

Shining Light on

**MENTAL HEALTH AND
SUICIDE PREVENTION**



September 21, 2021



LEARNING OBJECTIVES

1. **DISCUSS HOW TO BREAK THE STIGMA OF MENTAL HEALTH AND SUICIDE**
2. **ILLUSTRATE WHY MENTAL HEALTH AND SUICIDE PREVENTION ARE WORKPLACE ISSUES**
3. **HOW TO INCORPORATE SUICIDE PREVENTION INTO SAFETY, HEALTH, WELLNESS CULTURE**
4. **SHARE RESOURCES FOR EMPLOYERS TO ADDRESS THESE TOPICS WITH EMPLOYEES AND FAMILIES**



CRISIS IN CONSTRUCTION: WHAT?

PANDEMIC AND 2020 UNREST: A “PERFECT STORM” IN CONSTRUCTION:

- 1. WORSENING MENTAL HEALTH – *ISOLATION, STRESS, ANXIETY & DEPRESSION***
- 2. SUBSTANCE MISUSE AND ADDICTIONS**
- 3. SUBSTANCE USE DISORDERS – *RISK OF RELAPSE LEADING TO OVERDOSES***
- 4. PTS FROM TRAUMATIC EXPERIENCES AND INJURIES**
- 5. SUICIDE RISK**



CRISIS IN CONSTRUCTION: WHY?

- **ISOLATION AND LONELINESS**
- **INCREASING FINANCIAL AND FAMILY PRESSURES**
- **WORKPLACE INJURIES**
- **CHRONIC PAIN**
- **GROWING SUBSTANCE MISUSE**
- **STIGMA AND OTHER BARRIERS TO CARE SEEKING**
- **LACK OF TREATMENT AND RECOVERY OPTIONS**



LINGERING EFFECTS & RISING RISK FACTORS

1. MENTAL HEALTH STRESS AND PRESSURES AMONG WORKFORCE
2. “BURNOUT” LEADING TO EARLY RETIREMENTS AND TURNOVER
3. “PRESENTEEISM” AND DISTRACTIONS LEADING TO PRODUCTIVITY, QUALITY, AND SAFETY INCIDENTS AFFECTING PROFITABILITY
4. FATIGUE, CHRONIC PAIN, AND SUBSTANCE MISUSE
5. OPIOIDS AND OVERDOSE RISK
6. SUICIDE RISK

TAKING DOWN THE WALL

one brick at a time...

suicide

substance
misuse

depression

opioids

loneliness

rejection

pain

anxiety

fatigue

shame



MY EXPERIENCE & JOURNEY

- FAMILY
- NEIGHBORHOOD
- WORKPLACE – HIGH SCHOOL AND COLLEGE
- CAREER
- INDUSTRY – POST 9/11 & HURRICANE KATRINA
- NATIONAL ACTION ALLIANCE FOR SUICIDE PREVENTION
- CATALYZED MOVEMENT – BECAME CIASP
- CSDZ/HMA/ICS

PROFESSIONAL CAUSE TO PERSONAL MISSION

- *“MAKE YOUR VOICE A LITTLE LOUDER...”*
- **REALLY UNDERSTOOD EMOTIONAL MASKS**
- **DECLARED WAR ON SUICIDE**



LARGE GROUP ACTIVITY: USA HOTLINES

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:



CRISIS TEXT LINE |

Text HELP or
CONNECT to:
741-741



For Spanish, press 2



LARGE GROUP ACTIVITY: CANADA HOTLINES

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:



24/7-365

1-833-456-4566

**Chat not functional
during covid-19 pandemic**

CRISIS TEXT LINE |

Text HELP

or

CONNECT: 741-741



RESULTS FROM 7/7/2021 WEBINAR > 400 ATTENDEES

Please share how comfortable your organization is addressing mental health in the workplace:

