



**Break the
Stigma**

Mental Health Matters

**2021 Missouri Leadership Academy
Mental Health Wellness Team**

MEET THE TEAM



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Why It Matters

Jane's Story



Disclaimer:

The following information may be difficult to hear for some individuals, and may contain content that is harmful or traumatizing .

FACT

1 in 5 US adults will experience a mental health challenge each year



FACT

1 out of 8 visits to US ERs is related to mental health and substance use disorders

Source: <https://www.nami.org/NAMI/media/NAMI-Media/Infographics/NAMI-Impact-Ripple-Effect-FINAL.pdf>

FACT

In 2020, nearly 23% of Missourians reported that they had been diagnosed with a depressive disorder

Only 12 other states reported higher percentages of depression

The US average was 19.9%

FACT

In 2020, Missouri ranked 11th among the 50 states in the number of deaths by suicide

The rate of suicide in Missouri's rural counties (99 of 114) is 18% higher than the non-rural rate and is growing 50% faster

Sources: American Foundation for Suicide Prevention, <https://afsp.org/learn-the-facts>

Source: Growing Stress on the Farm: The Expanding Economic and Mental Health Disparities in Rural Missouri, February 2020, www.mhanet.com

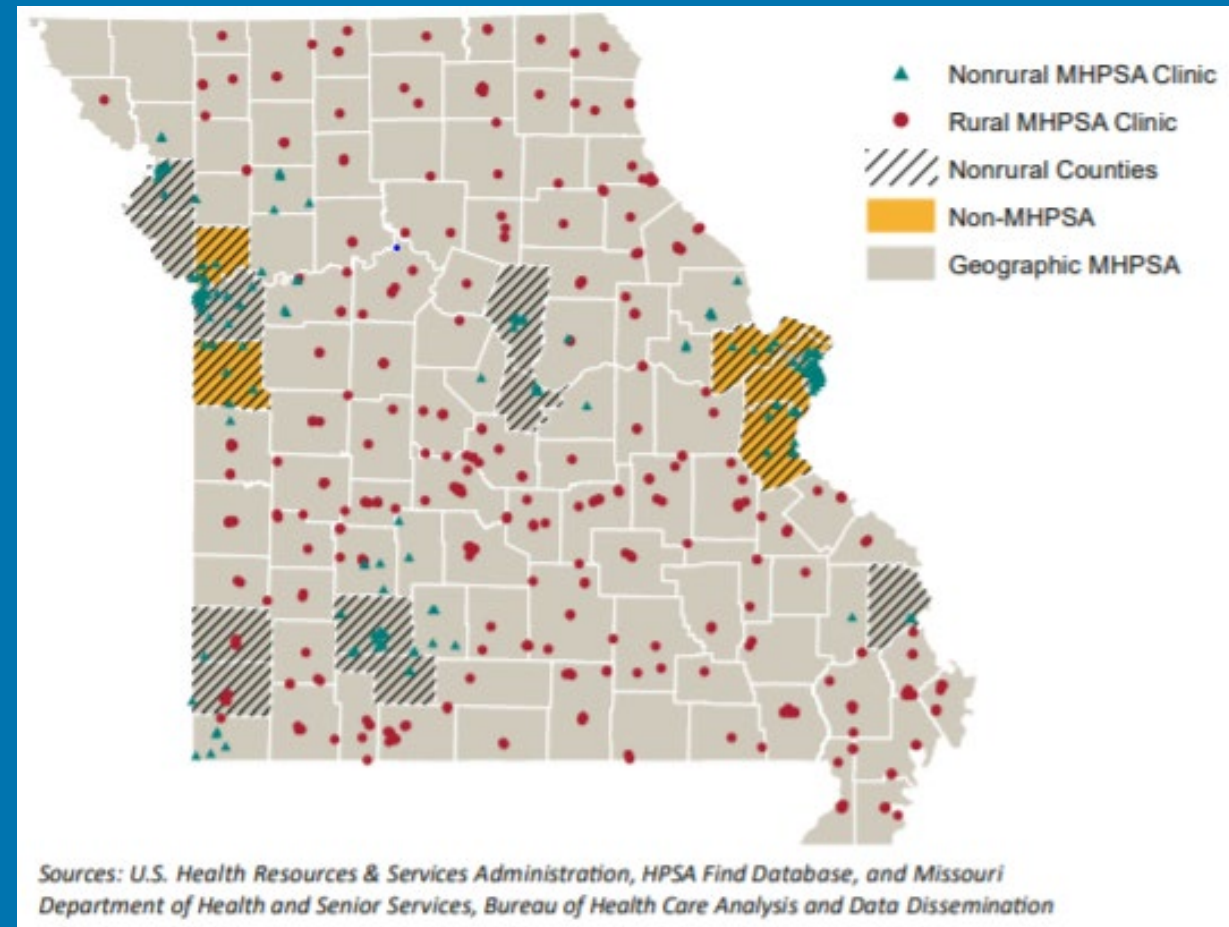
FACT

Mental Health Professional Shortage Areas and Clinics, 2019

Missouri has the largest mental health provider shortage in the nation

Source: Kaiser Family Foundation, www.kff.org

Source: *Growing Stress on the Farm: The Expanding Economic and Mental Health Disparities in Rural Missouri*, February 2020, www.mhanet.com



State Of Missouri Data

Population:	6,137,428
Citizens facing a Mental Health Challenge:	1,227,486
Executive Department Employees:	42,231
Employees facing a Mental Health Challenge:	8,446



Source: U.S. Census Bureau, <https://www.census.gov/quickfacts/MO>

Source: Office of Administration, https://results-int.mo.gov/t/OA/views/TalentManagementDashboard/HeadcountbyFTE?%3AshowAppBanner=false&%3Adisplay_count=n&%3AshowVizHome=n&%3Aorigin=viz_share_link&%3AisGuestRedirectFromVizportal=y&%3Aembed=y



Breaking The Stigma Starts With Us















We need to prioritize wellness by creating a common culture of awareness in each department that reduces the stigma surrounding mental health

Where We Are



What Are Departments Doing?

