



16th Annual Ohio Employee Health & Wellness Conference

Best Practices in Striving for Mental Health & Employee Wellbeing in the Workplace

08.29.2023



Agenda

01 Ground Together

02 What is Mental Health & Why is Everyone Talking about it?

03 What is the role of the Employer in mental health?

04 What are the options and what works?

05 How do I know it is working?

06 Where do we go from here?



Who am I?

Erin Thase, Ph.D.

Licensed Psychologist
National Director of Behavioral Health
Marathon Health



Mindful Grounding



3

things that are beautiful to you

3

things that are cozy

3

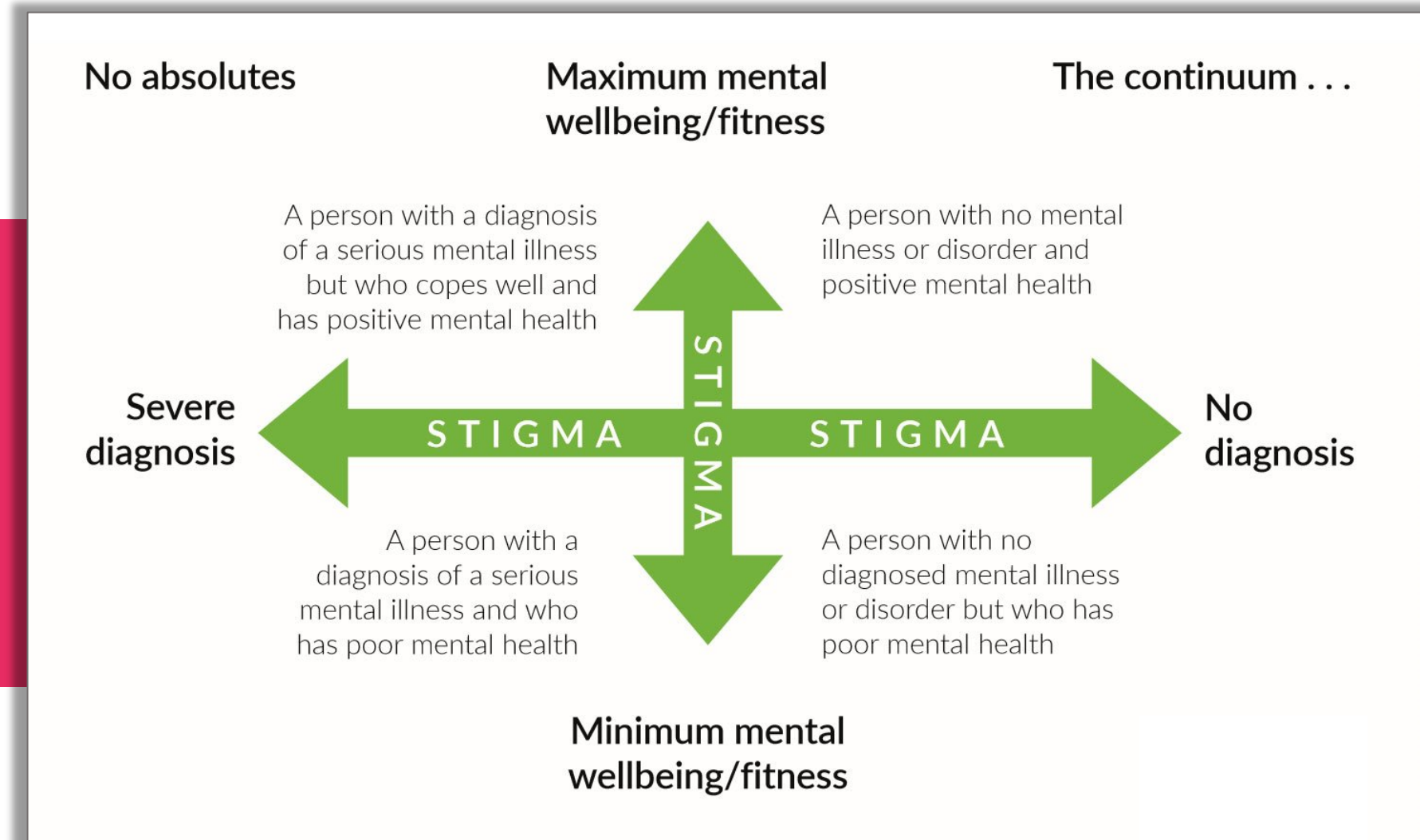
things that are blue

1

thing to help you feel 1% better



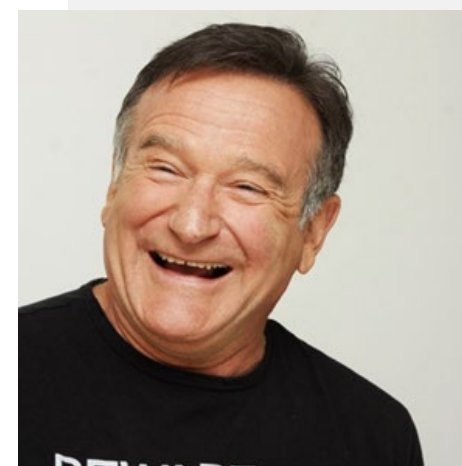
What is Mental Health?



**What words
would you use
to describe the
individuals in
these pictures?**



How about **these** **individuals?**



2023 State of Mental Health in America Survey

Key Findings

21%

of adults are experiencing at least one mental illness

55%

of adults with a mental illness have not received any treatment

5.44%

of adults experience severe mental illness

12.1+M

adults (4.8%) have reported serious thoughts of suicide.

42%

Of respondents reported no affordable options

27%

Of respondents reported lack of awareness about where to go for services

19%

Of respondents reported that they did not have time to get treatment



Mental Health in the Workplace

Key Findings

12 BILLION

Working days lost to anxiety and depression

3X

Cost of absenteeism compared to presentism

60%

Employees that don't seek treatment for mental health due to stigma

1 TRILLION

Cost to global economy due to lost productivity

62%

Leave jobs due to mental health

1 in 6

People experience mental health concerns in the workplace

69%

Manager has greatest impact on employee's mental health





What are the options and what works?



