

A photograph of a person with dark hair, wearing a black top with an orange sash, holding a lit white candle. The background is dark and out of focus, showing other people, suggesting a vigil or memorial service. A blue banner is overlaid on the left side of the image.

COPING WITH THE IMPACT OF RACIAL INJUSTICE

Presented by Cigna
Employee Assistance Program

Together, all the way.®



WE REACT ON MANY LEVELS



Feelings

Can be intense, fluid,
“all over the map”



Thoughts

Can feel
overwhelming

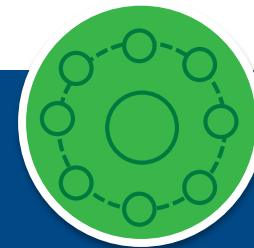


Physical reactions

Can surprise us,
but are normal



UNDERSTANDING YOUR REACTIONS



- Reaction may be very intense even if you didn't have a personal connection
- Trauma can be triggered by racial violence, injustice, lack of fairness in the world
- History of other incidents and personal experiences can compound feelings
- Aftermath adds another layer to the emotional experience

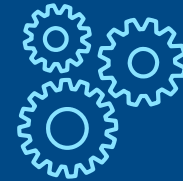
The elements of this situation come together in a challenging mix of loss, grief, anger, outrage, sorrow, and fear. We can't expect ourselves to not have a strong reaction.



COPING: CO-OPTED THOUGHTS

Shift your perspective

- Hearsay and some social media and mainstream media sources can increase anxiety
- We crave information, but there can be value in taking breaks
- Allow yourself to engage in something meaningful that brings your focus and energy to something else for a short time



Mental images and your imagination have the power to trigger the same stress response you would feel if you were in the actual situation.

COPING: FEAR OF THE UNKNOWN

Manage the worry

- Monitor the situation; take precautions, be safe
- Check in with friends and family to make sure they are all right
- Remind yourself of the positive actions going on as well
- Focus on what you can control



Fear of the unknown is part of our hard-wired threat response.

COPING: TRYING TO MAKE SENSE OF IT

Change the focus

- Those who are not African-American/Black or part of communities of color can educate themselves
- Get familiar with the movements and organizations that are working toward meaningful change
- Look for ways to affect meaningful change



Focusing on unanswerable questions can leave you feeling powerless and unable to move forward. It may be helpful to ask different questions.

COPING: DESIRE FOR ACTION

Direct strong feelings

- Channel anger into constructive acts
- Support others in meaningful ways
- Use your voice; don't be silent
- Engage in hard conversations



For those new to the conversation, being able to listen and trying to really hear without adding a different perspective or defending your viewpoint can help create a true dialogue.



TALKING WITH CHILDREN



- Ask what they know or have heard
- Let them know emotions, questions are OK
- Share honest information at their level
- Reassure with words and actions
- Talk about positive ways to respond

Limit exposure to news coverage. For a child, repeated images can seem as if the event(s) are happening over and over.

TAKING CARE OF YOURSELF



Understanding realities

- There is no easy or “right” way through this
- It takes time to process and find your balance
- Be good to yourself, physically and emotionally
- Reach out for support if you need it

Other ongoing, major stressors, such as COVID-19 can make it harder to manage your reactions and to feel resilient.





“We must be
courageous and
compassionate –
both with
ourselves and
with each other.”

- Susan Stith
VP Diversity Inclusion &
Corporate Giving, Cigna



- Face-to-face sessions
- Confidential
- Prepaid
- Unlimited telephonic consultation
- Available 24 hours a day, 7 days a week
- Household benefit
- Work/life support such as elder care, child care and pet care
- Convenience services
- Financial services
- Legal services

BENEFITS OF THE EAP

Benefits vary by employer. Please check with your HR for your specific EAP benefits.



EAP Online Resources

NEW website: www.mycigna.com

Under the “Members” section, click on “Login” to access your benefits

- Enter your Employer ID: episcopal (lower case)
- First-time visitors must register
- On left-hand side, click on desired topic
- Click on “Accept” for the privacy policy

Contact Number: 866-395-7794

The screenshot shows the Cigna website interface for the Employee Assistance Program (EAP). At the top, there are navigation tabs for "My Plans" and "My Health", and a user profile for "Hi Richard" with links to "Profile", "Support Center", "Forms", "Español", and "Log Out". A "Live Chat" button indicates availability from M-F, 9am-8pm ET. The Cigna logo is prominently displayed. Below the logo is a search bar with the text "search myCigna.com" and a "SEARCH" button. A horizontal menu contains four options: "REVIEW MY COVERAGE", "MANAGE CLAIMS & BALANCES", "FIND PROVIDERS AND COSTS", and "ESTIMATE HEALTH CARE COSTS". The main content area is titled "Employee Assistance Program (EAP)" and includes the following information:

