

# Under-Resourced Disability Offices and the Misguided “Self-Care” Panacea – What to do About It!

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# WELCOME/INTRODUCTIONS!

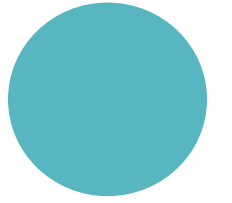
- ❖ People bring themselves...
- ❖ All ways of engaging are welcome:
  - ✓ Sharing out loud
  - ✓ Listening, observing, processing
- ❖ Self-care practices woven throughout:
  - ✓ Center comfort... if a practice feels uncomfortable, you don't have to do it!
  - ✓ Stay hydrated
  - ✓ Take breaks
  - ✓ Stretch

# Objectives

- ❖ Understand Burnout, Compassion Fatigue, Compassion Satisfaction, Self Care, and Resilience
- ❖ Assess your vulnerability
- ❖ Consider systemic factors
- ❖ **Learn strategies for managing stress and nurturing resilience**

# Wellness & Self-Care Practice Break

Stretching  
Shake It Out



# What is **BURNOUT**?

What does burnout mean  
to YOU (examples)?

“A state of mental and physical exhaustion caused by one’s professional life.”

“Becoming exhausted by **making excessive demands** on energy, strength, or resources” in the workplace.

(Freudenberger, 1974)

# What is **BURNOUT**?

- ❖ Gradual onset
- ❖ Can look like stress/trauma responses
  - ✓ Exhaustion
  - ✓ Depletion
  - ✓ Not caring
  - ✓ Slow
  - ✓ Numb
  - ✓ Freeze
- ❖ Burnout is not just an individualized “problem”
  - ✓ Systemic issue, including:
    - Systemic oppression
    - Organizational culture
    - Very high workload
    - A non-supportive work environment

# What is **COMPASSION FATIGUE**?

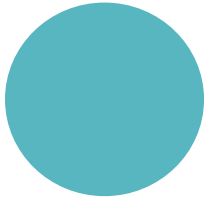
How might compassion fatigue show up in our work with students?

- ❖ The negative aspects of working in helping systems may be related to
  - ✓ Providing care
  - ✓ “The system”
  - ✓ Work with colleagues
  - ✓ Beliefs about self & others
- ❖ Burnout
- ❖ Work-related trauma

# Wellness & Self-Care Practice Break

Box Breathing

4-Fold Breath





# What is **Compassion Satisfaction**?

What is satisfying about your work?

- ❖ The positive aspects of helping
  - ✓ Pleasure and satisfaction derived from working in helping or care giving systems
- ❖ May be related to
  - ✓ Providing care
  - ✓ “The system”
  - ✓ Work with colleagues
  - ✓ Beliefs about self & others
  - ✓ Altruism

# Assessing Vulnerability

- ❖ Professional Quality of Life (ProQOL):  
[proqol.org/use-the-proqol](http://proqol.org/use-the-proqol)
- ❖ A 30-item self report measure of the positive and negative aspects of caring/helping others
- ❖ The ProQOL measures Compassion Satisfaction and Compassion Fatigue
- ❖ Compassion Fatigue has two subscales
  - ✓ Burnout
  - ✓ Secondary Trauma

# The usual prescription: Self-Care ...

- ❖ ... but self-care alone cannot resolve a systemic problem!
- ❖ Organizations should consider how (if at all) they support the wellbeing of their staff – not just expecting or mandating that staff practice “self-care” – including asking:
  - ✓ Are staff adequately compensated for their work (in terms of salary/benefits)?
  - ✓ What wellness resources does the organization directly provide to staff?
  - ✓ What supports does the organization put in place to ensure that staff are able take care of themselves?
    - e.g. if you provide a yoga class for staff on-site (or virtually), do staff have to give up their lunch hour to be able participate?

How do you define/practice **Self-Care**?

# What is Self-Care?

## IS NOT...

- ✗ adding more to your “to-do” list
- ✗ an emergency response plan when you become overwhelmed
- ✗ the same as self-indulgence (though self-indulgence has its value, too!)
- ✗ the same as trauma healing
- ✗ a systems-change approach, and does not address ecological and environmental factors

## IS...

- different from person to person – what makes YOU feel replenished and refreshed
- more than just temporary satisfaction or enjoyment – it is regular, on-going practice
- building our capacity for resilience
- a vital (but not all encompassing) piece to sustaining our personal work, health, mental health, and wellbeing

# “Official” definitions of **Resilience**

- ❖ The ability to withstand, adapt to, and recover from adversity and stress (HHS, 2015)
- ❖ Successfully adapting to difficult or challenging life experiences, **especially through mental, emotional, and behavioral flexibility** and adjustment to external and internal demands (APA, 2018)

# Growing our definition of **Resilience**

Overcoming adversity with strength and flexibility



Bouncing forward/growth



Increasing our capacity or bandwidth to change or transform the systems of adversity that impact us and change the material conditions of our lives

# Wellness & Self-Care Practice Break

## Gratitude

The roots of all goodness lie in the soil of appreciation for goodness.

-- HH Dalai Lama



What will you do to Nurture  
Your **Resilience**?

# Online Resources

- ❖ [compassionfatigue.org](https://compassionfatigue.org)
- ❖ [proqol.org/use-the-proqol](https://proqol.org/use-the-proqol)
- ❖ [wheelofwellbeing.com](https://wheelofwellbeing.com)
- ❖ [talenttools.org](https://talenttools.org) (Envisia Resilience Inventory)
- ❖ [lumostransforms.com](https://lumostransforms.com)
- ❖ [harvardbusiness.org/resiliency-resources/](https://harvardbusiness.org/resiliency-resources/)
- ❖ [centerforresilientchildren.org/adults/assessments-resources/](https://centerforresilientchildren.org/adults/assessments-resources/)

# Institutional Resources

- ❖ Campus Wellness Program
- ❖ Employee Assistance Program
- ❖ Human Resources
- ❖ Ombuds Person
- ❖ Your Colleagues
- ❖ Your Manager

# Contact Us!

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