



2024 Mississippi Association of Community Action Agencies Annual Conference

Tuesday Apr 16, 2024 / 02:15PM - 03:15PM

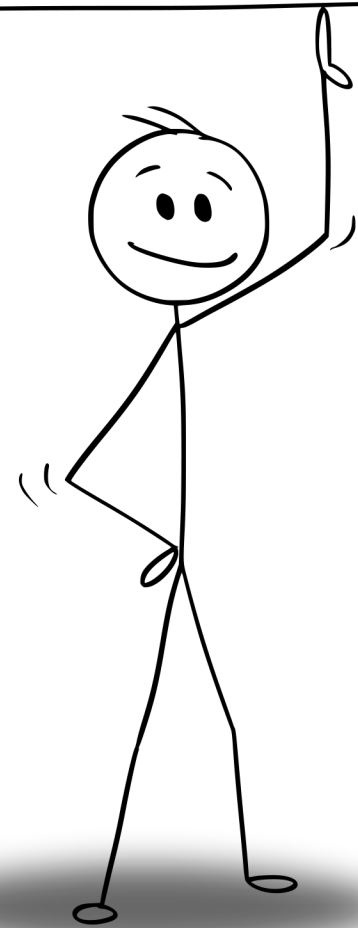
“ Promoting Mental Wellness in the Workplace: Fostering a Supportive and Inclusive Environment ”



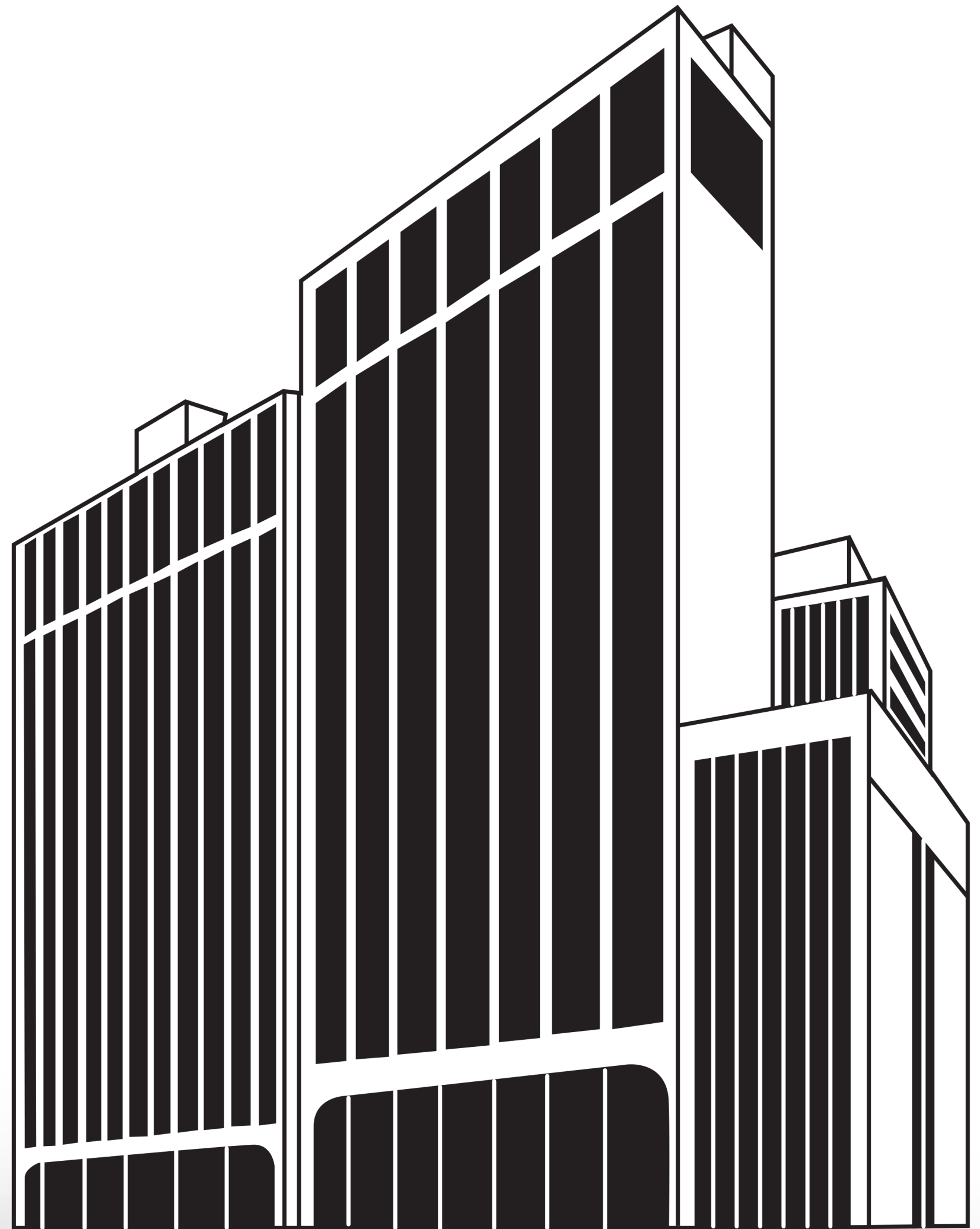
**Katherine
Parker, PR, CPSS**

So, how do we

'Promote mental wellness in
the workplace and Foster a
Supportive and Inclusive
Environment?'



**What does this
mean to each of
us?**



We Educate Ourselves...

"Educate yourself.

When a question about a certain topic pops up, google it.

Watch movies and documentaries.

