

I Hope This Message Finds You Well:

Mental Health Awareness Month,
The Workplace, and COVID-19

May 11, 2020

OUT & EQUAL
WORKPLACE ADVOCATES



W E L C O M E T O O U R B R I E F I N G

I Hope This Message Finds You Well: Mental Health Awareness Month, The Workplace, and COVID-19

This is a Zoom Virtual Learning Session from 12:00 - 1:00PT / 3:00 - 4:00 ET
Use speakers or headsets on your computer and turn the volume up!

Please use the Question & Answer function to submit your questions throughout the call.
This session is being recorded.

Reach out to us directly at
hello@outandequal.org

Presenters



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Pronouns: She/Her


**Mental Health.
The Workplace.
COVID-19.**





Community Wellness Check





**How are you
feeling
today?**



**How do you talk about
mental health at work?**

&

**What do you wish your
colleagues knew about
addressing mental health in the
workplace?**

&

Four Ways to Communicate that Mental Health is a Priority in the Workplace.

1.

Foster Cultures of Inclusion and Belonging

- Prioritize Positive Feedback
- Address Additional Pressure



2.

Be Proactive: Implement Policies and Practices that Support Mental Health and Wellness in the Workplace

- Provide and promote EAPs that include free counseling
- Train managers to notice warning signs
- Host webinars or other virtual programming that address mental health conditions and techniques for coping with and treating symptoms
- Allow employees to use paidtime off for mental health reasons
- As a longer-term solution, offer health insurance with little to no out of pocket costs for counseling or depression medication



3. Raise Awareness of Internal Support Systems for Mental Health

- Broadly communicate internal processes in place to support mental health and wellness
 - EAPs
 - Company resources
- Include mental health leave in paid time off policies
- Update manuals to include additional mental health support

4.

Engage in Mental Health Awareness Month

THIS COMPANY SUPPORTS

Mental Health

All Year Long.

[YOUR COMPANY LOGO]





Community Wellness Check



Four Ways Your ERG Can Engage.



1. Regularly Check in With Your Members

- Implement a buddy system
- Weekly check-ins
 1. Set the tone that mental health is important
 2. Give employees a platform to voice needs and concerns
 3. Encourage open and honest communication.
 4. Build support systems between group members.

“Caring for myself is not self-indulgence. It is self-preservation.”

