

Mental Health Awareness, Don't Wait—Reach Out Campaign

Lisa Ocampo

well-Being Program Coordinator

Julisa Nunez

Health Program Educator

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Agenda

- 1 Well-Being@Work Program Updates
- 2 Why is mental health important in the workplace
- 3 Mental Health Awareness Campaign overview
- 4 Campaign resources
- 5 Next steps

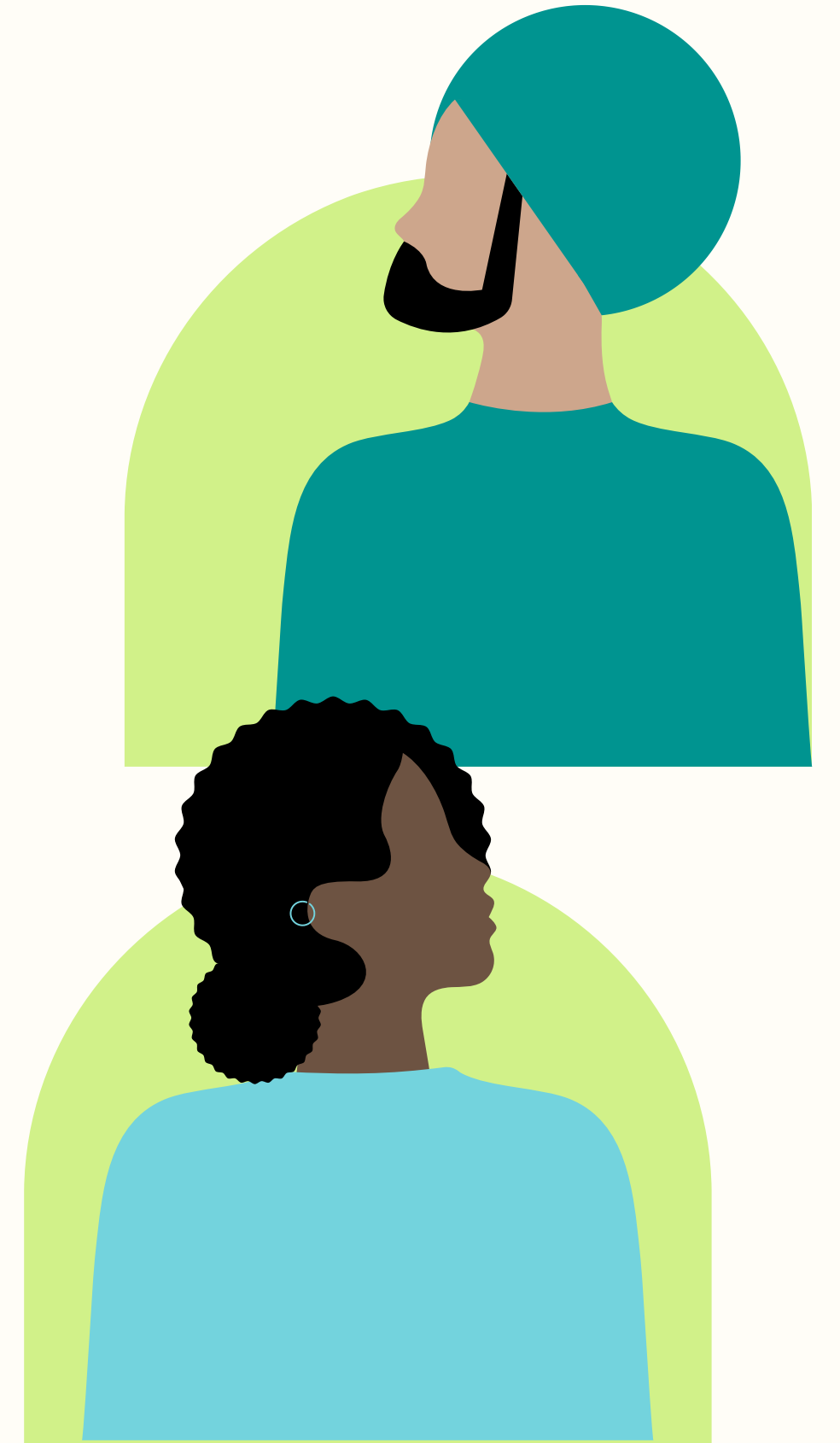


Program Updates

- 1 Quarter 3 Check-ins Completed
- 2 FY 2023-24 Annuals Plans due June
- 3 Last check-ins for FY in June
- 4 New Well-Being Innovation Hub