- a. We're behind or have not really started – no real tangible efforts or initiatives **40%**
- b. We're taking baby steps and still “wobbling” **23%**
- c. We're ready, capable and willing to do more, just need direction **16%**
- d. Doing more each year -- it is getting easier and we're seeing more buy-in from supervisors and employees **16%**
- e. Feeling confident that our employees feel supported and know how to tap available resources **5%**

PREVALENCE OF MENTAL HEALTH CONDITIONS

- **1 IN 5 ADULTS (AND 1 IN 6 CHILDREN) IN THE US EXPERIENCES A DIAGNOSABLE MENTAL HEALTH CONDITION**
- **MORE COMMON THAN CANCER, DIABETES AND/OR HEART DISEASE**
- **ONLY 45% RECEIVE CARE FOR MENTAL HEALTH CONDITIONS**



HUMAN COSTS

- **AVERAGE DELAY OF 11 YEARS** FROM THE ONSET OF MENTAL HEALTH SYMPTOMS TO RECEIVING EFFECTIVE TREATMENT
- OF THOSE WITH DIAGNOSABLE MENTAL HEALTH CONDITION **56% DO NOT SEEK TREATMENT**
- **DEPRESSION IS LEADING CAUSE OF DISABILITY** IN THE UNITED STATES AMONG PEOPLE AGES 15-44

HUMAN CAPITAL RISK MANAGEMENT: THE REAL BUSINESS CASE

- PEOPLE ARE OUR CORE STRATEGIC ASSET
- WAR ON TALENT: RECRUITMENT AND RETENTION
- RISK OF *THE GREAT RESIGNATION*
- THE WORKFORCE IMPERATIVE: BECOMING AND STAYING AN EMPLOYER OF CHOICE
- CARING CULTURE
 - Respectful workplace
 - Empathy and concern
 - Psychological safety and trust
 - Diversity & Inclusion

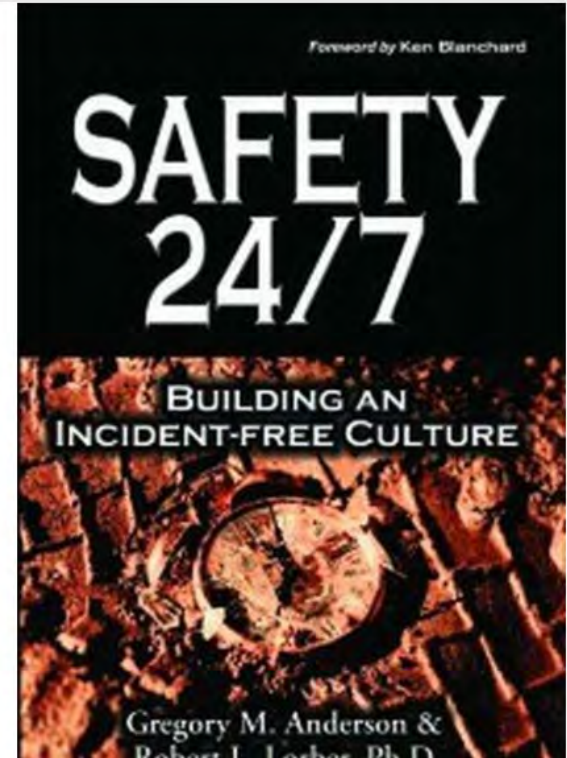


REFRAME SAFETY 24/7

**SAFETY AND WORKER WELLBEING
DOESN'T
STOP WHEN THE WORKER GOES
HOME!**

**WE FOCUS ON GETTING EVERYONE
HOME SAFE AT THE END OF
THEIR SHIFT.**

***ARE WE FOCUSING ON GETTING
PEOPLE BACK TO WORK SAFE
FROM HOME?***



WHAT'S UNDER THE HARDHAT...?

