

WELCOA\* | JANUARY 2022

# WELL BALANCED<sup>o</sup>

*Staying Safe*

IN TODAY'S  
EVER-CHANGING  
LANDSCAPE

**YES, YOU CAN!**

DISCOVER THE ROLE YOU  
PLAY IN CREATING A MORE  
INCLUSIVE WORKPLACE

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**THE BUTTERFLY-  
SHAPED ORGAN**

THAT'S ESSENTIAL TO  
YOUR OVERALL HEALTH  
AND WELL-BEING

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WHY YOU SHOULD  
BE GETTING  
**OUTDOORS**  
**IN THE WINTER**  
**MONTHS**  
AND HOW TO DO  
IT SAFELY

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1 (15-ounce) can chickpeas, drained

½ teaspoon canola oil

½ teaspoon granulated onion

¼ teaspoon granulated garlic

¼ teaspoon dried parsley

1/8 teaspoon dried dill

1/8 teaspoon salt

#### DIRECTIONS:

Preheat oven to 400 degrees. Put drained chickpeas on a clean kitchen towel and gently pat them dry. (Wet chickpeas don't brown as nicely.)

Then move the chickpeas to a parchment paper-covered baking sheet. Top with oil, granulated onion, granulated garlic, dried parsley, dried dill, and salt. Use a spoon or your hands to toss the chickpeas with the seasonings, making sure they're evenly coated. Then spread the chickpeas across the baking sheet. Roast for 20 minutes, stopping once or twice to shake the pan for even browning.

**SERVINGS:** 6 people

#### NUTRITION INFO:

*Calories 121, Fat 2g, Carbs 20g,  
Protein 6g, Sodium 54mg*

# RANCH FLAVORED Roasted Chickpeas

In cold weather months, salads are so much more enticing when they are topped with something warm & satiating. These crispy chickpeas are seasoned with all of your favorite ranch flavors. Add them to a big salad as an alternative to croutons. They're also delightful in rice bowls, on pesto pasta, or as a snack right out of the bowl!



#### WHERE HAVE YOU "BEAN" ALL MY LIFE?

There are so many reasons to love chickpeas, also known as garbanzo beans. They're filled with fiber and protein, which helps with satiety (feeling full). This popular legume is also a good source of iron, zinc, and folate.

Prefer to use homemade chickpeas for this recipe? That works too! Simply replace the canned beans with 1½ cups of chickpeas cooked from scratch.



*From the Kitchen of* **CADRY NELSON** // Cadry is the writer, photographer, and recipe creator at Cadry's Kitchen, a vegan food & lifestyle blog. She shares plant-based comfort food classics that are ready in about 30 minutes. Cadry has been featured on Today, NBC News, Mashable, Reader's Digest, Shape, and Huffington Post. For more, visit [cadryskitchen.com](http://cadryskitchen.com).



# TURN OVER A *New Leaf*

After months of celebrations, now is the time many of us are thinking about turning over a new leaf. While for some that can mean a new diet or exercise regimen, I'd encourage you to think about it a little more literally.

By adding new and varied leafy greens to your day-to-day meals, you can reap the rewards of phytochemicals, fiber, and folate. Greens are positively packed with vitamins and minerals while being low in calories.

If you find yourself returning to the same leafy greens, again and again, add some variety to gain a wider array of nutrients.

## **Collard greens**

Collard greens are popular around the New Year because they are purported to bring good luck and wealth. In the South, people celebrate January 1st with collard greens signifying paper money and black-eyed peas representing coins.

Regardless of whether or not the tradition will enrich you with a fatter wallet, you will still reap the rewards of folate, beta-carotene, vitamins A, C, and K.

To enjoy them raw, cut out the center rib and use the leaf as a wrap for hummus, sprouts, and your favorite julienned vegetables.

If you'd rather cook them, chop a bunch of collards, and sauté with garlic and oil in a pot. Add a healthy splash of vegetable broth and a pinch of salt. Cover with a lid and let the collards steam on low heat until the greens are very soft (about 30 minutes). For a smoky flavor, add ¼ teaspoon of liquid smoke.