- Interviewed all 16 Departments
- Commonalities
 - Stigma
 - Disconnect
 - Inconsistency

	Mental Health First Aid Training	Identified Mental Health Contact Person(s)	Identified External Best Practices	Refers Team Members to DMH Cares	Refers Team Members to SELF (EAP)	Refers Team Members to FMLA	Utilizes Peer Support Groups	Identified Stigma as Primary Barrier	Mental Health Collaboration with External Partners	Mental Health Collaboration with MCHCP	Cross-Departmental Collaboration	Identified Lack of Training as a Barrier
		X						X				
	X			X	X							X
		X		X			X		X			X
		X				X				X	X	
	X	X		X	X	X	X	X				
	X	X		X				X			X	
	X	X	X	X	X		X		X		X	
		X	X				X	X	X		X	
				X	X							
	X	X			X			X				X
		X			X			X	X		X	X
	X			X	X	X	X	X		X		X
		X		X				X			X	
					X							

What Are Departments Saying?

“Stigma is the primary barrier. We need to normalize that it’s okay to not be okay.”

**- Department of
Agriculture**

“We have to get back at being human and realize that there is more to a person than productivity. We need to listen attentively.”

- Department of Revenue

“Mental health and wellness is a journey, not a destination. Someone can never be fully informed, it’s a constant focus and effort to learn more, apply new things, come up with applicable/ accessible resources.”

**- Department of Elementary
and Secondary Education**

“Some Departments don’t think a lot about trauma because their work isn’t high risk. However, there is significant mental health in personal lives that people bring to work. We are all impacted by trauma, no matter the line of work.”

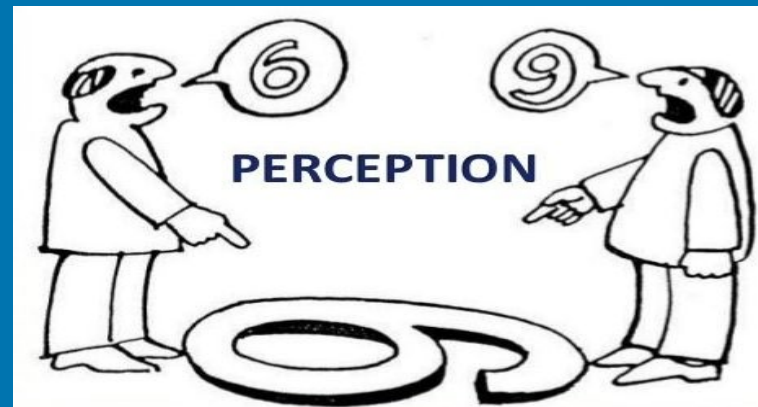
- Department of Corrections

The Barriers

Stigma



Disconnect



Inconsistency



What The Research Shows



THE GLOBAL BUSINESS COLLABORATION
for Better Workplace Mental Health

Began in January 2021

**Includes Deloitte, Salesforce,
and Unilever**

**Encourages business leaders to
take a pledge to “*promote an
open culture around mental
health, working towards
eliminating stigma*”**

What The Research Shows

The EY (formerly Ernst & Young) campaign to improve workforce mental health

Began October 2016

R U OK? connects EY's 45,000 employees to mental health resources

In its first 3 months, EY saw a 30% increase in mental-health related calls to the EY assist line



Let's get talking

"What mental health needs is more sunlight, more candor, and more unashamed conversation."

