

WELL-BEING@WORK



Quarter 4
Spotlights
FY20-21

ASR: Chair Exercises

This online physical activity took place on May 7th, with the help of HSS. It was proctored by Kaiser Permanente and specifically hosted for ASR employees only.

Having been working from home for over a year now, we found ourselves doing a lot of sitting. So, we wanted to provide a physical activity to our staff that not only would be practical, but also useful moving forward.

Although we weren't able to receive a full feedback report, we did hear from a few staff members who enjoyed the event and promised to keep challenging themselves moving forward.

Chair Exercises

May 7, 2021 | 3:00 – 3:30pm



LOCATION:
Virtual Seminar
Webex

**QUESTIONS?
CONTACT:**
David Santos
david.santos@sfgov.org

Chair exercises offer stretching and strengthening, low and moderate intensity movement taught by a personal trainer/health educator.

This class aims to bring benefits such as exercising the heart and body, and mind, so that you feel better. This well-rounded practice increases general sense of well-being as well as resilience to face day to day challenges..

Link: <https://kponline.webex.com/kponline/k2/j.php?MTID=t871497cab6af80dce6c6342ed905a5a1>

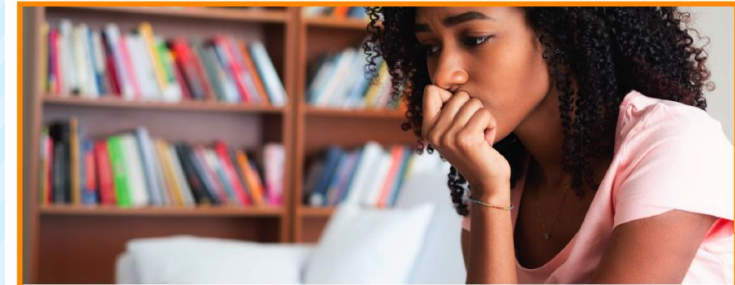
Password: Thrive123

ASR: Coping With A Traumatic Event

This online webinar took place on April 30th, with the help of HSS. It was proctored by ComPsych and specifically hosted for ASR employees only.

2020 and 2021 have been very stressful for most of us. We've dealt with a global pandemic, social injustices, and many more problems and issues plaguing our world. We felt that this event would be very informative to those who may, or may not know that they are, be dealing with a traumatic event.

Staff enjoyed appreciated having the opportunity to attend this event. Through the feedback survey, we found that a majority of our staff found the webinar to be useful and helpful



Coping With A Traumatic Event

April 30, 2021

A crisis or traumatic event can be both environmental and personal and are events which can cause physical, emotional, psychological distress or harm.

These events are often perceived and experienced as a threat to one's safety or to the stability of one's world and the impact can be either on those who have experienced the event firsthand or have seen it on television.

LOCATION:
Virtual Seminar

TIME:
2:00 – 3:00PM

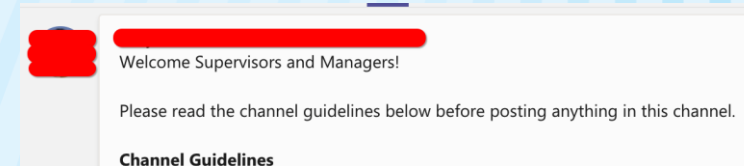
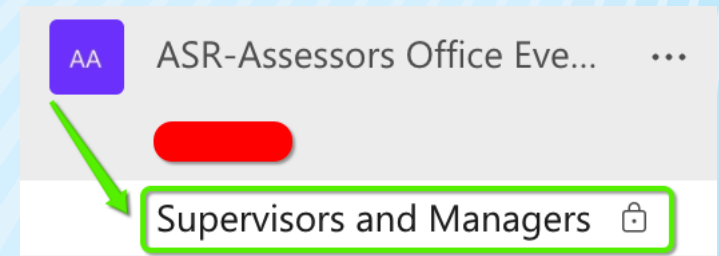
QUESTIONS? CONTACT:
David Santos
david.santos@sfgov.org

Register [here!](#)

ASR: Supervisors and Managers – Teams Channel

We put together a Teams Channel specifically for Supervisors and Managers. Although this is not a replacement for in-person meetings, or knowledge sharing, we did feel that we needed to provide an additional space for Supervisors and Managers while working from home.

The purpose of this channel is to provide Supervisors and Managers with a space where trainings, workshops, resources, and guidance, can be shared to assist them with managing their teams. It is also a space for supervisors and managers to share their concerns, challenges, experiences, and best practices supervising staff, with their peers.