- Coverage Period:** 01/01/2018 - 12/31/2018
- Description:** Your home and work lives impact your health. That's why Cigna's EAP provides access to licensed clinicians to help you cope with a wide variety of challenges, from family and job issues to substance use and emotional health.
- Cost:** No cost to you as part of your employer's program.
- Maximum visits with a licensed In-network counselor:** Each person may use up to 10 visit(s) per issue per plan year.

Five service options are listed with icons:

- Share EAP with someone in your household
- Live chat with a Cigna EAP consultant (M-F, 9 a.m.-8 p.m. ET)
- Schedule a phone call with a Cigna EAP consultant
- Get an authorization to visit a licensed EAP counselor
- Find a licensed EAP counselor near you

Below this is a section titled "About Cigna's EAP Services" which states: "The Employee Assistance Program offers access to face-to-face counselors in the Cigna Behavioral Health network, as well as Cigna EAP phone consultants to help process life stresses and improve well-being." It also mentions that Cigna's EAP offers additional resources to help balance work and life needs, accessible through Work/Life Resources.

On the right side of the page, there is a "NEED HELP" section with three options:

- Visit the Support Center
- For help finding something on the site please call 1-800-853-2713
- For help with plan and coverage information please call 1-800-244-6224

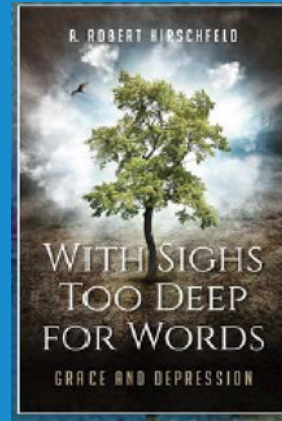
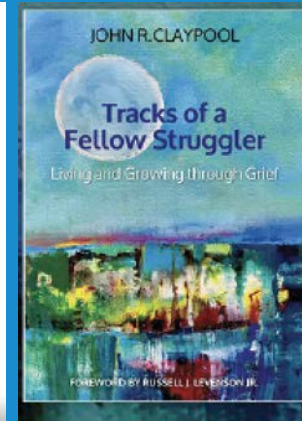
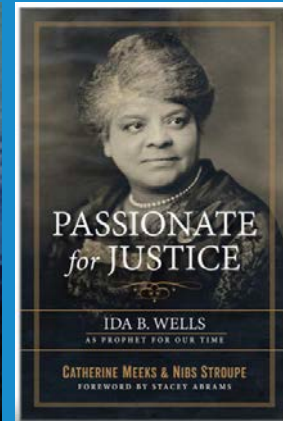
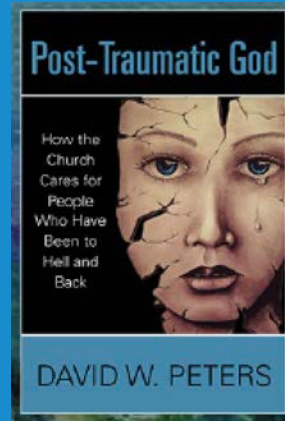
A "VIEW MORE" link is located at the bottom of this section.



Resources through Church Publishing

Visit
churchpublishing.org
for more information.

- Explore some of the resources from Church Publishing



Additional Resources

Visit the learning center on www.cpg.org

- Sharpen your knowledge of financial topics
- Learn steps to improve your emotional, mental, and physical health
- Learn about upcoming events

The screenshot shows the Church Pension Group (CPG) website. At the top left is the CPG logo, a shield with a cross and the text "CHURCH PENSION GROUP". To the right are navigation links: "About Us | Investment Management | Contact Us | Jobs" and a "Sign In / Create Account" button. Below these is a search bar with the placeholder text "Search for subjects, conferences, videos". A dark blue navigation bar contains a home icon, "MyCPG", "Retirement", "Insurance", "Learning", and a dropdown menu for "Active Clergy". The main content area features a large image of a smiling woman and man looking at a laptop, with a "LEARNING CENTER" overlay. Below the image is a horizontal menu with five categories: "Finance", "Health", "eLearning Library", "Conferences", and "CREDO".

REFERENCES

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