- ✓ **WORKERS BRING THEIR CONCERNS, WORRIES AND DAY-TO-DAY DISTRACTIONS TO WORK WITH THEM**
- ✓ **MENTAL HEALTH IS A DRIVER OF OVERALL WELLBEING**
- ✓ **PHYSICAL HEALTH TIES TO BEHAVIORAL HEALTH AND VICE-VERSA**



RISK OF PRESENTEEISM

THE PRACTICE OF COMING TO WORK DESPITE ILLNESS, INJURY, ANXIETY, IMPAIRMENT, AND ANY OTHER DISTRACTIONS THAT RESULTS IN REDUCED PRODUCTIVITY -- OR WORSE



Impacts of Presenteeism

- **Distractions leading to loss of attention and focus**
- **Increased number of near hits**
- **Rising risk of Serious Injuries and Fatalities (SIFs)**
- **Quality defects leading to rework**
- **Slowed productivity resulting in:**
 - **Increased labor costs and profit fade (overtime)**
 - **Idle equipment**
 - **Schedule delays**
 - **Sequence challenges**
 - **Angry owners and subcontractors**

SPOTLIGHT ON SUBSTANCE MISUSE

- 16 CONSECUTIVE YEARS QUEST DIAGNOSTICS REPORTS INCREASING PERCENTAGE OF POSITIVE WORKPLACE SUBSTANCE USE TESTS
- CONSTRUCTION DRUG USE INCREASED >13.5% BETWEEN 2015-18 (COCAINE & METHAMPHETAMINE)
- CONSTRUCTION 2ND HIGHEST RATE OF HEAVY/BINGE DRINKING: 16.5% OF WORKERS REPORTING MORE THAN 5-7 DRINKS IN A SITTING MULTIPLE TIMES EACH MONTH
- OPIOID OVERDOSES DOUBLED FROM 2015 TO 2020 – 93,331 OVERDOSE DEATHS IN USA – 28 STATES INCREASED BY >30% IN 2020
 - >70% OF ALL OVERDOSES ARE OPIOIDS
 - 73% OF OPIOID OVERDOSES ARE SYNTHETIC FENTANYL
- OVERDOSE DEATHS AT WORK FROM NON-MEDICAL USE OF DRUGS OR ALCOHOL INCREASED FOR THE 7th YEAR IN A ROW IN 2019 (BLS)

NATIONAL SAFETY COUNCIL: FREE DOWNLOAD



Understanding Substance Use Disorders

Understanding substance use disorders (SUDs) (often referred to as addiction) and how they affect individuals is critical to understanding how opioid misuse impacts the workplace. Employers who understand the nature of SUDs can create effective solutions for employees.



Source: <https://cloud.safe.nsc.org/rxemployerkit>



SUICIDE PREVENTION

**SUICIDE IS A PRESSING
NATIONAL PUBLIC
HEALTH CONCERN**

- **44,834 DEATHS IN 2020**
- **SUICIDE CAN BE
PREVENTABLE**
- ***HOPE-HELP-RECOVERY***



A handwritten signature in yellow ink, appearing to be 'm'.

HARSH REALITY OF SUICIDE

- 133 SUICIDES EACH DAY – 1 EVERY 11 MINUTES
- 2ND LEADING CAUSE OF DEATH FOR MEN
- 2ND LEADING CAUSE OF DEATH FOR AGES:
 - 10–14; 15–19 & 20–24
- 4TH LEADING CAUSE, AGES 35–54 (MEN & WOMEN)
- 78% BY MEN
- 51% WITH FIREARMS



CONSTRUCTION 2ND HIGHEST RATE

- 45.3 PER 100,000 WORKERS
- ESTIMATED >5,500 SUICIDES EACH YEAR
- 15 SUICIDES PER DAY
- 3.5 TIMES GREATER THAN THE NATIONAL AVERAGE



Source: CDC; <https://www.cdc.gov/mmwr/volumes/69/wr/mm6903a1.htm>

A handwritten signature in yellow ink, appearing to be 'm', is located in the bottom right corner of the image.

