



# Mental Health AWARENESS

April 17, 2025

Lisa Ocampo, Well-Being Program Coordinator Carrie Beshears, Well-Being Manager

## **AGENDA**

Well-Being@Work Program Updates

Civility in the Workplace

2

Mental Health Awareness Toolkit

3

Campaign Resources

4

Next Steps



## PROGRAM UPDATES

- Quarterly Check Ins June/July
  - Finish Annual Plan for FY 2023-2024 & 2024-2025
- Well-Being@Work Overview Key Player
   Training June
- New Well-Being Program Coordinator Erin Meloty - Kapella
- Upcoming Events and Challenges:
  - Employee Resource Fair June
  - Good Nurtured (4-week challenge) July







## Marci Walton, MA, MS

Marci earned a Bachelor of Arts in Early Childhood Education from Wittenberg University and a Master of Arts in College Student Personnel from Bowling Green State University. Marci graduated in 2020 from the Master of Science Human Resource Development program from Xavier University. Before ComPsych®, Marci worked for more than a decade in higher education. She has extensive training experience in the areas of mental health, communication techniques, wellness, crisis management, diversity and inclusion, and navigating generational differences in the workplace. She enjoys balancing content, humor, and practical take-away tips that be implemented immediately to help attendees thrive.

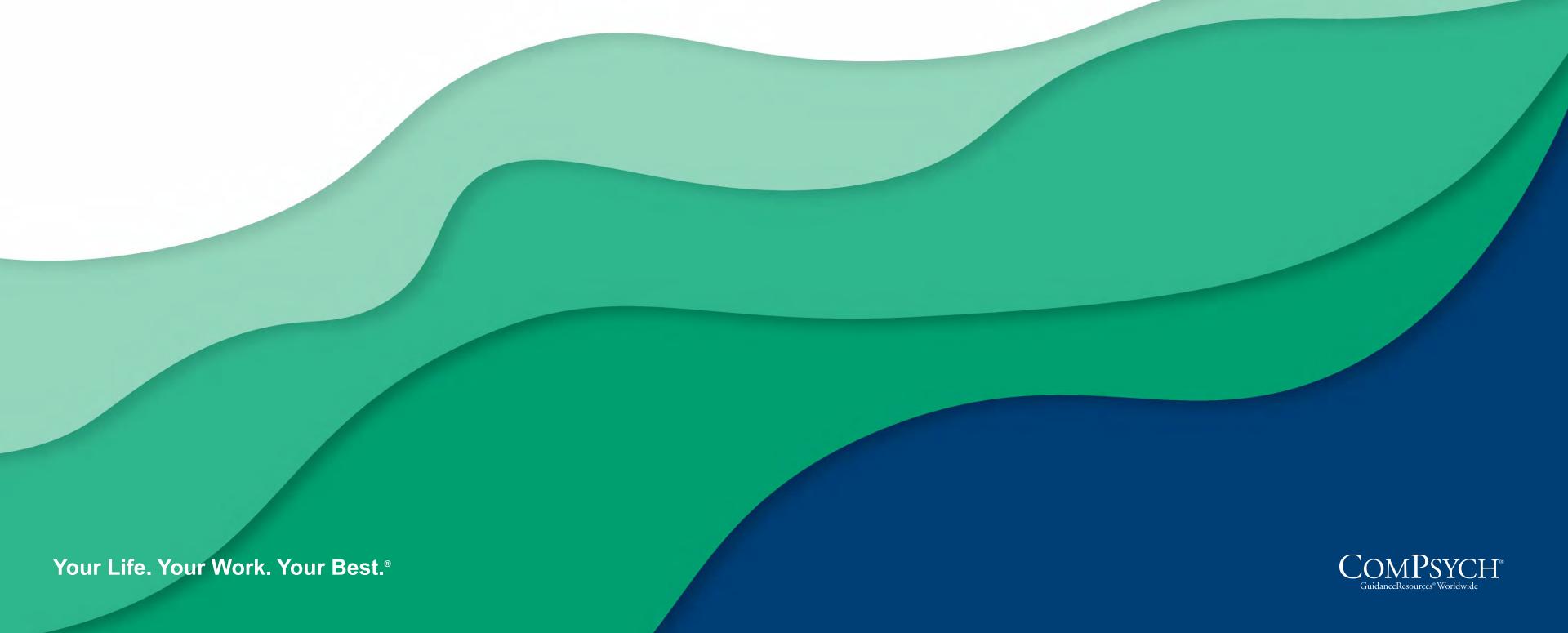


## Civility in the Workplace

Presented by ComPsych® Corporation



Better Every Day.



