



City of Albuquerque

EAP Newsletter

"The City of Albuquerque's most valuable asset is its employees!"

January 2021

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- Helpful Links

Helpful Links for you and your family:

Stress Management and Emotional Wellness Resources:

My Stress Tools

Click the link to register for this free online stress-reduction program!

Free Webinars from the Solutions Group

Click here to sign up for a variety of free Webinars offered by the Solutions Group

How to Practice Gratitude

This article from [mindful.org](https://www.mindful.org) lists simple ways to practice gratitude.

COVID-19 and Inclusivity of Persons with Disabilities

By Jordan Vargas, ADA Title II Coordinator

From a global pandemic, to elections, to murder hornets, to a toilet paper shortage, 2020 has been one for the books and we have all been impacted by the cards 2020 dealt in some way. Whether it's teleworking, online grocery shopping, voting, or online schooling with our children, the world as we know it has completely changed.

The global impact of COVID-19 has certainly been enormous; it has also both exposed and deepened pre-existing inequalities of individuals with disabilities. The Americans with Disabilities Act has been around since 1990. However, many organizations and service providers struggle to be completely accessible. The move to online learning, grocery shopping, healthcare, teleconferencing and press conferences has created an even larger gap in accessibility than ever before. Many individuals with communication disabilities are not able to access services such as online healthcare if the healthcare provider does not have a website that allows for vision assistance software. Many websites are using CAPTCHA programs to be more secure. However, this causes issues for individuals with visual impairments to be able to access a website if the CAPTCHA does not have photo labels accessible to a screen reader. Press conferences with public health update information do not always have sign language interpreters or live captioning services, causing communication issues for the deaf and hard of hearing community. The over-purchasing of goods like toilet paper, canned goods, and preserved foods does not allow for individuals with pre-existing health conditions and other disabilities to adequately obtain groceries for themselves and their families.

All this being said to bring awareness to the issue that individuals with disabilities are disproportionately affected by this global pandemic and more than ever before, it is important to be kind to your families, neighbors, communities and those around you. Let's work together on raising awareness for our underserved and disproportionately affected communities and let's work together to be as inclusive and kind as we can be.

I hope everyone and your loved ones are staying safe, healthy and happy and let's make 2021 matter.

For questions you may contact Jordan at 505-768-3073 or jvargas@cabq.gov.

Monthly Inspirational Quote:

"How wonderful it is that nobody need wait a single moment before starting to improve the world." --Anne Frank

***Crisis Management
Resources:***

AGORA CRISIS CENTER
1-866-HELP-1-NM

**NEW MEXICO CRISIS AND
ACCESS LINE**
1-855-NMCRISIS

**SUICIDE PREVENTION
LIFELINE**
1-800-273-TALK

**NATIONAL DOMESTIC
VIOLENCE HOTLINE**
1-800-799-SAFE

HOPELINE: CALL OR TEXT
1-877-235-4525

***We'd Love to Hear
From you!***

***Please call or email us
for more information on
our program or to set up
an appointment! Our
contact info is below!***

Phone (8am-5pm):

(505) 768-4613

Email:

eap@cabq.gov

After Hours Phone:

(505) 254-3335

**TalkSpace is a text therapy
platform free to CABQ
Employees and family
members 14 and older
(must have Presbyterian
Insurance thru CABQ)**

Dave's Fitness Blog: Changes



By Dave Pulliam, Health and Wellness Coordinator

January is the time of setting new goals and trying to set a positive course for the new year. Many people make a resolution or two to change old habits or begin new ones. The most common resolutions each year are to exercise more and to lose weight. But new habits take time to become permanent habits. It can take between 18 and 264 days, with an average of 66 days. This can depend on the type of behavior you are trying to change, the complexity of that behavior, the stability of your daily circumstances, and the person trying to make that change.

With so many factors in play, there is no one timeline for permanent change, and most people need to be fluid to adapt to the changes life can throw at you. I am going to give you three simple rules that may make this easier:

- 1. Write down your new goal or resolution.**
- 2. Use a big piece of paper.**
- 3. Use a pencil.**

You can also do this electronically, but the thought process is the same. Let's take a closer look.

Write down your new goal or resolution: You want to solidify what your goal is, and what it will look like to accomplish that goal. The more specific you can be, the easier it will be to know when you meet that goal, and to measure your progress along the way. A specific thought is easier to turn into a specific action.

Use a big piece of paper: Now that you have written down your goal, make subcategories of that goal. You need at least 12 - one per month. Then, at least for the first two months, break them down into further categories of each week. Then write down in those subcategories what you will specifically do to accomplish your goal. If there are multiple steps, spell them out. By listing specific actions, you take the guesswork out of your goal. If you need to add additional details or adapt details, write them in. If things are working well, you do not have to give as many details in the following months.

Use a pencil: If something is not working, change it. Just because you have a misstep does not mean you have failed. Adapt your behavior to something that does work. If your circumstances change, adapt your goal. If the weather changes, or COVID restrictions change, or your job changes, adapt your goals to fit the new reality. You may even want to change your goal because what you want in July may be different than what you want right now. Your goal should be fluid enough to adapt.

New habits should not be black or white, success or failure. Like life, it is shades of gray and degrees of change. They do not have to start in January, but can occur any time you want a difference. By being specific and being adaptable, you can help yourself improve.

If you would like more info on ways to set and record goals, check out this [article](#)!

Thank you for reading! Please stay safe and healthy out there!