## **Kale**

There's a reason kale has gotten so much hype over the years. It contains antioxidants like lutein and beta-carotene, vitamins, and minerals. Just one cup satisfies 684% of your daily needs of vitamin K, 206% of vitamin A, and 134% of vitamin C.

To use kale in a salad, massage the chopped leaves with salt and a drizzle of oil, salad dressing, or avocado. It becomes wonderfully tender and easy to chew. If you'd prefer to cook it, it's great in soups, stews, and stir-fries because it keeps its shape without wilting like some other lighter greens.

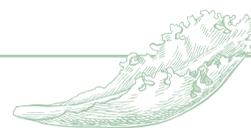
## **Cabbage**

Cabbage is a cruciferous vegetable that's a terrific source of fiber, folate, potassium, vitamins C and K.

It can be eaten hot or cold. When shredded it adds crunch to salads, or toss it with salad dressing to use as a sandwich topper. Of course, it's also the star ingredient of coleslaw, sauerkraut, and kimchi.

For a cooked option, try roasting it! Chop it in pieces. Then toss it with a little oil and salt. Cook in the oven at 400 degrees for 20 minutes, until the edges are beautifully browned. For even roasting, flip halfway through.

## *Romaine*



Romaine is replete with folate, as well as vitamins A and K. A one cup serving provides 82% of your daily value of vitamin A and 60% of vitamin K. This light green is terrific in chopped salads, tacos, sandwiches, and burritos. It has a crunchy texture and mild flavor that doesn't overwhelm.



**About CADRY NELSON** // Cadry is the writer, photographer, and recipe creator at Cadry's Kitchen, a vegan food & lifestyle blog. She shares plant-based comfort food classics that are ready in about 30 minutes. Cadry has been featured on Today, NBC News, Mashable, Reader's Digest, Shape, and Huffington Post. For more, visit [cadryskitchen.com](http://cadryskitchen.com).



# CREATING SAFE SPACES IN THE NEW WORLD OF WORK



According to a study by Quantum Workplace, only 39 percent of employees feel comfortable being emotionally transparent around executive/senior leadership.

It's hard to believe that we've been fighting this pandemic for over two years now. Although a sense of normalcy has slowly resumed, the world of working remotely has become a permanent change for many of us. Working remotely has proved to help keep employees safe and healthy in many regards, whether it's helping to prevent the spread of contagious illnesses or helping to create a better work life balance. There are indeed benefits to working from home, but in this new landscape, some people may feel unseen and unheard. They may wonder if they're being left out of conversations, or they may feel timid in speaking their mind because they don't want to "rock the boat".

Whether you're working remotely or in an actual building, we all need safe spaces that allow us to voice our thoughts, concerns, and feedback. A safe space is essentially a space where conversations (especially tough or sensitive conversations) can be had with no fear of retribution. There's common understanding that feedback and concerns will be heard, and actions will be taken. Safe spaces are essential to every employee's overall health, happiness, and well-being. Here are four ways you can help create those safe spaces

while also encouraging and fostering open communication and inclusivity.

- » **Learn where and how you can speak up and share that knowledge.** Depending on the size of your company there could be several different channels to provide feedback or report issues. For example, if you feel you've been the victim of harassment or unfair treatment, your organization may have specific avenues for you to raise that. Get familiar with your company's policies and procedures now, as opposed to having to search and ask around when you may feel stressed and upset due to an unforeseen issue. Encourage your co-workers to do the same and/or share this information with them.
- » **Don't accept the status quo.** If your company does not have formal processes or policies to report items such as misconduct, harassment, racism, etc., raise this with your leadership—safe spaces are next to impossible to create if there's not a clear path to voice concerns or wrongdoing. Also, don't be afraid to question current state affairs. Maybe this is asking your HR department why there's not a safe and anonymous avenue to provide feedback. Or perhaps it's asking your manager what actions the company is taking to create and



maintain a diverse and inclusive workforce. Being inquisitive helps foster dialogue and your peers will be more likely to follow suit as well.