## Agenda

What is civility in the workplace?

Why is incivility growing in the workplace?

What can we do to create civility in the workplace



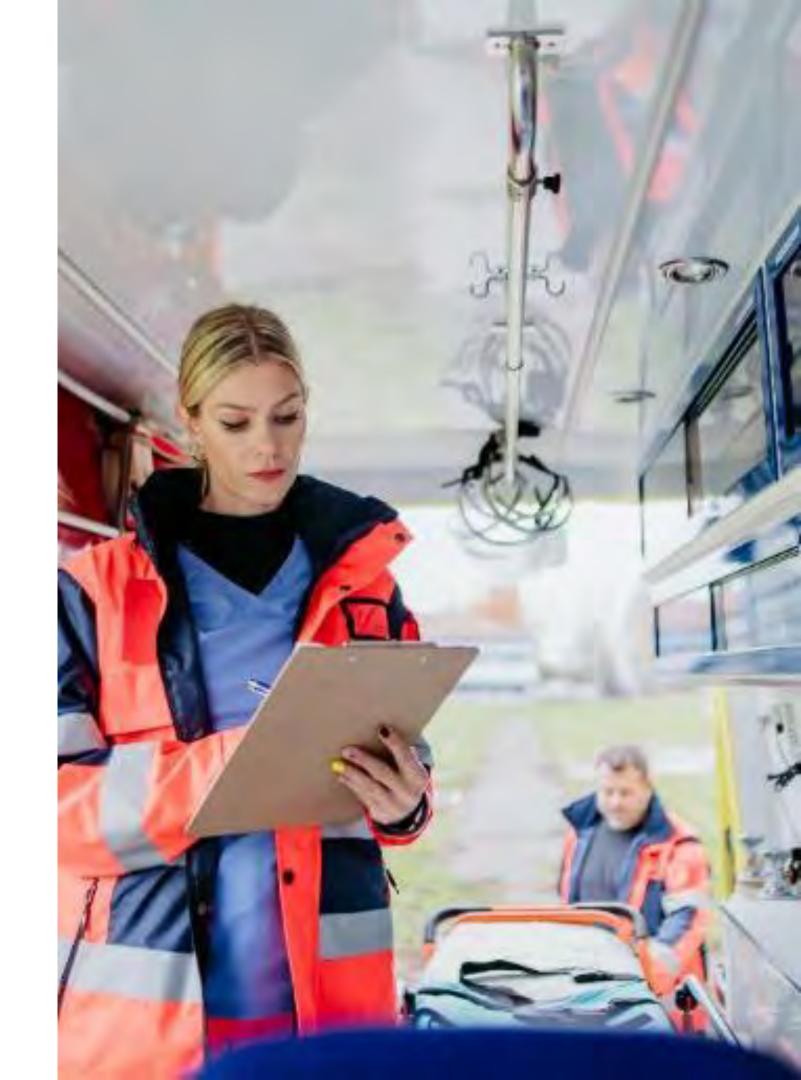
# How would you define "civility"? What words, phrases, or images come to mind?

## What is Civility?

#### The Five Fundamentals of Civility

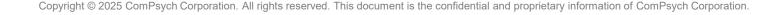
- Respect others and yourself
- Be aware
- Communicate effectively
- Take good care of yourself
- Be responsible

Source: https://php.oma.org/well-being/civility/



## Signs of Incivility in the Workplace

- Giving the silent treatment
- Talking about somebody behind their back
- Sending nasty, belittling notes or messages
- Making humiliating remarks
- Showing lack of respect through comments or gestures
- Making accusations related to professional competence
- Chastising publicly
- Showing bad temper

