

# **Stony Brook Medicine: Employee Support Resources**

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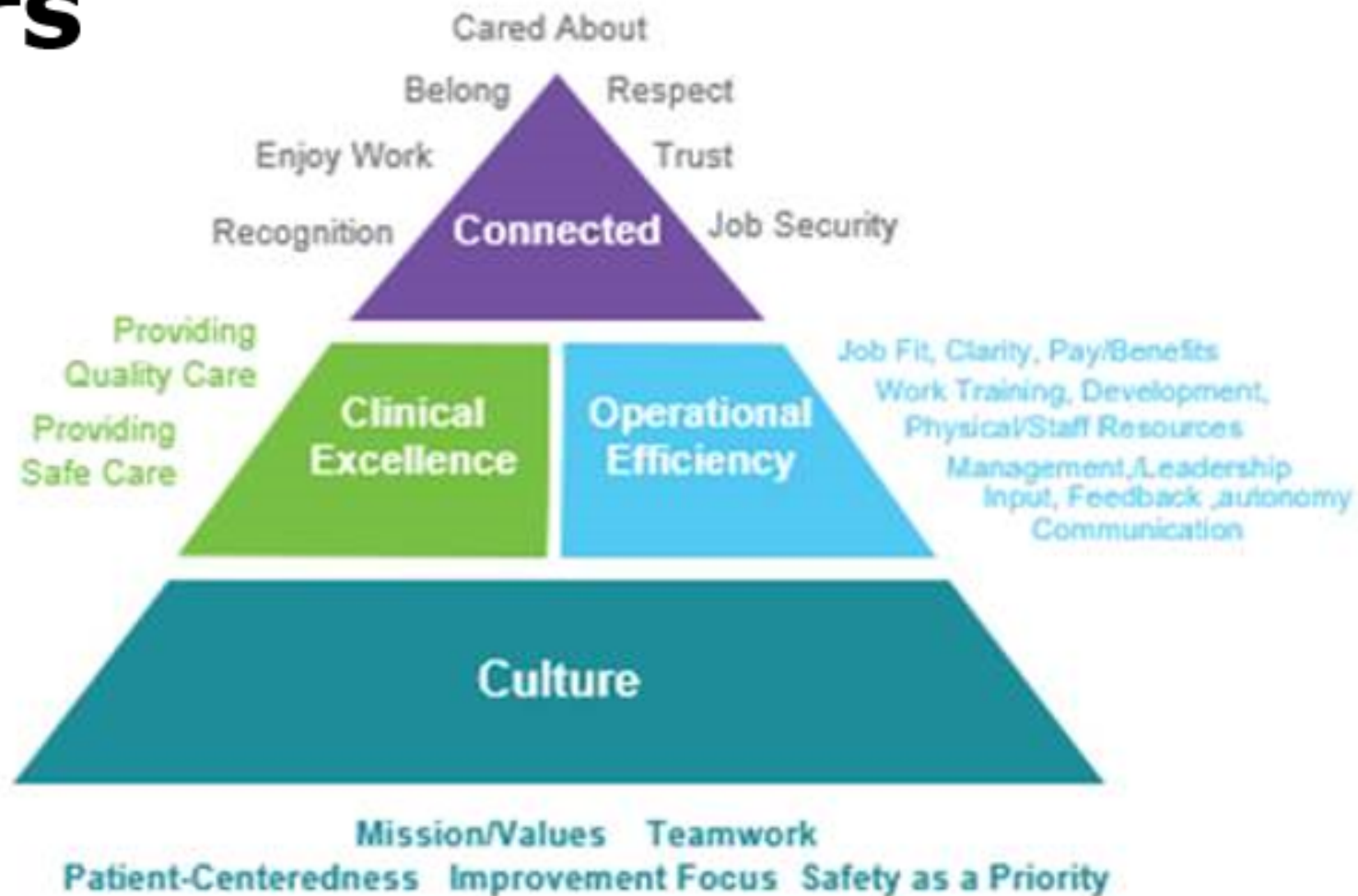