RATES FOR TRADES VARY | TOP 9

1. IRONWORKERS = 79
 2. MILLWRIGHTS = 78.7
 3. BRICK/BLOCK MASONS = 67.6
 4. ROOFERS = 65.2
 5. LABORERS = 62
 6. CARPENTERS = 54.7
 7. EQUIPMENT OPERATORS = 52.8
 8. CONSTRUCTION MANAGERS = 45.7
 9. ELECTRICIANS = 44
- TRADES FIRST-LINE SUPERVISORS = 44



Source: CDC; January 24, 2020



STOIC CULTURE

"BIG BOYS DON'T CRY"

"Suck it up, Buttercup"

"Wipe some dirt on it"

"BE A MAN"

"Pick yourself up by your bootstraps"

"GET UP AND DUST YOURSELF OFF"

"Buck up, Princess"

"You want something to cry about?"

"Did you come here to **work** or **whine**? I don't see any cheese."

"TOUGHEN UP, BUBBA"

"Boys will be boys"

"DON'T THROW LIKE A GIRL"



A HOLMES MURPHY COMPANY



CONSTRUCTION RISK FACTORS

Industry Culture	Company/Job Factors	Worker Lifestyle
✓ Stoic, tough guy/gal	✓ Limited supervisory skills training	✓ Self-pressure and perfectionism
✓ Undesirable image	✓ No time off in season	✓ Financial pressures
✓ Cyclical industry	✓ Weather and sequence delays	✓ Chronic pain from soft tissue injuries
✓ Tolerant of alcohol and substance use	✓ Night work or OT	✓ Construction had highest rate of prescription opioids
✓ 2 nd highest industry for “heavy drinking (>16% of workers)	✓ Commuting	✓ Access to lethal means at home
✓ Drug use increased 13.2% (2015-2018)	✓ Out of town or out of state travel for work	✓ Skills gap and feeling trapped
✓ Accelerated schedules	✓ Humiliation of bad job (daily scorecard)	✓ Fearless or risk-taking behaviors
✓ Harsh conditions		
✓ Family separation & isolation		
✓ Layoffs/project furloughs		