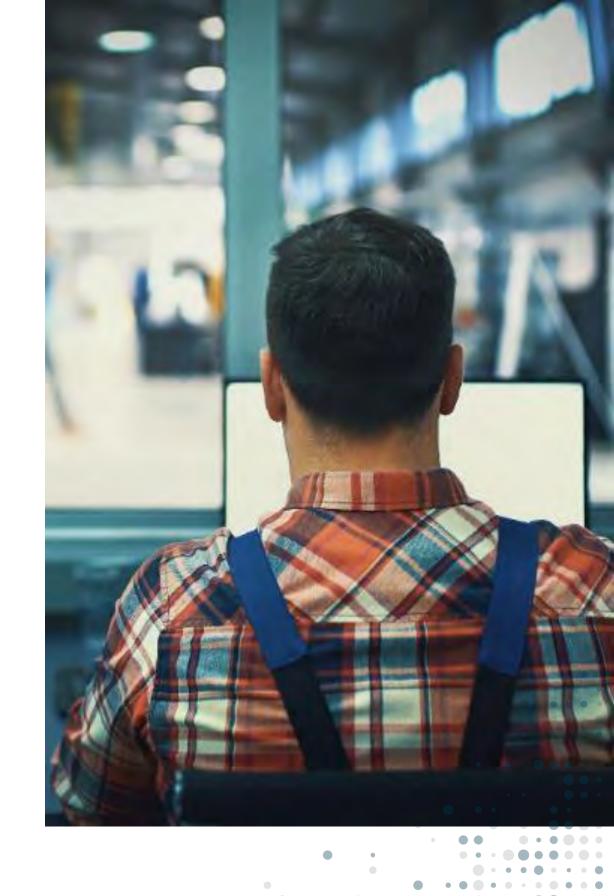


## The Costs of Incivility

Recent surveys of multiple organizations found the following results when asked, "What affect does incivility in the workplace have on your work?":

- 47% said they intentionally decreased the time spent at work
- 38% said they intentionally decreased their quality of work
- 12% said they changed jobs because of incivility in their organization

In addition, creativity suffers, performance and team spirit deteriorates and the public and co-workers feel disrespected.



## **What Causes Incivility**

#### Increasing dependence on technology

- As more and more of our communication is done by phone or email, it's
  harder to understand the intent without additional language or facial clues.
  That creates more ambiguity and it makes it easier to be uncivil when you're not face to face with someone
- This often leads to misinterpretation and misunderstandings that often go unchecked.
- People can be impulsive and react with a click instead of taking time to respond with though and ask questions for understanding.

#### **Work issues**

- When people engage in work that requires a high degree of careful focus, their capacity for attention is diminished. When attentional resources are depleted, it is more difficult for people to regulate their behavior
- When people are stressed, their capacity to self-regulate emotions and behavior is sometimes diminished.



## **What Causes Incivility**

#### **Organizations Lack Clarity**

 These departments, units and teams tend to not put an emphasis on how we behave and treat others in the workplace.

#### **Mental Fatigue**

- It takes mental energy. Our mental energy gets drained throughout the day as we work. This is an excuse and gives permission which we don't want to promote.
- It takes mental energy to respond instead of reacting to people and situations. When we are tired and/or stressed we are sometimes not at our best.

In addition, differences in communication styles, educational backgrounds, culture, race, and gender can contribute to unnecessary friction in the workplace.



## Civility in the Workplace

#### Civility on the other hand,

- Shows respect toward another
- Causes another to feel valued
- Employees show respect through their behavior and communication
- Employees feel respected and values
- Employees feel motivated to do their best



## Do Something...

Ghandi's state represents the essence of civility in the workplace:

"We must be the change we wish to see in the world!"



#### Factors that Lead to a Shared Sense of Control

- Accountability
- Reliability
- Open & honest communication
- A shared sense of control
- Empathy
- Predictability
- Reciprocity
- Vulnerability
- Honesty
- Kindness
- Regular expressed appreciation
- Constructive and caring feedback



In your experience, which behavior(s) have led to civility and trust in the workplace currently or in a previous job?

Please complete the poll you see on your screen.

#### **Behaviors That Lead to Feelings of Mistrust**

#### People who...

- Have a desire to control others
- Are critical and/or judgmental of others
- Make decisions with high impact and minimal explanation
- Show a lack of caring and/or concern about others
- Display a lack of sincerity



In your experience, which behavior(s) have led to incivility and mistrust in the workplace currently or in a previous job?

Please complete the poll you see on your screen.

## **Developing Trust in the Workplace**

- Accountability
- Integrity
- Being "team" minded
- Helping others to grow and do their best
- Perseverance
  - Change takes time and patience



## Reputation

Build a reputation by doing things for others and treating them respectfully and fairly

Build reputation by doing a good job

Satisfy expectations over and over again

Apologize sincerely if you do something wrong



## Why We Don't Apologize

Pride

Embarrassment

Anger

Hurt

Shame

#### **The Antidote: Humility**

It can be hard to admit our mistakes as it shows we are imperfect beings and allows the possibility of criticism from others. Having a strong self-esteem makes it easier to be humble and to recognize when we are hurtful to others.



