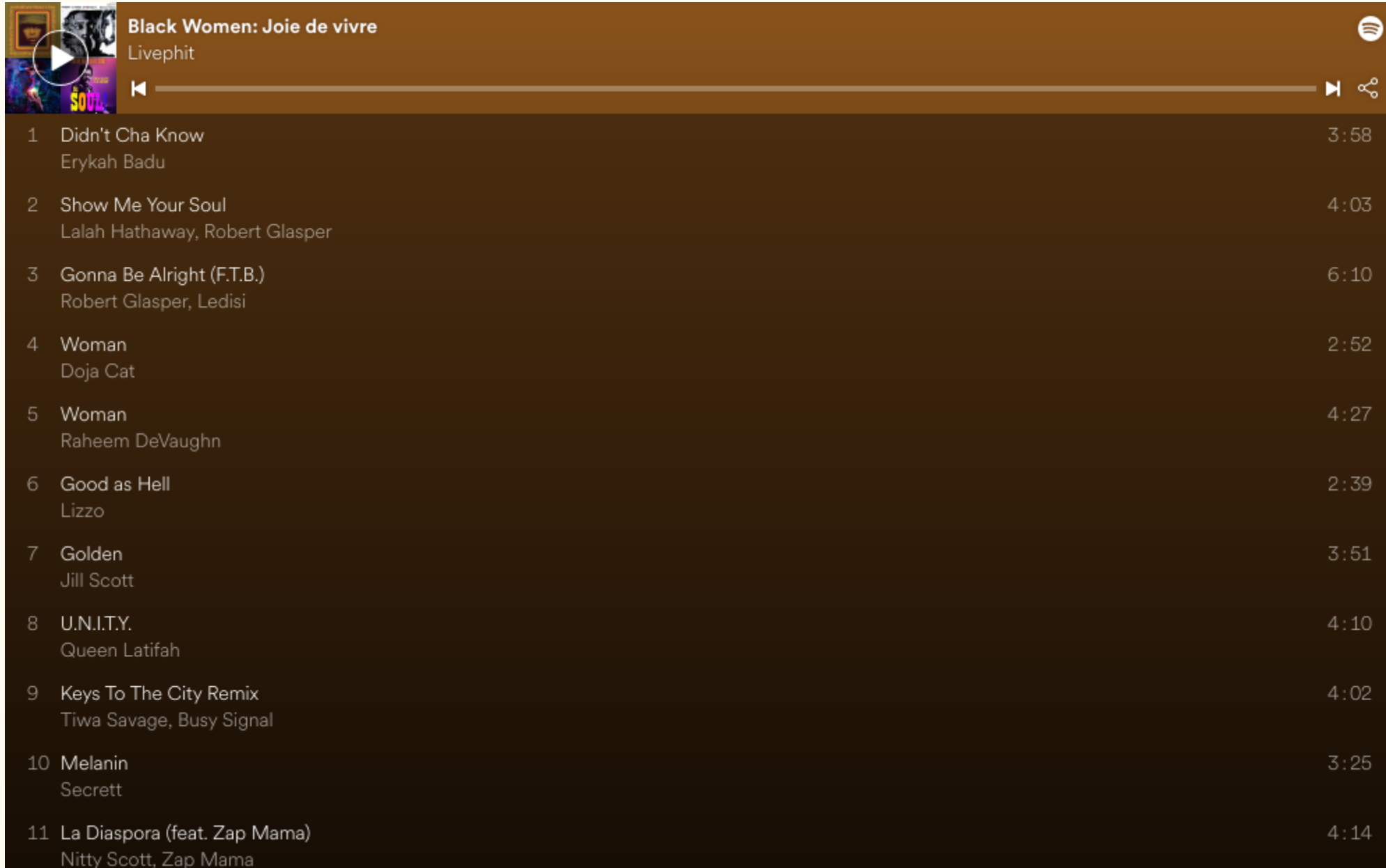


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Spotify Playlist for your enjoyment! Search the title shown below in Spotify.



Black Women: Joie de vivre
Livephit

1 Didn't Cha Know
Erykah Badu 3:58

2 Show Me Your Soul
Lalah Hathaway, Robert Glasper 4:03

3 Gonna Be Alright (F.T.B.)
Robert Glasper, Ledisi 6:10

4 Woman
Doja Cat 2:52

5 Woman
Raheem DeVaughn 4:27

6 Good as Hell
Lizzo 2:39

7 Golden
Jill Scott 3:51

8 U.N.I.T.Y.
Queen Latifah 4:10

9 Keys To The City Remix
Tiwa Savage, Busy Signal 4:02

10 Melanin
Secrett 3:25

11 La Diaspora (feat. Zap Mama)
Nitty Scott, Zap Mama 4:14