A Pulse into Workplace Mental Health

- 2080 hours a year spent in the workplace
- 77% of employees say that work stress has negatively impacted their health.
- 78% respondents from the Harvard Business Review rated a healthy and sustainable work culture as a priority.
- 81% of workers said they will be looking for workplaces that support mental health in the future



SFHSS Strategic Plan 2023-2025

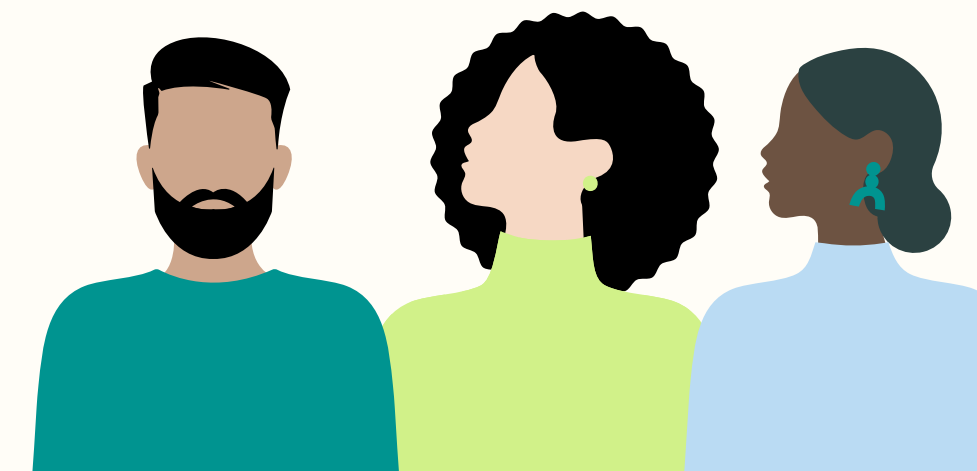
Goal 4: Support the mental health and well-being of our membership by reducing stigma and addressing barriers to care in partnership with key stakeholders.

Objective: Provide easily accessible pathways to mental health and substance use disorder services through increased member awareness

Objective: Enhance programs to support early retiree and retiree well-being

Create mental health campaign to increase utilization of mental health and substance use disorder resources and services.

Visit sfhss.org/sfhss-strategic-plan-2023-2025 to learn more.



Why Mental Health in the Workplace?

“When the mental health of workers suffers, so do workplace productivity, creativity and retention” - Surgeon General Dr. Vivek Murphy.

Mental health at work is an important component of a person's overall well-being, as we spend a significant portion of our lives at the workplace. Maintaining good mental health at work involves organizations creating a supportive environment where employees feel valued, respected, and safe.

By prioritizing mental health in the workplace, organizations can create a positive and supportive environment for employees to thrive both personally and professionally.



Mental Health in the Workplace

Five tips to support employees and how organizations can implement them.



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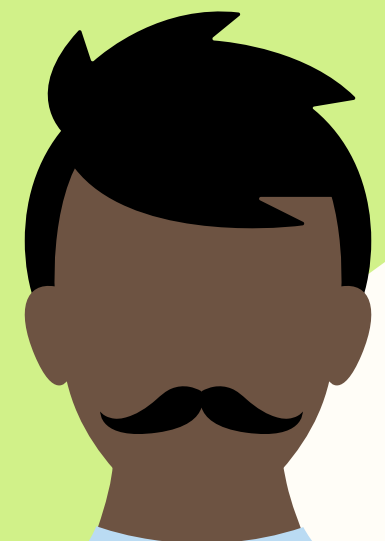
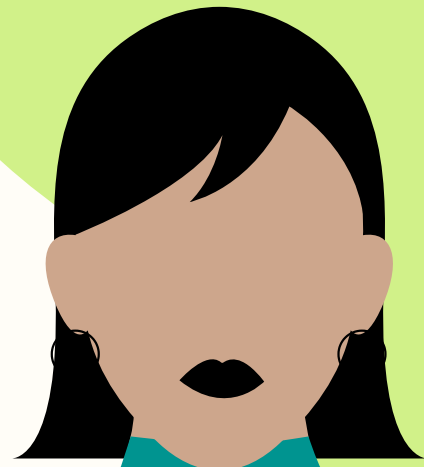
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- 1 Protection from harm:** Ensure physical and psychological safety; allow adequate rest; provide mental health support and policies that promote diversity, equity, inclusion and accessibility.
- 2 Connection and community:** Encourage a sense of inclusion and belonging; cultivate trusted relationships; promote collaboration and teamwork.
- 3 Work-life harmony:** Provide more autonomy on how work is done; make schedules as flexible and predictable as possible; increase access to paid leave; respect boundaries between work and nonwork time.
- 4 Mattering at work:** engage workers in decision-making; build a culture of gratitude and recognition; connect individual work to organizational mission.
- 5 Opportunities for growth:** Offer training, education and mentoring; create clear, equitable pathways for advancement; ensure relevant, reciprocal feedback.

