

NEELY EAP

Letter for Leaders

HELPFUL RESOURCES FROM YOUR EAP



WELCOME

The leadership newsletter is designed to provide EAP support to supervisors and managers. Making an informal referral (friendly referral) or formal referral can be challenging without training. In addition, the content will educate and promote program features that help leaders focus on the well-being of their employees. EAP services are free and readily accessible to the entire company and their family members.



Toll-Free, 24/7 Helpline:
866-212-6096
800-735-2989 TDD
neelyeap.com

FEBRUARY 2022

UPCOMING EVENTS

Quarterly Leadership Webinar Series

What is Diversity and
Inclusion?

➤ Feb 3 @3PM

REGISTER

Monthly Wellness Seminar

Please join us for our
live seminar "Building
Sustainable Healthy
Habits"

➤ Feb 17th @3PM

REGISTER

Diversity in the Workplace

By: Jayde Walz

Diversity encompasses a multitude of differences that make different groups and individuals unique. Diversity involves social and ethnic backgrounds, the gender spectrum, sexual orientation, and disabilities to name a few. Diversity and inclusion is incredibly important. When you bring people together that have a different outlook on life, you are able to acknowledge each of their individual strengths and come to a better result than you would have without that diversity. This leads to a successful business as well as a fair and thriving work culture. GlobeSmart, an online learning platform that promotes global collaboration and inclusion lists the following ten benefits to diversity in the workplace:

- Diverse organization spark innovation
- Diverse leadership expands an organization's customer base
- Diverse teams get better answers
- Diverse project teams collaborate more effectively
- Diversity improves team performance
- Diverse teams make better decisions
- Diverse leaders fuel productivity
- Diversity and inclusion cuts down on turnover
- Diverse organizations attract new talent
- Diversity boosts profitability
- See the link below for explanations on these benefits!



Another important aspect of diversity is diversity in leadership. The previously mentioned benefits of diversity and inclusion are best carried through when there is diversity in leadership; this ensures different viewpoints have a fair chance at being heard as well as a greater ability to relate to clients and other coworkers. What exactly are the statistics around diversity in the workplace?

- Women only hold 13.5% of Executive Office positions, despite often producing better company results (BWR)
- Minority women in larger companies (56%), young women of color (50%), and Asian women (49%) are the most likely to feel that their lives are “invisible” to their employers (HBR), minorities in leadership positions would likely reduce this
- Not even one in five board members are women and just 16 percent of board seats are occupied by people of color (TH)
- Black professionals in 2018 held just 3.3% of all executive or senior leadership roles, which are defined as within two reporting levels of the CEO, according to the US Equal Employment Opportunity Commission (CNN)
- There is an inequality crisis around disability, you're 50% less likely to get a job (Caroline Casey); this means those with disabilities often aren't included in the diversity of the workplace to begin with, let alone leadership positions. This further limits the viewpoints persons with disabilities have in the workplace

References:

TH: <https://thehill.com/blogs/congress-blog/politics/467809-a-wake-up-call-for-corporate-america-statistics-dont-lie>
 CNN: <https://www.cnn.com/2020/06/02/success/diversity-and-black-leadership-in-corporate-america/index.html>
 Caroline Casey: <https://www.weforum.org/our-impact/closing-the-disability-inclusion-gap-through-the-power-of-business-leadership/>

References:

GlobeSmart: <https://www.globesmart.com/blog/the-ten-big-benefits-of-diversity-in-the-workplace/>
 BWR: https://www.shrm.org/hr-today/news/hr-magazine/Documents/BWR_Diversity_Statistics.pdf
 HBR: <https://hbr.org/2005/11/leadership-in-your-midst-tapping-the-hidden-strengths-of-minority-executives>

EAP that's here for you

Here are some answers to common questions supervisors and managers have regarding employee issues and making EAP referrals. If you need more assistance, feel free to email us at admin@neelyeap.com.

Q. Can an employee with concerns about their alcohol consumption self-refer to their EAP for help?

A. Yes, employees can use EAP services to seek professional help for alcohol-related issues. During the COVID outbreak, alcohol national sales increased by 54%, according to a 2020 Nielson report. In addition, the mental health community has seen a sharp increase in anxiety and depression. EAP services are designed to provide proactive solutions before they are clinical and disrupt an employee's home and work environment. Supervisors can make a "friendly referral" if they suspect an employee has a personal issue that could be detrimental to their health. Simply give the employee the EAP benefits flyer. Please emphasize to your employee that EAP services are free and confidential.

Q. One of my employees has a college child who struggles with anxiety during their first year of college. Their child is thinking about dropping out because the issue is impacting their grades. Your employee shared this concern with you during a random check-in conversation. Can I refer the employee to the EAP services?

A. This is an excellent opportunity to make a "friendly referral." You can give the employee the EAP contact information. Their child can meet with a mental health professional to discuss their anxiety. The transition from high school to college can be challenging, especially if there are other underlying issues. Anxiety can impact their social experience and academic performance. If this issue is not addressed, it can also affect your employee between missing work or not being present because they are worried about the child. The employee assistance program helps your employee navigate through this issue. Simply give the employee the EAP benefits flyer. Please emphasize to your employee that EAP services are free and confidential.

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Information contained in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. Some of it may not apply to your particular company policies and available programs. This information is proprietary and intended only for eligible EAP members. For specific guidance on handling individual employee problems, consult with specialists by calling the Helpline.



WHAT CAN MY EAP DO FOR ME?



About our logo

For decades, enslaved African Americans looked to the North Star for hope, inspiration, and freedom. Neely EAP (NEAP) provides the hope that your situation will improve, the inspiration to move you in the right direction, and the freedom to live your best life.

Being in a leadership role can be challenging. Having the correct tools and resources can make a difference. The Manager Assistance Program offers support to resolve personal or professional issues that can negatively impact the workplace. We also offer a:

- 24/7 Hotline, Access to Confidential Services
- Short-Term Counseling Couch Time Check-In (preventive annual counseling session)
- Legal and Financial Assistance
- Work life referrals for adult care, childcare, pet care and more
- Wellness Trainings & Online Employee Training Vault
- Critical Incident Stress Debriefing

