Managing Mental Health in the Workplace

www.nationalilg.org
Today’s Presenters

Nakisha Pugh
Senior Policy Adviser
ODEP

Diana Gulick
Associate Director, Global Benefits and Wellbeing
Merck
Today’s Agenda

• Common mental health conditions and their prevalence
• Reducing the stigma of mental health
• The role and benefits of Employee Assistance Programs
• Promising practices that support mental health
• Merck’s Mind Well Champions
Mental Health Facts

• An estimated 26 percent of adults have a diagnosable mental health condition in a given year
• One in two of us will have a mental health issue during our lifetime
• 35–45% of adults with a mental health condition will seek help
• Up to 90% of those who get help are able to significantly reduce symptoms and improve their quality of life

Source: Stamp out the Stigma, 2020
Mental Health by the Numbers

• One in five U.S. adults experience a mental health condition
• One in twenty-five U.S. adults experience a serious mental condition
• Fifty percent of all lifetime mental health conditions begin by age 14, and 75% by age 24
• Depression is the leading cause of disability worldwide
• Mental health conditions are also the number one cause of disability in the United States

Source: NAMI, NIH 2019; WHO, 2020
BIPOC and LGBTQ+ Mental Health

Source: Mental Health America: https://mhanational.org/infographic-bipoc-and-lgbtq-mental-health
Mental Health Matters

- 43.3% of U.S. adults with mental health condition received treatment in 2018
- 64.1% of U.S. adults with serious mental health condition received treatment in 2018
- The average delay between onset of mental health symptoms and treatment is 11 years
- Annual treatment rates among U.S. female adults is 48.6% and males 34.9% with any mental health illness

Source: National Alliance for Mental Illness, 2019
COVID-19 and Mental Health: Why Race Matters

- Strategies to recruit, hire, and onboard new employees
- Information requests made to an employee or job applicant. Steps for maintaining confidentiality of medical records
- Protocols or practices adopted to prevent COVID-19 transmission in the workplace
- Reasonable accommodations, including telework, to ensure equal employment opportunities for individuals with disabilities
- Race matters due to the implicit bias, prior health conditions, stress & immunity, and essential work & service jobs
How Leaders Influence Mental Health

• Sets the tone for the organization
• Control the flow of work and set the goals and expectations
• Prioritizes self-care, then others in the organization likely will too
• Ensure that employees know how to access that support and care even if they do not wish to disclose
• Autonomy, flexibility, trust, and resilience

Source: CEO Roundtable, American Heart Association
Reducing Stigma – The three R’s

• Stamp Out Stigma by recognizing the high prevalence and signs of mental health

• Reeducate yourself and others on mental and emotional health while providing hope and resources

• Reduce stigma, hesitation to seeking care, misunderstandings, and bullying and insensitivity

Source: Stamp out the Stigma Campaign
I pledge to:

- **Stamp Out the Stigma**
- End the silence by providing a safe space for persons to discuss mental health
- Listen to mental health experiences without judgment
- Be knowledgeable of available resources
- Treat every person as capable and valuable individuals in our community
- Speak out against stigma and discrimination towards mental illness
- Be empathetic toward others

MindWell

Be mindful.
Be mind well.

LIVEIT.merck.com/balanceit
Mental Health-Friendly Workplace

The 4 A's of a Mental Health-Friendly Workplace

1. AWARENESS
   Build Awareness and a Supportive Culture

2. ACCOMMODATIONS
   Provide Accommodations to Employees

3. ASSISTANCE
   Offer Employee Assistance

4. ACCESS
   Ensure Access to Treatment

EARN Mental Health Toolkit
https://askearn.org/mentalhealth
# LIVE IT—Our Culture of Wellbeing

Summary of resources available to all employees to help enhance wellbeing

Visit our [Merck LIVE IT Site](#) & [LIVE IT Yammer](#)

<table>
<thead>
<tr>
<th>Preventative Services</th>
<th>Emotional, Mental &amp; Financial Wellbeing</th>
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<tr>
<td>• <strong>Stay Safe &amp; Healthy</strong>&lt;br&gt;Access to vaccinations, cancer and biometric screenings where available, a commitment to tobacco-free worksites, plus more</td>
<td>• <strong>Resources For Living</strong>&lt;br&gt;Free, confidential counseling (Company Code: support)</td>
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<td>• <strong>Virgin Pulse</strong>&lt;br&gt;Get access to many resources, including sleep, stress reduction and health coaching, to support your wellbeing and get rewarded!</td>
<td>• <strong>MyStrength</strong>&lt;br&gt;The health club for your mind</td>
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<td>• <strong>Monthly Nutrition Presentations</strong>&lt;br&gt;Lectures on how to eat healthy and best practices</td>
<td>• <strong>Mindfulness</strong>&lt;br&gt;Tool to help you focus</td>
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<td>• <strong>Ask the Dietitian</strong>&lt;br&gt;A conversation with our in-house dietitian</td>
<td>• <strong>Mind Well Yammer</strong>&lt;br&gt;Get social with colleagues about emotional wellbeing</td>
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<tr>
<td>• <strong>LIVE IT Nutrition Forum</strong>&lt;br&gt;Forum to discuss nutrition, and share recipes and tips</td>
<td>• <strong>Fitness Classes</strong>&lt;br&gt;Free virtual live and pre-recorded fitness classes</td>
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<td>• <strong>Stretch Breaks</strong>&lt;br&gt;Video breaks while at your desk or in a meeting</td>
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Awareness: Building Awareness and Supportive Culture (1)

- Help employees increase their mental health and wellbeing
- Offer employees access to stress management resources
- Create a conducive work environment and space
- Foster communication skills and emotional intelligence

EARN Mental Health Toolkit
https://askearn.org/mentalhealth
Asking coworkers “R U OK?”