www.heart.org/en/healthy-living/healthy-lifestyle/mental-health-and-wellbeing/mental-health-in-the-workplace

Mental Health Awareness Don't Wait—Reach Out Campaign

May 2024



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Citywide Emails



Email 1 - 5/1

Mental health in the workplace



Email 2 - 5/15

Provide support and create an inclusive work environment



Email 3 - 5/29

Self-care and getting support

Campaign Resources

Learn about and share the available resources with employees



Employee Assistance Program

WE'RE HERE *For You*

We're here for you—to help you deal with life's challenges, to connect you to helpful resources, to help you build skills, and to encourage self-care and emotional well-being.

EAP services are free, confidential, and voluntary.

Phone: [\(628\) 652-4600](tel:(628)652-4600)

Email: eap@sfgov.org

Website: sfhss.org/eap

First Responders (SFFD, SFPD, SFSO, 911 Dispatchers) visit, sfhss.org/first-responder-resources for your ComPsych EAP benefits.

SFHSS Employee Assistance Counselors are available for confidential counseling and consultation Monday - Friday 8:00-5:00.

Guidance Resource Consultants are available 24/7 for consultation and referral.

Download our [EAP Telehealth Flyer](#) for more information.

EAP First Responder Resources Website

This page has been developed so first responders have easy access to Mental Health and Substance Abuse benefits information and resources.

If you have any difficulties accessing appropriate services, please contact SFHSS EAP at eap@sfgov.org.

Visit sfhss.org/first-responder-resources

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First Responder Departments

Use the resources below to help support your emotional health and well-being.



[San Francisco Fire Department](#)

Behavioral Health Unit Phone
(415) 940-5820

Physician's Office Phone
(415) 558-3446



[San Francisco Police Department](#)

BSU 24/7 Phone Number
(415) 837-0875

Peer Support Hotline
(833) 821-9260



[San Francisco Sheriff's Department](#)

Peer Support 24/7 Phone Number
(415) 850-6291

Mental Health and Substance Abuse Support
(415) 654-0114



[SF DEM - Division Of Emergency Communications \(911\)](#)

Reference CAD - INFO file under Peer Support or email dem-peersupport@sfgov.org

Resources

COMPSYCH
The Guidance Resource Company

[ComPsych, Employee Assistance Program](#)

For First Responder departments (SFFD, SFPD, SFSO, DEM 911)
(833) 541-2341



[National Suicide Prevention Lifeline](#)

If you or someone you know needs support now, call or [text 988](text:988) or chat 988lifeline.org



[Worker's Comp](#)

Worker's Comp 24/7 Nurse Hotline
(855) 850-2249



[First Responder Support Network](#)

- Treatment
- Support
- Training
- Education



[Employee Mental Health & Substance Abuse Benefits](#)

Access your mental health & substance abuse benefits directly without going through your primary care physician, regardless of insurance.



[Domestic Violence Hotline](#)

Domestic Violence Hotline
(800) 799-SAFE (7233)



[SFHSS Employee Assistance Program \(EAP\)](#)

Employee Assistance Counselors are available for individual confidential counseling and consultations. Email eap@sfgov.org



[IAFF Center Of Excellence](#)

As a part of your mental health and substance use disorder benefits, SFFD fire fighters and paramedics have in network access to the IAFF Center Of Excellence treatment facility.

