



UNDERSTANDING BIASES AND SELF-CARE DURING TURBULENT TIMES

News of cultural conflict and displays of prejudice has become a daily occurrence. How can we positively navigate through these trying times?

First you must understand what prejudice means:

- To have an unfavorable bias against a person or group without any valid reason
- Biases can be based on race, gender, sexual orientation, nationality, religion, age, disability, political leanings, and more.

Understand that we all have hidden or unconscious biases:

- Ask yourself what biases you may possess – Do you “judge a book by its cover”?
- Examine whether your judgment is based on truth

It’s easy to identify prejudice when it is done to us, but more difficult to identify that we may have hidden prejudices ourselves.

For more information on recognizing hidden prejudices or to test yourself for hidden biases click:

<https://www.achievesolutions.net/achievesolutions/en/uawford/Content.do?contentId=10711>

<https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>,

or see a member of your Local Diversity and Inclusion Committee.

Consistent reports of social injustice and prejudice acts can be overwhelming. Even if you think you can brush it off, it could cause mental and emotional stress.

What can you do to help yourself and your family members overcome overwhelming stress?

- Surround yourself with positivity
- Talk with your doctor
- Reach out to others in the community

For more information on how to build resilience during turbulent times click:

<https://www.achievesolutions.net/achievesolutions/en/uawford/Content.do?contentId=6011>,

see your UAW-Ford ESSP Representative for counseling resources, *or call:*

Hourly: Beacon Health Options at 800-227-9622; HMSA at 800-550-7200

Salaried: HMSA/Total Health at 888-667-6603