Topics include:

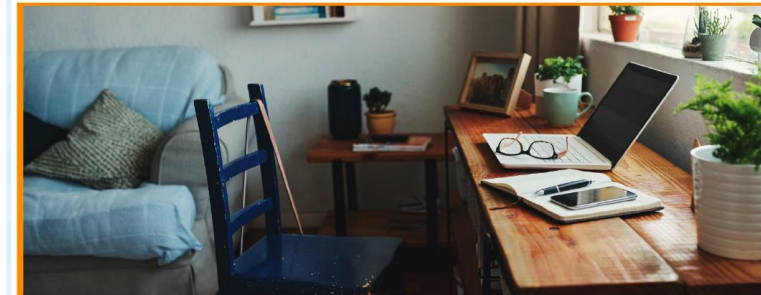
1. Leaves and Absence Management
2. Performance Management
3. Progressive Discipline
4. Employee Engagement
5. EEO and Reasonable Accommodation
6. Recruitment and Hiring
7. Workforce Development
8. Workers' Compensation
9. Policies and Procedures
10. COVID-19
11. Workplace Safety and Security
12. Ergonomics
13. Just Chatting

ASR: Staying Organized

With the help of HSS, we were able to hold this online workshop on June 4th. It was proctored by Kaiser Permanente and specifically hosted for ASR employees only.

During COVID-19 & SIP, we found ourselves not working from home but rather living at work, or so it felt. The lines between home and work were now blurry, difficult to distinguish them from one another. So, we thought this webinar would be a great opportunity for staff to learn about helpful tips, practices, to better organize our space. We also got the chance to hear from other attendees on what they do to better organize their daily routine.

Again, although we were not able to receive a list of the feedback results, staff were glad that this course was provided. This webinar actually came in first place on our Wellness Survey.



Staying Organized

June 04, 2021

Learn the tips to getting your work life organized for better time management, improved efficiency, and less stress.

In this workshop, participants will:

- Learn what being organized means for your work life
- Discuss strategies to keep your life in order
- Practice an activity to apply in your workspace
- Discover how being organized improves wellbeing

LOCATION:
Virtual Seminar
Webex

TIME:
2:00 – 3:00PM

QUESTIONS? CONTACT:
David Santos
david.santos@sfgov.org

Link: <https://kponline.webex.com/kponline/k2/j.php?MTID=tbeee47736770f6b489100ed04f1b909f>

Password: Thrive123

CPC: Live Yoga

The San Francisco Planning Department hosted a live lunchtime yoga session on May 26th. Our very own Gretal “GG” Gunther lead the group through breathing exercises, yoga stretches, and poses, and even some core work.

We had 16 participants. Participants were very engaged and excited to attend the session. The event even attracted attendees who haven’t joined Wellness events in the past, but are interested in joining more events in the future.



From Robin Abad Ocubi... to Everyone: 12:53 PM

thank you, GG!

From Carla de Mesa to Everyone: 12:53 PM

Thank you!!!! So good!

From mhuggins to Everyone: 12:53 PM

Thank you GG

From Kristina P to Everyone: 12:53 PM

Thank you! You're amazing!!

From Rachna to Everyone: 12:53 PM

Thank you!!

From Ada T to Everyone: 12:53 PM

Thank you!

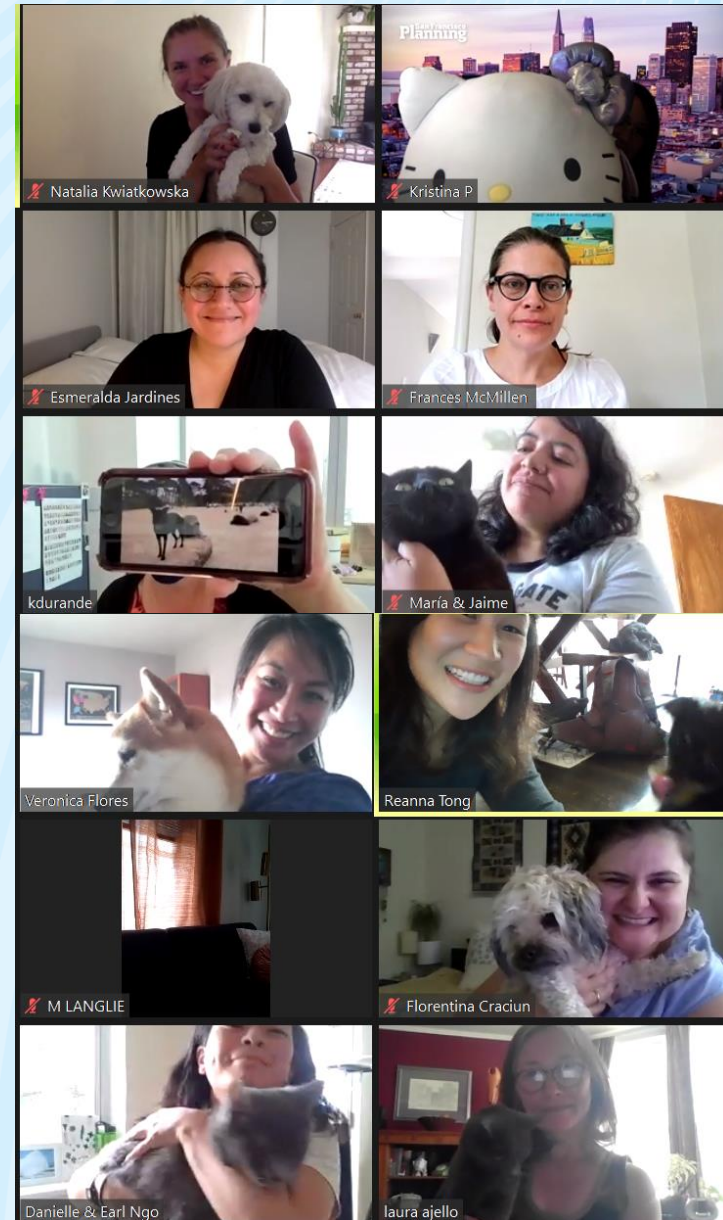
From Gretel Gunther to Everyone: 12:53 PM