“Don’t Wait, We’re Here for You” Videos

- [CCSF General Video](https://youtu.be/zqU7GARU8bk)
<https://youtu.be/zqU7GARU8bk>
- [First Responder Video](https://youtu.be/6JscV02e5Tw)
<https://youtu.be/6JscV02e5Tw>



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Raise Awareness

Send a Mental Health Awareness message this month.

[Download email template](#)



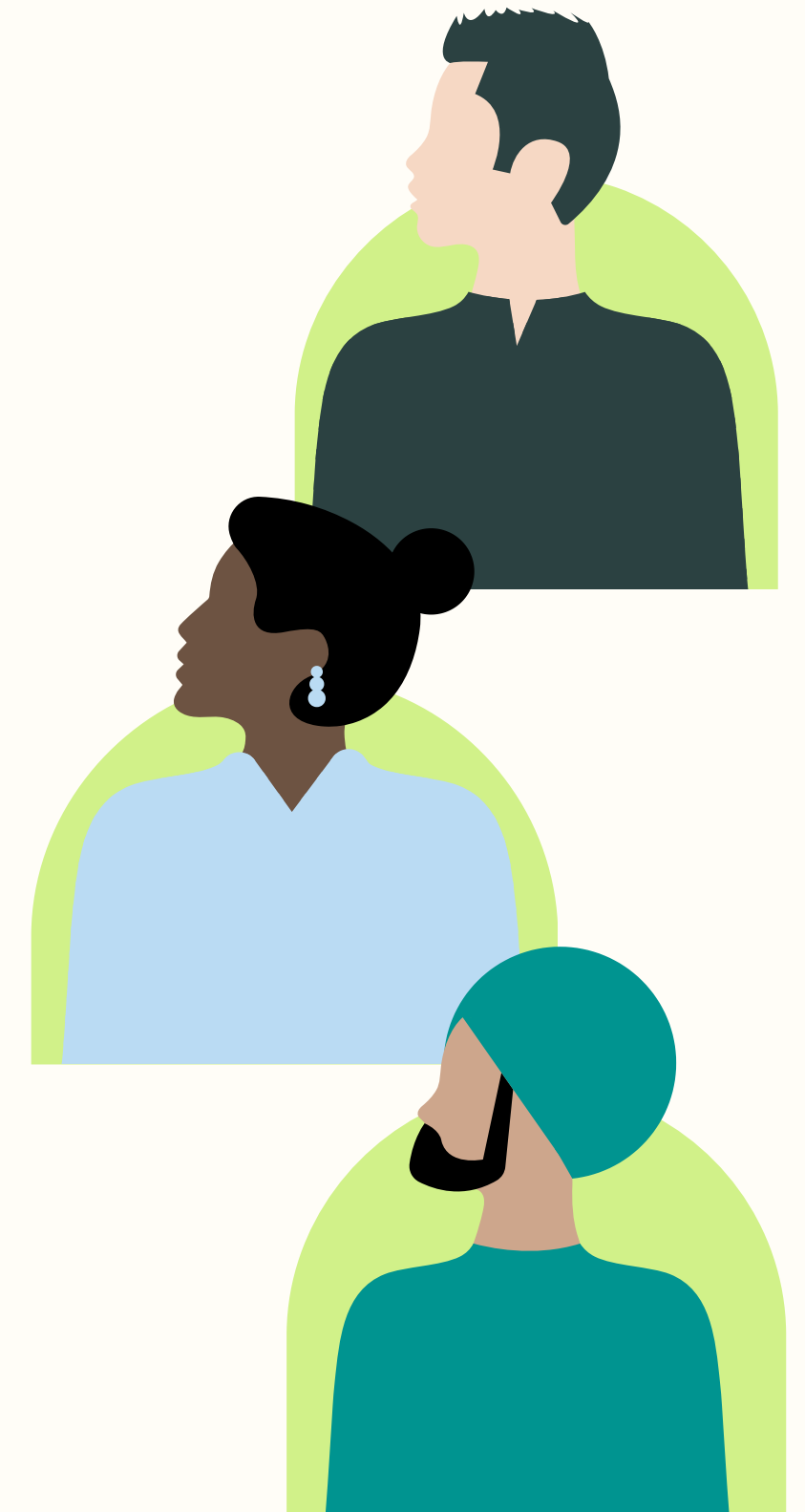
Dear Colleagues,

There has been a dramatic shift over the past four years in the state of workplace mental health, which has only been accelerated by a global pandemic, racial justice, and workplace stress and burnout. [Work is one of the leading causes of stress for adults in the United States](#) and job-related stress is linked to poor mental health. When stress is not managed, it can pose serious concerns for your physical and mental health and lead to burnout. Headspace's 2024 Workforce State of