

**How do we deal with covid fatigue,
honor our anger, grief, and fear,
and continue to engage in meaningful action...**

...in the context of ongoing uncertainty?



MPS Annual Meeting, 2020

Sophia Vinogradov MD



**Thank you to our colleagues who helped to prepare the original version of this
presentation: Christopher Warlick MD/PhD;
C. Sophia Albott MD; Katie Lingras PhD LP**





SAY OUR NAMES

GEORGE

FLOYD

TERRENCE CRUTCHER - JEREMY MEES
TAMIR RICE - PHILANDO CASTILE
AKAI GURLEY - KENDRA JAMES - FREDDIE GREY
MICHAEL BROWN - TERRANCE FRANKLIN - ALTON STERLING
TYISHA MILLER - BREONNA TAYLOR - SHANTEL DAVIS - WALTER SCOTT
ERIC GARNER - SANDRA BLANE - REKIA BOYD - NIVETH SMITH
SHELLY FRAZIER - TAMAR CLARK
TANISHA ANDERSON - TARIKA WILLIAMS
ALTON STERLING - KORRYNGA KATHRYN

I CAN BREATHE NOW

MAY 25, 2020

My daddy plays with me,
my daddy reads to me,
my daddy races me in his car.
PLEASE DON'T
KILL MY DADDY

BLACK LIVES MATTER

JUSTICE FOR GEORGE FLOYD

BLACK

Settled
Pillander
Today
George
King
Chase
let

**How were we doing when the pandemic
first started?**

How are we doing today?

(POLL)



Here are all of the things that Sophia can do without thinking twice:

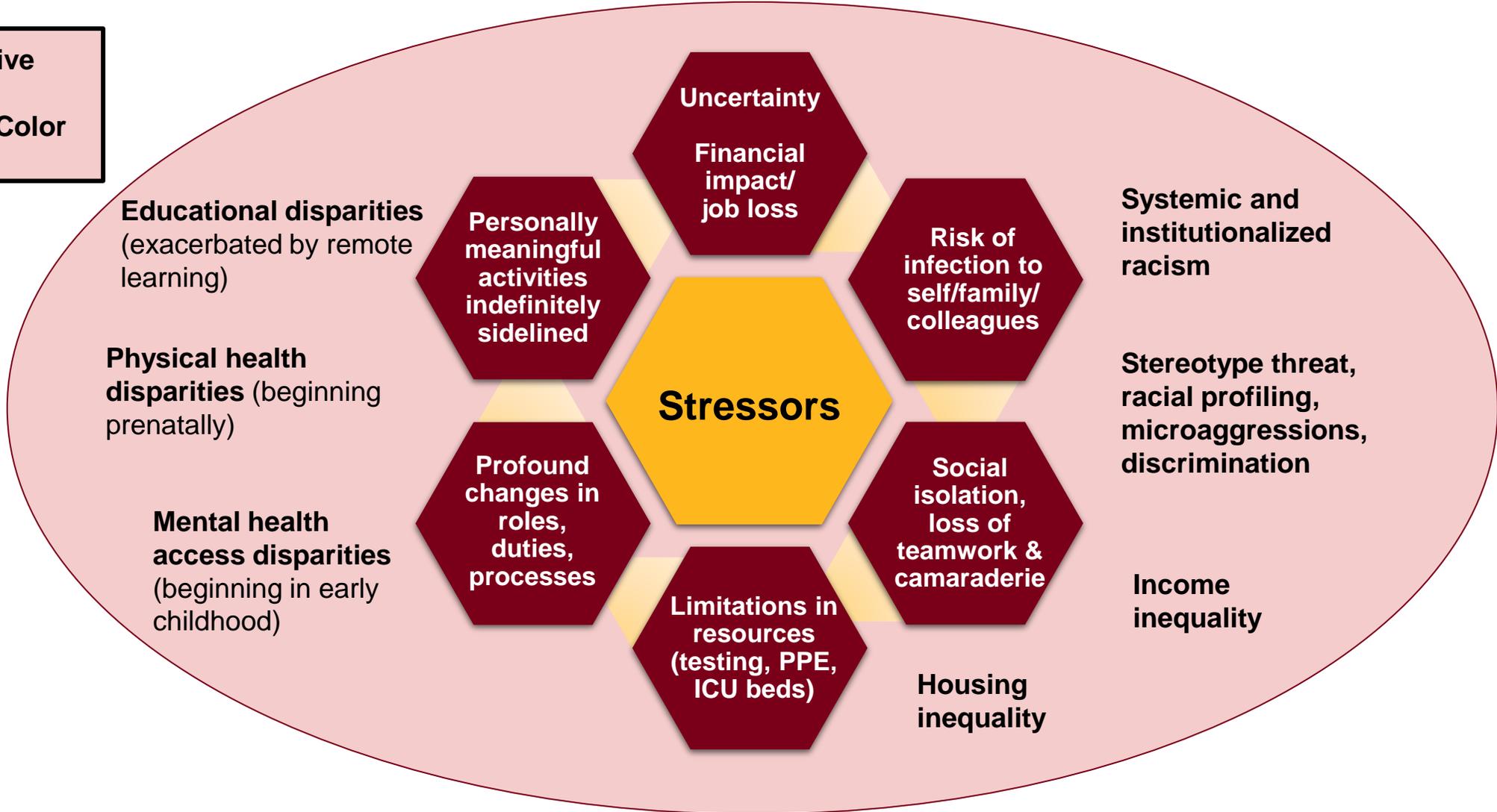
Go birding (#ChristianCooper)
Go jogging (#AmaudArbery)
Relax in the comfort of my own home (#BothamJean and #AtatianaJefferson)
Ask for help after being in a car crash (#JonathanFerrell and #RenishaMcBride)
Have a cellphone (#StephonClark)
Leave a party to get to safety (#JordanEdwards)
Play loud music (#JordanDavis)
Sell CDs (#AltonSterling)
Sleep (#AiyanaJones)
Walk from the corner store (#MikeBrown)
Play cops and robbers (#TamirRice)
Go to church (#Charleston9)
Walk home with Skittles (#TrayvonMartin)
Hold a hair brush while leaving my own bachelor party (#SeanBell)
Party on New Years (#OscarGrant)
Get a normal traffic ticket (#SandraBland)
Lawfully carry a weapon (#PhilandoCastile)
Break down on a public road with car problems (#CoreyJones)
Shop at Walmart (#JohnCrawford)
Have a disabled vehicle (#TerrenceCrutcher)
Read a book in my own car (#KeithScott)
Be a 10yr old walking with our grandfather (#CliffordGlover)
Decorate for a party (#ClaudeReese)
Ask a cop a question (#RandyEvans)
Cash a check in peace (#YvonneSmallwood)
Take out my wallet (#AmadouDiallo)
Run (#WalterScott)
Breathe (#EricGarner)
Live (#FreddieGray)

I CAN BE ARRESTED WITHOUT THE FEAR OF BEING MURDERED (#GeorgeFloyd)