**Stony Brook Medicine**

# Enduring COVID-19: Mental Health Impact

- **Chronic stressor/traumatic event**
- Uncertainty, lack of control, worry, anxiety, depression
- Loss & Grief
- Burnout

# Compassionate Care for the Caregivers



# Collaborative Efforts during the Height of the COVID-19 Pandemic



Psychological Trauma:  
Theory, Research, Practice, and Policy

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## Supporting Health Care Workers During the COVID-19 Pandemic: Mental Health Support Initiatives and Lessons Learned From an Academic Medical Center

Adam Gonzalez, Cynthia Cervoni, Megan Lochner, Jessica Marangio, Colleen Stanley, and Suzanne Marriott  
Stony Brook University



# Wellness Toolbox

Code Lavender

EAP

(Employee Assistance Program)

Mindfulness  
Meditation

Chaplaincy Services

STAR Card

Resilience Room



Meditation POD

Spiritual Care Hotline

Employee Helpline 2-CHAT

Healthier U

Faculty/Staff Care Team

External Resources





# Welcome to Resilience at The Brook

**A new and permanent respite  
for employees!**

Employees are invited 24/7 to visit the space for quiet time, privacy and to escape from the noise and fast pace of the work environment



# Resilience at The Brook Room and Materials



## Massage Chair & Privacy Screens




## Support Resources



## Generating Gratitude and Mindfulness with Brook Stones

Create an Inspirational Brook Stone...  
Leave it for others. Take one that speaks to you!



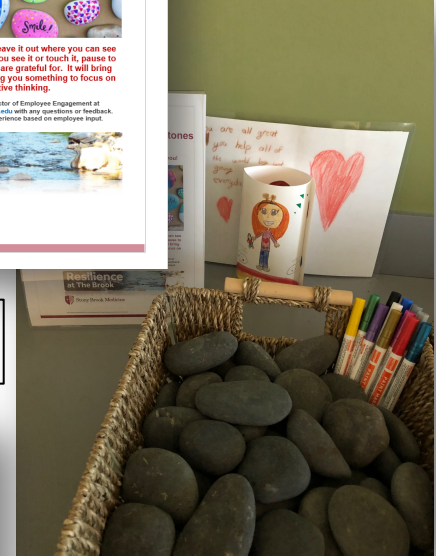
Carry the stone in your pocket or leave it out where you can see it throughout the day. Whenever you see it or touch it, pause to think about at least one thing you are grateful for. It will bring you into the present moment, giving you something to focus on and fostering positive thinking.

Please contact Kate Guggenheim, Director of Employee Engagement at [kate.guggenheim@stonybrookmedicine.edu](mailto:kate.guggenheim@stonybrookmedicine.edu) with any questions or feedback. We will continue to evolve the room experience based on employee input.

**Resilience  
at The Brook**

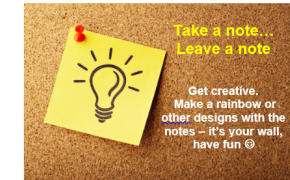
Stony Brook Medicine

## Brook Stones



## Help Us Create Our Inspiration Exchange Wall

Be Inspired and Inspire Others...  
With a Picture, Word, Message or Quote!



Take a note...  
Leave a note

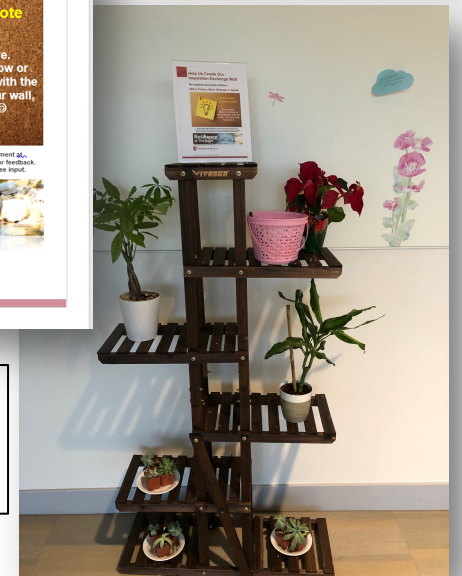
Get creative.  
Make a rainbow or  
other designs with the  
notes - it's your wall,  
have fun!