Mind Report, [77% of employees](#) say that work stress has negatively impacted their health. Work stress is often unavoidable, but we can learn healthy ways to manage our stress and mental health at work.

During Mental Health Awareness Month this May, SFHSS supports this national movement by reducing stigma, educating our members, and providing support.

Your mental health journey starts with a single moment, so [Don't Wait—Reach Out](#) for help. It's okay to ask for help. Hear from our city leaders on where you can get started. No matter where you are on your mental health journey, we encourage you to seek out many of the free tools and resources available to support your mental health and well-being. Call (628) 652-4600 or visit, sfhss.org/were-here-for-you for more information.

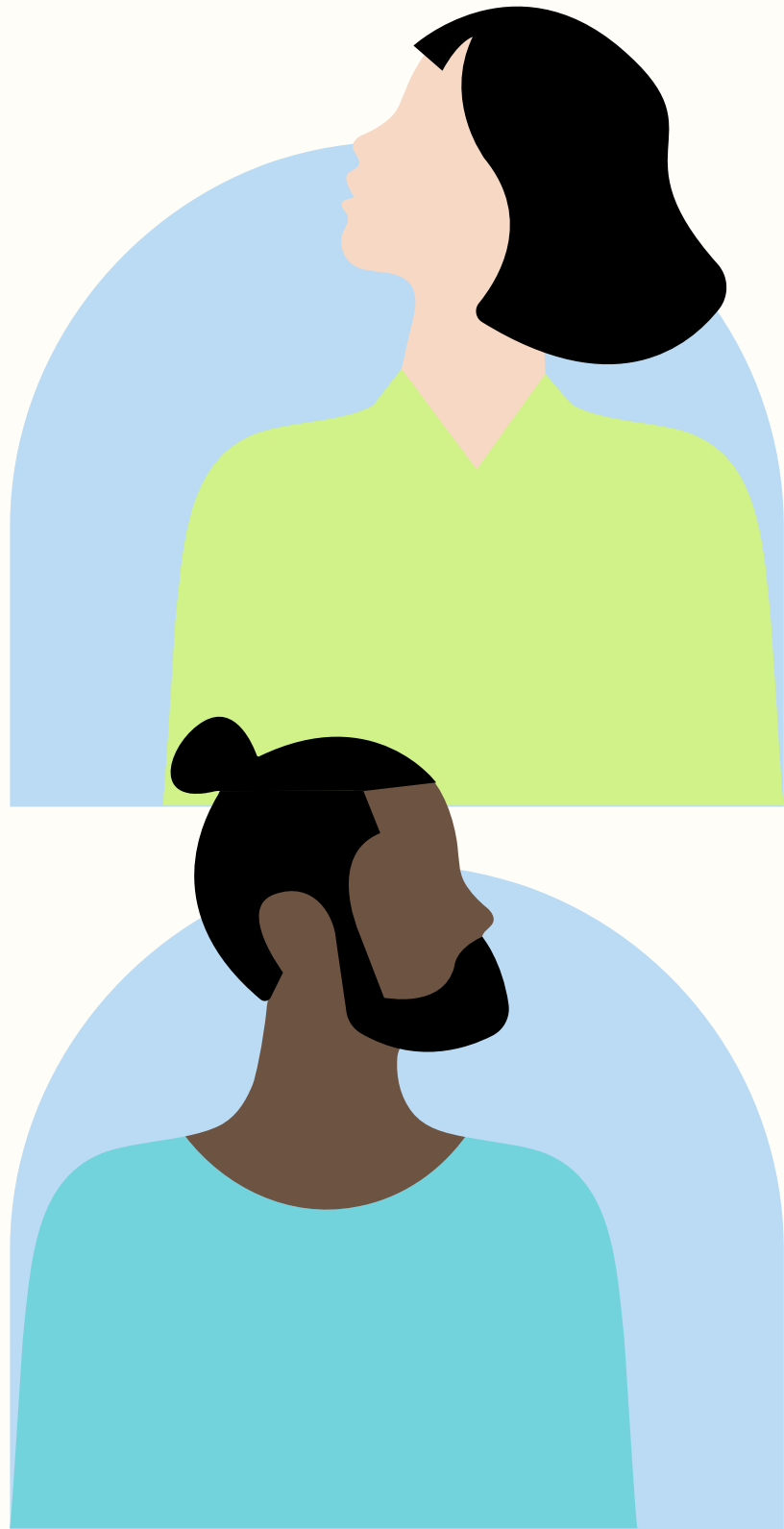
[Embedded video and link to: <https://www.youtube.com/watch?v=zqU7GARU8bk>]



