



BALANCED YOU



Mental Health Resources for BIPOC employees

Balanced You stands with Black Lives Matter and recognizes the resiliency and strength that lies within the Black, Indigenous, and People of Color (BIPOC) communities. In the event that you are seeking additional support, we have partnered with Dr. Gloria Ngezaho, Workforce Equity Manager with the Department of Human Resources, the Black/African Affinity Group, and equity partners from across the County to develop the list of emotional well-being resources below, including local spaces for community, connection, and healing; self-care and collective-care tips and resources; and traditional mental health resources.

Self-care and collective-care tips

Self-care is the act of attending to one's own needs. Collective-care, or community-care, is the act of supporting others in meeting their needs and asking others to support you in meeting yours, building upon the notion that we are stronger together than we are apart. Both are important aspects of reducing stress and increasing resiliency.

Examples include:

- Reaching out to friends and/or family
- Ensuring you are nourished and hydrated
- Resting
- Attending church, mosque, or temple
- Practicing spirituality
- Meditating alone or with an online group
- Participating in protests, marches, and/or demonstrations
- Speaking with your current mental health providers
- Engaging in physical activity
- Dancing or singing
- Setting boundaries and taking alone time
- Making space for any act that relieves your stress and improves your resiliency

Resources available through King County:

Mental Health Resources: Visit the Balanced You wellness blog and review all the mental health and wellbeing resources developed for employees. Visit www.kcbalancedyou.com/wellbeingresources for more information.

Making Life Easier: Making Life Easier (MLE) provides free counseling, credit and legal consultations, mortgage and childcare resources, and more to all employees and dependents, as well as anyone sharing the employee's address, including roommates. MLE therapists can be filtered by race, ethnicity, and language. Visit the Making Life Easier website (username: King County) or call 1-888-874-7290 by visiting www.kingcounty.gov/MLE.

Affinity Groups: Employee Resource Groups (ERG), also known as Affinity Groups, focus exclusively on protected categories of people as defined by federal, state, and local anti-discrimination laws. Affinity Groups provide space for collective healing and address racism and other forms of oppression to advance the county's equity and social justice goals. Currently, King County has Anti-racist White, Asian Pacific Islander, Black/African, LatinX, LGBTQ, Military/Veterans, and Native American Leadership Council Affinity Groups. To learn more about Affinity Groups, visit www.kingcounty.gov/affinitygroups.

Mindfulness Classes: Balanced You has partnered with Mindfulness Northwest to provide mindfulness classes and on-demand videos to support employees in reducing stress and improving well-being. Online, interactive classes are available to current employees only. On-demand mindfulness videos are public-facing, meaning you can access them now and after your employment ends. Visit www.kingcounty.gov/mindfulness for more information.

The Balanced You Employee Blog: Balanced You manages a wellness blog with tips, resources, and additional information for all employees. Visit the blog at www.kcbalancedyou.com.

Mental Health Resource Guide: For a more comprehensive list of King County employee and community mental health resources, review the [King County Employee Mental Health Resource Guide](#).

Community resources

- **Liberate Meditation:** [Liberate Meditation](#) is a free meditation app designed by and for People of Color.
- **Therapy for Black Girls:** [Therapy for Black Girls](#) is an online space dedicated to encouraging the mental wellness of Black women and girls. It includes book suggestions, podcast episodes, blog articles, and more.
- **Family Care, Community Care, and Self-care Toolkit:** This [free toolkit from the Community Healing Network and the Association of Black Psychologists](#) guides you through healing in the face of cultural trauma.

Traditional mental health resources:

Traditional mental health resources benefit all employees of King County. The following list of mental health resources allow you to filter providers based on identity, background, and experience:

- **Washington Counselors of Color Network** lists therapists of color in Washington state. Visit the [Washington Counselors of Color Network website](#) for more information. Contact your insurance company to confirm eligibility of providers.
- **National Association of Mental Illness (NAMI) – Washington** provides resources and free support groups for individuals and families affected by mental illness. Local NAMI chapters, including NAMI-Seattle, provide groups specifically designed for Black and Indigenous participants. Visit the [NAMI-WA website](#) to find your local chapter.

Local spaces for community, connection, and healing for Black employees

Partners from the [King County Black/African Affinity Group](#) provided the following list of local resources where Black/African employees can find community and engage with others as part of a healing collective:

- **Black Lives Matter Seattle-King County:** [Black Lives Matter Seattle-King County](#) is a grassroots, volunteer-run, social-justice nonprofit organization focused on the empowerment and liberation of Blacks and other people of color through advocacy and direct action.
- **Eritrean Association in Greater Seattle:** [The Eritrean Association in Greater Seattle](#) was organized by immigrants who volunteered to establish a diasporic community that would preserve their cultural heritage. Their effort to build a strong communal landmark continues to enrich the pan-cultural experience in the Pacific Northwest.
- **Ethiopian Community of Seattle:** [The Ethiopian Community of Seattle](#) aims to facilitate a seamless integration of all persons of Ethiopian origin into the American society. ECS contribute to the social, cultural and civic life of the Puget Sound area as well as to assist Ethiopians and Ethiopian-Americans in preserving and sharing their ancient and rich cultural heritage. Programs include cooking classes and senior meals services.
- **Seattle and King County NAACP:** [The National Association for the Advancement of Colored People](#) works to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination. Current programs include virtual book clubs and other online gatherings.
- **Somali Community of Seattle:** [The Somali Community of Seattle](#) works for the success of refugees to undergo a smooth transitional process and attain self-sustainable status in their new country. Programs include youth safety workshops and theater programs and elderly nutrition programs.
- **Urban League of Seattle:** [The Urban League of Metropolitan Seattle](#) was established in 1930 to become one of approximately 90 affiliates of the National Urban League. Today, ULMS implements its mission within our Seattle/King County service area through advocacy, direct programming, community outreach, and coalition building. Current offerings include home buying and credit building classes.

As Balanced You moves forward in supporting employee well-being during this difficult time, we commit to continuing to lead with an equity and social justice lens that centers race. If you have other resources you'd like us to promote, or programs you'd like us to consider, please contact us at BalancedYou@kingcounty.gov or 206-263-9626.