



## APRIL 2024 EAP PROMOTIONAL EMAIL

Hello everyone – As April begins, our [Washington State Employee Assistance Program \(EAP\)](#) is offering the following resources to support you and your family:

### EAP Events and Webinars

This month, the Washington State EAP is excited to share our expanded roster of **\*live\*** [events and webinars](#). We hope that you will be able to join us for the following events:

- **Mindful Mondays!** Join us every other Monday at noon PST to learn about and practice mindfulness techniques! Each 30-minute workshop will include an overview of that day's technique and time to practice.  
\*All workshops will be recorded\*

#### [Mindful Monday: Meditation](#)

Meditation is a practice that can help you to focus your attention and be more mindful of your thoughts and feelings. There are many different types of meditation, so it is important to find one that works for you. Once you have found a type of meditation that you enjoy, you can start to practice it regularly. Meditation can be done anywhere, at any time, and it only takes a few minutes to get started. **Monday, April 1, 2024, 12:00pm – 12:30pm PDT**

#### [Mindful Monday: Mindful Eating](#)

Mindful eating is about being present in the moment when you are eating, regardless of what the meal is. Join us as we discuss how to eat mindfully, ways we can incorporate it in our lives, and even practice! \*Please bring a small snack if you'd like to practice!\* **Monday, April 15, 2024, 12:00pm – 12:30pm PDT**

#### [Mindful Monday: Stream of Consciousness Journaling](#)

For the last session in our series, we are going to focus on unprompted journaling by learning about and practicing stream of consciousness writing. Please have a piece of paper and pen handy for this exercise! **Monday, April 29, 2024, 12:00pm – 12:30pm PDT**

- [EAP Orientation for Supervisors, Leaders, and HR Professionals](#)

This is a new monthly EAP orientation with a focus on the EAP benefits available to supervisors,

leaders, and HR professionals. **Friday, April 26, 2024, 1:30 pm – 2:00 pm PDT**

- [EAP Orientation to the Employee Assistance Program](#)  
Learn about all the EAP offers through a live 30-minute EAP Orientation webinar. **Wednesday, April 17, 2024, 3:00 pm – 3:30 pm PDT**

Can't attend the live April webinars? Check out [future dates](#).

In addition, EAP offers [on demand webinars](#) on a variety of subjects, including [EAP Orientation](#), [depression and anxiety relating to stress](#), [emotional intelligence](#), and [more](#).

## Work/Life

In April, the [EAP Work/Life site](#) is offering tools and resources so you can learn more about the connection between your plate and your physical health and how to nurture your mental wellbeing by nourishing your body. Get started by viewing this month's on-demand seminar, "**Mindful Eating**" – it's available beginning **Tuesday, April 16th** through the [Work/Life site](#): just login with your Organization Code: UW

## Monthly Resources

April, designated as [Neurodiversity Awareness Month](#), shines a spotlight on the strengths and unique contributions of [neurodivergent](#) individuals in the workplace. This period of recognition underscores the importance of embracing diverse cognitive styles, such as [autism](#), [ADHD](#), [dyslexia](#), and beyond, highlighting how they enrich team dynamics, drive innovation, and enhance problem-solving capabilities. [Organizations](#) that actively celebrate and integrate neurodiversity throughout this month and all year-round demonstrate a commitment to creating [inclusive environments](#) that leverage a wide array of talents. By implementing supportive measures and accommodations, businesses not only optimize the productivity of their neurodivergent employees but also foster a culture of acceptance and respect. Neurodiversity Awareness Month thus serves as a pivotal time for promoting understanding, [dismantling stigmas](#), and showcasing the invaluable contributions neurodivergent individuals make to the corporate world and society at large. We hope that you find the following resources helpful for celebrating and advocating for neurodiversity in the workplace.

### Articles

#### Work:

- [Neurodiversity at IBM](#) (IBM website)
- [April Is Neurodiversity Celebration Month; It Takes All Minds!](#) (Providence Newsletter)
- [Embracing Neurodiversity Within Information Security](#) (Netflix Technology Blog; Medium)
- [5 Ways to Create a Culture That's Truly Inclusive of Neurodiversity](#) (Cat DiStasio; Workvivo)
- [Neurodiversity As a Competitive Advantage](#) (D. Austin & G. Pisano; Harvard Business Review)
- [What Workplaces Misunderstand About Neurodiversity](#) (S. Mitra Kalita; TIME)
- [A Rising Tides Lifts All Boats](#) (Mahto, Hogan & Sniderman; Deloitte)
- [Unlock Creativity by Making Space for Neurodiversity in the Workplace](#) (A. Cooks-Campbell; Better Up)
- [Neurodiversity And the Workplace](#) (Alan Price; Forbes)

## Personal Relationships:

- [Two Different Brains in Love: Conflict Resolution in Neurodiverse Relationships](#) (Yolanda Renteria; The Gottman Institute)
- [A How-To Guide to Emotional Support for Neurodiverse Couples](#) (Leslie A. Sickels; Autism Spectrum News)
- [Navigating Neurodiverse Relationships](#) (Dr. Rachel Needly; Psychology Today)
- [Navigating Neurodiversity in Relationships](#) (Dr. Lisa Kerwin; website)
- [How to Build Strong Relationships with Neurodivergent People](#) (Andy Lopata; Psychology Today)
- [I Don't Have Lots of Friends as a Neurodivergent Adult, and I'm OK With It](#) (Neuroaffirming Parent; Medium)
- [Making Friends – A Guide for Autistic Adults](#) (National Autistic Society; website)
- [All My Friends Are Neurodivergent – and Wonderful!](#) (Melinda Wallace; ADDitude)

## Family Connection:

- [Discipline Strategies for Children with Autism](#) (Amy Morin; Very Well Family)
- [For Black Families, Neurodivergence Means Challenges](#) (A. Rochaun Meadows-Fernandez, Parents)
- [Throw Out Everything You Assumed About Parenthood](#) (Deborah Reber; ADDitude)
- [A Parent's Guide to Neurodiversity](#) (Children's Hospital Colorado)
- [Youth with Autism Are More Likely to be Arrested. A Nevada Judge Wants to Remedy That](#) (Jaclyn Diaz; NPR)
- [Preparing Neurodivergent Teens and Young Adults for Independence: A Guide for Parents](#) (Dr. Leithea Williams; LinkedIn)
- ["Your Brain is Amazing!" 5 Things All Neurodivergent Teens Need to Hear](#) (Dr. Brittany Lewno-Dumdie; ADDitude)
- [10 Therapist Approved Ways for Parents to Support a Neurodivergent Teen](#) (Thrive)
- [Twice Exceptional: Teens Exploring and Living with Neurodiversity](#) (Cate Dunn; Podcast)

## Videos and Other Resources:

- [Divergent Conversations](#) (The Divergent Conversations Podcast)
- [Neurodiversity in the Workplace](#) (Dr. Karen Bopp; webinar)
- [Neurodivergent Insights](#) (Dr. Neff; website)
- [Project Lets](#) (Website)
- [Assistive Technology Tools](#) (LDRFA website)
- [Finding Addiction Treatment as Neurodivergent Person](#) (Kayla Gill article)
- [Autism Society](#) (Website)
- [Neurodivergent Rebel](#) (Lyric Rivera; Neurodivergent Advocate)

And, if you're struggling, or looking for some support or helpful resources, please know that our [EAP](#) is here for you -- don't hesitate to reach out: [1-877-313-4455](tel:1-877-313-4455) or [online](#).