DEPARTMENT OF HEALTH

Workplace Well-Being: Reduce Mental Health Stigma
Talk about mental health in your workplace

About 75% of employees have struggled with an issue that affected their mental health[1]. Yet, 8 out of 10 workers with a mental health condition say shame and stigma prevent them from seeking mental health care[2]. That's a problem for individuals, but it's also a problem for employers — because untreated mental health conditions cost American companies billions every year.

Taking steps to eliminate stigma at work can foster employee loyalty and retention. In one recent poll, 57% of employees said they would be more loyal, more productive, and take less time off work if their employer proactively supported workforce mental health[3]. Addressing stigma can also help build awareness and acceptance outside company walls — and send a positive message to customers.

Use your wellness and management teams and employee feedback to plan and implement using these ideas and resources.

Ideas (Choose one or more)

- Educate yourself and wellness team members by reading and discussing Mental health at work — why stigma is a workforce health issue (https://business.kaiserpermanente.org/insights/mental-health-workplace/stigma-at-work) then refer to Mental health at work — creating a stigma-free culture (https://business.kaiserpermanente.org/insights/mental-health-workplace/supporting-mental-health).

- Encourage your organization to take and discuss the National Alliance on Mental Illness' (NAMI) Stop the Stigma quiz (https://nami.org/Get-Involved/Pledge-to-Be-StigmaFree).

- Assess what your workplace currently has in place to support employee mental health; communicate the mental health benefits offered and how to access them.

- Promotional mental health resources (https://makeitok.org/take-action/) from Make it OK.

- Tap into the stress and depression resources offered by The Right Direction (https://www.rightdirectionforme.com/).

- Address the issue of suicide prevention; read and discuss how employers can take action (http://www.sprc.org/settings/workplaces) Choose at least one suggestion to implement.

- Promote and use your Employee Assistance Program (EAP): provides employees with the tools and resources that they need to improve their mental health and help balance their work/life.

- Set goals, identify solutions; create an action plan to address at least one issue

Resources

- We can all help Break the Stigma (https://www.youtube.com/watch?v=49mfPFTZsHs)

- Cure Stigma (https://www.youtube.com/watch?v=D5iY3CWxwWM) from NAMI

- NAMI featuring Mayim Bialik (https://www.youtube.com/watch?v=TVKfrYhs0jk) from The Big Bang Theory

[1]"Mental Health: A Workforce Crisis," American Heart Association CEO Roundtable, 2018.

[2]"StigmaFree Company," National Alliance on Mental Illness, NAMI.org, accessed January 31, 2019.

[3]"Bad for Business: The Business Case for Overcoming Stigma in the Workplace," National Alliance on Mental Illness of Massachusetts, 2015.

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