Thank you !!!!!

CPC: Pet Show and Tell

The San Francisco Planning Department hosted a “Just Another Day at the Paw-ffice” event on June 16th. Staff members showed off their pets and shared fun stories about working from home with their pet “assistants”.

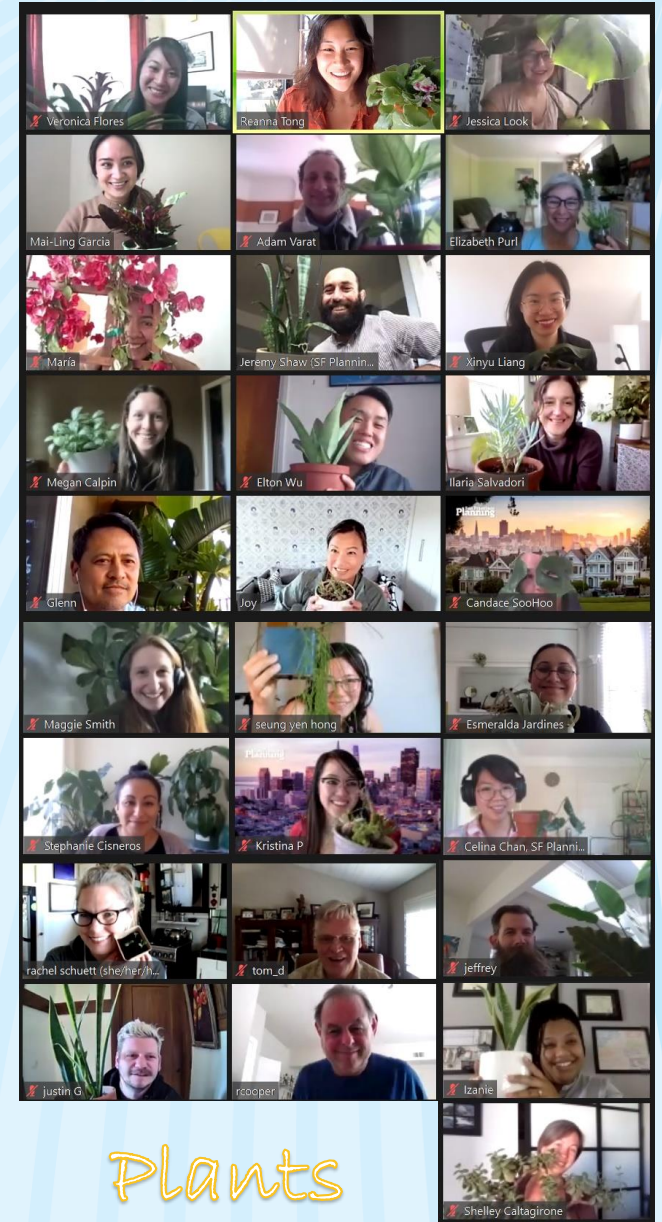
We had 18 participants, including first-time Wellness event attendees, and staff who didn’t have pets but still wanted to meet everyone else’s! Everyone was happy to meet colleague’s extended family, including some new additions during the pandemic. Pets have kept many of us well through much of the COVID-19 shelter-in-place order. We love our pets!



CPC: Plant Appreciation Event

The San Francisco Planning Department hosted a Plant Appreciation Event on April 29th. Staff members showed off their favorite plants and also shared tips and tricks for plant care.