- Audre Lorde

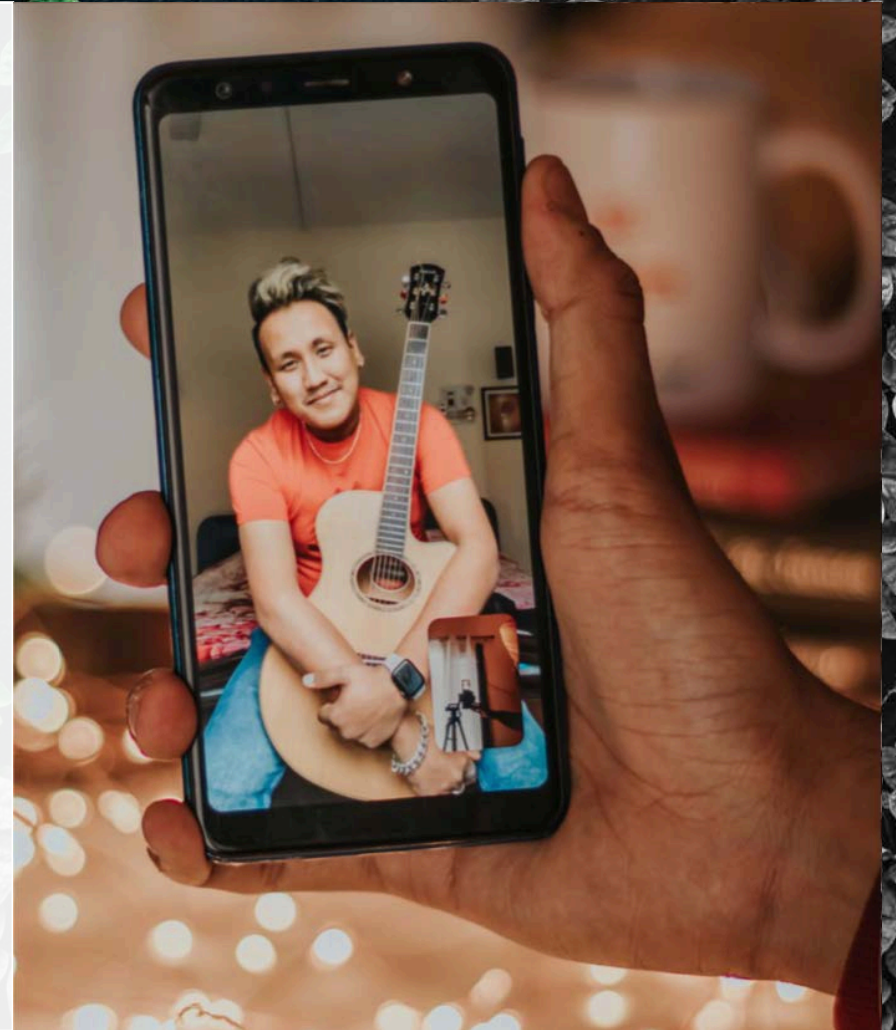
2. Implement Virtual Programming

- Business-as-usual ERG programming
 - Lunch and Learns
 - Cross-ERG programming
 - Mental health-specific programming
- Virtual Office Hours



3. Build in Time for Fun

- ERG happy hours or afterwork gatherings
- Trivia
- Bingo
- LGBTQ book or movie club
- Talent show or musical performances



4. Continue Building Member Engagement

- Leverage virtual offerings
- Open-up programming to friends and allies
- Advertise ERG programming on company channels (intranet, email, social media)





Community Wellness Check

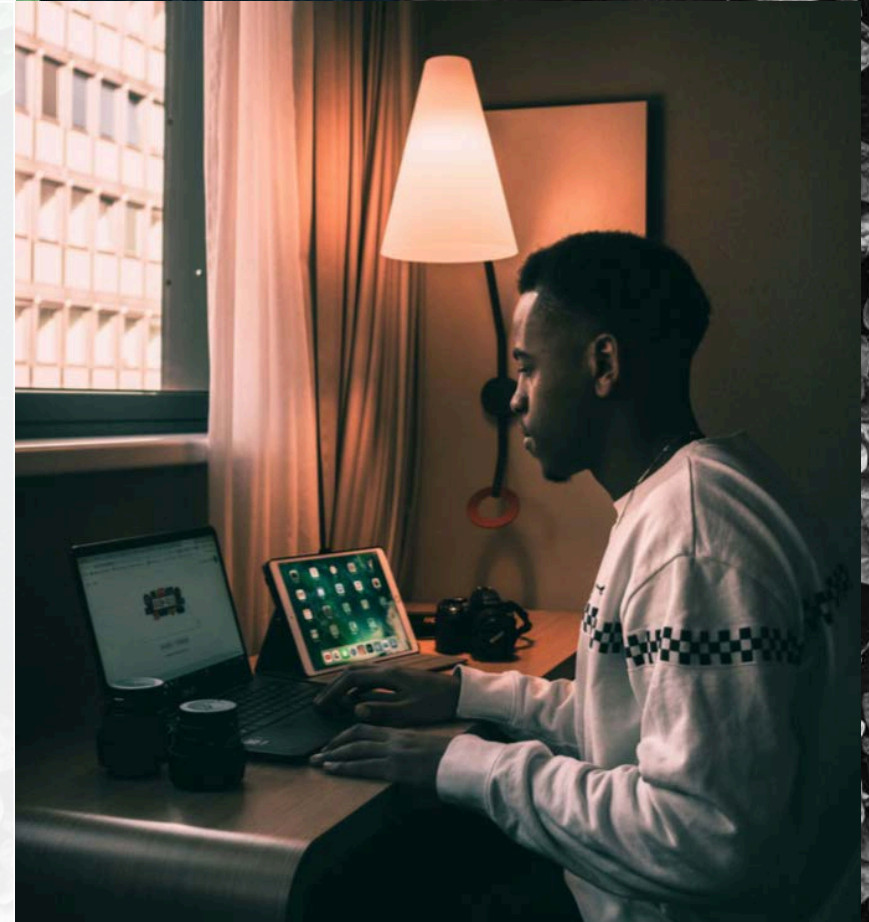


Four Ways You Can Take Care of Yourself.