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**Resilience  
at The Brook**

Stony Brook Medicine

## Inspiration Exchange Wall



# Meditation POD

**Mamava Meditation POD is a personal, quiet and private space used for relaxation, rest and renewal. It is located on Level 5 by the Resilience Room, near Human Resources.**





# STAR Card

Employee Reward and Recognition is vital to staff morale and staff retention. Use the STAR Card to recognize your fellow colleagues whenever you see them reinforcing the iCARE values!

**Integrity – Compassion – Accountability – Respect - Excellence**



# Wellness Tips for Staff

## R-E-S-T

**R**elaxation: Practice Paced Breathing. Breathe in for 3 seconds and breathe out for 5 seconds. Do this 4 to 5 times in a row. Take breaks when you can.

**E**at: Nutrition is important. Be sure to eat regularly to get the energy you need.

**S**leep: Recuperative sleep helps us recharge. Be sure to rest when you can.

**T**alk: We're in this together. Talk to others about how you are doing and reach out for support when needed.

# Wellness Tips for Staff

## Help Others by Helping Yourself: Responding to COVID-19

### During Your Shift



#### Stress is Understandable

Extreme responses to extreme circumstances are understandable! You are doing the best you can, given the circumstances.



#### Partner Up

Partner up with someone on your shift and check in on each other. We are all in this together, and looking out for each other can help.



#### Use Paced Breathing

Pace your breathing – breathe out for longer than you breathe in. Breathe in for 3 seconds and breathe out for 5 seconds. Do this 4 to 5 times in a row.

### After Your Shift



#### Stay in Touch

Texting, calling or whatever is possible with people you care about can reduce your stress.



#### Do What Works for You

You know what works for you. Adapt whatever you do to de-stress to your circumstances (e.g., modify your gym workout for home).



#### Take a Pause

This is a difficult time. Take a pause to recharge. Some examples include taking a few deep breaths; thinking of a positive image or word; saying a prayer; thinking of something you are grateful for; checking in on a co-worker, family or friends.

# Code Lavender

- **A mechanism to provide a rapid response to the emotional needs of employees after unexpected or adverse events. The purpose is to provide psychological, emotional and spiritual support to all employees, depending on the needs of the individual or group of individuals involved.**





# Code Lavender

## Lavender Events:

- **Any event that creates feelings of distress, sadness, vulnerability, self doubt or grief**
- **Not only relevant when there is an adverse patient outcome**
- **Personal distress, or group distress over the death/illness of a colleague or patient**
- **High volume/acuity census, stressors on the unit affecting mood and morale**



# Code Lavender

- **Calling a Code: Dial 3-2-1**
- **Ask the hospital operator for a “Code Lavender” and provide your first name, UNIT, and a call back number**
- **A Chaplain will call and listen to the details of the event and inquire what kind of response is being requested**
- **Available 24 hrs a day, 7 days a week**
- **The Chaplain will then contact our team of responders to coordinate an appropriate response**

# Spreading Comfort & Support



# Faculty/Staff Care Team

**If you prefer to have a private, safe and confidential 1:1 session with someone you don't interact with on a daily basis, please reach out to members of the faculty/staff care team at**

**Cynthia Cervoni, PhD 631-372-3119**

**Christa Sinha, NP 631-487-6069**

**Rev. Amy Karriker, BCC 631-372-6039**

# Daily Mindfulness Meditation via Microsoft Teams



# Daily Mindfulness Meditation Team



- **What is Mindfulness?**

Ability to pay attention to and be aware of the present moment in a nonjudgmental way.

- **Mindfulness Skills**

Observe...In a nonjudgmental way.

Describe...One mindfully.

Participate...In an effective way.