Impact of Stressors on Mental Wellbeing

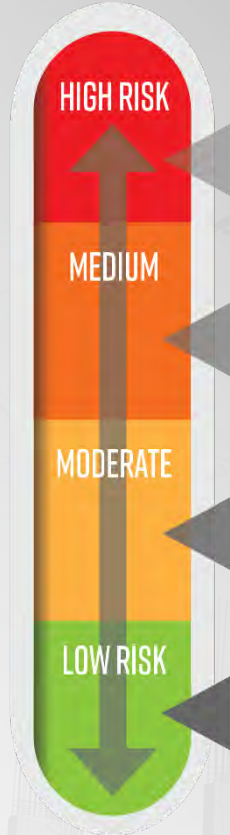
Mental Wellbeing Impacts



Distractors

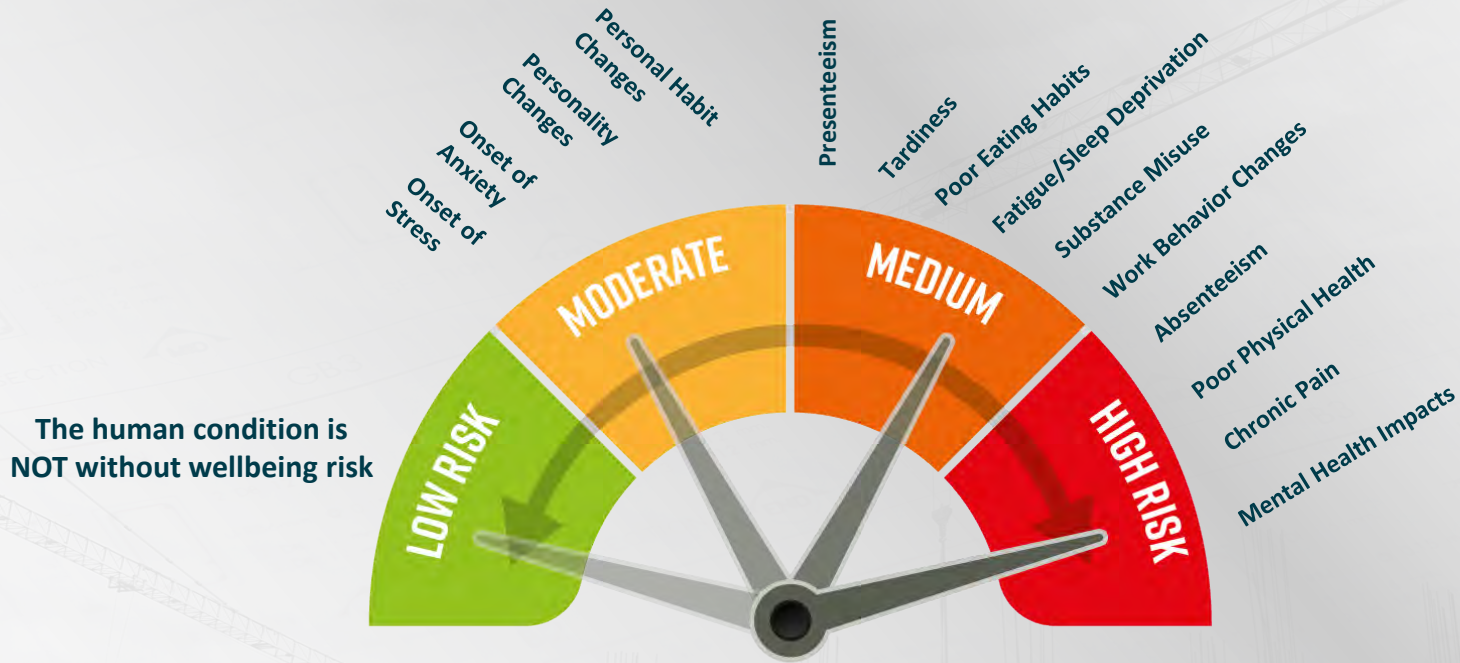


Stressors



- ✓ Stressors have different degrees of impact on workers.
- ✓ One stressor may have a low impact on one worker's mental wellbeing, while another stressor may have a higher or traumatic impact on a different worker.
- ✓ Stressors that can impact mental wellbeing:
 - Family issues
 - Financial issues
 - Relationship issues
 - Job pressures
 - Personal trauma
 - Social equity

The Impact of Stressors on a Worker's Mental Wellbeing



MENTAL WELLBEING RISK LEVEL

The longer stressors are not recognized, understood or addressed, the greater impact to the overall worker's mental wellbeing





Integrating Mental Health
into Company Culture,
Programs and Practices

BUILDING A CARING CULTURE WHITEPAPER

BUILDING A CARING CULTURE

ADDRESSING MENTAL
HEALTH IN THE
WORKPLACE

*Whitepaper authored by
Holmes Murphy, CSDZ and MindWise Innovations.*

Download: https://think.holmesmurphy.com/WC-WP-Building-A-Caring-Culture_Brochure--Form-v3.html



COMMUNICATING WITH EMPATHY & CONCERN

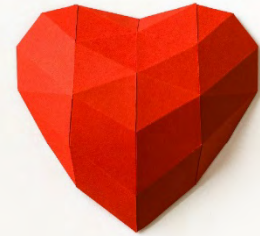
Acknowledge goal of a mentally healthy culture

Demonstrate a caring culture in words and actions

Communicate with reassuring language and empathy

Integrate mental and physical wellbeing in practices

Share “lived experience” to model vulnerability



Why wouldn't employees in need of help with mental health and substance use conditions seek care if needed?