- » **Create a “seat at the table”.** Be mindful of co-workers who don’t usually get a chance to provide input or are perhaps too timid to speak up. Create opportunities for them to be heard. This could mean introducing a co-worker who has a particular idea or initiative to the right person that can help them move forward. It could mean cutting off a “microphone hog” to make sure there is room for all voices. You can also help create safe spaces by encouraging your co-workers to interact with people they’d normally never speak to.
- » **Don’t question the questions.** Safe spaces are spaces where questions and dialogue flow freely, without fear, and without judgment. If someone raises a question, avoid countering with a “yeah, but” question. For example, if someone talks or asks about Black Lives Matter, don’t reply with, “Yeah, but don’t all lives matter?” This type of response is dismissive of the subject matter at hand. Questions should be respected. Avoid “yeah but” counter

questions as they serve as a distraction to the original question and discourage others from participating.

No matter what work looks like—at home or at the physical worksite—employees need to know they’re physically, emotionally, and psychologically safe at work. Employers undoubtedly need to do their due diligence to ensure such spaces are created and maintained, but every employee can also do their part by being an advocate. Following these four steps can help ensure you’re doing your part.

### Temperature Check

Asking yourself these questions and reflecting on your honest responses can give you a sense of how your organization is doing when it comes to creating safe spaces.

- » If I make a mistake, is it often held against me?
- » Do members of my team feel comfortable bringing up problems and tough issues?
- » Do I or other team members feel safe to take a risk?
- » Is it difficult to ask other members of my team for help?

## Ask the Expert...

### I’ve been hearing a lot about psychological safety. What exactly is that?

Psychological safety is the belief that you won’t be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. When you have psychological safety in the workplace, people feel comfortable being themselves. Psychological safety at work doesn’t mean that everybody is nice all the time. It means that you embrace conflicts, and you speak up, knowing that your team has your back, and you have their backs.

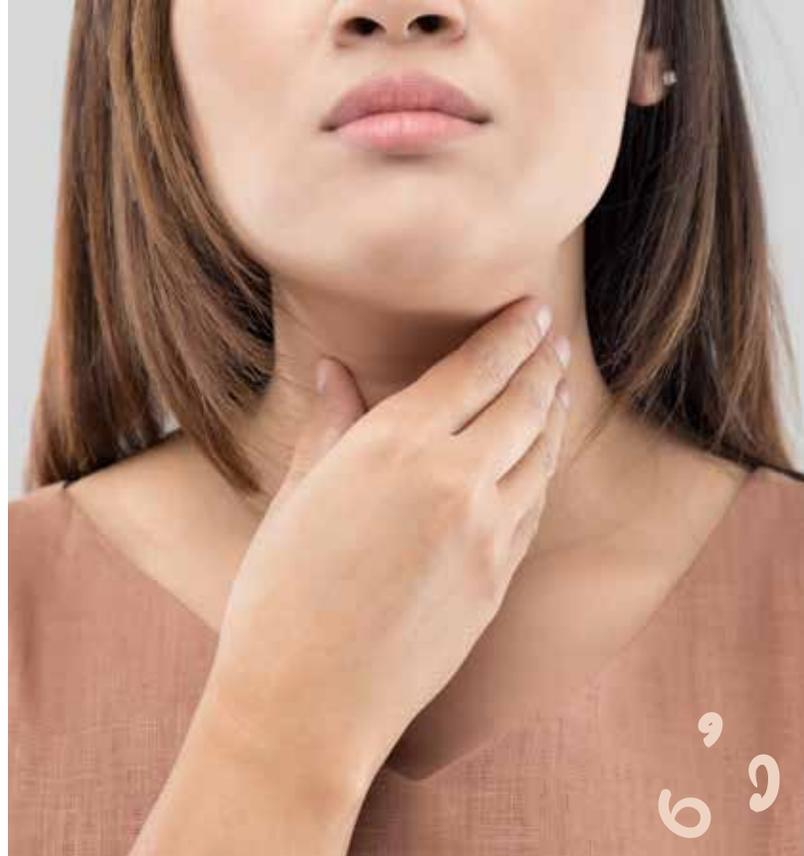
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*Have a question?* Ask our experts by going to [welcoa.org/expert](https://www.welcoa.org/expert). If your question is selected we will contact you directly with your answer and it will be featured in an upcoming issue.

