

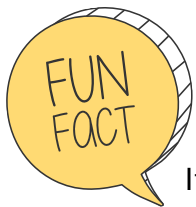
UNCONSCIOUS BIAS



Say you're meeting someone for the first time. Maybe it's your first day on the job, maybe you're interviewing candidates, or maybe you are introduced to someone new to your department. Chances are your brain created an impression of the person that was based on rational thought, but also on something else. Something instinctive, something you can't quite put your finger on or maybe even articulate. What you are experiencing is scientific and called unconscious bias. Everyone has unconscious bias regardless of background and experiences. Now what do you do about it?

Recognize that your mind is prone to stereotyping others. This is the first step to enable you to overcome it. Fully admitting there is bias, not just thinking there could be bias, is very difficult for most people to do, and is somewhat of a humbling act. While there may be no way to rid ourselves of unconscious biases entirely, it's essential to remember that they don't need to control us. Practicing awareness of our biases then taking the steps to counter them will help them matter a lot less.

An important, and unfortunate, result of unconscious bias are disparities in healthcare. Disparities are differences and/or gaps in the quality of health and healthcare across racial, ethnic, and socio-economic groups. To learn more about how bias can affect healthcare, visit the [Claude Moore Health Sciences Library IDEA resources](#). This information is important to know and understand how it can influence the care you, your family, and members of our community are receiving, as well as the care we are providing.



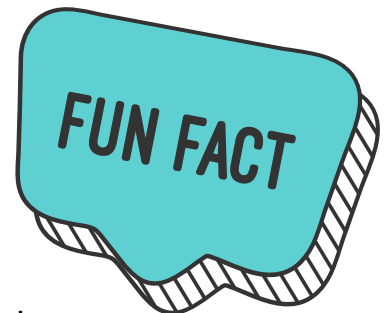
CREATING HEALTHY TEAMS

Take time to get to know your team!

It's easy to start a meeting with a "get down to business" mentality. However, it's important to remember that getting to know each other and sharing our stories isn't only fun, but it's a great way to counteract unconscious bias.

Try starting each meeting with a fun question to get to know your team!

- What was your dream job as a kid?
- What is your dream vacation?
- What age would you like to be for the rest of your life?
- Pizza or tacos?
- If you could meet someone famous, who would it be?
- Do you have any siblings?



Don't stop there! [Click here](#) for a larger list of ideas!

APRIL HEALTHY HABITS

The National Institute of Health recommends the average adult get 150 minutes of exercise per week. For the Month of April let's work together and set a goal to exercise for at least 22 minutes each day. For guidance on how much is activity best for you, please visit [How Much Activity Do You Need? | NIH News in Health](#). Remember to include your name and send your completed board to Jamie Waldbillig at jaw2wq@uvahealth.org or text a photo to Jamie at 434-459-9070.

Exercise Challenge

Set a healthy goal to exercise at least 22 minutes each day (*I rounded up in the name of wellness*) for the month of April. Challenge yourself to increase your effort and reach 150 minutes of exercise per week by the end of April. At the end of April, return this form to Jamie at jaw2wq@uvahealth.org or text at 434-459-9070. If by text, please remember to include your name!

DAYS	22 MINUTES OF EXERCISE PER DAY	DATE	22 MINUTES OF EXERCISE PER DAY
01		16	
02		17	
03		18	
04		19	
05		20	
06		21	
07		22	
08		23	
09		24	
10		25	
11		26	
12		27	
13		28	
14		29	
15		30	10,000 STEPS OR 150 MIN/WEEK OF EXERCISE

Need additional guidance before you start? Please see the links below to helpful resources!

- [10,000 steps a day: Too low? Too high? - Mayo Clinic](#)
- [No Time for Exercise? Here Are Seven Easy Ways to Move More! | American Heart Association](#)
- [UVA Walking Paths | UVA HR \(virginia.edu\)](#)
- [Physical Wellness | UVA HR \(virginia.edu\)](#)

CELEBRATE APRIL

Another action to counteract unconscious bias is learning about celebrations, customs, and experiences different from your own! Check out these opportunities in April to learn and discover!

Arab American Heritage Month

Celebrating the rich and diverse culture and contributions of the diverse population of Arab Americans, National Arab American Heritage Month has been observed during the month of April since 2017.

An estimated 3.7 million Americans have Arab roots, according to the Arab American Institute, with ancestries traced to 22 countries in the Middle East and North Africa, including Lebanon, Syria, Egypt, Palestine, Morocco, Iraq, Jordan, Yemen, Bahrain, Tunisia, Algeria, Sudan, Qatar, Saudi Arabia, United Arab Emirates and others.

This month is a great opportunity to learn more about people and culture! [Click here](#) to start your journey!

World Autism Awareness Day

April 2nd

Community members with Autism face all sorts of obstacles. Because many don't speak or use social cues as you or if do, they become targets for bullies or are excluded altogether. Adults are more likely to be unemployed or underemployed.

To learn more about autism and how to be an ally, [click here](#).