- **Mindfulness Practice**

Your breath is always with you. Bring your awareness to your breath to refocus your attention into the present moment. It is not good or bad...it just is.

Tap into your senses to help ground you in the present moment.

# Daily Mindfulness Meditation Team



- Join us Monday to Friday
- 8 AM and Noon





# **Chaplaincy & Spiritual Care Hotline**

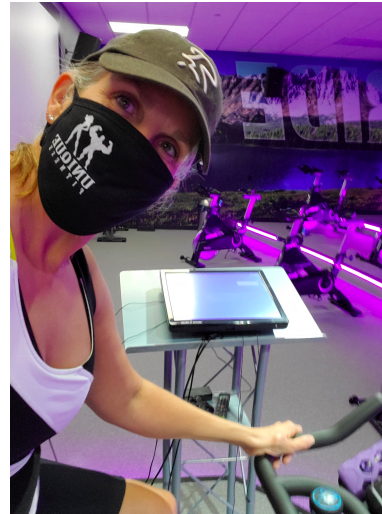
- **Interfaith Chaplains**
- **Daily Prayer Service**
- **Spiritual Care Hotline**  
Chaplains are available Monday to Friday, 8 AM to 5 PM at  
**631-559-6211.**

**For urgent matters, please call the hospital operator and request the chaplain on-call (24/7).**



# Healthier U

- <https://www.stonybrook.edu/healthieru/>

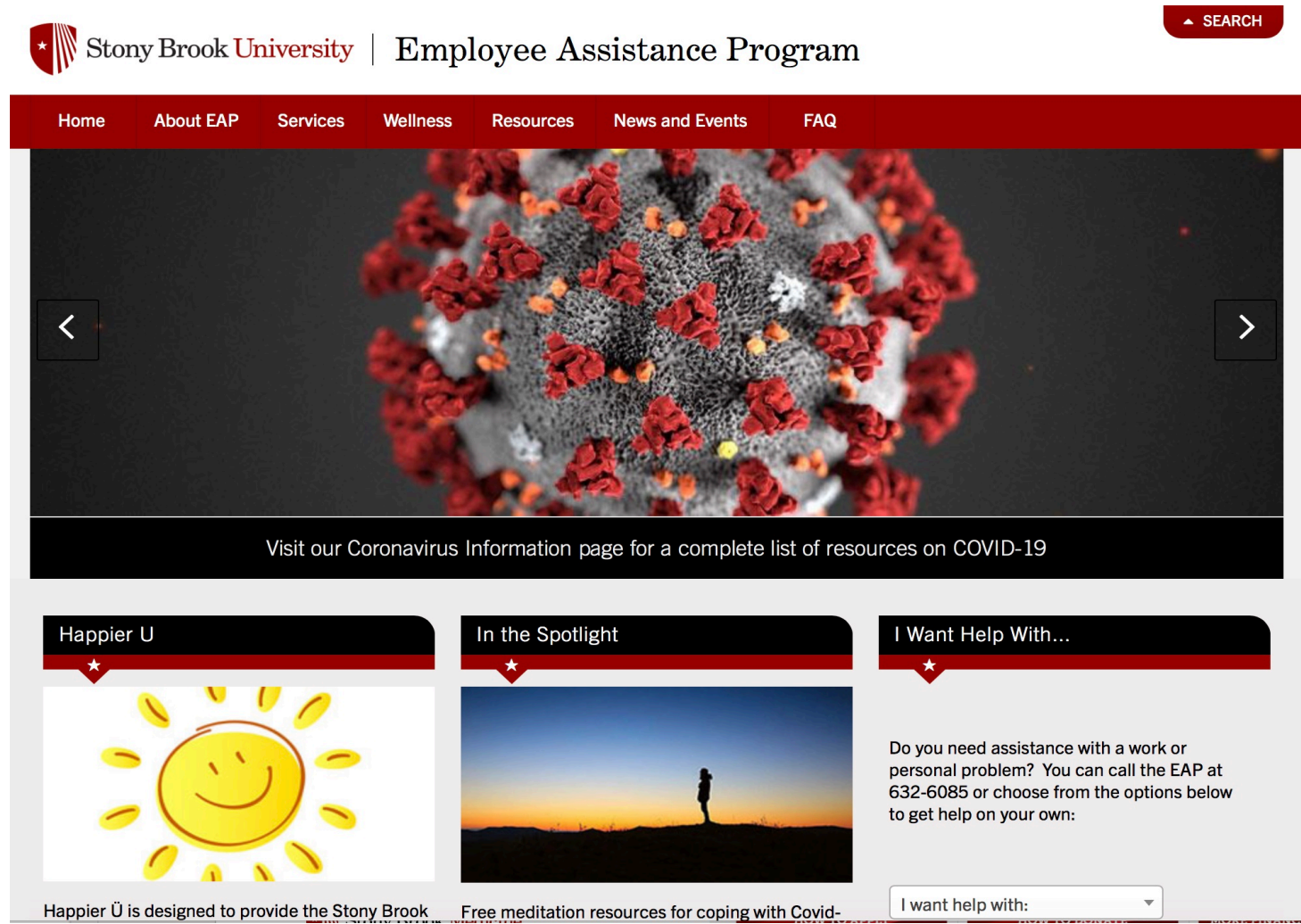




# Employee Assistance Program (EAP)

- EAP website: <https://www.stonybrook.edu/eap>

If you need support or assistance, please call  
EAP: (631) 632-6085



The screenshot shows the Stony Brook University Employee Assistance Program (EAP) website. At the top, the Stony Brook University logo is on the left, and a search bar with the text "SEARCH" is on the right. Below the logo, the text "Stony Brook University | Employee Assistance Program" is displayed. A navigation menu with the following items: Home, About EAP, Services, Wellness, Resources, News and Events, and FAQ is located below the header. The main content area features a large image of a coronavirus particle. Below the image, a text box reads: "Visit our Coronavirus Information page for a complete list of resources on COVID-19". Below this, there are three sections: "Happier U" with a smiling sun icon, "In the Spotlight" with a silhouette of a person standing on a hill at sunset, and "I Want Help With..." with a text box that says: "Do you need assistance with a work or personal problem? You can call the EAP at 632-6085 or choose from the options below to get help on your own:". At the bottom, there is a dropdown menu labeled "I want help with:".