When something sparks your interest, read about it.

Read read read.

Study, learn, stimulate your brain.

Don't just rely on the school system,
educate that beautiful mind of yours."

Source: ThinkPositive.com



I am Katherine Parker, Public Relations Practitioner and (one of the) Mississippi Department of Mental Health's Certified Peer Support Specialist Supportive Supervisors.

I am here to discuss these very topics aforementioned to you. Thank you, AJFC Community Action Agency, Inc. for this opportunity to share with you, grow with you and learn together!



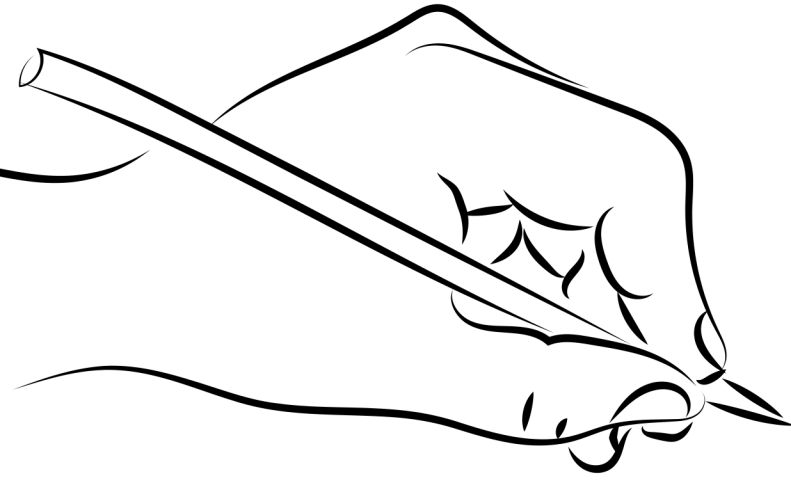


The Voices of Hope tagline exemplifies the multitudes of Certified Peer Support Specialists who have worked to find their voices of hope and recovery, bringing their voices with them, sharing with others these messages, continuing the fight for recovery-minded continuums of care everywhere they go. Together, we are The Voices of Hope.

KD Public Relations mission is to positively impact the community as a whole through sharing lived experiences of their recovery journey, causing growth to organizations.

TODAY'S CONVERSATION WILL INCLUDE:

Whova Survey Results



1. What is Mental Wellness?

- A. Definition
- B. Examples
- C. Credible Sources
- D. Discussion

2. What is Mental Illness?

- A. Definition
- B. Examples
- C. Credible Sources
- D. Discussion

3. What is stress and do you feel your workplace stress is a contributing factor to your personal life, or is this visa/versa? How do these circumstances work with/against each other?

- A. Definition
- B. Examples
- C. Credible Sources
- D. Discussion

4. What is Support and what does a Supportive Environment look like, feel like, smell like, act like and sound like to you?

- A. Definition
- B. Examples
- C. Credible Sources
- D. Discussion

5. What is an Inclusive Environment

- A. Definition
- B. Examples
- C. Credible Sources
- D. Discussion

8. Conclusion

- A. Survey
- B. Questions
- C. Contact

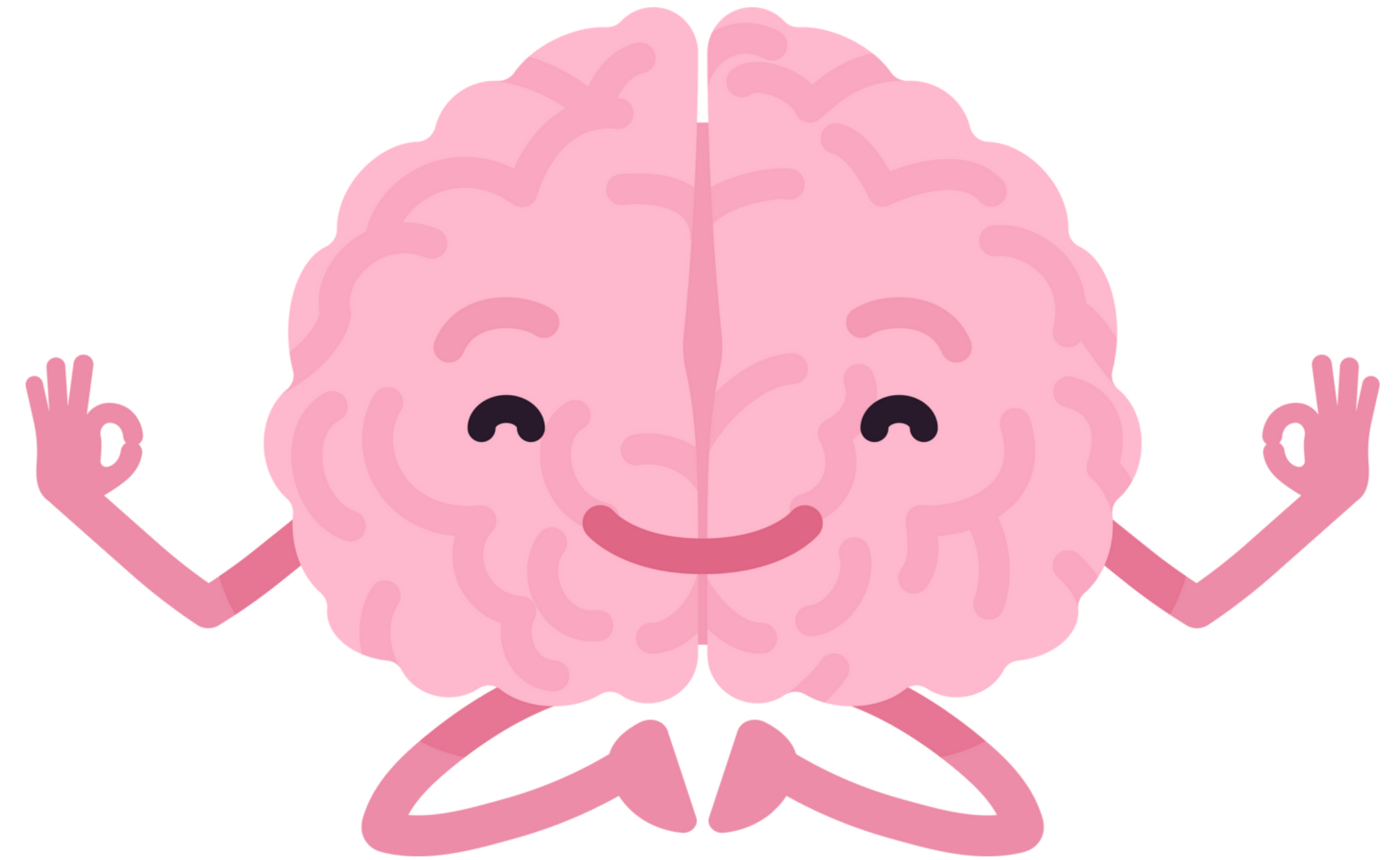
1. What is Mental Wellness?