We had 44 participants. All were excited to engage with each other and hoped to repeat this event in the future. Staff were so excited about this topic that many continued the conversation in a “Plant Lovers of Planning” chat group.



Plants
Lovers
of Planning

DAS: In-Home Supportive Services program

Each month IHSS releases an email newsletter for all staff.

The newsletter highlights program updates and has a wellness page with a monthly Employee Spotlight. Participants who correctly guess the Employee Spotlight with given hints wins a prize. The participating employee who is spotlighted also receives a prize.

Within minutes of the May newsletter release, email responses re: the Employee Spotlight flooded in. It was exciting to see less engaged staff members also participate.

Since the May newsletter release, staff are now volunteering to be spotlighted and report enjoying the interactive newsletter.

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May is Mental Health Awareness Month

A message from the DAS Wellness Committee
(Sara Hofverberg, Lucas Swanson, Krista Gaeta, and Luciana Tsay)

May is Mental Health Awareness month – a good time for all of us to check-in with ourselves and recognize the stress of the past year. Our mental well-being is critical to our overall health and ability to do our important work every day and be present in the lives of our friends and family.

Resources available to you as a City employee are on these websites:

- [Employee Assistance Program \(EAP\)](#) : Free 24/7 counseling. Call (628) 652-4600 or (800) 795-2356
- [San Francisco Health Services System Member Resources](#)
- [Employee Mental Health Benefits](#)
- [Weekly Fitness Schedule](#)



Thank you for all of your hard work and for continuing to serve our clients during this time.

Employee Spotlight: Guess Who?

First person to guess the Employee Spotlighted wins a prize. Email your answer to Luciana.Tsay@sfgov.org by May 28th.

1. Why do you work for San Francisco?
Great people: clients and staff
2. What is something new you learned this past year?
The high amount of non-black races and cultures who care about the "Black Lives Matter" movement.
3. What is your favorite lunch spot within a 5-block radius of the office?
Proposition Chicken
4. What do you like to do with your free time?
Watch and bet on sports
5. What/who inspires you?
Runners/joggers
6. What else would you like IHSS to know about you?
I'm a twin



silhouette of employee spotlighted

"I've been with IHSS for 14 years. Brenda has always been my supervisor."

DAS: IHSS Inclusion Committee

During quarterly virtual meetings with all staff, wellness updates have been presented by the IHSS Inclusion Committee.

The committee presents SFHSS wellness activities and resources, along with department activities and prize giveaways to boost morale and engagement. Department activities have included virtual happy hour, music trivia, mediation video, caregiving animation video, Employee Spotlight trivia, and more.

Photos of staff participating in activities are shared at meetings. Staff has expressed that they enjoy seeing and connecting with other team members through the photos. The IHSS Inclusion Committee has also seen an uptick in participation from staff who do not always participate in live activities. Staff gave permission to share their photos.

Inclusion & Wellness Activities

- IHSS Inclusion Committee
 - CHRISTINE NG | MARIA MORABE | MARTHA GARCIA | MILA GORELIK | REBECCA MARTIN | SHANNON HASKIN | TAYLOR STUSSI | TOSHIO WESTLUND | LUCIANA TSAY
- Monthly SIP Activity List
 - Hump Day Happy Hour – Wednesday 5:00 PM
 - Lightning BINGO – Thursday 12:00 PM
 - *Rajita* Trivia – Weekdays 2:05 PM
 - Fun Favorite photo, activity, website, trivia
- Halloween Contest
- DAS Wellness Spotlights
 - Shannon Haskin
- DAS Wellness Champions
 - Ping Pong Tournament



Wellness Holiday Celebration Activity

- ❖ Wellness Work of Art Challenge
- ❖ IHSS Inclusion Committee
 - ❖ [Meditation](#) video
 - ❖ [MEMO](#) animation video
- ❖ Music Trivia
 - ❖ In Zoom chat, 1st person to name artist wins prize



Inclusion Committee Update

Bulletin Board Photos
Virtual Happy Hour
Employee Spotlight



Crafty Fox
♥
Mother



VBA Codes,
Power BI,
Access,
Cantonese,
Mandarin,
Toisan,
English...

DAS: MAS Icebreakers

During the bi-weekly virtual meetings with Managers, Analysts, Supervisors (MAS), and the Director, meetings are kicked off with a wellness “icebreaker” led by Brenda McGregor.