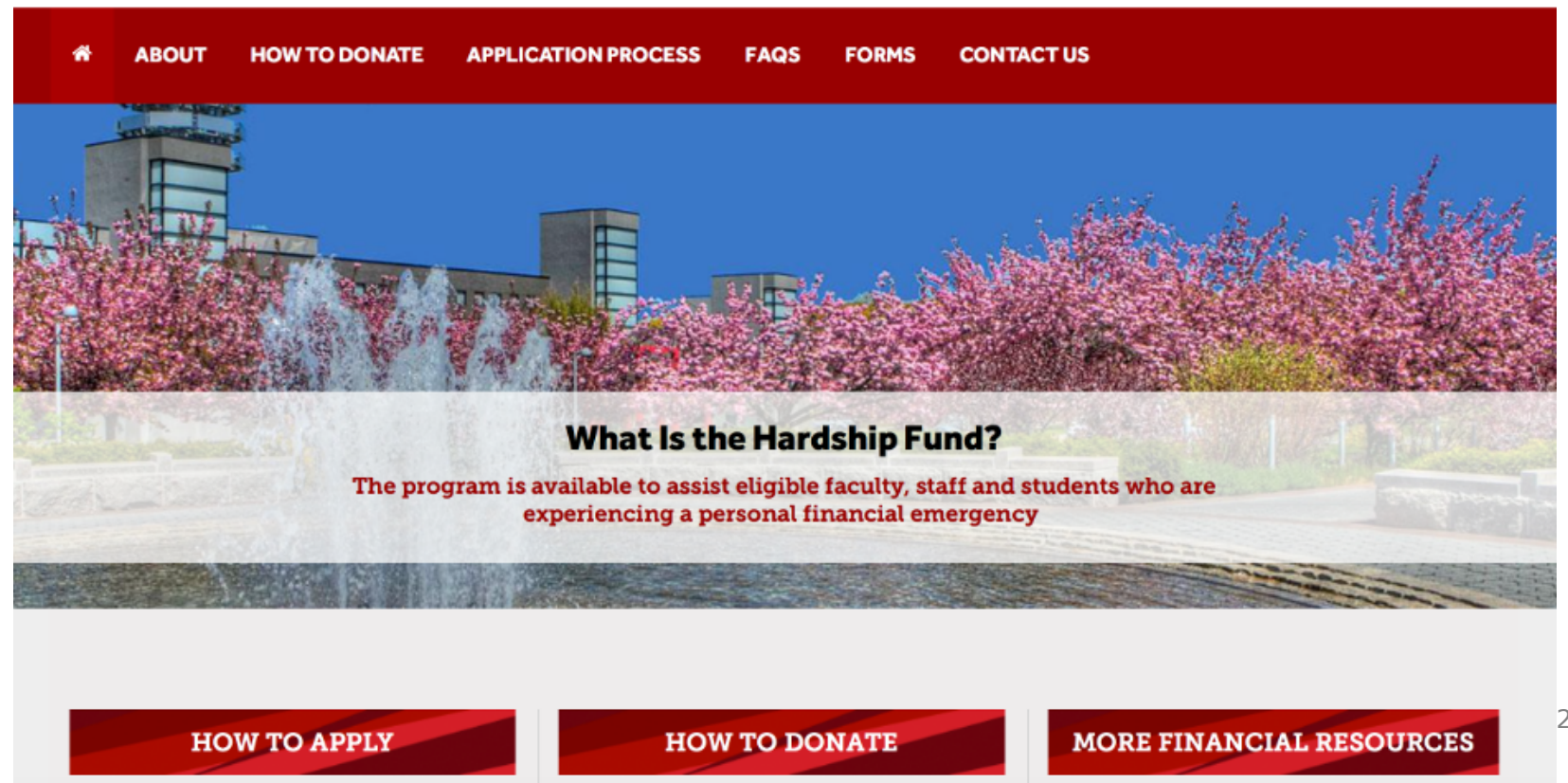
# Employee Assistance Program (EAP)

- Hardship Fund

If you are experiencing a financial emergency, please consider the hardship fund: <https://www.stonybrook.edu/hardshipfund>



If you need support or assistance, please call EAP: (631) 632-6085



# Resources & Resiliency Tools

- <http://www.stonybrookmedicine.edu/covid19support>



The screenshot shows the Stony Brook Medicine website. At the top, the logo and name "Stony Brook Medicine" are on the left, and navigation links "Contact Us", "Find a Doctor", and "Pay Doctor Bill" are on the right. Below the logo is a search bar with the text "ENHANCED BY Google". A dark red navigation bar contains links: Home, Comprehensive Psychiatric Emergency Program, Adults, Children, Physicians, Contact Us, and COVID-19 Resources. Below this bar, two grey boxes highlight "Coronavirus Updates" (Visitor policy and other information) and "Patient Care" (Learn about our safety precautions). The main section is titled "COVID-19 Resources and Resiliency Tools" with a heart icon. Below the title are seven light blue buttons: BASIC NEEDS, CHILDREN & FAMILIES, DEPRESSION/ GRIEF, HEALTHCARE WORKERS, SPECIFIC COMMUNITIES, STRESS & ANXIETY, and SUBSTANCE USE.

## COVID-19 Resources and Resiliency Tools

Resilience has been defined as having the capacity to adapt and recover quickly from difficulties that life's journey presents. Since the COVID-19 pandemic has affected each of us in different ways, we created this Resources and Resiliency Tools hub to help. This site provides insights and tips from our own Stony Brook experts and other respected experts, as well as links to additional resources to help you adapt during this challenging time.