The World Health Organization (2004) defines mental health in the following way:

- It is a state of wellbeing,
- in which the individual realizes their abilities,
- can cope with the normal stresses of life,
- can work productively and fruitfully, and
- can contribute to their community.

“There are some challenges to the definition of mental health and what it means to be mentally healthy (de Cates et al., 2015; Fusar-Poli et al., 2020). Mental health is framed as part of a larger set of behaviors that result in a healthy, happy, and meaningful existence (World Health Organization, 2004). Together with physiological health, mental health is considered part of the broader concept of health. However, the determinants of physical health and psychological health are different.

Specifically, to be physically healthy typically implies the absence of illness (Fusar-Poli et al., 2020). The World Health Organization (2004) states that mental health is not limited to the absence of mental illnesses or diseases. For example, just because an MRI scan shows that there are no abscesses or tumors present, it doesn't imply that someone is mentally healthy.”



DARE to do.

The Pencil's Tale - a story that everyone should hear



Share



ARE YOU LISTENING?

a motivational story

Watch on  YouTube

Mental Wellness Wellness Toolbox



Mental Wellness Toolbox?

What is a Mental Wellness Toolbox?

Well, basically it is a toolbox where wellness tools are kept. It is not a (necessarily) a physical toolbox (even though it can be); It is a proverbial toolbox, where wellness tools you have identified, are kept.

Source:

<https://www.shareevolution.org/post/the-wellness-toolbox-by-mary-ellen-copeland>

According to Mary Ellen Copeland's Website,
"The following list includes the tools that are commonly used to stay well and help relieve symptoms:

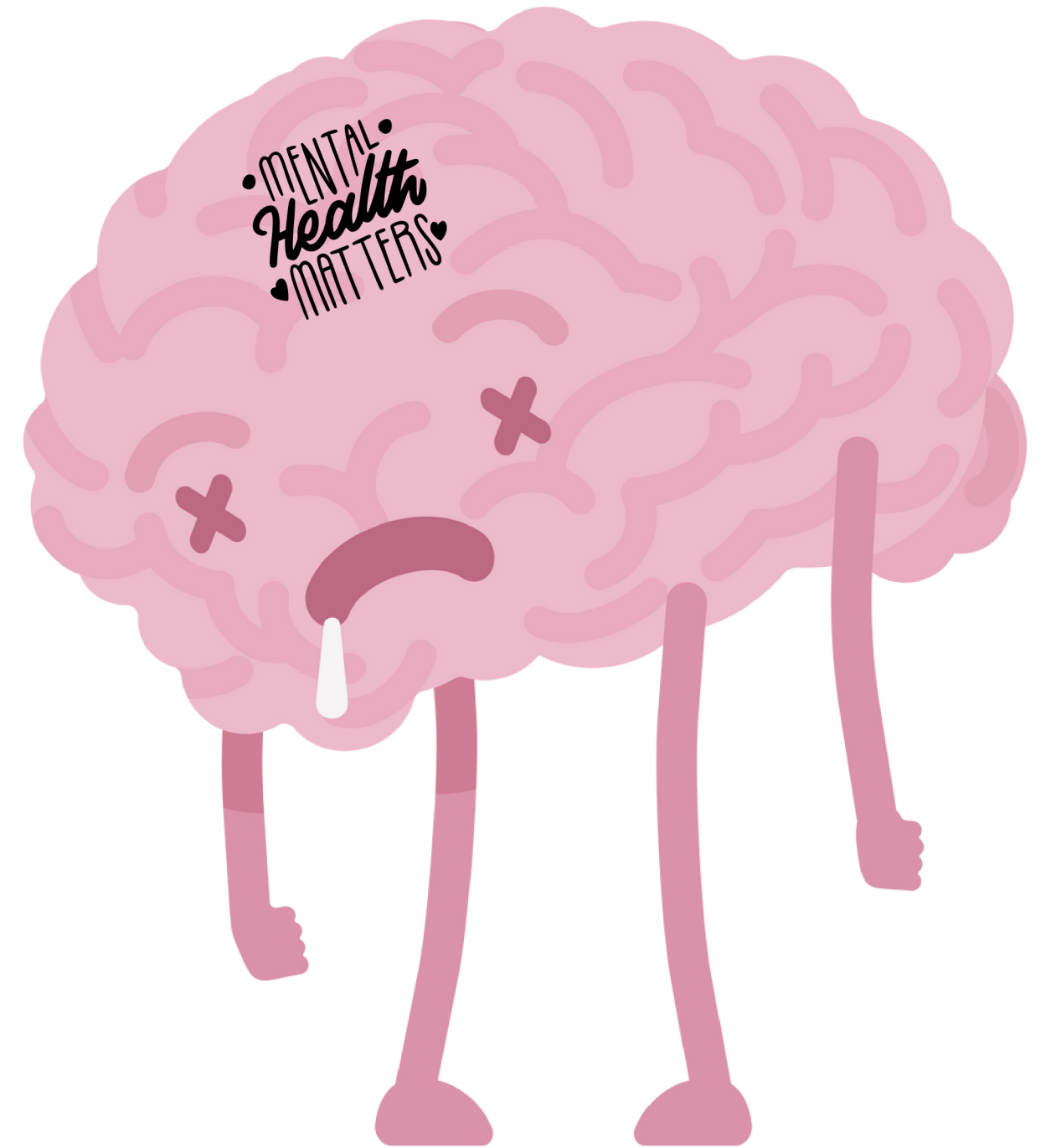


Talk to a friend-many people find this to be really helpful
Talk to a health care professional
Peer counseling or exchange listening
Focusing exercises
Relaxation and stress reduction exercises
Guided imagery
Journaling-writing in a notebook
Creative affirming activities like painting, singing, dancing, cooking
Exercise
Diet considerations
Light through your eyes
Extra rest
Take time off from home or work responsibilities
Hot packs or cold packs
Take medications, vitamins, minerals, herbal supplements
Attend a support group
See your counselor
Do something "normal" like washing your hair, shaving or going to work

Source: <https://www.shareevolution.org/post/the-wellness-toolbox-by-mary-ellen-copeland>

2. What is Mental Illness?

A Mental Illness is defined, according to [VeryWellMind.com](https://www.verywellmind.com), "A mental health condition that has a negative effect on the way a person thinks, feels and behaves."



What's a Mental Illness?

A mental health condition that has a negative effect on the way an individual...



