



# BHS A.S.S.I.S.T. Spotlight

July 2017

Your EAP is a free and confidential service, which provides assessment and short-term counseling for a variety of mental health, substance abuse and work/life related issues. To learn more about your available benefits, contact your BHS Care Coordinator at 800.245.1150.



July: Minority Mental Health Awareness Month

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## July is Minority Mental Health Month: Breaking the Stigma

Mental health affects people from every race, religion and ethnic group. According to [www.samhsa.gov](http://www.samhsa.gov), one in five adults and one in ten children in America are affected by mental health. Nearly two-thirds of those affected do not seek treatment, with an even lesser percentage of minorities seeking treatment.

Stigma is one of the leading reasons people do not seek treatment for mental health conditions, especially in minority communities. People will openly discuss a medical condition, but when it comes to mental health, they shy away.

### How can we break the stigma?

**Get help.** If you are struggling with a mental health condition, the first step is to get help. The same as you would get help if you had high blood pressure or diabetes, get help if you are struggling with depression, anxiety, stress or any other mental health condition. Seek help from a licensed mental health professional who can ensure you are receiving proper treatment.

**Don't doubt or shame yourself.** Don't let the fact that you are seeing a professional for a mental health condition cause doubt or shame in your mind. Seeing a counselor, educating yourself about your condition and connecting with others can help you gain self-esteem and overcome any negative self-image you may struggle with.

**Tell your story.** Sharing your success story will help tear down walls. Telling your story can instill courage in others who may be struggling with the same challenges and inspire them to seek help. Those who are critical often suffer from a lack of understanding. Help them understand by sharing your story.

If you struggle with a mental health condition, your EAP is here to help. Your BHS Care Coordinator can advise you of your benefits, help you set an appointment and even locate community resources. To speak with your BHS Care Coordinator, call 800-245-1150.



## Cultural Competence in the Workplace

Cultural competence refers to our ability to effectively interact with people from other cultures. The values, norms, beliefs and traditions that affect how we think, perceive and interact make up our individual cultures. Our ability to practice cultural competency depends on awareness of our own culture in addition to our awareness of the cultures of others.

### Why is cultural competence important?

- Giving employees the opportunity to work with people that bring different skills and views to the table helps them recognize that everyone is important for different reasons. Feeling valued improves the morale of each worker and promotes positivity in the workplace.
- When people with different backgrounds and cultures work together, they are exposed to varying viewpoints and ideas. This helps people become accustomed to hearing and sharing their different perspectives and presenting their ideas.

- Diverse teams have shown to be more creative and perform better in problem solving than homogeneous teams.

### Awareness of our own culture

We participate in socially acceptable and nonacceptable “rules” based on our culture every single day. These likely vary from other cultures to some degree, and understanding our own motivations and actions is important when interacting with people of different cultures, especially in the workplace.

### Awareness of other cultures

- Challenge yourself to increase your knowledge of other cultures
- Avoid making snap judgments based on how others dress, talk or behave
- Use positive words to describe people
- Try to understand the other point of view
- Look for things you have in common versus highlighting differences



## Fun in the Sun: Summer Skin Protection

Summer's arrival means it's time for vacations, picnics, trips to the pool and beach...and sunburns. Keep your skin well protected this summer by staying skin aware and following these practical tips.

- **Do not burn.** Five or more sunburns double your risk of developing skin cancer.
- **Avoid sun tanning and tanning beds.** If you want to look like you've been in the sun, consider using a sunless self-tanning product, but continue using sunscreen with it.
- **Generously apply sunscreen** to all exposed skin using an SPF of at least 15 that provides broad-spectrum protection from both ultraviolet A (UVA) and ultraviolet B (UVB) rays. Reapply every 2 hours, even on cloudy days.
- **Wear protective clothing**, such as a long-sleeved shirt, pants, a wide-brimmed hat and sunglasses, where possible.
- **Seek shade** when appropriate, remembering that the sun's UV rays are strongest between 10:00 a.m. and 4:00 p.m.
- **Use extra caution near water and sand** as they reflect the damaging rays of the sun.
- **Watch the UV Index.** The UV Index provides important information to help you plan your outdoor activities in ways that prevent overexposure to the sun's rays. Developed by the National Weather Service and the Environmental Protection Agency (EPA), the UV Index is issued daily nationwide.
- **Get vitamin D safely** through a diet that includes vitamin supplements and foods fortified with vitamin D. Don't seek the sun.

### HEALTHY RECIPE: PINEAPPLE YOGURT PARFAIT

3/4 cup low-fat cottage cheese or low-fat plain yogurt; 1 cup pineapple chunks, papaya chunks or cling peaches; 2 teaspoons toasted wheat germ

Place cottage cheese or yogurt in a small bowl. Top with fruit and sprinkle with wheat germ.