# Residents & Fellows Assistance Program

- **Free & Confidential Support**
- **Medication Management & Psychotherapy Services**

**For more information or to make an appointment, please contact  
Dr. Marsha Tanenberg Karant (516-510-3167) or  
Dr. Phil Pecoraro (631-816-8316)**





# Employee Helpline 2-CHAT

- If you or a colleague is personally struggling and would like to get connected to professional support, please contact the Department of Psychiatry & Behavioral Health's Employee Helpline: 631-632-CHAT (2428).

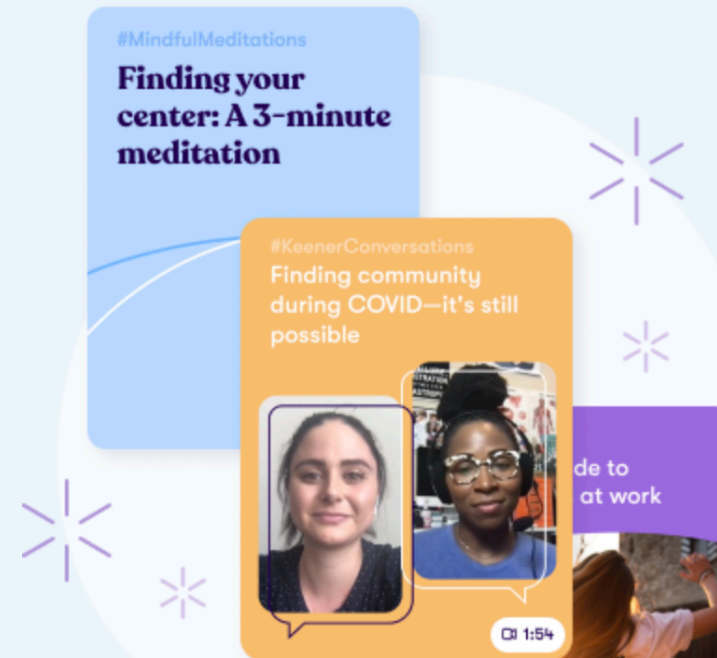


# Support for Nurses

Keener is your guide to self-care, well-being, and personal growth. It's by nurses, for nurses.

## Real Nurses, Real Stories

You're not alone in this field -- Keener helps you find regular mentorship. Watch real stories from your peers about the ups and downs and learnings in their career, so you can take those stories into your own work.