- How to ask “R U OK?”
  - Practice active listening
  - Allow the individual to express their emotions fully
  - Manage your own emotions by remaining calm and not taking anything personally
  - Be patient
  - Help the individual get the resources they need
Awareness: Building Awareness and Supportive Culture (2)

- Train managers and supervisors to recognize and respond to warning signs
- Inform employees of available resources
- Develop and implement anti-bullying policies
- Sponsor awareness-building and anti-stigma campaigns
Complete the Mental Health Awareness e-module for managers ... even if you aren’t a manager

• Available in multiple languages via myLearning Course: GSF-209914
• Support a culture of mental health and wellbeing
• Demonstrate compassion to others who may be struggling
• Help people access resources and support

For more information go to the BALANCE IT page on liveit.merck.com

Together, we can raise awareness, break the stigma and create an even safer and healthier workplace for all!
Providing Accommodations to Employees

- Allow sick leave for reasons related to mental health and flexible use of vacation time
- Offer additional unpaid or administrative leave for treatment or recovery and/or leaves of absence
- Allow use of brief, flexible leave (a few hours at a time) for therapy and other related appointments
- Provide breaks according to individual needs
- Offer flexible workplaces that provide a productive work environment

EARN Mental Health Toolkit
https://askearn.org/mentalhealth
Advance Employee Assistance

- Help employees increase their mental health and wellbeing
- Offer employees stress management
- Create a conducive work environment and space
- Foster communication skills and emotional intelligence
- Train managers and supervisors to recognize and respond to warning signs
- Inform employees of available resources
- Develop and implement anti-bullying policies
- Sponsor awareness-building and anti-stigma campaigns
Ensuring Access to Treatment

- Assess your health plan’s coverage for mental health treatment
- Give employees easy access to mental health support and care
- Encourage mental health and stress management
- Provide case management services to facilitate timely return to work
- Comply with the Mental Health Parity and Addiction Equity Act

EARN Mental Health Toolkit
https://askearn.org/mentalhealth
Mental Health-Friendly Workplace Strategies

• Promote a work/life balance
• Discuss mental health in the workplace
• Provide Employee Assistance Programs
• Make wellness a priority
• Administer training and awareness event
• Support employees to seek assistance
• Reduce the stigma

Source: Morin, A. Mental Strength, Northeastern University
Prioritizing Mental Health

1. Raise Awareness and Reduce Stigma
2. Create a Mentally Healthy Culture
3. Improve Access to Services and Support
Prioritizing Mental Health - Parity

1. Raise Awareness and Reduce Stigma
   - Mental Health 1st Aid Training
   - Mind Well Champions
   - Stamp Out Stigma Campaign
   - Global Webcasts on MH
   - World Mental Health Day
   - Mental Health Awareness-May
   - Contextual support and promotion of resources
2. Create a Mentally Healthy Culture

- One Mind Charter
- Assessment: HRA + Connects
- Mngt Training Modules
- Story-telling; It's Personal
- Mindful Minutes at Merck
- Quiet rooms for meditation
- Caregiver survey
- Global Webcasts
- RUOK Messaging
- Stamp out the Stigma Pledge
3. Improve Access to Services and Support

- Resources for Living
- myStrength
- Horizon Behavioral Health
- Clinical Health Guides
- Caregiver Support
- Parity Audit
- Substance abuse COEs
- Enhanced BH provider network (e.g., Lyra,)
Employee Assistance Program Practices

- Clearly define the scope of EAP services
- Be proactive in managing EAPs programs
- Coordinate EAP with other health and productivity programs
- Support HR & Disability Management functions
- Highlight EAP for supporting employees and families
- Promote alternate counseling methods

Source: Workplace for Mental Health, EAP Tips for Employers
Employee Assistance Program Advantages

- Increase productivity
- Reduce absenteeism
- Boost morale and promote workforce cooperation
- Enhance organizational health
- Decrease medical costs
- Balance work & personal life
- Return to work
- Employee retention

EARN Mental Health Toolkit
https://askearn.org/mentalhealth
Promising Practices

• Mind Well Champions – Merck
• ICU – “I See You”, DuPont
• “R U OK?”: Question to Foster a Culture of Caring – EY
• Mental Health Diplomats – Johnson & Johnson
• Working Through IT – Canada Life
• The Right Direction – Center for Workplace Mental Health
Thank You! Please contact us at askearn@cornell.edu

Visit us at AskEARN.org
Thank You

www.nationalilg.org
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We hope you’ll join us at the NILG 2021 National Conference

August 1 – August 4, 2021
Omni® Nashville Hotel
Nashville, Tennessee

TO LEARN MORE VISIT:

https://www.nationalilg.org/2021-conference-giveaway/

2021 Conference Teaser Video