## How to Apologize

Say more than "I'm sorry"

#### A proper apology could include:

- A detailed account of the situation
- Acknowledgement of the hurt or damage it caused
- Acknowledge your intent to not repeat behavior

"I'm sorry your feelings were hurt."

"I feel badly that I hurt your feelings. It wasn't my intention to cause you or anyone else harm with my words. I apologize. In the future, I will be more mindful of what I say."

## Practice: Rewrite These Apologies

- 1. "Sorry I was so negative during the meeting."
- 2. "I apologize for sending you the wrong information."
- 3. "I didn't mean to be curt with you."



## **Achieving Civility**

- 1. Start with yourself Be a part of the solution
- 2. Focus on other's needs and consider how your words and actions will impact others
- 3. Say what you mean and mean what you say
- 4. Be responsible for your choices and actions
- 5. Accept the consequences of your inappropriate choices and actions
- 6. Greet all people warmly
- 7. Don't participate in gossip
- 8. Return messages promptly
- 9. Be on time and prepared for meetings and pay attention.
- 10. Give credit and compliments when due

## Three Important Questions to Ask Yourself

Is it true?

Is it helpful?

Is it kind?

#### **Call to Action**

# What is something you can commit to starting, continuing, or stopping in your workplace to improve civility?

Write down your commitment so you can reference it in the future and consider telling someone important in your life to ensure accountability.

## Thank You for Attending!

Please submit any questions you have about the concepts or approaches we covered in the session.

## SAN FRANCISCO HEALTH SERVICE SYSTEM

Better Every Day.



## 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 1:**

Provide easily accessible pathways to mental health and substance abuse disorder services through increased member awareness

#### **Objective 2:**

Enhance programs to support early retiree and retiree well-being

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

## WHY MENTAL HEALTH IN THE WORKPLACE?

Work is one of the most vital parts of life. When people thrive at work they are more likely to feel physically and mentally healthy overall, and to contribute positively to their workplace.

Maintaining good mental health at work involves organizations creating a supportive environment where employees feel valued, respected and safe.

"You are braver than you believe, stronger than you seem, and smarter than you think."

- Christopher Robin



## MENTAL HEALTH @ WORK



1/3 of US workers
state that work related
stress and burnout are
one of their top
stressors

1 in 5 adults are impacted by a mental health condition (20% of all city employees)

73% of employees indicated that work-related mental health struggles hurt their productivity

## WHAT DOES THE DATA SAY?



Trillion in productivity loss due to 62% of employees being disengaged



Of leadership (executives and managers) lack training on addressing mental health concerns with employees



Of employees across the six countries reported at least one mental health challenge in the past year, yet only 47% received care



Of employees at the manager level report that they don't know whether their employer offers mental health benefits



Of employees say mental health care benefits are important in creating a positive workplace culture



Of City and County SF employees feel their work doesn't provide them a sense of community

## MENTAL HEALTH AWARENESS CAMPAIGN



Civility in the Workplace May 2025

## CITYWIDE EMAILS



May 1 - Workplace Civility and Mental Health



May 15 - Fostering Trust and Respect at Work



May 29 - How we show up at work matters



## CAMPAIGN Resources

Learn and share available resources with employees

## MENTAL HEALTH AWARNESS TOOLKIT

New in 2025 HSS is launching a Mental Health Awareness Toolkit for Leaders, Managers, and Supervisors with three focus areas:

1

Increase awareness through communication.

2

Provide opportunities for growth through workshops and training.

3

Build a culture with connection, community and caring.

## 1 INCREASE AWARENESS



Communicate at a minimum once a month, using three different platforms.

#### **Highlight Mental Health Services**

- 1.Play a Video
- 2. Send a department wide email
- 3. Post a flyer or handout information
- 4. Share an assessment tool
- 5. Show your support

#### **Share Resources**

- 1. Web resources
- 2. Print Material



#### **Videos**



eLearning EAP
Orientation
(First Responders)

EAP Orientation (First Non-Responders)





#### Dear Colleagues,

The City and County of San Francisco is committed to creating a safe, healthy, and respectful workplace for all employees. This includes ensuring that every individual is treated with civility and dignity, free from disrespectful behavior. It is essential that we maintain a respectful, professional, and supportive work environment for everyone. Civility not only boosts morale but also creates a positive workplace culture and enhances productivity, collaboration, and overall well-being.