thinks



feels



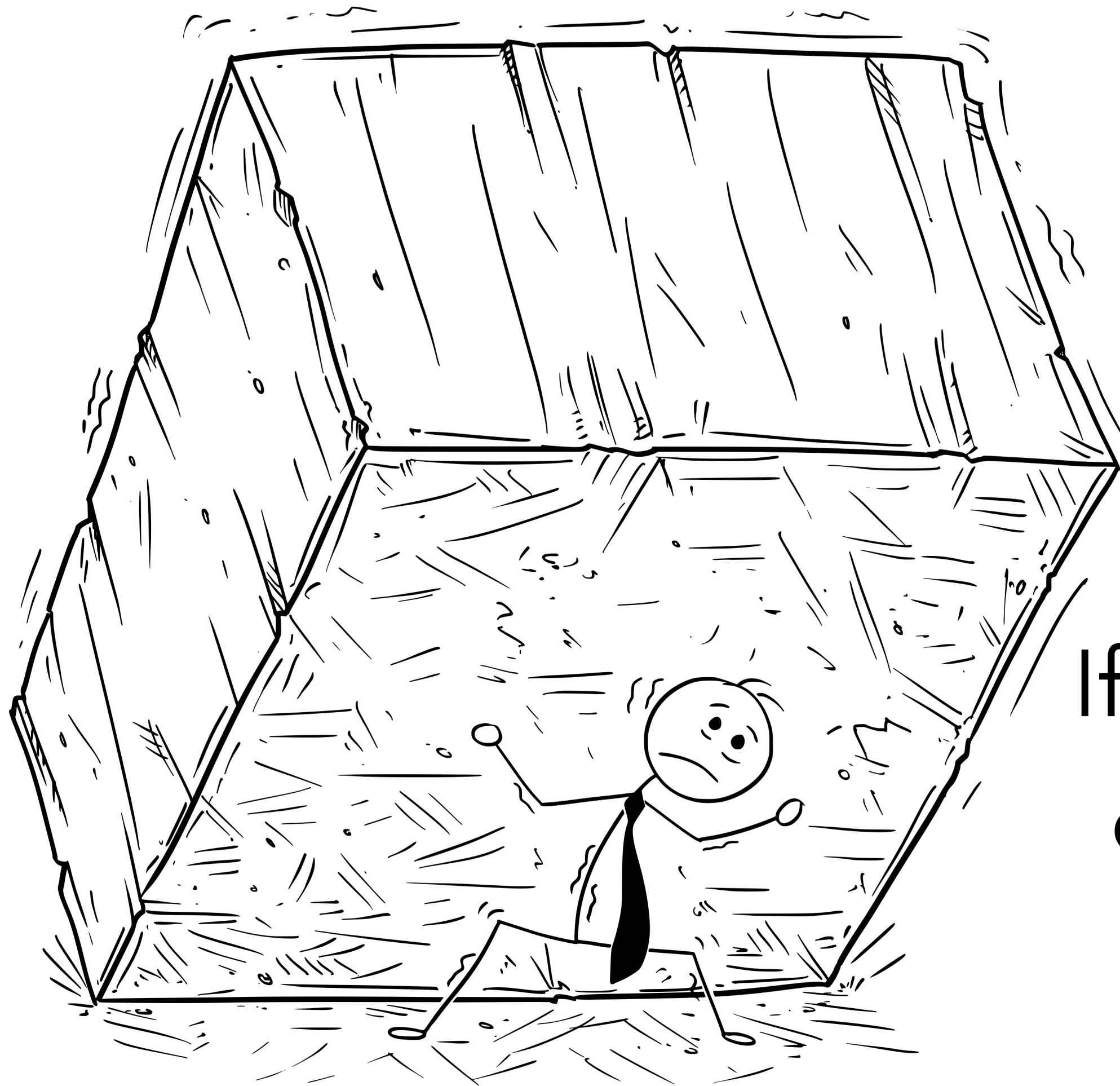
and behaves

What is stress and do you feel your workplace stress is a contributing factor to your personal life, or is this visa/versa? How do these circumstances work with/against each other?

“Jun 17, 2022 Stress can be defined as a state of worry or mental tension caused by a difficult situation. Stress is a natural human response that prompts us to address challenges and threats in our lives. Everyone experiences stress to some degree. The way we respond to stress, however, makes a big difference to our overall well-being.”

Source: <https://www.who.int/news-room/questions-and-answers/item/stress>





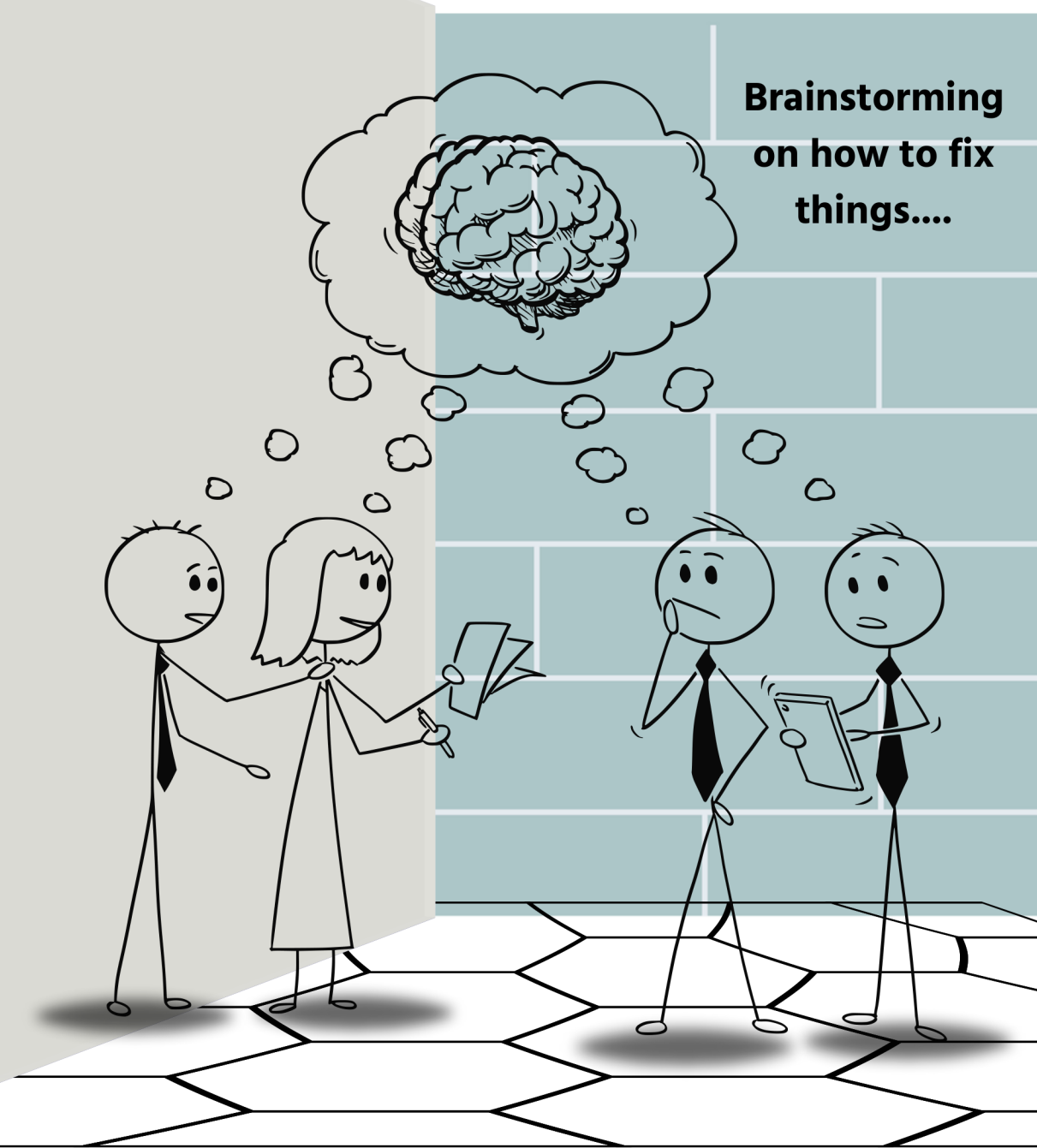
Thoughts on this
graphic?
Familiar?
Unfamiliar?
If familiar, how often
are you feeling this
way?

4. What is Support and what does a Supportive Environment look like, feel like, smell like, act like and sound like to you?

“A supportive environment refers to any setting that provides individuals with the necessary conditions to thrive. It’s characterized by positive relationships, a sense of belonging, and the provision of resources and opportunities that allow people to grow and achieve their goals. It’s about fostering a space where encouragement and assistance are readily available.

