



2024 ELECTION RESOURCES FOR STAFF & STUDENT STAFF

ELECTION SUPPORT TIPS AND TRICKS

MENTAL
HEALTH POLL

American Psychiatric Association's [annual mental health poll](#) reported that 43 percent of adults are feeling more anxious than they did the previous year, with 73 percent of adults citing the 2024 U.S. election as a source of their stress.

SUPPORT STAFF

- Acknowledge uncertainty by leaning into your values.
- Provide support and space for people to process.
 - Consider postponing any big programs, and projects. Be flexible with staff who request extensions or accommodations in the days following the election.
- Don't shy away from difficult conversations.
 - To ignore the tension can be even worse.
- Know when to direct staff to additional resources
 - Some people will struggle to accept the ambiguity or delay of election results. Some may also feel as though their identities or values were invalidated by the outcome. Talking through these feelings can help.
 - Personal reflection guide to be successful in their support roles
- Elevate only credible sources of information
- Appreciate the frontline roles your staff plays in helping our students.

SUPPORT YOURSELF

- Create space and time for your own processing that includes dialogue, personal reflection and all forms of expression.
- In addition to providing space for staff to process, we also have to take the time and reprieve for ourselves to process. We help our students and staff best when we are at our best.
- Don't be afraid to acknowledge your discomfort with where things stand or questions that you have.
- Remember that the Employee Assistance Program provides free support services to faculty and staff.
- Help staff who want to process through dialogue by having conversations or helping point them to conversations they can have with their peers.
- Remind students and staff who are in an advocacy/activism space about the specific behaviors and nature of speech that is protected and the limitations of Free Speech based on time, place, and manner.