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# KEEP YOUR Thyroid Thriving



Your thyroid is a small (about two inches) butterfly-shaped organ located at the base of your neck. Although indeed small, your thyroid helps to regulate vital body functions, including breathing, heart rate, metabolism, body temperature, and cholesterol levels, just to name a few.

If your thyroid isn't functioning properly, it could cause a wave of health problems such as obesity, joint pain, infertility, and heart disease. Several diseases and disorders can affect your thyroid, but in most cases, problems can be traced to too much or too little thyroid hormone (hyperthyroidism and hypothyroidism, respectively).

Signs and symptoms of hypothyroidism and hyperthyroidism vary, depending on the severity of the case. Problems also tend to develop slowly, over several years.

Signs and symptoms may include but are not limited to:

- » Fatigue and/or muscle weakness
- » Rapid heartbeat
- » Increased sensitivity to cold or heat
- » Weight gain or unintentional weight loss
- » Elevated blood cholesterol level
- » Pain, stiffness, or swelling in your joints
- » Heavier than normal or irregular menstrual periods
- » Thinning hair
- » Slowed heart rate
- » Depression
- » Impaired memory
- » Enlarged thyroid gland (goiter)

If you've noticed or experienced more than two of these symptoms talk to your doctor about having your thyroid tested.



Up to 60 percent of people with a thyroid condition are unaware of their condition since the symptoms of thyroid disease are often mild, develop slowly over time, and are hard to detect without blood tests.

## Keep Your Thyroid Healthy

**Go green.** Spinach, lettuce, and other green leafy vegetables are great sources of magnesium, an all-star mineral that plays a big role in many of the bodily processes the thyroid helps regulate. Experts do note that eating cruciferous veggies like broccoli, cabbage, kale, or Brussels sprouts raw could impact your thyroid. Uncooked cruciferous vegetables contain natural chemicals called goitrogens that can interfere with thyroid hormone synthesis. Fortunately, the goitrogens in these foods are inactivated by cooking, or even by light steaming, so you can still consume them for their highly valuable antioxidant and amazing nutritional punch!

**Use iodized table salt.** Your thyroid needs iodine to work well. Worldwide, iodine deficiency is one of the causes of an enlarged thyroid gland and hypothyroidism. Most people in the U.S. get enough of this element from their diet, usually through fish and dairy products. You can also make sure you're using iodized table salt at home (you can tell by looking at the label).

**Reach for Brazil nuts.** Brazil nuts help your thyroid in two ways. Not only are they a good source of iron, but they're also rich in selenium, another mineral that supports your thyroid. Just a few each day give you the selenium you need.

**Talk to your doctor about supplements.** Talk to your doctor about supplements if your diet isn't getting you the key nutrients you need. Your doctor may recommend selenium or vitamin D supplements, both of which have been linked to improved thyroid health.

# PROTECT YOURSELF DURING Winter Workouts

As the temperature dips across the country, many of us move our workouts indoors. But, before you head for the heated comforts of a fitness facility, consider this: Research shows daily exposure to cold increases your body's volume of brown adipose tissue or brown fat. Unlike white fat, which stores calories, brown fat burns them. Moreover, exercising outdoors, even when it's chilly, can provide a healthy dose of vitamin D, which we're prone to become deficient in during the winter months.

There are, of course, some precautions to consider during your winter workouts. Take note of these tips.

