

# SELF CARE – GENDER SPECIFIC ISSUES AND EAP RESOURCES



Nancy Board, MSW  
Clinical Services Manager  
WA State EAP

ICSEW - January 18, 2022

# The Complexity of Women's Health & Leadership



# Health and Wellbeing Issues



## PREVENTATIVE HEALTH

- Nutrition
- Sleep
- Caregiver Health
- Gender-specific probes
- Stress Coping
- Physical Activity



## REPRODUCTIVE HEALTH

- Teen Pregnancy
- Cesarean Section
- Postpartum Depression
- Breast-feeding
- Personal Care
- Menopause



## TRAUMA

- Physical Violence
- Neglect
- Harassment
- Intimate Partner Violence
- Sexual Assault & Abuse



## DISEASES/CONDITIONS

- Heart Disease
- Alzheimer's & Dementia
- Cancer
- Osteoporosis
- Migraines



## HOLISTIC HEALTH

- Spiritual
- Emotional
- Living Environment
- Intellectual
- Occupational



## MENTAL HEALTH

- Anxiety
- PTSD
- Self-esteem
- Substance Abuse
- Depression
- Eating Disorders

# Leadership Issues



## COMMUNITY

- Volunteerism
- Social Support



## REPRESENTATION IN MEDIA

- Gender Identity
- Youth & Beauty
- Diversity
- Ageism
- Fashion
- Body Image



## ECONOMIC EMPOWERMENT

- Rural Enterprise Acceleration
- Micro Lending
- Entrepreneurship
- Pay Equity



## WOMEN EMPOWERING WOMEN

- Advocacy
- Networks
- Mentoring



## LEADERSHIP

- Mentors/Mentees
- Skills
  - Negotiation
  - Emotional Intelligence
  - Communications



## WORKPLACE

- Cultural Bias
- Wage Equity
- Women as CEO/Senior Leaders
- Gender/Race Diversity
- Talent Management
- Advancement
- Corporate Directors
- Family Friendly Policies
- Work/Life Balance

# Gender Specific Issues

- Women provide most of the caregiving to children and aging adults
- On average are still paid 20% less than their male counterparts. Worse for women of color. Financial instability impacts our health and wellbeing.
- 20-30's child-bearing years / child-raising years
- 40's – 50's Peri-menopause and Menopause / Prime career years
- Health issues – Migraines, fertility issues, cancers, mental health, self-esteem, eating disorders
- Women earn less than men in nearly all occupations

## Disease

- Arthritis and musculoskeletal
- Autoimmune Diseases
- Depression and Anxiety
- Alzheimer's
- PTSD
- Chronic Fatigue and Migraines
- Misdiagnosed and discharged mid heart attack

## Prevalence women vs. men (U.S. 2017)

1.5x higher  
3x higher  
2x as high  
1.5x higher  
2x higher  
4x higher  
7x higher

# Women's Health and Work

- 70% of people with chronic pain are women (yet 80% of pain studies are conducted on men or male mice).
- 1 in 3 women under 50 have experienced physical or sexual violence
- 35% of women experienced sexual harassment at some point in their careers
- 64% of women and 71% of lesbian women report micro-aggressions are a workplace reality
- **Race and ethnicity compound the gender wage gap** (Latinas in Service Occupations earn just 85 percent of Latinos' median weekly earnings, who earn just 78.9 percent of White non-Hispanic men; Black women in Professional Occupations earn just 81.8 percent of Black men's median weekly earnings who earn just 79.5 percent of White non-Hispanic men.)
- Women's median weekly earnings in six of the largest 20 occupations for women leave a family of three near poverty.
- Menopause stigma leads to negative impacts on self-confidence, mental health, relationships, productivity, disease onset, and financial health.
- Emerging research has suggested associations between ACEs and cancer later in life



# Women's Health and Mental Health

- Higher rates of poverty, care-giving responsibilities, impacts of discrimination, bias, sexual harassment and / or violence, trauma, un or under diagnosed health conditions.
- 1 in 5 women in the U.S, die from heart disease and is the leading cause of death for women in America (\*CDC).
- Nearly 6 out of 10 women are overweight or obese and many suffer other health complications as a result.
- Caregiving challenges take a huge toll on women's health, mental health and overall wellbeing.

# The Importance of Self Care

- Sleep
- Nature immersion
- Meditation/Mindfulness
- Nutrition/Mindful eating practices
- Healthy relationships
- Laughter/kindness
- Yoga/Exercise/Long Walks/Movement
- Unplug from social media
- Therapy/Professional support
- Support systems in place – true friends
- Spiritual practices
- Put on your own oxygen mask first!





For 50 years, the Washington State EAP has supported the **wellbeing** of public employees to promote a **resilient** and **productive** workforce.



**Employee Assistance Program**

**[eap.wa.gov](http://eap.wa.gov) | 877.313.4455**

# What concerns can you bring to EAP?

- Life and work changes
- Feeling stressed out / burned out
- Financial and legal concerns
- Relationship improvement
- Family & parenting issues
- Grief & loss
- Domestic violence
- Anxiety and depression
- Substance misuse
- Bullying & harassment
- Crisis support and management



# How it works

Assess concerns and provide resources.

- By a licensed or certified professional
- Up to 3 sessions per issue
- Tele-health or possibly in-person

✓ For you and family household adults.

✓ Distinct from outpatient therapy.

- Free—fully funded by your employer
- Easy and quick access
- Short-term and solution-focused
- Personal or work-related

I'm not getting along with my co-worker, and I've tried everything!

Why do I feel so angry all the time?

I don't want to be a burden on my daughter.

I'm really stressed out about money right now!

I think my teen has a drinking problem.