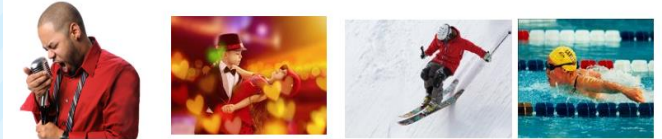
Brenda creatively presents fun, interactive icebreakers with topics that interest all. Participants are asked to either vocally share responses or type responses in the chat box. Topics such as: *Name a favorite book*; *Share your ideal vacation*; *Name an activity you wish you can do like a “pro” instead of an amateur*; *Name one thing still on your bucket list*; *What do you do to lift your spirit when you are feeling blue*; *If you could have dinner with a famous person past or present, who would it be*.

The icebreakers create a fun and engaging environment by lightening the mood. Staff look forward to the icebreakers before each meeting.

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Icebreaker

Name an activity you wish you can do like a "pro" instead of an amateur.



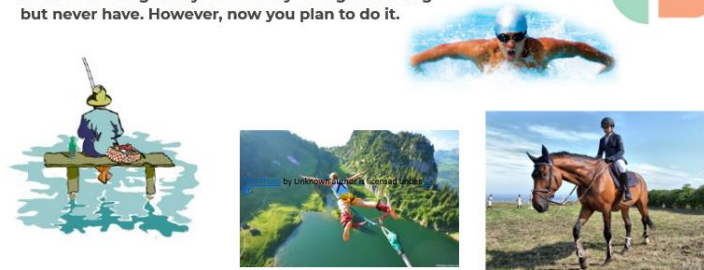
Icebreaker

NAME ONE THING THAT IS STILL ON YOUR BUCKET LIST.



Icebreaker

Name one thing that you've always imagined doing but never have. However, now you plan to do it.




DPH: National Public Health Week- Employee Appreciation

The NPHW Town Hall took place on April 7 on Microsoft Teams. Distribution of Thank You Gift Packs took place on April 7-8, with more deliveries made throughout the week.


Our NPHW event was a way to say thank you and celebrate the public health workers at PHD. The NPHW Town Hall was more laid-back than usual PHD town halls, where staff could relax and have fun playing games. It gave PHD staff a chance to reflect and observe the work that has been done over the past year.

The NPHW event was successful in helping us bridge connections and build a stronger community among PHD staff. Staff members responded that they enjoyed having a different kind of Town Hall and were appreciative about receiving various gifts in the Thank You Packs.

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NATIONAL
PUBLIC HEALTH
WEEK 2021


 April 5-11

Join us in saying
#ThankYouPublicHealth

Celebrate PHD Staff:



PHD Town Hall
April 7, 2021; 11 am-12pm
To join, click [here](#).



谢谢
¡Gracias!
THANK YOU
Salomali

Thank You Gift Packs
will be distributed.

Prizes for the Day



ECN: Running on “E”: Adding Energy and Fun to Your Life

Virtual webinar took place on May 20, 2021.

This webinar was selected to address OEWD’s well-being survey results of the top three well-being concerns: stress management, job burnout and health of family members. The webinar explored the power of the mind/body connection, ownership of the stress, how to increase energy level and make work FUN which all are factors impacting the remote work environment.

There’s a heightened focus on staff well-being and the conversations continues at the monthly all-staff meetings with a huge support from OEWD leadership.

Energy and Fun to Your Life



DATE/TIME:

Thursday, May 20, 2021
1:00 – 2:00pm

LOCATION:

Virtual

QUESTIONS? CONTACT:

May Ng
may.ng@sfgov.org

RSVP REQUIRED:

<https://attendee.gotowebinar.com/register/585225374293882894>

Longer hours, increased responsibilities, constant change, accelerated pace of business, intensified pressure. By unleashing your energy, igniting your enthusiasm and finding fun in your job, you're sure to maximize your work performance and even enjoy it! At the end of this workshop, you will be able to:

- Identify what causes fluctuations in energy level
- Describe the three keys to raising your energy level
- Recognize the characteristics of your energy zones

HSS: All Staff Webinar - Laughter Humor and Play

To help boost employee morale and to remind staff to have fun, the HSS Champions requested to host a webinar, *Laughter, Humor, and Play*, by ComPsych. The webinar focused on inserting smiling, laughter, humor and play as part of their daily routine. Simply smiling can help lift people's mood and is key to connecting with others. Humor and play can be the building blocks of problem-solving. Together we can improve our happiness and effectiveness.

The webinar took place at our all Staff Meeting on 6/24/2021 with over 50 participants.

We laughed together and were reminded that laughter is the best medicine!



HSS: All Staff Well-Being Activities

The Champions introduced a Disco Chair Yoga video at the April virtual All-Staff Meeting, to the tune of “Staying Alive” by the Bee Gees.

Participants found it energizing to get their physical activity sitting on a chair and stretching to a popular tune.

Requests were made for the video clip by participants, who wanted to continue this chair yoga at their leisure.