Past 6 months: Experiences and stressors of Covid-19

Black, Native American, People of Color



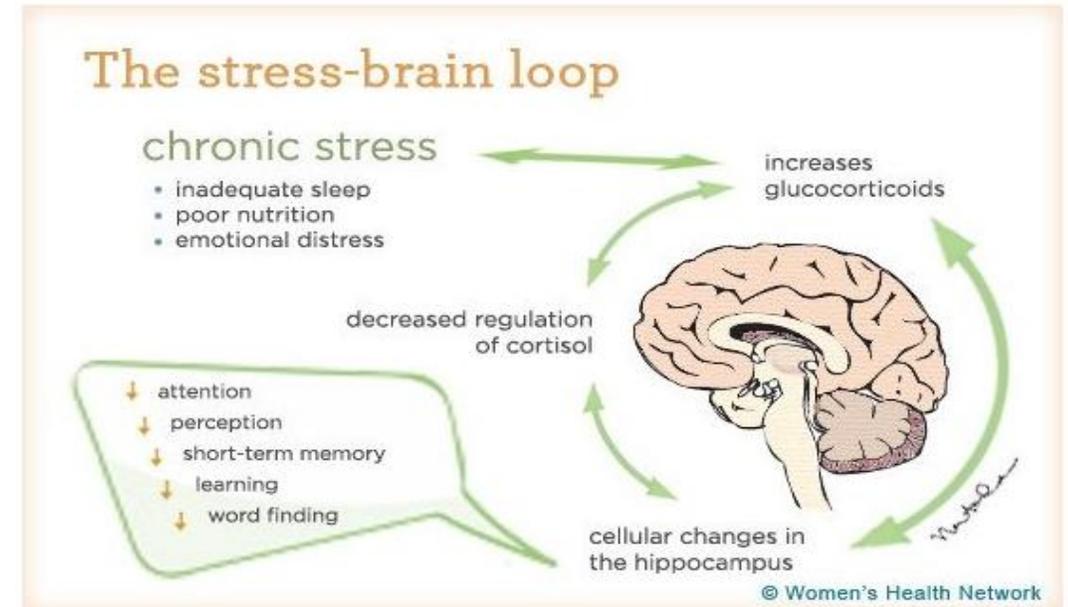
Past 3 months: Experiences and reactions to murder of George Floyd and ensuing events

Black, Native American, People of Color



Stress induces unhelpful patterns of thinking (self-monitor for these)

- **All or nothing (binary) thinking:** right/wrong, safe/unsafe, productive/unproductive, helpful/unhelpful, strong/weak
- **Catastrophizing:** imagining / extrapolating to the worst outcome
- **Mind reading:** making assumptions about what another is thinking and then filtering their behavior through that lens
- **Fortune telling:** predicting outcomes without recognizing their inherent unpredictability or the biases imposed by current situation / state
- **Discounting the positive:** focusing on negative; loss is more painful than gain is rewarding
- **Over-generalization:** applying one observation / piece of data to a broad outcome



Review

> [Anesth Analg.](#) 2020 Jul;131(1):43-54. doi: 10.1213/ANE.0000000000004912.

Battle Buddies: Rapid Deployment of a Psychological Resilience Intervention for Health Care Workers During the COVID-19 Pandemic

[Cristina Sophia Albott](#)¹, [Jeffrey R Wozniak](#)¹, [Brian P McGlinch](#)², [Michael H Wall](#)², [Barbara S Gold](#)², [Sophia Vinogradov](#)¹



How do we manage our stress reactions and work together to move successfully into a new future?

Individually

- Acknowledge negative emotions: anger, fear, anxiety, sorrow, despair
- Foster your positive emotions: gratitude; compassion for yourself and others; solace from music and other creative outlets
- Spend time with your religious, faith-based, or spiritual practices; spend time in nature
- Honor your unique story and the unique story of each person around you

Collectively

- Embody optimism
- Find connection
- Foster self-efficacy
- Engage in collective efficacy

MinnRAP Program

Minnesota Resiliency Action Plan



MEDICAL SCHOOL | UNIVERSITY OF MINNESOTA

What is the Buddy System?

- Model used by US Army (Battle Buddy) for peer mentoring and support.
- Having a Buddy helps to:
 - Validate experiences
 - Identify and address stressors early
 - Keep work at work
 - Develop and maintain resilience

Role of Dedicated Mental Health Consultants

- Present at the kick-off/ launch meeting with the unit
- Provides contact information to members of the unit
- Takes their cues from the unit, responding to unit-specific needs
- Connects with the Unit Lead or Champion regularly to track needs
- Offers to facilitate small group sessions customized to each specific unit
- Establishes brief, non-intrusive “touchpoints” with the unit to maintain visibility of the program (the goal is **culture shift**)

- Anticipate and identify specific stressors you are likely to encounter
- Plan: Identify those that will be **most difficult** for you



Develop a **personal resilience plan:**

How will you cope with these difficult stressors?