Campaign Artwork and Graphics

- MHA Logos - Add them to your communications
- Teams Virtual Backgrounds - Download and encourage employees to use





CredibleMind

Resources for your mental well-being with over 200 topics to choose from. Visit the [CredibleMind](https://www.sfhss.crediblemind.com) website to explore support tools, take assessments, and find resources

- Take a [Mental Health Assessment](#) - learn more about your mental health and the changes you can make today.
- [Join a 'Series'](#) – a collection of resources designed to guide you through mental health practices. Choose from a variety of topics, go at your own pace and save your progress!

Visit [sfhss.crediblemind.com](https://www.sfhss.crediblemind.com)

Using Your Health Benefits

Additional mental health and substance abuse resources is available through your medical plan.

Visit sfhss.org/Using-Your-Benefits/mental-health-emp

blue  of california



Download flyer at:
sfhss.org/resource/mental-emotional-well-being-flyer



Mental Health and Emotional Well-Being Benefits

EMPLOYEE ASSISTANCE PROGRAM
 WE'RE HERE For You

SFHSS EAP Counselors are available for free and confidential telecounseling and consultation.

Monday to Friday, 8:00am-5:00pm
 Call: (628) 652-4600 or Email: eap@sfgov.org
sfhss.org/eap

EAP Services Includes:

- Short-term solution-focused counseling
- Consultation and coaching for individuals and leadership
- Critical incident response
- Mediation and conflict resolution
- Workshops and trainings
- Worker's comp bridge-to-care services
- Help navigating mental health and substance abuse benefits

EAP Guidance Resource Counselors Are Available 24/7

24/7 assistance with assessments and referrals. Primarily for personal consultations. Your mental health is as important as your physical health. If you think you need help, call: (628) 652-4600



Resources for your Mental and Emotional Well-Being

- Over 1000+ resources for topics such as: anxiety, depression, stress, sleep, self-care, and meditation
- Apps, podcasts, videos, articles and books
- Mental and emotional health assessments
- Evidence-based approaches vetted by experts

Visit sfhss.crediblemind.com for more information



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sfhss.org/well-being

Health Plan Resources and Benefits

There is no yearly or lifetime dollar limit for essential mental health benefits. Deductibles, co-payments, coinsurance, out-of-pocket limits, number of days or visits covered and any pre-authorization of treatment must be the same for mental health and medical/surgical services. Visit sfhss.org/using-your-benefits for more information

LifeReferrals 24/7 (800) 985-2405	Health Net Behavioral Health (833) 996-2567 Website mhn.com	Support Groups and Classes kp.org/mentalhealth	24/7 Emotional Support Line (866) 342-6892
Mental Health and Substance Abuse Services (877) 263-9952	Mental Health and Substance Abuse Services : healthnet.com/sfhss , or call the Mental Health Benefits number 833-996-2567 (TTY: 711)	Telephone/Online coaching (866) 862-4295	Mental Health & Substance Abuse Services: (866) 282-0125
		Mental Health and Substance Abuse Services (800) 464-4000	Telemental Health liveandworkwell.com/ or welcometouhc.com/sfhss

Free Mental Health & Emotional Well-Being Apps

Wellvolution - Free online platform that provides access to well-being apps.