National ASL Day

April 15th

On April 15, 1817, the first lasting school for the deaf in the United States opened. Students gathered there over the years and at subsequent deaf schools across our nation. Now we honor this day and celebrate American Sign Language!

[Click here](#) for more information.

Day of Silence

April 14th

On this day of action those who support making anti-LGBTQ bullying and harassment unacceptable participate in events to recognize and protest the discrimination and harassment experienced by lesbian, gay, bisexual and transgender (LGBT) community members and their allies. Those who participate in DOS often take a vow of silence during day, handing out "speaking cards".

[Click here](#) to learn more.

FROM THE BENEFITS TEAM

UPG's Spring PTO Cash Out Coming Up You Spoke, We Listened!

The Spring Cash Out will allow for up to **80 hours** cash out if you retain a balance of 40 hours. An email will be sent with more information in May on how to make those cash out elections. Payout to be paid on the June 14, 2024 check.

- REMINDER: UPG has an annual "Use or Lose Rule" - Up to one (1) year's accrual of PTO may be carried over to the next calendar year. At the end of the last full pay period of the calendar year, employees will forfeit any amount of PTO over one year's accrual. For 2024 the last day to use PTO is 12/21/24.
- To see your PTO accrual rate at the time of the forfeit, from the Workday search feature, type in time off balance and enter the date of 12/21/2024 (then multiply the accrual rate by 26 pay periods to get your carry over limit).
- To see your potential forfeiture amount, from the Workday search feature, type in time off balance and enter the date of 12/22/2024.

Need to report an FMLA or STD absence?

Our vendor Guardian has an updated phone number for reporting and/or starting a claim. Website: www.GuardianLife.com or Phone: 1-888-889-2953 – Mon-Fri, 8a-8p EST.

*You will need to create a UserID with Guardian if you haven't done so before, using UPG's Group Number #00035294 and your UPG Employee ID, which is the 9-digit number on the back of your ID badge or in listed Workday (not your SSN). This will take you to all your benefits you are enrolled in with Guardian, as well as the site to start your leave claim.

UPG's full leave policy can be found in PolicyTech at [Leaves of Absence v.4.](#)

UPG's Open Enrollment is Coming May 20-May 31

Open enrollment is your once-a-year opportunity to make changes to your benefits without a qualifying life event. All elections made will be for the July 1, 2024 – June 30, 2025 plan year. Additional plan details coming to your email before the end of April with some exciting updates.



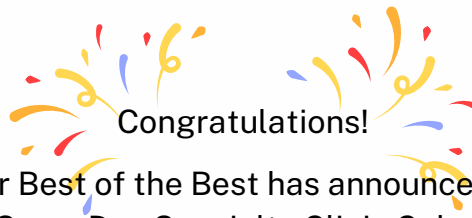
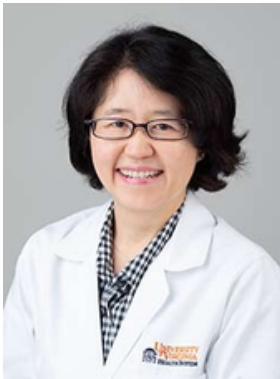
CELEBRATING OUR AMAZING TEAMS!



Waynesboro Primary Care let their feet do the talking on March 21st! Mismatched socks are meant to start a conversation on the stereotypes and issues facing our community members with Down Syndrome!



The **Culpeper Pediatrics** access team celebrated St. Patrick's Day by putting smiles on the faces of kids and parents!



Culpeper Best of the Best has announced that Dr. Chung (Same Day Specialty Clinic Culpeper) and Dr. Williams (Culpeper Pediatrics) have won for the best dermatologist and pediatrician in 2024!

We are so proud to have you on our team!



Welcome to UPG!



From left to right: Amanda Talley (Waynesboro Primary Care), Krystle Todd (Medical Associates of Louisa), Lindsey Champa (Harrisonburg Pediatrics), Brittany Settle (Culpeper Primary Care), Michael Boblitz (Ortho-Surg-Admin). Not pictured: Shannon Clark (PT OT Fontaine).

EXCITING OPPORTUNITIES

Lunch and Learn

POSITIVE INTELLIGENCE

Presented by
Mary Sherman



- Learn about different saboteurs and how they can show up in your life.
- From your saboteur assessment, you can identify the top two upon which you would want to focus on raising awareness.
- Identify the steps to take when a saboteur arises.
- Learn about the sage skills you can use to navigate situations from a wise versus triggered space.

April 18th | 12pm-1pm | Zoom

Self-Care with Vanessa

Join us on Zoom
Cameras Off

April 3 - 12-12:30pm
Stretch

April 15 - 8am
Meditation


April 29 - 8am
Meditation

April 30 - 12-12:30pm
Stretch

click here!



April 3
April 15
April 29
April 30



RELAY FOR LIFE AUGUSTA COUNTY

Join our team by [clicking here](#) or contact Taylor Hardy or Samantha Strong for more information!

APRIL 27 | 2PM | AUGUSTA EXPO