Deter: If you or your Buddy are getting overwhelmed, it is not your job to be a therapist. Seek mental health support, pastoral counseling, or connection with EAP.



Turning our emotions into meaningful action: First steps

- Self-care in ways that work best for *you**
- Connect with colleagues*, check on your colleagues of color
- Check in with your teams, supervisees, see if time off is needed*
- Call on colleagues to help cover professional responsibilities if needed
- Try to practice active self-compassion. Be kind to yourself. Take breaks.
- Extend compassion to each other

**Know that steps will differ for different communities and individuals*

DEAR BELOVED BLACK PEOPLE:

LOG OFF. CALL IN. HOLD YOURSELF.
SING THE SONGS THAT REMIND YOU OF OUR
COLLECTIVE LOVE, INNER POWER, AND MAGIC.
OF THE WAY OUR STORY DIDN'T
START HERE AND WON'T END HERE.

TAKE DEEP UNAPOLOGETIC CARE OF
YOURSELF TODAY AND ALL DAYS.

REST THEN RISE.

CONTINUE TO CULTIVATE A LIFE PLAN THAT KEEPS OUR
BREATH, FREEDOM, AND WELLBEING AT THE CENTER.

OCTAVIA RAHEEM



Turning our emotions into meaningful action: Next steps



Ijeoma Oluo 
@IjeomaOluo



The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward.

- **Speak up** when you see/hear biased comments, actions, policies, and in daily life, even if **(especially if!) there are no POC around. Silence is betrayal.**
- **Listen** to each other and our UMN faculty, staff, and learners who have long been advocating for change in education, research, and clinical care; learn from their writings and teachings (eg J. Kerandi, 2020; R. Hardeman, 2016, B. Cunningham 2014, 2015, etc); **Examine existing resistance to change**
- **Get comfortable with the uncomfortable** task of self-inquiry (learning occurs at the edge of our comfort zones), talk to children about current events (especially white children)
- **Avoid** asking BIPOC to do more emotional work; consider who you ask to hold your experience.



“The most clear-sighted view of the darkest possible situation
is itself an act of optimism.”

--Jean-Paul Sartre

“Optimism is always the primary justification for its own existence. It can seem naive until it is gone. The assumption that things can get better, **with the expectation that they should, creates the kind of social ferment that yields progress.**”

-- Marilynne Robinson



Continued Learning & Resource List

How to Be an Ally to People of Color:

https://www.vice.com/en_us/article/ne95dm/how-to-be-a-white-ally-to-people-of-color

<https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234?fbclid=IwAR11rvFH8pv7ddD12oE5a9oWBBvfmGJa48jBpj3dGpKqIYKRINCxjEXMzeM>

Anti-racism Resources:

[https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-](https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTWCTugSfKie5Fs/preview?pru=AAABcnX07hc*Pm8gUUGqTq4TxCwAWKNadg&fbclid=IwAR3Sx1odL3b0m7ABxXHINKfVxw1oWB9DxbdsB5yJ92L_I_V8QnFyIWaSXAaw)

[QgirlTWCTugSfKie5Fs/preview?pru=AAABcnX07hc*Pm8gUUGqTq4TxCwAWKNadg&fbclid=IwAR3Sx1odL3b0m7ABxXHINKfVxw1oWB9DxbdsB5yJ92L_I_V8QnFyIWaSXAaw](https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTWCTugSfKie5Fs/preview?pru=AAABcnX07hc*Pm8gUUGqTq4TxCwAWKNadg&fbclid=IwAR3Sx1odL3b0m7ABxXHINKfVxw1oWB9DxbdsB5yJ92L_I_V8QnFyIWaSXAaw)

Self-Education Resource List from Psychiatry & Behavioral Sciences:

https://docs.google.com/document/d/1p5_t8jKwLJAKuMCed6EYZnjX0hbPDddQIKkODyVNvyQ/edit?usp=sharing

June 3 MPR Community Conversation: Spotlight on Black Trauma and Policing

https://apmg.zoom.us/webinar/register/WN_uHlyy-qJQWamDZm6JF4tnQ