At the June virtual All-Staff meeting the champions introduced the “Let Go Activity”. The purpose was to write down what you struggle with and then rip the paper to let go of harmful thoughts that create self-doubt, low self-esteem, worry etc. and replace with positivity.

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HSS: Casual Chats with Champions

SFHSS Champions and the Well-Being Team facilitated an activity to connect and check-in with colleagues. Due to SIP and being away from the office for over a year, staff missed seeing each other and having the casual one-on-one chats like we did when we were in-person. Each person was assigned a list of people to reach out too and well-being resources if asked. The activity was optional to staff, and each chat lasted about 10 minutes.

The chats took place via Teams during the month of June 2021 as most were working remotely.

The staff felt appreciative of someone taking the time to check-in with them and just to have a casual conversation.



MTA: COVID-19 Vaccines - Myth vs. Fact

There are some who make the personal decision not to get vaccinated due to fear or concerns in many communities throughout the country, particularly among our agency's front-line and BIPOC staff.

To help address these concerns, the SFMTA Wellness Program ran an information campaign regarding vaccine myths vs. facts. Dissemination methods included All-staff emails, blog posts, an online information page, and Digital Signage messages.

For many, receiving the vaccine can be lifesaving. By offering fact-based information in a non-judgmental manner behind a few of the biggest vaccine inaccuracies that were floating around, we aim to support creation of a safer environment for our colleagues, our families and our community.

Wellness Wednesday Minute Message

COVID Vaccine Myths vs. Facts

In the US, cases of COVID-19 continue to drop as more people are vaccinated against the virus. Transit operators and other SFMTA staff providing essential services have been eligible for vaccination, and additional eligible populations are gradually being added.

There are some who have made the personal decision not to get vaccinated due to fear or concerns in many communities throughout the US. But for many, receiving the vaccine can be lifesaving. Get fact-based information behind a few of the biggest vaccine inaccuracies floating around right now.

COVID-19 Vaccines

DEBUNKING THE MYTHS

VACCINE MYTH	VACCINE FACT
It was rushed and isn't safe.	Researchers took no safety shortcuts. Large studies show the vaccine is safe.
It changes your DNA.	It's impossible for the vaccine to change your DNA.
It can give you COVID-19.	The vaccine doesn't contain a live virus strain.
It contains egg protein.	It doesn't have egg proteins and can be given to people with egg allergies.
It causes severe side effects.	For most, the vaccine causes mild side effects that resolve in a few days.
It makes women infertile.	There is no evidence that the vaccine causes infertility.

As a reminder, after getting vaccinated it's still important to wear masks in public and when you're gathering with unvaccinated people from more than one household. Why? You might still be able to pass on the virus to others. Wearing a mask as well as social distancing will help prevent infecting others who aren't vaccinated.

For additional COVID-19 vaccine information, click [here](#) and [here](#).

Get Facts for Peace of Mind
For straightforward information about the Coronavirus, check out the following websites:

- [NY COVID-19 page](#) - SFMTA internet site with FAQs, information, and resources
- [SFMTA.com/COVID19](#) - The latest on all agency service changes
- [www.sf.gov/coronavirus](#) - City & County of San Francisco COVID-19 information
- [www.sfdph.org](#) - San Francisco Dept. of Public Health
- [www.cdc.gov](#) - Centers for Disease Control & Prevention

Road to Fitness | CARE Program | PEER Program

WELLNESS.SFMTA.COM

COVID-19 Vaccines: Myth vs. Fact

MYTH: Vaccine testing and approval was rushed and it isn't safe.

FACT: Researchers took no safety shortcuts. Large studies show the vaccine is safe.

Get informed with fact-based knowledge behind the most common COVID-19 vaccine inaccuracies floating around right now. Visit: [wellness.sfmta.com](#)

COVID-19 Vaccines: Myth vs. Fact

MYTH: The vaccine can give you COVID-19.

FACT: The vaccine does not contain any virus strain. It just sends a message to your immune system.

Get informed with fact-based knowledge behind the most common COVID-19 vaccine inaccuracies floating around right now. Visit: [wellness.sfmta.com](#)

COVID-19 Vaccines: Myth vs. Fact

MYTH: The vaccine causes severe side effects.

FACT: For most people, the vaccine causes mild side effects that resolve in a few days.

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MYTH: The vaccine makes women infertile.

FACT: There is no evidence that the vaccine causes infertility.

Get informed with fact-based knowledge behind the most common COVID-19 vaccine inaccuracies floating around right now. Visit: [wellness.sfmta.com](#)

MTA: Mental Health Awareness Month

Throughout May 2021, the SFMTA promoted Mental Health Awareness Month, using its different platforms to remind staff about the importance of maintaining our mental health. Efforts included a featured newsletter article, All-staff emails, blog posts, and Digital Signage messages.