(Select all that apply)

Shame/Stigma: **77.57%**

Fear of judgement by peers: 76.10%

Fear of negative job consequences: 55.15%

Do not know how to access mental health or substance use care: 52.21%

Lack of time or paid time off: **31.62%**

Cost burden: **30.88%**

Examples of Integration

HR & Benefits

- Communications
- Recruitment / D&I
- Onboarding & Engagement
- Training & Development
- Performance Management
- EAP/Chaplain
- Drug & Alcohol Testing Programs
 - Last Change Agreements
 - Treatment & Recovery Programs
- Benefits Open Enrollment
- Wellness Programs

Safety & Health

- Safety Orientation
- Pre-season /Pre-Project Kickoffs
- Daily Safety Huddles
- Wallet Cards & Hardhat Stickers
- Safety Observations
- Posters & Banners
- Toolbox Talks
- Stand-Downs
- Critical Incident Response
- Drug & Alcohol Testing
- Workers Compensation

Knowledge Check on EAPs



1. Does your company have an Employee Assistance Program (EAP) included with your Behavioral Health Benefits Plan? Your unions, if applicable?



2. Do you know who is eligible for your EAP?



3. Do you know your EAP benefits?



4. Do you share the EAP number with your employees?



5. Do you know the utilization rate and impact metrics for your EAP?

Removing Barriers and Improving Access to Care: *Best Practices*

1. Expanded education on Employee Benefits
2. Invite spouses & domestic partners to attend Employee Benefit Open Enrollment meetings
3. Changed Employee Assistance Provider
4. Initiated Chaplain services
5. Expanded number of EAP counseling sessions per issue/concern
6. Offered telehealth options for physical and mental health services
7. Invited labor union partners to offer jobsite explanations of how to access benefits
8. Negotiated increased preventive care services
9. Reduced co-pays for in-network providers
10. Expanded number of “in-network” mental health counselors
11. Allowed biometric testing to be performed by primary care physicians
12. Sponsored family health/wellness fair
13. Incentivized participation of wearable monitors
14. Provided app for mental health counseling services
15. Offered mindfulness, resiliency and wellbeing apps

WALLET CARDS & HARDHAT STICKERS



Construction Worker Wellbeing Model

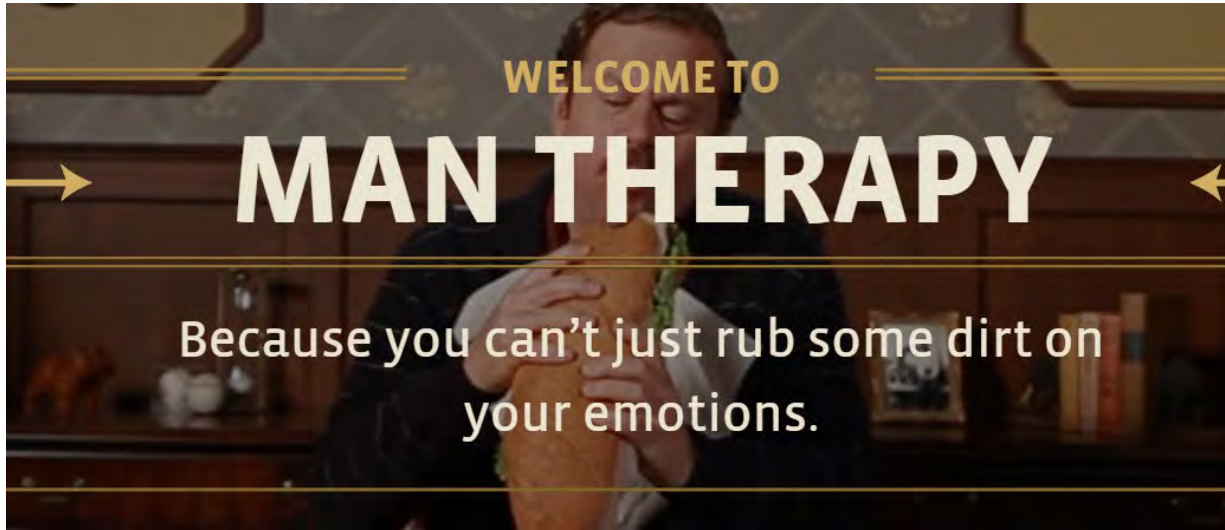


Integrated model focused on *wellbeing strategies, tools, and outcomes*:

- ✓ Workplace
- ✓ Workforce
- ✓ Worker
- ✓ Worksite
- ✓ Work Tasks
- ✓ Work Group

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<https://www.csdz.com/service/construction-wellbeing-model/>



USING HUMOR TO BREAK STIGMA OF MENTAL HEALTH
DR. RICH MAHOGANY, MAN THERAPIST, IS **NOT** A REAL
THERAPIST (*BUT HE IS A REAL GUY...*)



Man Therapy
www.ManTherapy.org
© Grit Digital Health 2020





Joyages

SUICIDE PREVENTION VIDEOS BY JOYAGES

WWW.JOYAGES.COM/CONSTRUCTION/



Center for Workplace Mental Health

<https://workplacementalhealth.org/>

Notice.Talk.Act.® Training at Work – Training for Managers

<https://www.workplacementalhealth.org/employer-resources/notice-talk-act-at-work>

Mental Health Calculators

<https://www.workplacementalhealth.org/employer-resources/mental-health-calculators>

Infographic: 5 Facts About Depression

<https://workplacementalhealth.org/employer-resources/infographic-five-myths-and-facts-about-depression>

Right Direction: Anti-Depression Campaign:

<https://www.rightdirectionforme.com/>

Crisis Management: The Critical Human Element



Building Profits; May/June 2021

<https://cfma.org/articles/crisis-management-the-critical-human-element>



The VOICE

Construction User's Round Table (CURT)

August 2021

<http://flip.matrixgroupinc.net/curt/2021/issue03/#page=30>

Why Employee Assistance Programs are Valuable During and After COVID-19



Construction Business Owner; May 7, 2020

<https://www.constructionbusinessowner.com/workforce-management/why-employee-assistance-programs-are-valuable-during-after-covid-19>

Fading Away: Construction Leaders Speak Out About Mental Health

The **Human and Financial Costs** of Behavioral Health in Construction

The VOICE
Construction Users Roundtable
June 2021

<http://flip.matrixgroupinc.net/curt/2021/issue02/#page=30>

Fading Away: Construction Leaders Speak Out About Mental Health

- Construction User Roundtable (CURT)
- Cover story: December 2020
- Co-authored by Darcy Gruttadaro & Cal Beyer
- Quarterly series of articles from April 2020 through 2022



<http://flip.matrixgroupinc.net/curt/2020/issue04/#page=18>

2-Part Article on Chronic Pain



- **Part I: The Causes, Comorbidities and Consequences of Chronic Pain in Construction Workers (Jan 25, 2021)**

<http://www.constructionexec.com/article/the-causes-comorbidities-and-consequences-of-chronic-pain-in-construction-workers-part-1>

- **Part II: Alternatives to Opioids for the Management of Chronic Pain (Feb 1, 2021)**

<https://www.constructionexec.com/article/alternatives-to-opioids-for-the-management-of-chronic-pain-part-ii>

Fatigue Management



- **Special reports from National Safety Council on Fatigue:**
<https://www.nsc.org/work-safety/safety-topics/fatigue/survey-report>
- **Managing Worker Fatigue to Enhance Construction Workers' Mental Well-Being**
- <https://www.constructionexec.com/article/managing-worker-fatigue-to-enhance-construction-workers-mental-wellbeing>

Workplace Suicide Prevention

- National guidelines for workplace suicide prevention
- Issued October 2019
- American Association of Suicidology
- In conjunction with AFSP & United Suicide Survivors United International
- 8 best practices guidelines

<https://workplacesuicideprevention.com/>



QUESTIONS & COMMENTS



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