# Organizational Consultation

## For supervisors, leaders, & HR:

- Guidance
- Problem Solving
- Coaching
- Support
- Resources
- Employee Referrals

## Provided by:

experts on workplace behavioral health with experience and knowledge working in the public sector, higher education, and human resources



## On topics such as:

- Performance or Disciplinary issues
- Substance Misuse
- Managing Change
- Conflict
- Domestic Violence
- Sexual Harassment
- Illness and Death
- Mental Health
- Suicidality
- Safety Concerns
- Secondary Traumatic Stress

# Crisis Response

Support after a significant loss or other traumatic event

## Critical Incident Stress Management

- Providing immediate support and guidance to leadership in the aftermath of a traumatic event

## Group Session

- A voluntary, facilitated discussion group to talk about what happened and the impact on the team, and promote self-care



\*\*The specific type and timing of services are based on many factors following best practices in Critical Incident research.\*\*

## Washington State Employee Assistance Program (EAP)

### Employee Assistance Program (EAP)

- COVID-19 Resources
- Employees
- Locations
- Providers
- Public Employers
- Publications
- Resources
- Subscribe to Receive EAP News
- Supervisors
- Useful Links
- Webinars

- Jobs
- Recruitment
- Small Agency Services
- State Employee Services



### Help Starts Here.

Washington State Employee Assistance Program

The Washington State Employee Assistance Program (EAP) is a free, confidential program created to promote the health, safety and well-being of public employees. More than 100,000 public employees have access to EAP services to help them address work and personal concerns. In addition, the EAP offers services to assist employees with legal and financial concerns. When you're ready to get help, we're here for you.

To access EAP counseling services, complete an [Online Referral Request](#). To access legal and financial services, visit our [Work/Life Resources](#).

<a href="#">EMPLOYEES</a>	<a href="#">SUPERVISORS</a>
<a href="#">PROVIDERS</a>	<a href="#">PUBLIC EMPLOYERS</a>
<a href="#">WEBINARS</a>	<a href="#">PUBLICATIONS</a>
<a href="#">COVID-19</a>	<a href="#">RESOURCES</a>

### Related Information

- [Accessing EAP Services](#)
- [EAP Locations](#)
- [EAP Orientation Video](#)
- [Grief & Trauma Toolkit /ISM](#)
- [Subscribe to EAP News](#)
- [Suicide Prevention](#)
- [Useful Links](#)

### EAP Contact Information

#### Statewide Locations

Ph. Toll-free: (877) 313-4455

#### Olympia

Ph: (360) 407-9490

Fax: (360) 664-0498

**Interpreters available.** When you call, please state the language you speak and wait while we connect your call to an interpreter.

TTY users: please call via [WA Relay](#)

-- call 711



# Resources, Awareness, & Education

## Publications:



[eap.wa.gov](http://eap.wa.gov)



WASHINGTON STATE

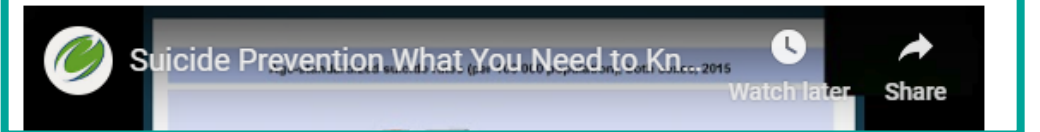
## Topical Resources:

### Suicide Prevention and Intervention Resources

Welcome! This webpage is designed to support Washington State government employees in preventing suicide. Our goal is to provide employees and management with tools, resources, and support effectively when state employees are impacted by suicide, whether personally or in the workplace. For more information on agency collaboration—[view our charter](#) or contact the [EAP](#) to find out more.

If you are looking for information not specific to state government employees, please visit the [Resource page](#).

Important Note: This site is for informational/educational purposes and is not intended to replace professional services. **If you or someone else is at immediate risk of suicide, please don't wait -- contact the Suicide Prevention Lifeline at 1-800-273-8255.**



[eap.wa.gov/suicideprevention](http://eap.wa.gov/suicideprevention)

# Work/Life Resources



## **Web Resources**

Resources to help you solve life's problems: articles with expert advice, webinars, an online will-maker, DIY legal forms, financial calculators and resources to help you find childcare, pet sitters and more.



## **Legal Assistance**

Free half-hour consultation with an attorney by phone to discuss your situation. Referrals to local lawyers and discounted rates for ongoing legal services if needed.



## **Financial Counseling**

Free counseling with a financial expert to help you get your finances in order, whether you need a monthly budget, are working to reduce debt, or saving for a big expense.

**[eap.wa.gov/worklife](http://eap.wa.gov/worklife)**

# What you can expect

- No cost to you/family
- Confidential
- Easy to access
- Expert professionals
- Resources and guidance
- From everyday concerns to serious issues
- Practical help
- Caring and respectful
- Culturally relevant
- Supporting the WHOLE person



Questions?

Contact us at

[eap-secure-email@des.wa.gov](mailto:eap-secure-email@des.wa.gov)

*No-cost, confidential support to help  
with work and life's challenges.*



**[eap.wa.gov](http://eap.wa.gov)**  
**877-313-4455**

# References

- [Gender Wage Gap by Occupation, Race and Ethnicity](#)
- [Poverty, Material Hardship and Depression](#)
- [Women and Heart Disease](#)
- [Gender and Race bias in Healthcare - Last Week Tonight with John Oliver, August 2019](#)
- [Adverse Childhood Experiences and Cancer Risk](#)
- [Epigenetics: How Trauma Can Cause Biological Changes That Leave People Vulnerable to Stress, Disease and Other Poor Health Conditions.](#)
- [Women and Caregiving: Facts and Figures](#)