The centerpiece of our program was the distribution of 2500 informational postcards that included green commemorative pins and ribbons provided by SFHSS. The pins were distributed to Transit Operators and other front-line employees for them to wear and show their support, while the postcards provided a list of mental health resources available.

In promoting Mental Health Awareness Month, we aimed to help reduce any stigma for those needing support and assistance, as well as offer a reminder that they need not face their challenges alone.

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EMPLOYEE WELLNESS UPDATE
Moving Forward Together in Health

Bay Area Bike to Work
Bicycling has never been more popular for its health benefits. May has been designated Bay Area Bike to Work Month. The National Bike to Work Month encourages employees to leave their cars at home and use bicycles to get to work and parks. Bike to work improves health, promotes mental well-being, and more to help sustain a healthy community. Find out more at www.biketowork.org

Mental Health Awareness Month
May is a time to raise awareness on the importance of maintaining our mental health. Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices. Although the terms are often used interchangeably, poor mental health and mental illness are not the same thing. A person can experience poor mental health and not be diagnosed with a mental illness. Likewise, a person diagnosed with a mental illness can experience periods of optimal, mental and social well-being. If you or a loved one are experiencing any mental health issues, you can't help but to get help. Mental health matters to look out for can include:

- Feeling very sad or nervous
- Muscle tension and weakness
- Headaches or other physical pain
- Inability to enjoy or "short temper"
- Decreased energy, motivation or interests
- Problems functioning at home, work or school
- Problems with attention, concentration or memory
- Changes in sleep, appetite, weight or chronic activities
- Frequent feelings of hopelessness, helplessness or hopelessness
- Unhealthy behaviors (missing drugs, alcohol, food or excessive spending to cope with stress)

Without seeking help, mental health issues could potentially impact careers, families, social interactions and overall well-being. A great starting point for anyone who is ready to start practicing their mental health is to take a health benefit screening at MHAwellbeing.org. It's a quick, free and confidential way for employees to assess their mental health and begin finding hope and healing.

Remember that working on your mental health and finding tools that help you thrive takes time. Change won't happen overnight. Instead, by focusing on small changes, you can develop long-term strategies to support yourself on an ongoing basis. For additional mental health information and resources, click [here](#).

Know that you are not alone

- The SFMTA CARE Program can provide a referral to a licensed clinician to discuss your emotional and mental health concerns. Video counseling is also available. For free and confidential support, call **800.834.3773**.
- The Peer Assistance Program offers empathic, thoughtful one-on-one support to SFMTA employees. Connect with a Peer 24/7 at **415.923.6346**.
- SFHSS EAP counselors are available 24/7 for free and confidential individual telephone counseling and consultations. Call **628.652.4600** or **800.795.2351**.
- Access Mental Health Benefits through your Employee Health Plan. Email: well-being@sfgov.org

May Is Mental Health Awareness Month

Get free & confidential support!

SFMTA CARE Program
800.834.3773

Peer Assistance Program
415.923.6343

Get support for personal issues that affect your quality of life, such as marital/relationship concerns, anxiety, stress, depression, substance abuse, and more.

May Is Mental Health Awareness Month

Practice Self-Care:

Get outside

Nature, fresh air and sunshine are good for our nervous system and can help fight off stress and anxiety.

Learn more on sfhss.org/well-being

May Is Mental Health Awareness Month

Practice Self-Care:

Think of 3 things you're grateful for

Take a minute to remind yourself of what or whom you're thankful for and why you're thankful for all 3!

Learn more on sfhss.org/well-being

May Is Mental Health Awareness Month

Practice Self-Care:

Connect with family, friends, & coworkers

Call or video chat to say hello, share a laugh, and provide support to one another with kindness and compassion.

Learn more on sfhss.org/well-being

May Is Mental Health Awareness Month

Practice Self-Care:

Take a breath

Relieve tension with one minute of 4-count deep breathing.

