I Hope This Message Finds You Well:

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

May 11, 2020
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
WELCOME TO OUR BRIEFING

The Global Hub: Introduction

Finding Your Company Administrator

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Presenters

Deena Fidas
Managing Director & Chief Program and Partnerships Officer
Pronouns: She/Her

Madelyn Gelpi
Senior Manager of Stakeholder Engagement
Pronouns: Anything Respectful

Madeline Perrou
Senior Associate of Communications
Pronouns: She/Her
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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
Be Proactive: Implement Policies and Practices that Support Mental Health and Wellness in the Workplace

2. Provide and promote EAPs that include free counseling
2. Train managers to notice warning signs
2. Host webinars or other virtual programming that address mental health conditions and techniques for coping with and treating symptoms
2. Allow employees to use paid time off for mental health reasons
2. 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
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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
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)
Welcome to our briefing.

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

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

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

- Audre Lorde
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
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Q&A
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Next Steps
Thank you for participating!