This May, in recognition of Mental Health Awareness Month and in partnership with SFHSS, [INSERT Department Name] is proud to support this important movement by reducing stigma, offering education, and providing valuable resources to employees. If you don't know where to start, take an <u>online assessment</u> or reach out to the <u>Employee Assistance Program</u> by calling (628) 652-4600. Remember, seeking help is a sign of strength, not weakness, and you are never alone.

Explore and share helpful resources designed to support you on your mental health journey.

#### Get Started Today:

- 1. Download the events calendar and join the sessions that you feel most helpful to your mental health.
- Take a self-assessment to better understand your well-being and start exploring the available resources.
- 3. Show your support and join the Be Seen in Green challenge
- Learn about the Power of Meditation and put it into a weekly practice to support daily mental clarity and balance.
- Register and get trained in mental health first aid in the workplace. Learn how to recognize, and reduce stigma, support colleagues who may be experiencing a non-crisis mental health or substance use challenge.

Let's work together to make our workplace a safe, respectful, and supportive environment. Thank you for your ongoing dedication and commitment to fostering a positive and inclusive culture. Together, we can build a workplace where everyone feels valued and respected.

Warm regards,

[INSERT Signature]

#### **Department Wide Email**

Download and send 5/7



#### Informational Posters/Flyers/Handouts



EAP <u>Flyer</u>



**EAP Pocket Guide** for Leaders Managers &

Supervisors (Click and Request

Copies)



Journey Map



# Many individuals don't know where to get started. Share an Assessment Tool

#### Wellbeing Assessments

Learn more about your mental health and the changes you can make today



What is your Mental Health Profile



#### Show your support during the Month of May





Virtual Background





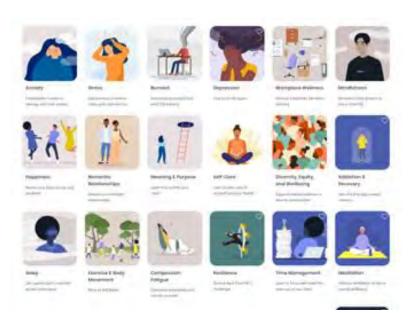
Logos



Banners and Headers



#### **Share Educational Mental Health Resources**



Mental Well-Being Topics



Online Learning Labs

**EMPLOYEE** ASSISTANCE PROGRAM

WE'RE HERE For You

Mental Health Awareness Month



Just Breathe Poster



How to help someone in a mental health crisis



More online resources...

#### **Employee Assistance Program (EAP)**

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

Email: eap@sfgov.org

Website: sfhss.org/eap

First Responders (SFFD, SFPD, SFSO, 911 Dispatchers) visit, <u>sfhss.org/firstresponder-resources</u> 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.

#### **EAP First Responder Resources Website**

This page is for first responders, to have easy access to Mental Health and Substance Abuse Benefits information and resources.

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



Visit sfhss.org/first-responder-resources

#### **Using Your Benefits**

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







Visit: <a href="https://sfhss.org/Using-Your-Benefits/mental-health-emp">https://sfhss.org/Using-Your-Benefits/mental-health-emp</a>



Download the

Mental Health Plan

Resource Flyer



## **CredibleMind**

Resources for your mental well-being with over 200 topics to choose from. Visit the <u>CredibleMind</u> website to explore support tools, take an assessment 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 you own pace and save your progress!

Visit <a href="https://sfhss.crediblemind.com/">https://sfhss.crediblemind.com/</a>

## 2 WORKSHOPS & TRAININGS

#### **Promote and Attend Workshops**

#### **Stress First Aid**

May 14 10:00am-12:00pm &

May 29 10:00am-12:00pm

Click on the date to register.

#### **Mental Health First Aid** Introduction

Online Self Paced Offered Ongoing

Register

#### **Mental Health First Aid Certification 2.0**

May 21 8:30am-12:30pm &

May 27 1:00pm-5:00pm

Click on the date to register.



# <sup>2</sup> WORKSHOPS & TRAININGS

#### Request Workshops

#### Recommended Department Offerings:

- Mental Health First Aid Certification
- Mental Health First Aid Champion
- Mental Health First Aid Transform
- Stress First Aid
- EAP Essentials for Leaders, Managers, and Supervisors

#### Next Steps:

- Download the <u>Activities Description List</u>
- Activities take between 8 weeks to 90-day lead time
- Visit <a href="https://sfhss.org/well-being/WB-activities">https://sfhss.org/well-being/WB-activities</a> for more information on how to submit a request



# 2 WORKSHOPS & TRAINING

#### Mental Health First Aid Champion - Pilot

SFHSS is looking for 30 Well-Being Champions to get trained.