Headspace Care - One-on-one coaching, therapy, and psychiatry services alongside guided meditations, sleep content, and mindfulness tips.

Visit wellvolution.com to learn more.

myStrength - Online app to help you manage stress, anxiety, chronic pain, and more. Track your health, enjoy activities, and become inspired.

Unwinding by Sharecare - A digital mental well-being program designed to help you better understand how your mind works, reduce stress, and build healthier habits.

Visit sfhss.healthnetcalifornia.com/health-wellness/wellness-programs.html for more information.

Calm - Improve sleep, relaxation, and mindfulness with guided meditations, stories, music, soundscapes and more.

myStrength - Online app to help improve your awareness and change behaviors. Get access to tailored programs for managing depression, stress, anxiety and more.

Headspace Care - text one-on-one with an emotional support coach anytime, anywhere. Support is just a text message away. Go to: healthy.kaiserpermanente.org/health-wellness

AbleTo - Offers self-care techniques to help manage stress, anxiety, and depression. Access to mood tracking and meditation tools, self-guided journeys, weekly check-ins, and more.

Talkspace - Online therapy, get support regularly, safely, and securely from your phone or computer.

Visit uhc.com/member-resources/health-care-programs/mental-health-services for more information.

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sfhss.org/well-being

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Working While Black Drop-in Healing Circle

Respecting Safe Space: this resource is a safe space where employees who identify as Black, African, and African American can get support from people who share similar cultural backgrounds to build belonging that enhances their health and well-being.

This Healing Circle group is clinician-led and is a private, non-judgmental place for employees to share chronic and acute experiences of racial trauma. Mindfulness techniques will be practiced and resources provided.

DATES/TIMES:

Tuesdays: 5/7/2024 until 7/9/2024

For more information and to join [Click Here](#).



Mental Health Activities

Request, share, implement, and
participate



Workshops

Click on the links to learn more and to register.



Mental Health First Aid

May 15, 8:00 a.m.-noon

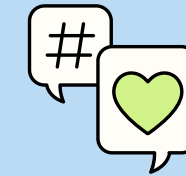
June 5, 1:00-5:00 p.m.



Stress First Aid

May 21, 11:00 a.m.-

12:30 p.m.



The Journey to Healing: A Mental Health Roundtable

May 16 - Live Sessions

9:00-10:00 a.m.

5:00-6:00 p.m.



WIRE
Working In Resilient Environments

Pilot opportunity!

June 20, 2024, 11:00 a.m. to noon

- 60-minute virtual workshop
- Presented by Kaiser Permanente Educational Theatre
- Space is limited

[Sign Up Here](#) - Complete the interest form by Friday, May 10th

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What is WIRE?

Working In Resilient Environments (WIRE) uses experiential learning and arts-integration techniques to engage participants and provide them with tools to address stress and burnout and foster a resilient workforce.

Expert facilitators utilize collaborative exercises, reflective practices, and creative expression to deepen understanding of the power of resilience and teach strategies that anyone can put into practice in their day-to-day job to improve employee experience and job satisfaction.

Key Concepts

- identify wellness challenges
- Discover ways to bring joy into the workplace
- Practice resilience and empathy
- Develop supportive relationships with colleagues