Source: <https://parenting.ra6.org/supportive-environments.htm>

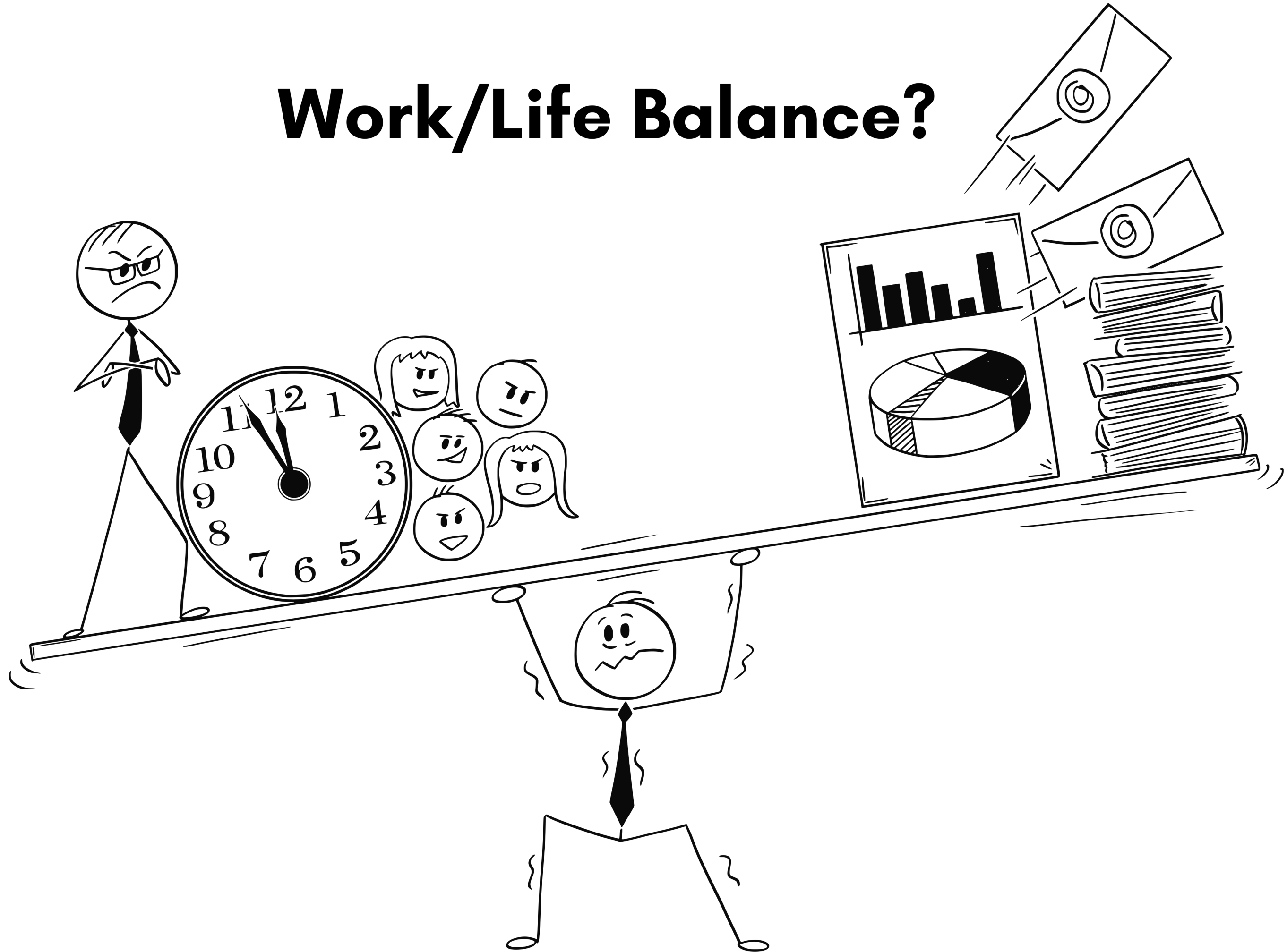
Does any of this look familiar?



Do you feel comfortable asking for help/support from family, friends, and/or co-workers? Why/why not?

