



OFFICE OF
**Community
& Civic Life**

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To: All Civic Life Employees

From: Mental Health Program Specialist Tyesha McCool-Riley & Civic Life Leadership Team

Friday, May 21, 2021

Dear Civic Life Colleagues,

On behalf of the Tyesha McCool-Riley and Civic Life Leadership, we want to acknowledge the emotions you may be experiencing with the recent release of the ASCETA report, especially during an already complicated year where many of us have suffered great personal loss and trauma.

We want to honor what you may need to heal: whether it be prioritizing self-care, spending time with loved ones, checking in on your co-workers, or all the above. For some, the healing process may also mean taking advantage of the City's [Employee Assistance Program](#) or accessing [this list](#) which outlines BIPOC Therapists and Mental Health Podcasts.

Path to healing

We want to be transparent about the recent staffing changes and how it will impact your work. We also want to hold space for you to discuss how you are feeling. Tyesha has reached out to the Leadership Team to offer her expertise around mental health and well-being, and together we have created a plan to begin our bureau's healing process. We hope the following will help clarify how we plan to prioritize mental health and provide a road map for the path to recovery. In the coming weeks employees can expect:

- *One-on-One Meetings:* Supervisors will prioritize wellness check-ins with employees during each of your regularly scheduled meetings.
- *Team Meetings:* Tyesha has kindly offered to do her best to participate in program team meetings to offer support in mental health and healing.
- *Wellness Hour for All Staff:* Regularly scheduled "Wellness Hour" programs will be available for all staff. These exercises will help our bureau collectively (re)connect, build support, and allow for joint self-healing. More details will be shared as we co-create these programs.

You are important and we are here to support you

We are dedicated to supporting you, and we hope that you feel the same way. We know this will not be easy, but we hope that our actions will model our dedication to you in the coming days, weeks, and months ahead.

Be well, and let's stive forward together,

Civic Life Leadership Team & Tyesha McCool-Riley



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