Webinars

Addressing Employee Performance Issues in a Supportive Way - May 1

Creating Psychological Safety in the Workplace - May 8

Mental Health Awareness for Leaders - May 8

Expecting The Unexpected: How To Think About Potential Crises - May 14

Finding Joy in Good Works - May 15

Building a Mindset of Mental Fitness in the Workplace - May 15

Civility in the Workplace - May 16

Preventing Employee Burnout - May 21

Counseling & Therapy, Demystified - May 22

Emotional Intelligence - May 22

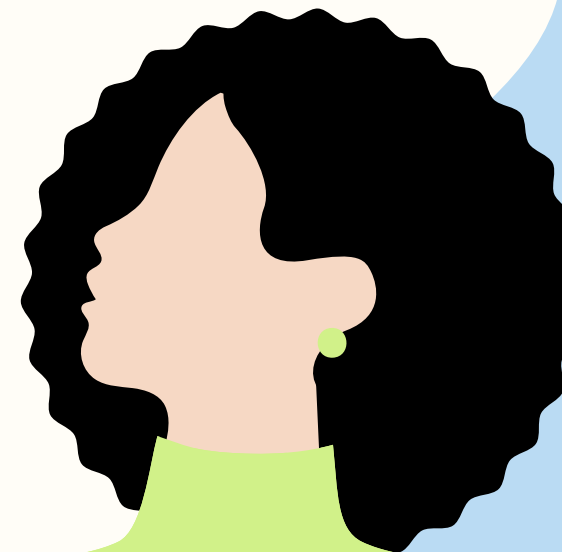
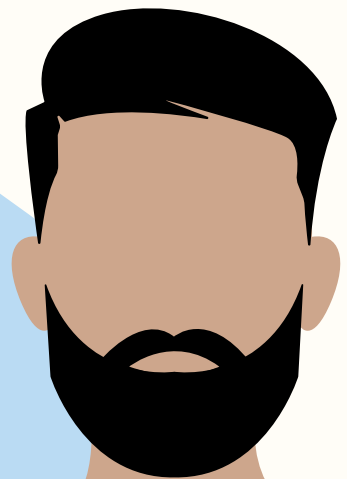
The Impact of Attitude on Work and Life - May 29

Strengthening Your Ability to Empathize - May 29

Visit sfhss.org/events for more information

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3-Part Wellness Webinar Series: Substance Abuse and Youth



Join us and learn about substance abuse among young people! Topics covered, Fentanyl and Opioids, which can harm young brains. Learn how some drugs may seem okay, but others can be dangerous.

Through this series topics include:

- Signs of an overdose
- Use of Narcan
- Tips on how to talk about this topic with young people
- Resources for teacher and parents

Join for one or all three sessions. Registration is required for each presentation.

[Click Here to RSVP](#)

May 2

Responding to an Opioid Overdose with Naloxone

May 14

Talking with your Child About Substance Use

May 23

Impact of Cannabis/Vaping and Youth's Developing Brain

Movement for Mental Health

Adding breaks of movement throughout the workday can make a real difference. Whether it's 10 minutes of walking, taking the stairs rather than the elevator, or stretching, these habits can have immediate benefits for reducing stress, boosting mood, and improving one's overall sense of wellbeing. A little movement goes a long way!

Free Classes:

- [Yoga at City Hall](#), Wednesdays 12:10-12:55 p.m.
- [20-Minute Meditation](#), Tuesdays & Thursdays 3:00-3:20 p.m. Starting 5/7
- [U.N. Plaza Fitness Courts Classes](#)
- Visit sfhss.org/events for additional classes and information



SFHSS Sponsored Activities

Offer Programs - Annual Plan Object: Schedule a mental health training or workshop within the fiscal year.

Available Well-Being Activities:

- ComPsych trainings*
- EAP trainings*
- Kaiser Permanente webinars*
- Group exercise classes

**Choose a mental health training or workshop from these vendors*

- Download Activities Description List
- Activities requests require 6-8 weeks lead time
- Visit sfhss.org/well-being/WB-activities for more information and how to submit a request.



Department-Led Activities Ideas

Download a toolkit to access step-by-step instructions to facilitate a program or activity for your department. Champions should use the tools below to create engagement opportunities that focus on well-being at work.

Need help with implementing, reach out to your Coordinator for support.



Create a
RECHARGE Space



Walking to
RECHARGE



RECHARGE with
Instant Recess



Recognition and
Appreciation
Guide



Celebrations and
social gatherings

To view and download toolkits - sfhss.org/well-beingatwork/toolkits-campaigns

Order Incentives

Request MHA themed incentives to help support your activities during the month of May.

1. EAP mini flashlight Keychains
2. MHA green ribbon w/ info card

- Must be used for a well-being activity
- Please work with other Champions in your department/location, submit one order.
- Limited quantities available
- **Place orders by Friday, May 3rd - submit requests today!**



Next Steps

1. Start planning your promotions and communications for Mental Health Awareness Month
2. Send out a Mental Health Awareness message and share resources
3. Order MHA incentives to support your activities by Friday, 5/3
4. Sign-up for WIRE Pilot workshop by Friday, 5/10
5. Complete your Annual Plan for FY 2023-24





Thank you!