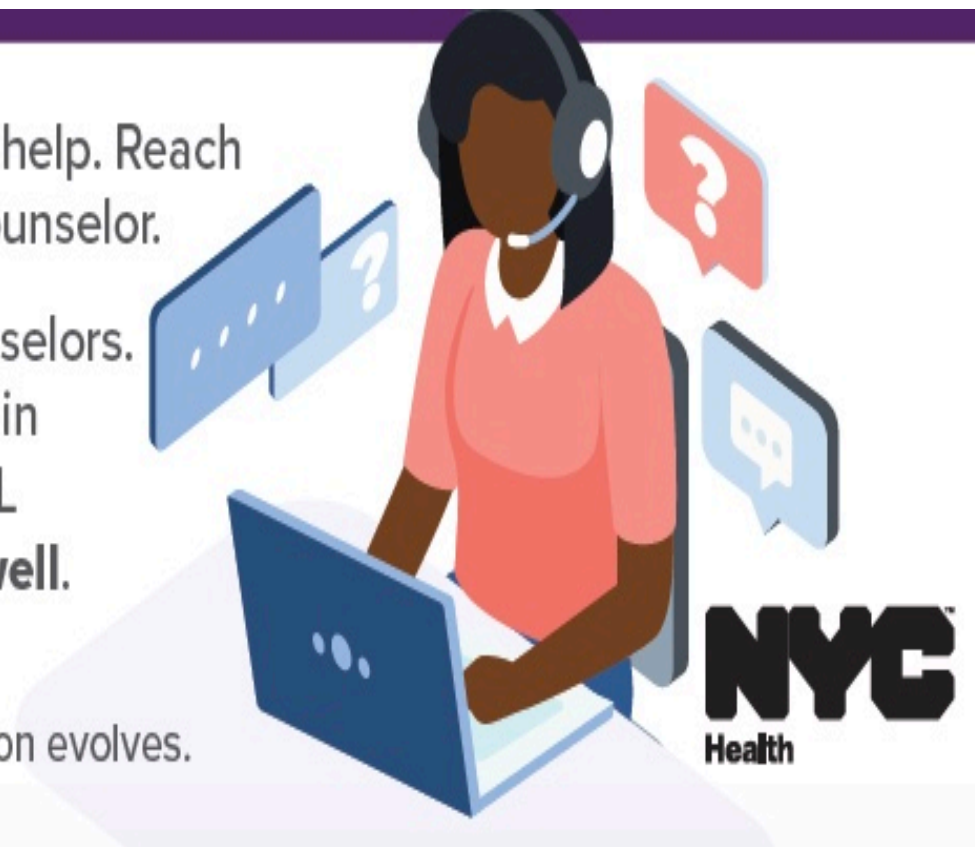
<https://www.keenerapp.com>

# Help Outside Stony Brook Medicine

Grieving is a natural response to loss. Talking to someone may help. Reach out to a friend, family member, faith leader, support group or counselor.

NYC Well is a confidential 24/7 helpline staffed by trained counselors. The counselors provide brief counseling and referrals to care in over 200 languages. For more information call 888-NYC-WELL (888-692-9355) or text “WELL” to 65173 or visit **nyc.gov/nycwell**.

The NYC Health Department may change recommendations as the situation evolves.



<https://www.gnyha.org/tool/mental-health-resources/>



## NY Project Hope Suffolk County Providers

These NY Project Hope provider agencies in Suffolk County understand what you are going through. Talking to them is free, confidential, and anonymous. Talk to someone who is trained, knowledgeable, and can connect you with other local resources.

### Association for Mental Health and Wellness

(631) 471-7242 x1800 | [www.mhaw.org](http://www.mhaw.org)

### EAC Network

(516) 510-0282 | [www.eac-network.org](http://www.eac-network.org)

### Empowerment Collaborative of Long Island

(631) 913-8655 | [www.empowerli.org](http://www.empowerli.org)

### Hispanic Counseling Center

516-538-2613 x245 | [www.hispaniccounseling.org](http://www.hispaniccounseling.org)

### Long Island Coalition for the Homeless

(631) 464-4314 x116 | [www.addresssthehomeless.org](http://www.addresssthehomeless.org)

### OLA of Eastern Long Island

(631) 500-0837 | [www.olaofeasternlongisland.org](http://www.olaofeasternlongisland.org)

### New Horizon Counseling Center

855-818-4673 | [www.nhcc.us](http://www.nhcc.us)

### Youth Enrichment Services

631-481-9700 | <https://www.yesnews.org>



# What is a Wellness Champion?

- **Mental health and wellness are vital components of health.**
- **We aim to create an environment that promotes and fosters mental health and wellness.**
- **We are seeking Wellness Champions to join our Employee Support Team to support mental health and wellness initiatives throughout the hospital.**
- **This is an employee serving as a liaison, connecting employees to appropriate mental health and wellness resources within Stony Brook Medicine.**

# Develop a Wellness Team

1. A team will help with covering wellness for the unit at all times
2. A team helps with sustainability and addressing compassion fatigue
3. Important to build an interdisciplinary team to ensure all employees are represented and all voices are heard
4. Work with unit leaders to reach out to all employees to solicit interest in being part of the team
5. Schedule monthly meetings to stay up to date and connected

# Take Care of Yourself

1. Talk to someone you trust (partner, friend, colleague or counselor)
2. Have a health check with your General Practitioner
3. Find time to do activities you enjoy (hobbies, music, travel, time with friends and family)
4. Try to eat a healthy, well-balanced diet
5. Take up regular physical exercise
6. Develop daily mindfulness practice



# We are here for you!



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