"I think the saddest people always try their hardest to make people happy because they know what it's like to feel absolutely worthless and they don't want anyone else to feel like that."

Robin Williams

Goals for today, to walk away with a better understanding about...

1. Who is talking about mental health and why its hard for others.

2. Understanding the power of stigma.

3. The impact of mental health on nonprofits.

4. How mental health impacts retention, organizational culture, and team morale

5. Strategies to help cultivate a supportive work environment about mental health.

#MentalHealthAwareness / #Suicide / #EndStigma / #MentalHealthMatters

**We can't see mental illness.
We only see what people want us to see.**

There Is No Health Without Mental Health

Approximately

1 in **5** adults

in the U.S. experiences
mental illness in a given year.

nami
National Alliance on Mental Illness

5 out of 5

**People Have
Mental Health!**

Two Types of Stigma

1. **Social stigma**, which involves the prejudiced attitudes others have around mental illness.

2. **Self-perceived stigma**, which involves an internalized stigma the person with the mental illness suffers from.

stig·ma

a mark of disgrace or infamy; a stain or reproach, as on one's reputation.

{ **Stigma** erodes confidence that mental illnesses are real, treatable health conditions.

We have allowed **stigma** to erect barriers around effective treatment and recovery. It is time to take those barriers down. }

WE ARE
STRONGER THAN STIGMA

Myths about Mental Health

1. Mental illness is caused by weakness.

2. Mental illness is an excuse for laziness.

3. You can feel better whenever you want.

4. People can choose to be mentally ill.

5. Mental illness is all in someone's head.

6. Mental illness really is not that different from feeling sad.

Understanding the Power of Stigma

Stigma drives silence

Most people struggle with symptoms for years before they seek help.

Average delay: 8 to 10 years

Symptoms ›››››››› Treatment

Source: National Alliance on Mental Illness.

MENTAL HEALTH *in the* WORKPLACE

Social Distancing in 1990

Who wore social distancing better?

#BringSexyBack

MENTAL HEALTH in the WORKPLACE

There Is No Health Without Mental Health
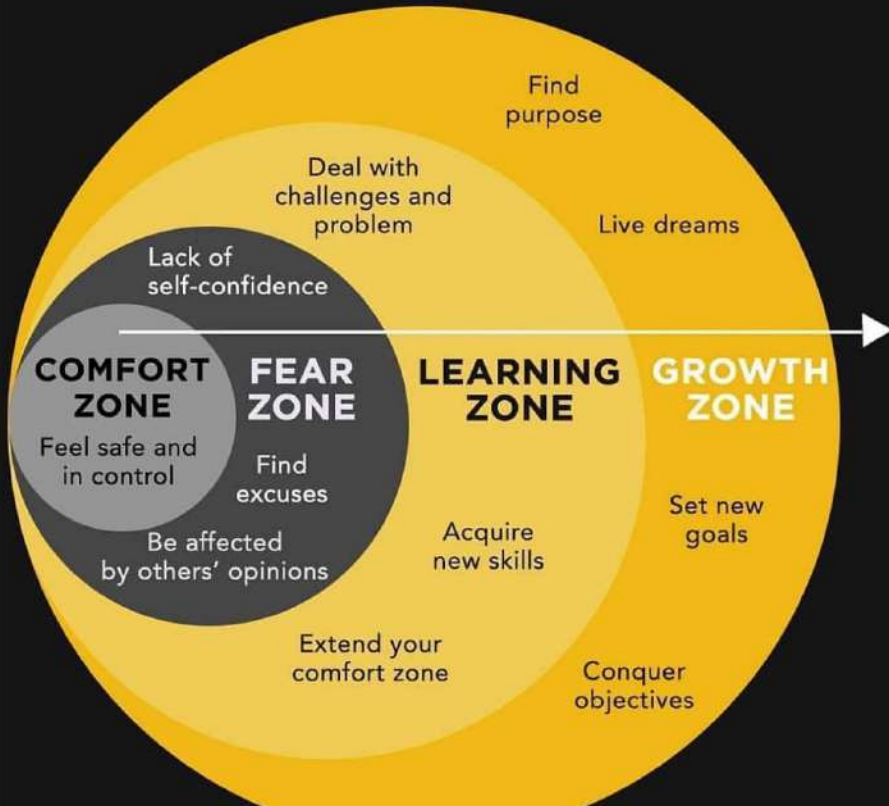
We All Have Mental Health