#### Title:

Mental Health First Aid Champion

#### **Training Details:**

The training is 1.5 hours and is instructor-led virtual session that empowers a network of employees to provide mental health and substance use support to other employees as the company's go-to resource. Employees will develop an action plan for their role as a MHFA at Work Champion.

Length: 1.5 hours

#### **Prerequisites:**

- 1.MHFA Intro (2 hours) A self-paced eLearning course
- 2.MHFA Certification (4 hours) An Instructor-led virtual training

If you are interested complete the form <a href="https://forms.office.com/g/6DdqHM7ezY">https://forms.office.com/g/6DdqHM7ezY</a> by Friday, April 25.

## <sup>2</sup> WORKSHOPS & TRAININGS

#### **Promote and Attend**

#### **Meditation Series**

#### The Power of Meditation - 5/6

In this experiential workshop, participants will:

- Learn about the benefits of meditation.
- Identify and define key meditation concepts.
- Practice body posture and breath awareness, the two most important aspects of meditation.

Register



Continue your <u>practice of meditation</u> throughout the month of May.

#### Thursdays from 3:00pm-3:20pm:

- Understanding and Navigating Emotions - 5/8
- Pleasant vs. Unpleasant 5/15
- Acknowledge and Accept 5/22
- Setting Mindful Intentions 5/29

Learn More

## 2 WORKSHOPS & TRAININGS

#### **Share the SFHSS Activities & Events**



Download and share the interactive event calendar

# <sup>2</sup> WORKSHOPS & TRAININGS

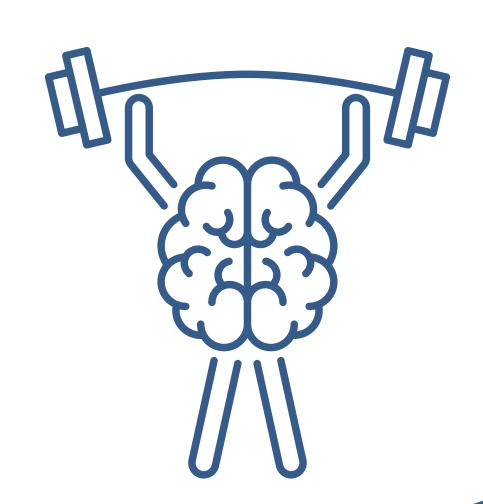
## **Request Trainings**

#### There are over 200 different trainings to choose from consider the following focus areas:

- Personal Development
- Resilience
- Family and Relationships
- Behavioral Health and Wellness

#### **Next Steps:**

- Download the <u>Activities Description List</u>
- Activities take between 8 weeks to 90-day lead time
- Visit <u>Requesting an Event</u> for more information





## 3 BUILD A CULTURE

#### Be Seen in GREEN Challenge

#### Why wear green?

Green is the official color for Mental Health Awareness, symbolizing hope and renewal. Wearing green shows your support for mental health. Participating in this challenge sends a powerful message: Mental health is important, and by joining together, we are advocating for and supporting mental health.

#### **How to participate:**

- 1. Wear green any time in May.
- 2. Take a photo with yourself (or with others) wearing green.
- 3. Submit the picture to: well-being@sfgov.org.
- 4.Include the following information in the email (this will only be used for the raffle entry): Name, Email and Phone number.
- 5. Share the challenge with others: Let others know, take more pictures and submit them for more entries into a raffle drawing.

Deadline: Submit by June 2nd to be entered into the raffle.



## 3 BUILD A CULTURE



Use tools to create engagement opportunities that focus on well-being with an emphasis on mental health in the workplace. Reach out to your

Coordinator for support.

#### Implement Department Led Activities

- Mental Health Fair
- Recess Break
- 1-Minute mental well-being break
- Small group support
- Scavenger hunt
- Pop-up Wellness Space
- Dedicated <u>RECHARGE Space</u>
- Community / Department Art Project
- Teambuilding activities
- Recognize and Appreciate
- Mental Health Passport



Check out toolkits available to support your events

For more ideas, go to Department Spotlights.

## 3 BUILD A CULTURE



#### **Cultivate Recognition with Appreciation**

Organizations with a culture of recognition have employees who are more engaged, motivated, and satisfied at work. Recognition is more meaningful when it is practiced with consistent messages of appreciation, which can occur more frequently.