Five Essentials for Workplace Mental Health & Well-Being



 **Office of the U.S. Surgeon General**

Strategies That Work



Education & training



Foster a culture of openness



Implementation of mental health access points

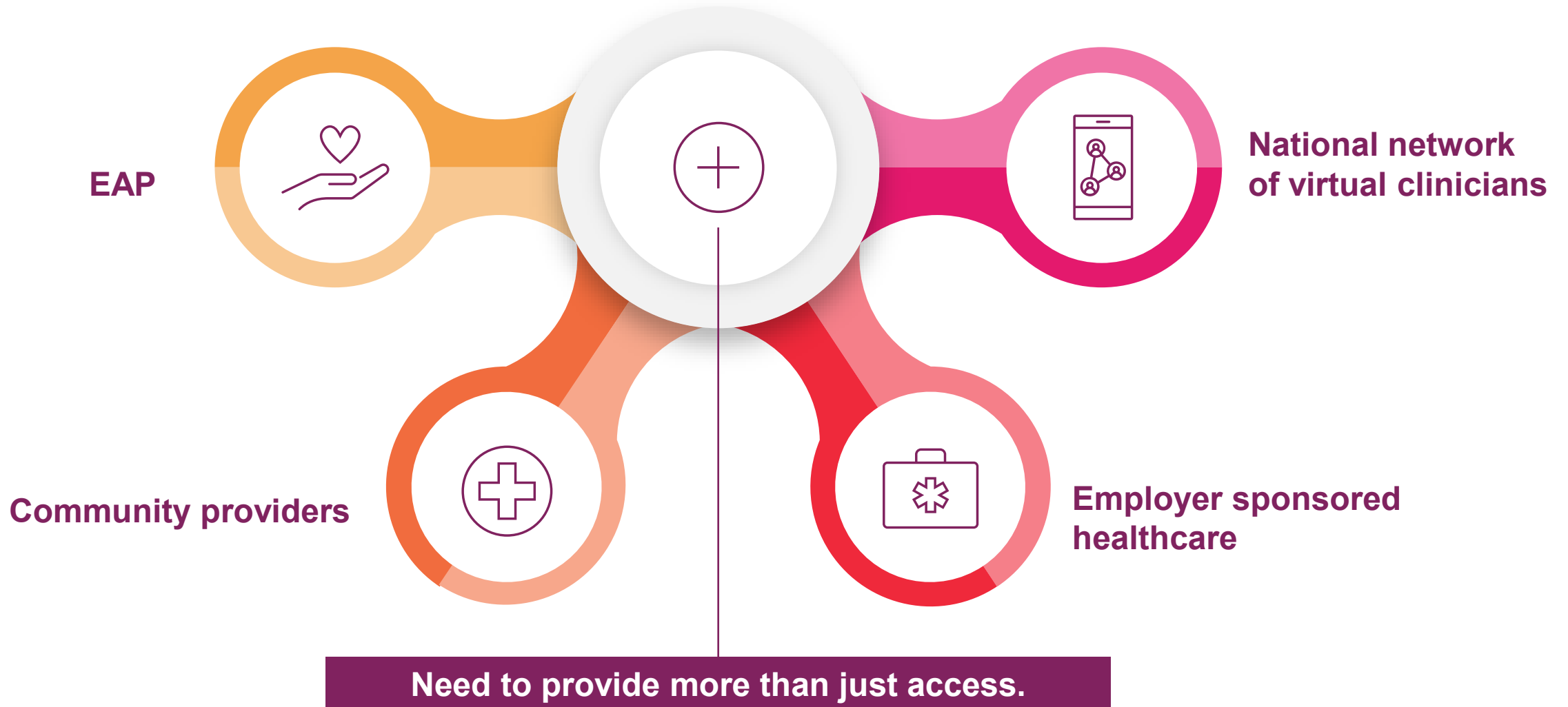