Learn more on sfhss.org/well-being

SFPD: Mental Health Awareness Month, May 2021

Green Pin Project

Entire month of May 2021

San Francisco Police Department
Department-Wide

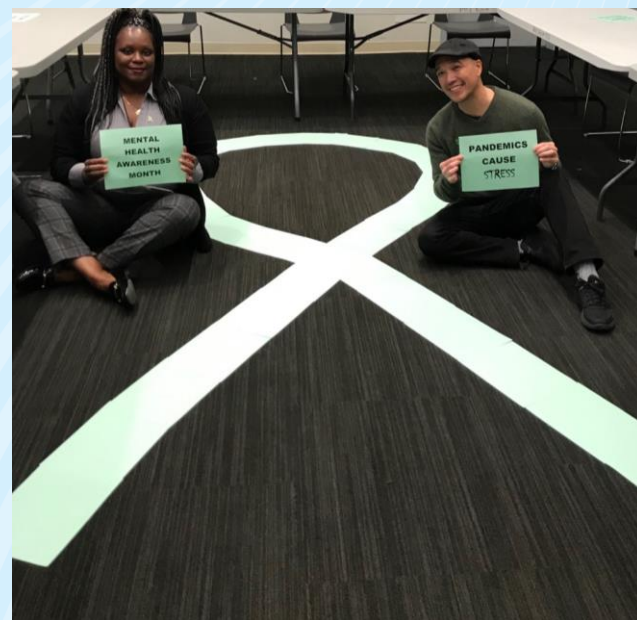


Nearly [1 in 5 American adults](#) experiences a mental health disorder that impacts them at home and at work. It is vital that we take care of our physical bodies, but to also pay special attention to our mental and emotional well-being. We want to support our members and community to bring awareness to the variety of mental health resources that are available to everyone.

The San Francisco Police Department (SFPD) supported Mental Health Awareness Month which is recognized every May. SFPD members (both sworn and professional staff) were authorized to wear a **green pin** in recognition and support of those who suffer from mental illness and to bring attention to the importance of utilizing available mental health resources.

The officers and professional staff were so excited to support this campaign and wore their green pins proudly! We all shared the importance of this powerful awareness in hopes that those who suffer from mental illness get the help and support they need!

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SFPD: Wellness Resiliency Course Navigating Adversity©

May to June 2021
San Francisco Police Department
Department-Wide



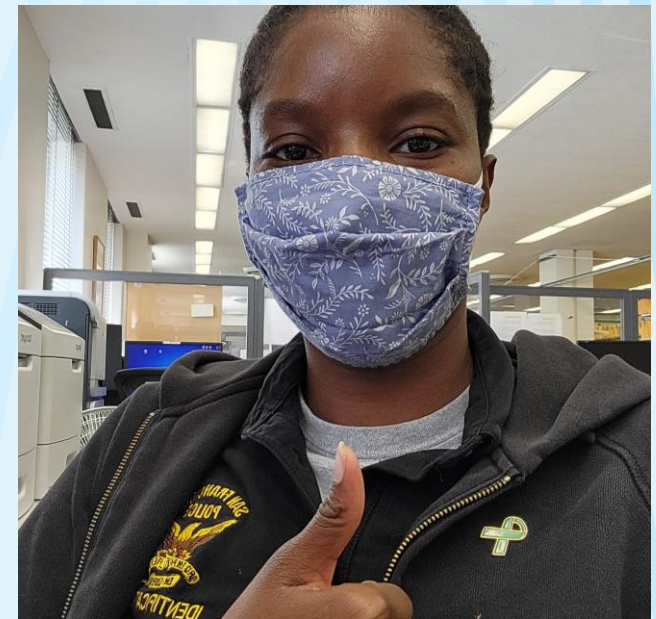
The SFPD Wellness Team and the Behavioral Science Unit facilitated enrollment in Navigating Adversity© a one-of-a-kind, CA POST online wellness course. The program was open to all department members sworn and non-sworn civilian staff. It is a whole-person approach to providing individuals with the tools they need to be in command of their well-being. Students in this course will build capital across the full spectrum of wellness as recommended by the Sixth Pillar identified by the President's Task Force on 21st Century Policing.

The Navigating Adversity© training course is a self-guided online program so it can be started and stopped without interruption and is designed to be delivered in eight (8) two-hour sessions for 8 consecutive weeks.

It was a perfect time the training was offered to us as it fell in line with Mental Health Awareness (MHA) Month, so we also wore our **green pins** while attending this virtual training! What a powerful wellness resiliency course to help with providing the necessary tools and resources to keeping our physical and emotional well-being intact and thriving! 😊

**SAN FRANCISCO
HEALTH SERVICE SYSTEM**

WELL-BEING@WORK



SFPW: Public Works PRIDE team

The Public Works PRIDE team came together to celebrate PRIDE month in 2021. The team was able to put together a fun trivia event, an inclusive social mixer, social events to highlight inclusivity in the workplace and arranged a panel of esteemed guests for the Public Works associates. These forms of celebrations cultivated a platform for inclusivity and community for Public Works.

Due to COVID-19, we had to conduct most activities/events over zoom. We organized the mixer at Sparks Social on June 23rd from 4 to 7pm to provide a place where everyone can congregate safely in an outdoor space. For our finale on June 30th, we are putting together a zoom panel discussion and have invited esteemed panel members to highlight inclusivity in the workplace. These events have brought the LGBTQIA+ community within public works closer together. It felt great to be plugged in and to feel supported.