Download and implement the Recognition and Appreciation Guide

#### Recognize & Celebrate: Order Incentives

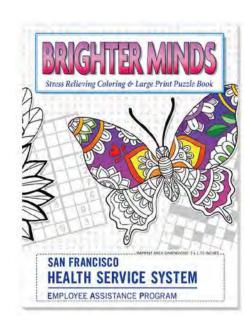
Request Mental Health Awareness themed incentives to help support your activities throughout the month.





- All items must be tied into a well-being activity.
- Work with other Champions in your department/location and submit one order.
- Limited quantities available.
- Contact your coordinator to discuss how you will tie in giveaways with your well-being activities.







# ADDITIONAL SUPPORT Resources

Share additional citywide resources with employees



## RESPECT IN THE WORKPLACE



The City and County of San Francisco is committed to creating a safe, healthy, and respectful workplace for all employees. Everyone plays a vital role to in building and sustaining a welcoming, and inclusive working environment. The Equitable, Fair, and Respectful Workplace Policy provides a clear standard for how city employees can support a positive and equitable worplace culture.

#### **Tools and Resources for Employees**

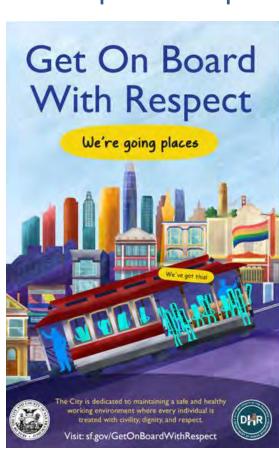
- Employee Resource Guide
- Roles and Responsibilities

# Tools and Resources for HR and Management

- Management <u>Resource Guide</u>
- Meeting Guide
- Meeting Slides
- Roles and Responsibilities

#### **Posters**

Download, print, and post.
Or request copies from DHR.







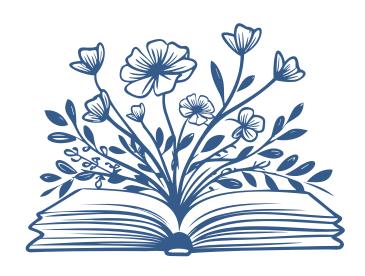
Poster 2 (11x17)

#### CITYWIDE POLICIES & TRAINING



#### **Policies**

- Telecommute Policy
- Lactation Policy
- Workplace Violence Prevention Plan
- <u>Equitable</u>, <u>Fair and Respectful Workplace</u>
   <u>Policy</u>
- Gender Inclusion Policy
- Temporary transitional work assignments
- Family-friendly workplace Ordinance



#### **Training**

- Successful Conflict Conversations
- Managing Implicit Bias
- Emotional Intelligence
- Third Party Resolution (For managers, leaders, supervisors)

#### **City University**

- City College of SF (100% tuition subsidy)
- SF State College of Extended Learning (2/3 tuition subsidy)
- UC Berkely Extension (1/3 tuition subsidy)

For more information, visit City University.

## DHR MEMO



#### Time Usage for Well-Being Activities

City and County of San Francisco Carol Isen Human Resources Director



Department of Human Resources Connecting People with Purpose www.sfdhr.org

#### MEMORANDUM

DATE: May 3, 2022

TO: Department Heads

**Departmental Personnel Officers** 

FROM: Carol Isen, Human Resources Director

SUBJECT: Prioritizing the Health and Well-Being of all City Employees

The City and County of San Francisco recognizes that in order to best serve the residents of San Francisco, we must prioritize the well-being of our employees. For that reason, we are encouraging employees to participate in programs designed to improve mental health, prevent long-term disease, and support employees to be more present and focused both at work and home. These efforts are part of our shared effort to build a culture of employee wellness.

Wellness in the workplace is critical because time spent at work constitutes a significant portion of an employee's waking hours on any given workday. Work environments, work culture, and our coworkers can influence choices made during the workday, such as what to eat for lunch and what to do on a break. These decisions can have a significant impact on the health of each individual.

Developing a culture of wellness requires support from leadership, which is why we need your help. We are asking you to support your department staff in making healthy choices and achieving their health goals. Support may look like starting a buddy system where co-workers encourage each other to choose healthy meals, encouraging attending citywide stretching or mindfulness breaks, organizing walks during employee lunch breaks, or participating in a healthy challenge or activity together.