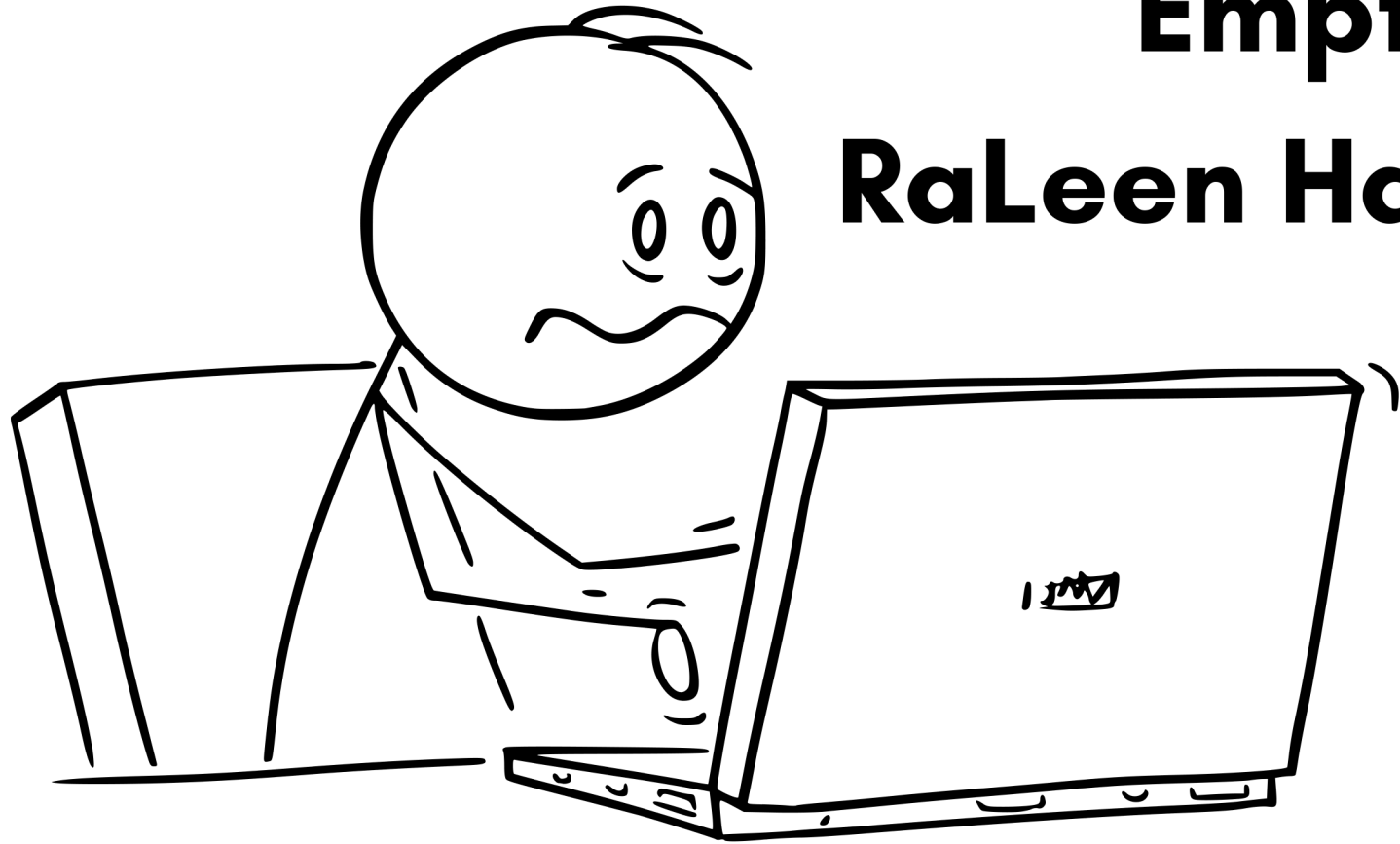


Work/Life Balance?



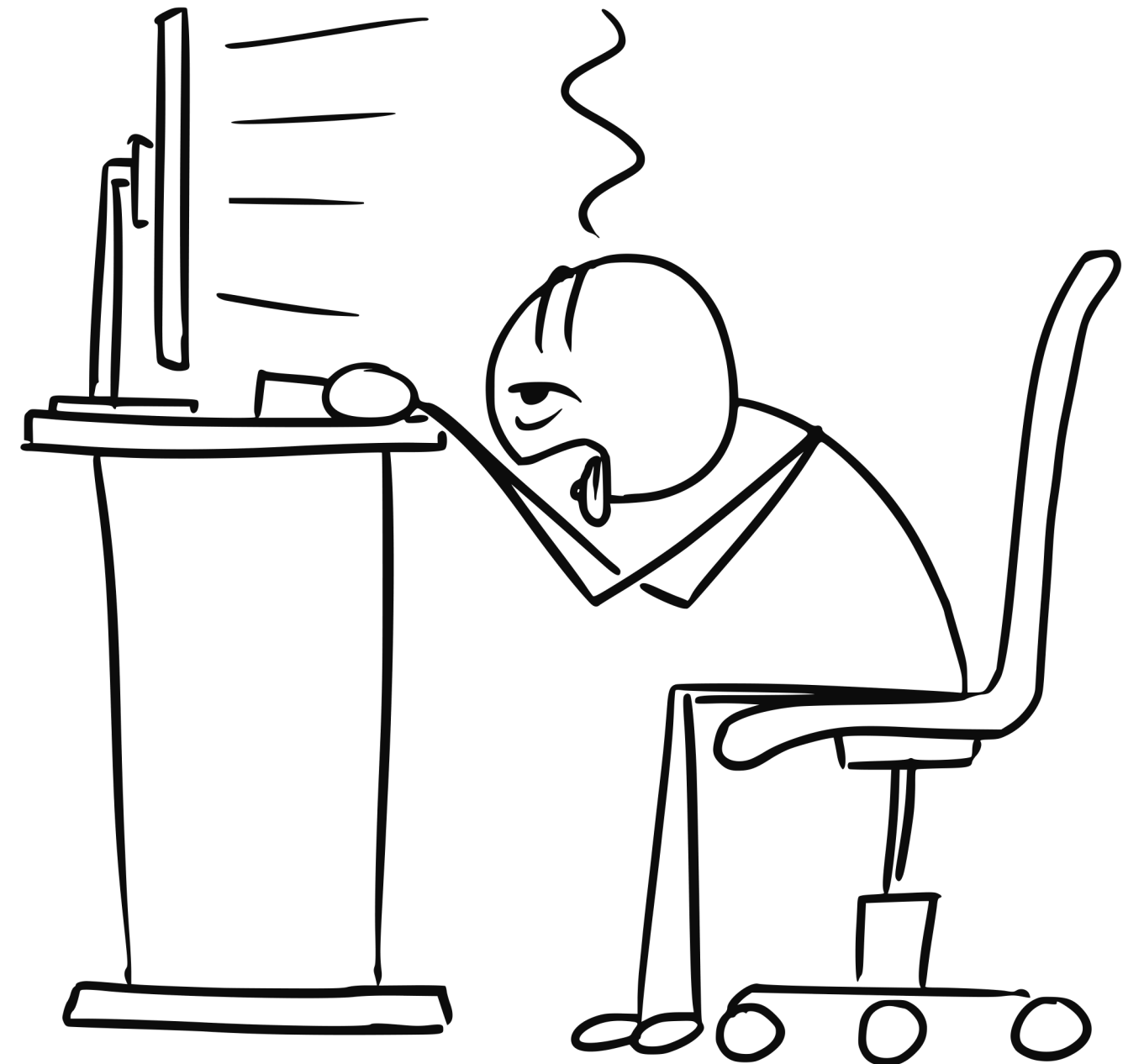
Empty Vessels Don't Pour"