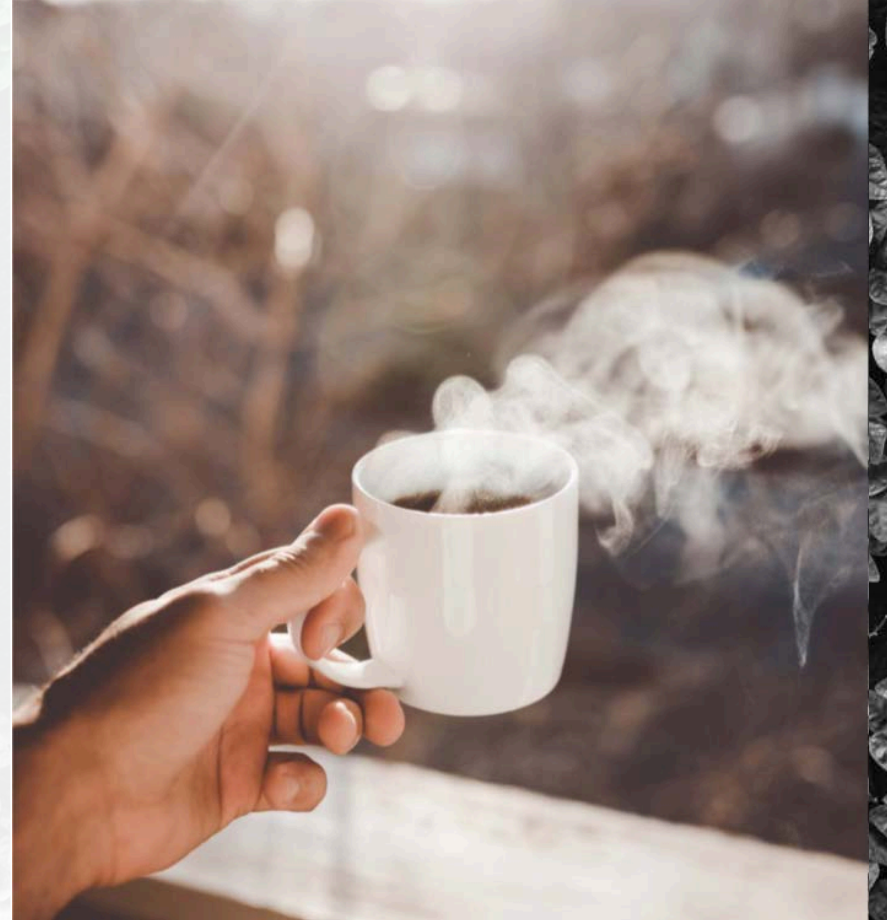
1 ● Set Up Your Space with Your Own Wellness in Mind

- Maintain Schedules and Routines
- Create a Comfortable Workspace



2. Reach Out to Colleagues

- Maintain or Establish Relationships with Mentors
- Virtual Coffee Chats



3.

Check-in with Yourself: Routinely Address Your Needs Throughout the Day

- Take Microbreaks
- Stay Hydrated
- Get Enough Sleep
- Stay Active
- Practice Mindfulness

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self-indulgence.
It is
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- Audre Lorde

4. Seek Help

If you or someone you know is in crisis or feeling suicidal, seek help immediately and call the National Suicide Prevention Lifeline at 1-800-273-8255.

There are also LGBTQ-specific resources to utilize if you are in crisis:

- TrevorLifeline: 1-866-488-7386
- SAGE LGBT Elder Hotline: 877-360-5428
- Trans Lifeline: 877-565-8860
- The LGBT National Hotline: (888) 843-4564





Community Wellness Check



Q & A



Next Steps





**Thank you for
participating!**