Ignoring Mental Health Has Major Consequences

Mental illnesses cause **MORE days of work loss and work impairment** than any other chronic health conditions, including; arthritis, asthma, back pain, diabetes, hypertension, and heart disease.

- American Psychiatric Association Foundation

"The Comfort Zone"

Find purpose

Deal with challenges and problem

Live dreams

Lack of self-confidence

COMFORT ZONE
Feel safe and in control

FEAR ZONE
Find excuses

LEARNING ZONE

GROWTH ZONE

Be affected by others' opinions

Acquire new skills

Set new goals

Extend your comfort zone

Conquer objectives

It takes consistent effort to move company leaders from zone to zone.

WE ARE STRONGER THAN STIGMA

Today's workforce is asking for and more than just salary and title, they want...

Access to new technology, flexible work schedule, a positive work culture, professional development & mentoring – and for their company to care about mental health and wellness.

The Employee Experience Equation

CULTURE + TECHNOLOGY + PHYSICAL SPACE = EMPLOYEE EXPERIENCE
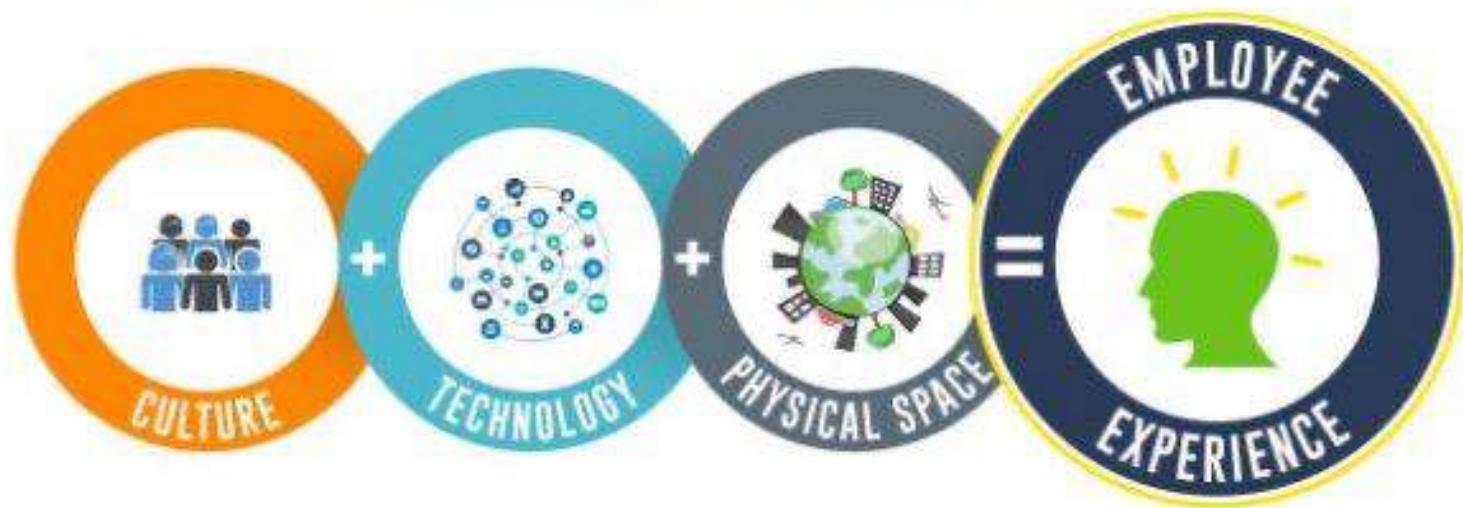
© Jacob Morgan (thefutureorganization.com)

Mental Health Impacts Every Aspect of a Nonprofit

- Employee retention

- Organizational culture

- Employee engagement and staff morale

- Financial bottom line

- Recruiting top talent

Five strategies any size company can implement to help cultivate a culture of empathy and support.