RaLeen Haynes, Ellisville, Mississippi



Do you take your scheduled lunch breaks, time off, and/vacation time?

Please DO!



What is an Inclusive Environment?

According to SpiceWorks,.com:

“An inclusive workplace is defined as a work environment that makes every employee feel valued while also acknowledging their differences and how these differences contribute to the organization’s culture and business outcomes. An inclusive workplace is characterized by affirmative action, wherein any impact of bias/discrimination/unequal opportunity is negated.”

Source: <https://www.spiceworks.com/hr/diversity-inclusion/articles/what-is-an-inclusive-workplace/>

Forbes.com states:

“Leaders must establish a foundation in their organizations for such a culture to foster and flourish, but they cannot do it alone; employees must be part of the co-creation of this environment to be established and sustained. will this transpire? The initiative must begin from the top of the organization and transcend to all its layers. Creating an inclusive workplace environment lies in the leaders’ responsibility to shape a workgroup climate to enhance team member experiences, engagement, well-being and performance.

Fostering inclusion necessitates that you, as the leader, support team members to comprehend what inclusion is and its significance; this can help to inspire them to engage in inclusive behaviors intrinsically. It's better to think about DEI leadership as a process designed to facilitate a specific set of actions.”

Source: <https://www.forbes.com/sites/forbescoachescouncil/2021/02/04/fostering-an-inclusive-environment-in-the-workplace/?sh=5dbc9ce6a9e2>

A SURVEY FROM OSHA.GOV:

On a scale of 1 to 10 (10 being the highest), what was your average stress level at work over the past month?

- What worries you the most about your job?
- Has your stress level at work increased in the past month? Yes No If **yes**, what factors have made it worse?
 - Does your supervisor talk about and look for ways to reduce workplace stress? Yes No
 - Is there anything specific we (your managers and supervisors) could do to alleviate the stress you are feeling related to work? Yes No
 - If **yes**, please provide a detailed response to explain how we could make things better.
 - How would you describe your work-life balance during the past month?
Great Satisfactory Bad Terrible No opinion
 - Is it better, worse, or the same as last year? Better Worse Same No opinion
 - Would you talk with coworkers or your supervisor (or an employee assistance program representative) about stress and mental health issues if you needed assistance? Yes No If **no**, what would hold you back?

Did you know if the AJFC has an employee assistance program (EAP)? Yes/No. If yes:

- Do you know how to use the EAP if you need support with a problem or mental health issue? Yes No
 - Do you know how to contact an EAP representative to talk? Yes No
 - Are you interested in having access to mental health resources at work? This can include access to counseling, therapy, substance use prevention resources, etc. Yes No If yes, please provide suggestions.

If no, why not?

Note to employers: You may wish to keep this question open-ended. Alternatively, you could provide multiple options (and ask respondents to check all that apply) to gauge your workers' interest in services that you are willing to consider. Potential options include:

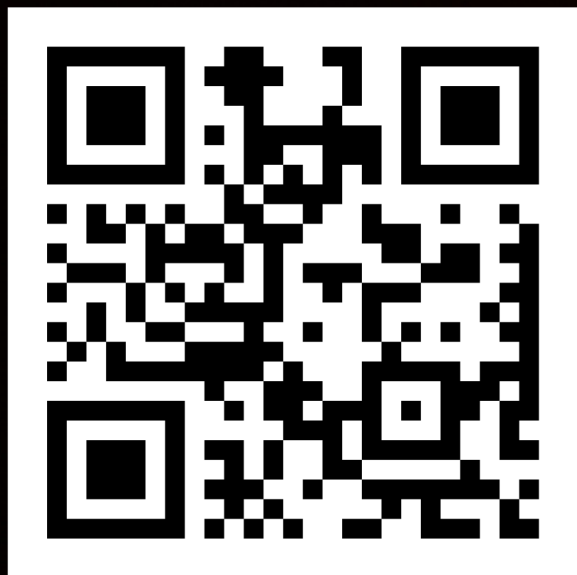
Meditation sessions Mindfulness classes Stress reduction workshops
Yoga classes Exercise classes Other (please specify:)

- Do you think [insert your organization's name here] provides enough mental health resources? Yes No. If no, what suggestions do you have for improvement?
 - Would you be interested in attending virtual social events to help you connect with your coworkers? Yes No. If yes, what sounds appealing (e.g., virtual book clubs, coffee breaks)?
- Please tell us if there is anything else you would like to share or any suggestions you would like to make about ways to manage workplace stress and support workers' mental health.

Thank you!

Kat The PR Prac

Website:



Blinq Digital Business Card:

