Turnkey Mental Wellness Tools for the Workplace

Panel Presentation:
Barbara Becker, Ph.D, Mental Health First Aid Colorado
Jason Vitello, MSW, Denver Public Health
Robert A. Mines, Ph.D, Mines and Associates

Moderator:
Michele Haugh, MS, Tri-County Health Department
Outline

I. Panelists’ Expertise:
• Mental Health Promotion in the Workplace: Robert Mines
• Mental Illness in the Workplace: Barbara Becker
• Male Mental Health - a Silent Crisis: Jason Vitello

II. Employer Resources:
• Employee Assistance Programs
• Mental Health First Aid
• Let’s Talk Colorado
• Man Therapy
The Evolution of Mental Health Promotion in the Workplace

ROBERT A. MINES, PH.D
CHAIRMAN AND FOUNDER
Mental Illness in the Workplace

Barbara Becker, Ph.D
Director, Mental Health First Aid Colorado
Mental Illness in the Workplace

1 in 5 American adults experiences a mental illness each year. It is likely that employees and colleagues will interact with someone experiencing a mental health concern at work.

Employers face an estimated $80 to $100 billion in indirect costs annually due to mental illness and substance use – including lost productivity and absenteeism.

10.8 million full time workers have a substance use disorder.
• According to the World Health Organization, "the role of major depression in suicide is particularly strong," and in one analysis found over 87% of individuals who died by suicide were previously diagnosed with a mental disorder.

• A majority of people who die by suicide are of working age, yet most workplaces are relatively unprepared to help employees who are struggling with suicidal thoughts, suicide attempts, or the aftermath of a suicide death.
Although one-quarter of Americans have mental health conditions only 20 percent of those with problems are getting treatment. Employees need to know it's okay to say to a colleague, "Are you okay?" and to be able to assist that colleague to get the resources they need.

A mentally health employee is more productive, engaged and less likely to be missing work.
Male Mental Health:
A Silent Crisis in Public Health

Jason Vitello, MSW
Behavioral Health Coordinator, DPH
Director of Health Equity, CPHA
The Male Mental Health Crisis

• 75 percent of student suspensions, expulsions, grade failures, special-education referrals, school-violence casualties, and all other assaults are for boys (Griffin Recovery)

• Men are more than twice as likely to become alcohol dependent than women (WHO)

• Men are more than twice as likely to die from a drug overdose than women (CDC)

• 75% of the chronically homeless are male (The US Interagency Council on Homelessness)

• 61% percent of men have experienced trauma in their lifetime – SAMSHA-HRSA

• Nearly 1 in 10 Men suffer from depression or anxiety but are less likely to report or seek help – men of color are even less likely to seek treatment – CDC

• Nearly 80% of all completed suicides are men - CDC

• 80% of those arrested for all violent crimes — murder and non-negligent manslaughter, forcible rape, robbery and aggravated assault — are male – Bureau of Justice Statistics
Barriers to Men Seeking Help

• The Man Rules
• Admitting to a problem
• Lack of emotional awareness and/or fluency
• Difficulty asking help or depending on others
• Perception of therapy/treatment as feminine or weak
• Fear of intimacy and vulnerability
• Sexualization of females and homophobia
• Scarcity of treatment approaches for men
The Man Rules

• Don’t Cry
• Don’t lose Control
• Don’t ask for help
• Don’t show emotion
• Don’t be weak
• Don’t back down
• Don’t be vulnerable
• Be a protector
• Have Integrity
• Have Courage
• Take Responsibility
• Be a provider
• Be a sexual superman
• DON’T BE A GIRL!
• DON’T BE GAY!!
The Man Rules are About...

SAFETY

On Toxic Masculinity
September 28th, Denver Colorado

Starting in childhood, boys are often conditioned to hide any signs of weakness and are expected to “man up” when things get tough. Due to this stigma men are less likely to seek help from friends, family or mental health services when they need it.

Untreated mental health issues among men have contributed to disproportionately high rates of substance use, incarceration, homelessness and suicide. These are problems which impact children, families, communities and all of society.

Men Up, a Denver metro coalition, has been convening to help create a collaborative response by examining the challenges men face through the cross-section of public health, human services, athletics, mental health, fatherhood, substance use recovery, veterans care and criminal justice.

Join the conversation and movement to strengthen communities through strategic and coordinated support for men.
II. Employer Resources:

• Employee Assistance Programs (EAP)
• Mental Health First Aid
• Let’s Talk Colorado
• Man Therapy
EAP Considerations
Mental Health First Aid
Mental Health First Aid is the initial help offered to a person developing a mental health or substance use problem, or experiencing a mental health crisis. The first aid is given until appropriate treatment and support are received or until the crisis resolves.
Mental Health First Aid Action Plan

- Assess for risk of suicide or harm
- Listen nonjudgmentally
- Give reassurance and information
- Encourage appropriate professional help
- Encourage self-help and other support strategies
Take a Course.
You could be the help someone needs.

Find a Course or Instructor near you:
www.mhfaco.org
Contact Us:
algee@mhfac.org
720-573-3590
Let’s Talk Colorado:

A campaign to address mental health stigma
Let’s Talk Colorado: A campaign to address mental health stigma

- Brought to you by the Metro Public Health Behavioral Health Collaboration
- Launched May 2017, Mental Health Month
- Will Re-launch in Denver Public Health Clinics in May 2018
- Derived from award winning Make it OK campaign
- Website: LetsTalkCO.org
  - Includes: PPT, posters, flyers, video, resources, social media content and more
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Let’s Talk Colorado:
A campaign to address mental health stigma

http://letstalkco.org/video/
Let’s Talk Colorado: Key Messages

• It’s OK to talk
• It’s OK to seek treatment
• It’s OK to feel the way you are feeling
• There’s no “perfect” or “right” way to talk to someone with a mental illness.
• There are resources and help for people with mental illness.
• Treatment can work, and often does.
• Having a conversation about mental health can save a life.
Let’s Talk Colorado: Stigma Survey

Sample Questions:

✓ Have you ever distanced yourself from someone after learning they have a mental illness?

✓ Have you ever told a friend who is feeling depressed to snap out of it?

✓ Have you ever been afraid to say something to a person with a mental illness for fear of their reaction?

✓ Are you less sympathetic to mental illnesses than other ailments like diabetes or heart disease?
Let’s Talk Colorado: A campaign to address mental health stigma

Good mental health leads to more good days.

Mental health is something we all experience every day. The important thing is to talk to someone and get help if we need it.

Start the conversation.
Go to LetsTalkCO.org to learn more.
Let’s Talk Colorado

**Let's Talk.**

**We all have mental health.**
Talking to your doctor about your challenges can help you feel supported, and better about life.

**Talking about mental health can help.**
Don’t be afraid to offer a hand to someone you see is hurting. Sometimes a good listener is exactly what they need.

**Asking for help can help!**
Talking to a therapist, or even a friend, and making time for yourself are all important steps you can take.

**We can all help each other.**
Everyone is different, but you can still be there for them.

Start the conversation.
Go to LetsTalkCO.org to learn more.

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**What is mental health?**
Mental health is the health of our mind; the combination of our thoughts, emotions and behaviors.

**Why should we care about our mental health?**
Positive mental health allows us to feel good about our lives.

Start the conversation.
Go to LetsTalkCO.org to learn more.
Más de medio millón de residentes de Colorado dijeron que cada mes tienen al menos 8 días de mala salud mental, las suficientes personas para llenar el estadio Mile High más de 7 veces.

Inicie la conversación. Visite HablemosCO.org para obtener más información.
The goals of Man Therapy include:

• Create social change among men and the general population about mental health and overall wellness

• Empower men to take action/ownership of their mental health and overall wellness by increasing help seeking behavior

• Reduce suicidal thoughts, attempts and death among men (long term)

Part of a multi-agency effort, including the Colorado Office of Suicide Prevention and Cactus, Man Therapy®
You can’t fix your mental health with duct tape.

mantherapy.org

Therapy. The way a man would do it.

WELCOME TO MAN THERAPY

According to science, bad things can happen to men too.
Thank you!