1. Create a Safe Environment

2. Allow for Accommodations

3. Share Stories

4. Educate

5. Make Wellness a Priority

1. Make sure employees know it's safe for them to discuss mental health related topics

- This precedent should be set by executives, managers, and other company leaders.

- By providing safe environments (both in person and online) to discuss, educate, and promote mental health, mental illness, and mental wellness.

2. Allow For Accommodations

It's essential to support an employee's effort to seek treatment for a mental health issue, this may include:

- Time off to attend appointments

- A move to a quieter workspace or environment

- Supporting an employee's need to take on fewer projects while adjusting to new medication.

3. Sharing Stories (across all levels)

Stories about lived experience and recovery can change your work culture.

- "Lived experience" refers to those living with mental illness, in recovery, or taking care of someone living with mental illness.

- Sharing stories makes it easier for employees to ask for help when they need it; these stories can help take the fear out of their own disclosure.

"Having lost a child to suicide, I have become passionate about ending the stigma of mental illness and suicide prevention. The work Gracepoint does, and the establishment of the Andrew Lutes Endowment, is our attempt to avoid any parent having to go through what we did with the loss of our son Andrew."

Bill Lutes
Ameris Bank
Gracepoint Foundation
Board Member

"I have an uncle that died by suicide and an aunt whose life was deeply impacted by bipolar disorder. I give my time and resources to the Gracepoint Foundation to help our community understand that there is hope and help for individuals struggling with mental illness."

Erica M. Shea
Shumaker
Gracepoint Foundation
Board Member

WE ARE STRONGER THAN STIGMA

"Sometimes the journey towards hope and healing begins by listening to a story that has never been told. The privilege of listening to these stories allows my staff and I to live out our passion and purpose by helping some of our community's most vulnerable on their journey."

Tracy Smith
Director, Adult Inpatient Services
Gracepoint Inc.

"Mental illness and substance abuse destroyed my family. Watching and caring for loved ones battle these diseases shaped my life. Now I have an opportunity and the platform to change the conversation around mental health from one that condemns and diminishes those suffering, to one of empathy and support."

Ian Adair
Executive Director
Gracepoint Foundation

4. Educate Employees & Managers About Mental Health

- Promote mental health awareness through in-service trainings, panel discussions, and workshops on mental illness, self-care, and aspects of healthy living.

- Train managers & supervisors to be aware of signs of mental health issues and how to respond to them appropriately.

May is Mental Health Awareness Month

JULY IS **BIPOC MENTAL HEALTH AWARENESS MONTH**

For more information and resources, head to:
www.mhanational.org/july
www.nami.org

WORLD SUICIDE PREVENTION DAY

on september 10th

light a candle near a window at 8pm

to show your support for suicide prevention

to remember a lost loved one

and for the survivors of suicide

www.iasp.info/wspd

SEPTEMBER IS **SUICIDE PREVENTION AWARENESS MONTH**

One conversation can change a life

Mental Illness Awareness Week

October 4 - 10, 2020

Mental Illness Awareness Week (MIAW) was established in 1990 by the U.S. Congress in recognition of efforts by the National Alliance on Mental Illness (NAMI) to educate and increase awareness about mental illness.

It takes place every year during the first full week of October and coincides with National Depression Screening Day (Oct. 8) and World Mental Health Day (Oct. 10).

PTSD awareness day

5. Make Wellness A Priority

- Promoting work/life balance to help reduce stress and prevent burnout.

- Exercise, healthy eating, and participation in leisure activities improve mental health.

- **Recognize employees for great work!**

Make Recognition Specific

How to start. Make a commitment to support normalizing conversations around mental health.

"Everyone you meet is fighting a battle you know nothing about. Be kind. Always."

Robin Williams

Thank You!

Ian Adair

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