**Check your weather app before going outside.** Temperature, wind, and precipitation are key factors in planning a safe cold-weather workout. If the temperature dips below zero degrees Fahrenheit or the wind chill is extreme, consider taking a break or choosing an indoor exercise instead. Consider putting off your workout if it's raining or snowing unless you have waterproof gear. Getting wet makes you more vulnerable to the cold.

**Pay special attention to your head, hands, and feet.** When it's cold, blood flow is concentrated in your body's core, leaving your head, hands, and feet vulnerable to frostbite. Wear a thin pair of gloves under a pair of heavier gloves or mittens lined with wool or fleece. Put on the mittens or gloves before your hands become cold and then remove the outer pair when your hands get sweaty. Cover your head with a hat or ear warmers and wear wool socks. It's also a good idea to dress in layers. Consider a moisture-wicking base layer, insulating middle layer and waterproof top layer. Avoid cotton, which stays wet next to your skin.

**Exercise with a buddy if you can.** There's safety in numbers. Try to go out with a friend or your four-legged buddy if you have one.

**Follow safety best practices.** These tips hold true regardless of the season, make them a standard part of your outdoor routine:

- » **Plan your route ahead.** Don't "wing it". This is an easy way to get lost and/or isolated. Know exactly where you're going and how

long you'll be out. Make sure at least one person knows this information as well.

- » **Bring your phone.** Carry it in your jacket or in a fitness belt that allows you to stow your phone, keys, and any other small items while working out.
- » **Carry a whistle**
- » **Don't leave your car unlocked.** And don't place your key under your tire—thieves and predators will look there.
- » **Face oncoming traffic when running or walking.** This will allow you to see approaching vehicles.

## *Hypothermia: Know the Signs*

Hypothermia is abnormally low body temperature. Signs and symptoms include:

- » Intense shivering
- » Loss of coordination
- » Slurred speech
- » Fatigue

Immediately get to a warm location and seek medical attention if you experience any of these symptoms.





*“One of the marvelous things about community is that it enables us to welcome and help people in a way we couldn't as individuals.”*

—Jean Vanier



# HOW TO GET Comfortable + X X X X X X X X IN YOUR Communities

You may not have ever realized or thought about it, but you belong to a lot of different communities. Where you live, where you're from, and where you work can all comprise different and thriving communities. Indeed, communities can be formed from almost limitless avenues, including but not limited to:

- » Neighborhood
- » Language
- » Religion
- » Gender and sexual identity
- » School
- » Family and friends
- » Online groups
- » Sports teams
- » Work
- » Volunteering
- » Interests and hobbies (music, arts, running, reading, movies, etc.)
- » Issues you care about

## Connect with Your Communities

The more communities you're involved in, the more you're able to build strong, lasting relationships. Knowing that we belong and are connected to something larger than ourselves is also essential to maintaining our sense of mental well-being.

Of course, it's not always easy to get and stay connected. Not all of us are “social butterflies” by nature. For many of us, it takes a lot of

courage and effort to get out and get active in our various communities. If you find yourself in this category, here are some practical tips on how to reach out to others and find that sense of comfort and belonging.

- » **Don't avoid social gatherings** because you're new or don't know very many people in the community. Remember, pretty much everyone feels nervous or awkward sometimes.
- » **Practice saying hello and striking up conversations with new people.** Things may seem like a lot of effort at first, but you'll get more comfortable with the practice and over time.
- » **Show interest in others.** Ask people questions about themselves and things they're interested in. Be an active listener and ask follow-up questions. You'll have a better chance of connecting with almost anyone if you show interest in who they are.
- » **Stay true to yourself.** Being an active part of your communities doesn't mean you have to become a board member or make public speeches. Focus on how you can stay connected and contribute in ways that cater to your strengths and personality.

Remember, your participation is an essential element to your community's success. When you're active in your community you help ensure its goals and objectives are met. No, it's not always easy getting yourself out there, but with some practice and consistency, you'll feel comfortable and more importantly, a true sense of purpose and belonging.