--Glenn Close



Making The Change

Badge Buddy

- Quick Reference
- Cost Effective
- Universal Resource
- Customizable



When to be concerned:

- Team members withdrawn at work
- Increased absenteeism or unusual hours
- Inconsistent performance
- Loss of confidence or motivation
- Lapses in memory
- Disheveled appearance

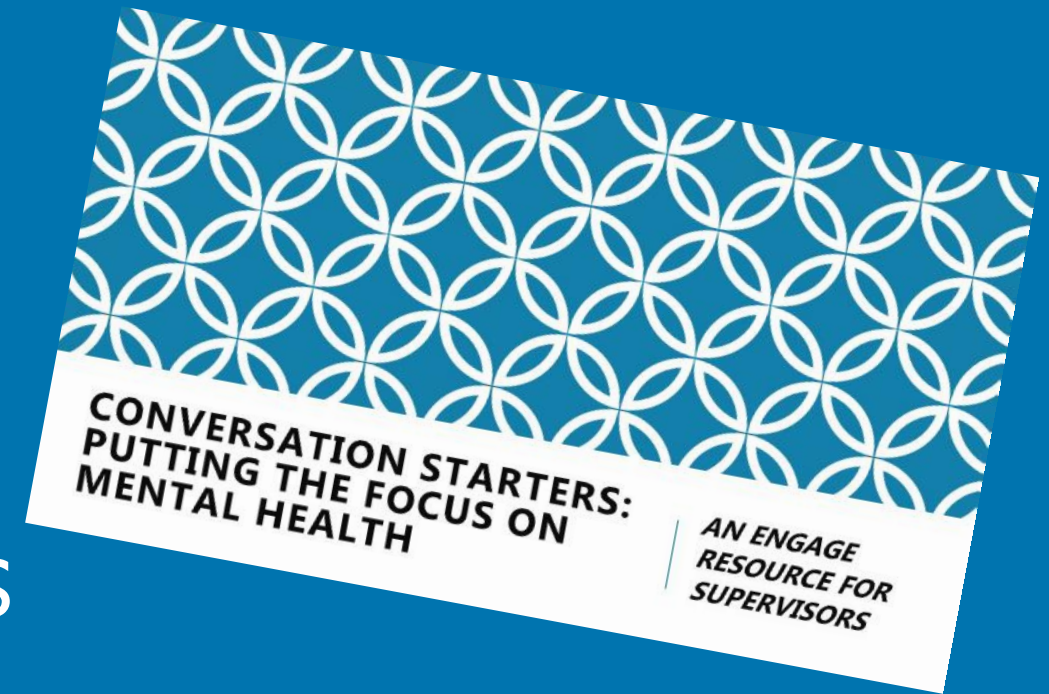


State Employees Only: Anthem Blue Cross Blue Shield	1-800-224-0336
State Employees Only: SELF (EAP) through ComPsych	1-800-808-2261
Crisis Text Line	Text CONNECT to 741741
National Suicide Prevention Lifeline	1-800-273-8255 (TALK)
Disaster Distress Helpline	1-800-985-5990
Mental Health America Hotline	Text MHA to 741741
National Alliance on Mental Illness	1-800-950-6264
National Institute of Mental Health	1-866-615-6464
Substance Abuse & Mental Health Services Administration	1-800-662-4357

