University of Richmond Employee Wellness

Questions to Ponder that Will Make Your 2021 Better than Your 2020

However 2020 played out for you, two things are certain. First, you fell in love with sweatpants again. Second, the last 300-or-so days have been exceptional for you. You discovered many new sides about yourself and life in general. In this sense, 2020 provides a unique opportunity.

Year’s end is the perfect time to reflect on what happened during the last 12 months. You’ll get a better understanding of yourself, your life, and can be more intentional about next year so you can make up for this one. In other words: 2020 might’ve sucked but you now have the opportunity to put the good old what doesn’t kill you makes you stronger into action. Here are some questions to reflect on the past year and yourself to make sure your life takes a turn for the better in the future.

1. **Who are you?** This one is as simple as it gets — but that’s where its power lies. Most people answer with their name or their jobs, but there is more to you. Try using only a few, simple sentences.

2. **Where do you want to be a year from now?** You know you don’t want another lockdown, pandemic, or imminent job loss, but what do you want instead?

3. **What are you grateful for?** This year has been a crazy ride and the media machine-gunned you with devastating headlines. Take cover from the rapid fire for a second to think about the good things to happen this year.

4. **How can you strengthen your relationships?**

5. **What were your biggest mistakes?** Mistakes are only valuable if you learn from them. Think about what and why you did wrong—and how you can do better.

6. **What are the three biggest lessons you learned from the past year?** Imagine teaching these lessons to your future grandchildren.

7. **What’s your biggest regret this year?** Try not to dwell on the past, but regrets tell you an awful lot about your inner workings.

8. **What are the little things that make your day better?** In 2020, you inevitably had to resort to the small things to make your days a little less dull. A cup of tea here, a little meditation there, calling your grandma in the evening. Some of these rituals are worth keeping.

9. **Who are the people you care about the most?** COVID-19 took a huge toll on social relationships. Reflect on who’s most important to you and who you missed the most.

If 2020 has taught us anything, it’s that isolation sucks. Humans are social animals, and your relationships are essential to your happiness. How can you strengthen these bonds?

Source: Medium
Yo U R Compliance Connection with Kris Henderson, Director of Compliance and Title IX Coordinator

Welcome to 2021!
If you are like me, you are grateful for the end of a difficult 2020 and hopeful for a better 2021! The start of the new year is a great time to take stock of any unfinished endeavors from the previous year.

Three years ago, we made the commitment to campus-wide compliance training addressing critical issues we face as employees. We asked each employee to complete a module on Harassment and Discrimination every three years, Cybersecurity every year, and a one time Family Education Rights and Privacy Act (FERPA) for employees who have access to student records.

For all those employees who completed the training, THANK YOU! If you have not had a chance to do so, this is a great month to catch up. You can view all modules on your Talent Web account on the Human Resources webpage, hr.richmond.edu

Education is key to compliance success. You cannot follow the law, a policy or regulation unless you understand it. The training modules will do just that!

Healthy Cooking: Sweet Potato and Chickpea Curry

**Ingredients:**
- 1 tbsp. olive oil
- 1 white or yellow onion, diced
- 1 tsp. grated fresh ginger
- 4 cloves minced garlic
- 1.5 tbsp. curry powder
- 2 tsp. garam masala
- 1 cup broth or milk of choice
- 1 15 oz. can chickpeas
- 1 15 oz. can fire roasted tomatoes
- 1 can coconut milk
- 1 large sweet potato, peeled and diced
- 2 large handfuls fresh spinach
- Juice of 1 fresh lemon
- Sea salt and black pepper
- To top: cilantro, sliced red onion, red pepper flakes

**Directions:**
1. Heat the oil in a large stockpot over medium-high heat. Add the onion at sauté for 5 minutes, stirring occasionally. Add garlic and ginger and sauté for 1 more minute, until fragrant. Add the curry powder and garam masala and let cook for 1 more minute.
2. Add the milk/broth, chickpeas, tomatoes, coconut milk, and sweet potato and stir to combine. Let the mixture come to a low simmer.
3. Reduce the heat to medium-low and cook uncovered on a low simmer, stirring occasionally, until the sweet potatoes are soft—about 10-15 minutes.
4. Add the spinach and lemon juice. Season the curry generously with salt and pepper.
5. Serve with toppings, rice, and/or naan.
Educational Corner: Why a Vaccine Doesn’t Mean No More Masks

While developments in a COVID-19 vaccine mark a historic moment and hold much promise, that doesn’t mean Americans can stop wearing masks anytime soon. CNN Medical Analyst Dr. Leana Wen, an emergency physician and visiting professor at George Washington University Milken Institute School of Public Health, explains why.