The San Francisco Health Services System (SF HSS) offers a range of options to support employee well-being, including programs that support mental and emotional well-being, stress management, physical activity and movement, nutrition, and preventive care. In addition, most departments have one or more "Well-Being Champions" to provide well-being activities to employees. Please sign-up to participate and encourage your co-workers to participate as well. Department Well-Being Champions can share a list of the available well-being resources such as:

- Employee Assistance Program (EAP)
  - Free, confidential, and voluntary counseling services
  - Individual consultations and referrals
  - Organizational services

For more information visit: https://sfhss.org/eap

 Diabetes Prevention Program (DPP) – This year long program developed by the Centers for Disease Control and Prevention (CDC) can support employees with making lifestyle changes to lose weight, improve overall health, and reduce the risk for type-2 diabetes.

One South Van Ness Avenue, 4th Floor • San Francisco, CA 94103-5413 • (415) 557-4800

thy Habits Program - Guided discussions led by a Lifestyle Coach on healthy behaviors utrition, exercise, stress, sleep, and staying motivated.

tyle Coaching – Employees can create healthy habits and stay motivated in their ness routine with the support of a Lifestyle Coach.

ip Exercise Classes – FREE movement classes such as Pilates, Bootcamp, Zumba, etc. kshops and Seminars – Stress First Aid, Resiliency, Mental Health First Aid and more.

ibout well-being benefits and resources by visiting https://sfhss.org/well-being.

is may use floating holidays, vacation, sick and compensatory time off (CTO) to it well-being programs and activities. Employees may also work with their supervisor schedule arrangement where operationally feasible, to participate in certain well-ms or activities.

ate use of sick leave is detailed in the Civil Service Commission Rules and the City's <a href="mailto:indbook">indbook</a>. Sick leave is not generally available for well-being activities unless the activity or led by a licensed medical professional.

hart provides examples of when paid leave or flex time is appropriate:

	hart provides examples of	hart provides examples of when paid leave or flex time is appropriate:		
	ivity	Approximate Length of Time	Type of Time	
	eening	30 minutes (15 minute appointments)	Flexible scheduling, sick leave, vacation, floating holiday, CTO	
		20 minutes (10 minute appointments)	Flexible scheduling, sick leave, vacation, floating holiday, CTO	
	hing	30 minutes (20 minute appointments)	Flexible scheduling, vacation, floating holiday, CTO	
	minars d Learns)	60 minutes (45 minute presentations)	Flexible scheduling, vacation, floating holiday, CTO	
	ation Classes/ Weight Classes (DPP and s)	2-3 hours – 7-10 days	Flexible scheduling, vacation, floating holiday, CTO	
	d by Medical ealth Plan	2 hours	Sick leave, vacation, floating holiday, CTO	
Employee Assistance Program (EAP) Counseling		60 minutes	Sick leave, vacation, floating holiday, CTO	
EAP Work-Related Training Programs		1-8 hours depending on the training	Work time if assigned by a supervisor to attend for work- related purposes, vacation, floating holiday, CTO	

Please contact Mawuli Tugbenyoh, Deputy Director of Policy and External Affairs at <a href="mawuli.tugbenyoh@sfgov.org">mawuli.tugbenyoh@sfgov.org</a> for any questions related to this policy.

To understand how employees can use their accrued time to engage in well-being activities, <u>download and review the DHR Well-Being Memo.</u>

For questions, please reach out to your Department Personnel Officer (DPO).



- Share a toolkit with leaders, managers, and supervisors
- 2 Send a department wide email in May.
- Promote the SFHSS workshops, training and events.
- Sign up for the MHFA pilot, by April.
- Participate and encourage employees to engage in the Be Seen in Green Challenge.
- Request department activities.
- 7 Host a department led activity.





#### REFERENCES

- 1. More than 1 in 4 workers don't know if they have mental healthcare benefits, survey finds
- 2.MHA 2024 Workplace Wellness Research
- 3.CDC Protecting the Nations Mental Health
- 4. US Surgeon General Report: Workplace Mental Health and Well-Being
- 5. The 2025 NAMI Workplace Mental Health Poll
- 6. Employees want more workplace mental health resources
- 7. NAMI Stigma Free
- 8. NAMI Stigma Free Guides
- 9. NAMI Annual Survey
- 10. Workers appreciate and seek mental health support in the workplace American Psychological Association
- 11. Campfire Experiences for Connection
- 12. Emotional Intelligence in Organizations
- 13. Employee Mental Health at a Crossroads
- 14. Organizational Best Practices Supporting Mental Health in the Workplace
- 15. The Economic Cost of Mental Disorders National Library of Medicine
- 16. Mental Health and the Economy -- It's Costing Us Billions
- 17.2025 State of Workforce Mental Health Report Lyra
- 18. Workplace Stress