Making The Change

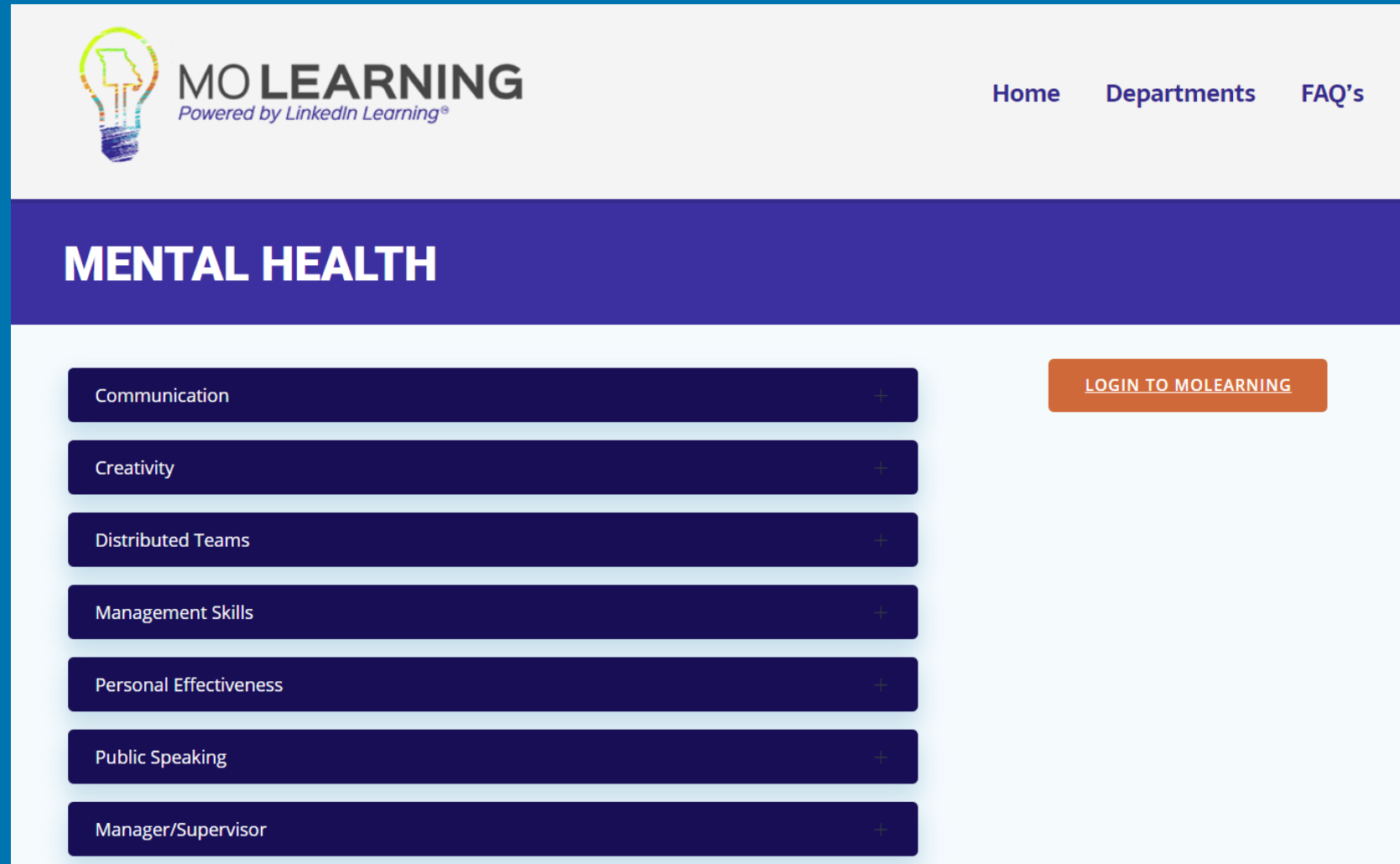
ENGAGE Conversation Starters Focused on Mental Health

- Support for Supervisors
- Support for Team Members
- Provides Common Language



Making The Change

Health and Wellness
added to each
Department's
recommended
trainings →



The screenshot displays the MO LEARNING website interface. At the top left is the logo for MO LEARNING, featuring a lightbulb with a map of Missouri inside, and the text "MO LEARNING Powered by LinkedIn Learning®". To the right of the logo are navigation links for "Home", "Departments", and "FAQ's". Below the navigation is a dark blue header bar with the text "MENTAL HEALTH" in white. Underneath this header is a list of seven training topics, each in a dark blue box with a white plus sign on the right: "Communication", "Creativity", "Distributed Teams", "Management Skills", "Personal Effectiveness", "Public Speaking", and "Manager/Supervisor". To the right of this list is an orange button with the text "LOGIN TO MOLEARNING".

Making The Change

Recommended MO Learning Trainings

- *How to Support Your Employees' Wellbeing*
- *Communicating with Empathy*
- *Managing Depression in the Workplace*
- *Managing Stress for Positive Change*
- *Grit: How Teams Persevere to Accomplish Great Goals*



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“Anything that’s human is mentionable, and anything that is mentionable can be more manageable. When we can talk about our feelings, they become less overwhelming, less upsetting, and less scary.”

--Fred Rogers

Long Term Impactful Changes

- Train the trainer – Mental Health First Aid
- MH Initiatives on Department placemats
- Engage/Anthem resources – Engage and MyStrength
- Promote peer support groups
- SELF sessions without annual leave use
- Statewide Wellness Coordinator



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Why it matters

Curtis's Story



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