CNN: Does a vaccine protect people from getting COVID-19? If so, why do I still have to wear a mask?

Wen: This is a good question! It’s important to be clear about what we know and what we don’t know about what the vaccine does. What we know is that the Pfizer vaccine is very effective at preventing symptomatic illness and severe disease. That means the vaccine appears to prevent people from getting sick enough that they develop symptoms, and very importantly, it prevents people from becoming so severely ill that they end up in the hospital. This is really great news. Here’s what the studies don’t yet show. They haven’t looked at whether the vaccine prevents someone from carrying Covid-19 and spreading it to others. It’s possible that someone could get the vaccine but could still be an asymptomatic carrier. They may not show symptoms, but they have the virus in their nasal passageway so that if they’re speaking, breathing, sneezing and so on, they can still transmit it to others.

CNN: Does this mean that we have to wear masks from now on then?

Wen: No, not forever, but for a while longer. It’s estimated that about 70% of Americans must be vaccinated before we get to herd immunity through vaccination. That’s the point where enough people have the immune protection that the virus won’t spread any more. This means about 230 million Americans must receive the vaccine. It will take time to produce this many vaccines — and remember the Pfizer and Moderna vaccines are two-dose vaccines, so you need double the number of doses as people. Then the vaccine must be distributed and actually given to people. If all goes well, the best estimates are that it will be late spring or early summer for most Americans to receive the vaccine. At that point, we could probably see one another without masks — but not before.

CNN: What about people who can’t get the vaccine? Should they keep wearing masks?

Wen: For now, everyone needs to keep wearing masks. There will be small numbers of individuals who cannot get vaccines. In the beginning, children won’t be able to get vaccines because it hasn’t yet been tested on children. It’s also possible that there are some medical conditions that make it such that certain people can’t get the vaccine, or that the vaccine is less effective for them. That’s why the rest of us have to get vaccinated, to protect them. Herd immunity is also called community immunity: The community is getting vaccinated to protect everyone. That’s also why we keep wearing masks, too. We do it to protect ourselves, and to protect others. Remember that even after we get the vaccine, we can spread the virus to others. Also, the vaccine is very effective but it isn’t 100%. The mask still protects you, too.

CNN: Should you still wear a mask after you get the vaccine?

Wen: Yes. I’ll do it to protect others, and to protect myself, too. Here’s another way to think about the importance of mask wearing. The vaccine protects you if the virus reaches your nose and your mouth. Your body senses the virus, and instead of the virus attacking your body, your body’s immune system kicks in and gets rid of the virus. It’s very important to prevent the virus from reaching your body in the first place. Wearing a mask does that. So does physical distancing. These are really important measures to prevent from getting coronavirus and transmitting it to others. You will certainly see mask wearing among health care workers, who will be among the first groups to get the vaccine. The vaccine is one important layer of protection for us, but we will use these other measures to protect ourselves and those around us.

Source: CNN
Is healthier eating one of your New Year’s resolutions? Following a fad diet or being overly restrictive will not help you meet your health goals long term. Therefore, try to make small changes and eat healthier which will make a lasting impact on your health.

Try these simple and sensible steps to lead you to a healthier diet, without feeling deprived…

1. Fill your plate with colorful vegetables. Incorporate brightly colored vegetables, which are especially loaded with vitamins and antioxidants.
2. Snack on fruit and vegetables. Go for the fresh or frozen fruits and vegetables first before canned. Add hummus or a yogurt dip to make it more exciting.
3. Look for alternatives to processed meat. Choose lean meats such as chicken and turkey (without the skin), beans, fish, seafood, tofu and tempeh.
4. Choose whole grains. Whole grains are high in fiber and contain a variety of antioxidants. Make small changes such as using whole grain bread instead of white bread. Make brown rice instead of white rice. If you don’t like the taste of brown rice, then mix brown and white rice together to make it a little healthier.
5. Don’t skip meals or snacks. Eat throughout the day. Waiting too long between eating, can zap your energy and can lead to overeating later.
6. Drink fewer sodas and other sweetened drinks, like sweet tea and juice. Drink water instead.