Review & improve policies

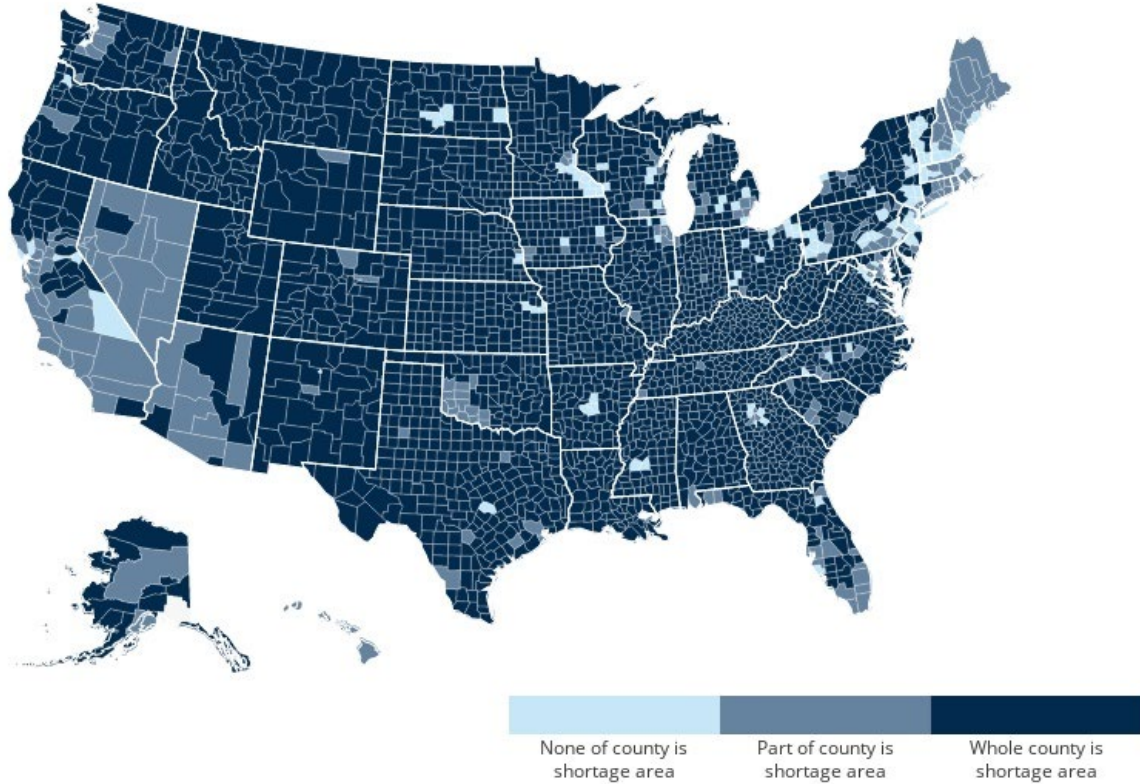


Embracing diversity & inclusion

Types of Mental Health Access Points

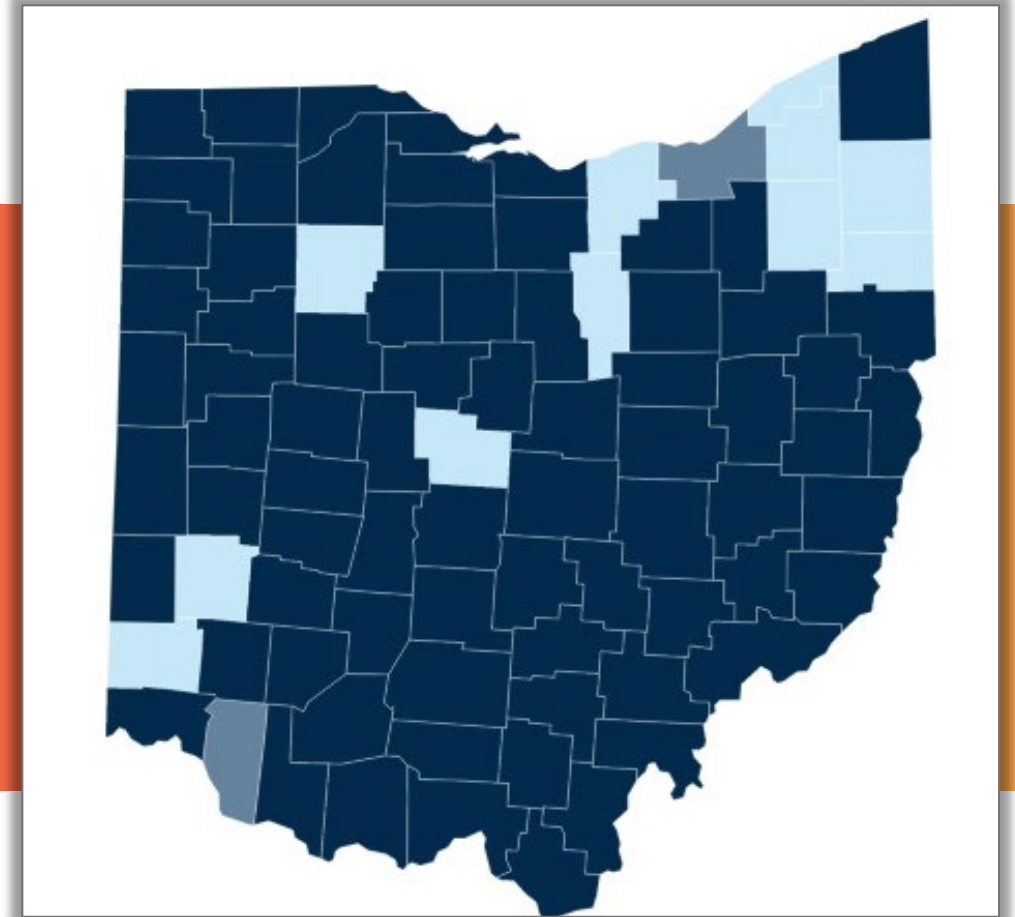


Health Professional Shortage Areas: Mental Health, by County, 2023

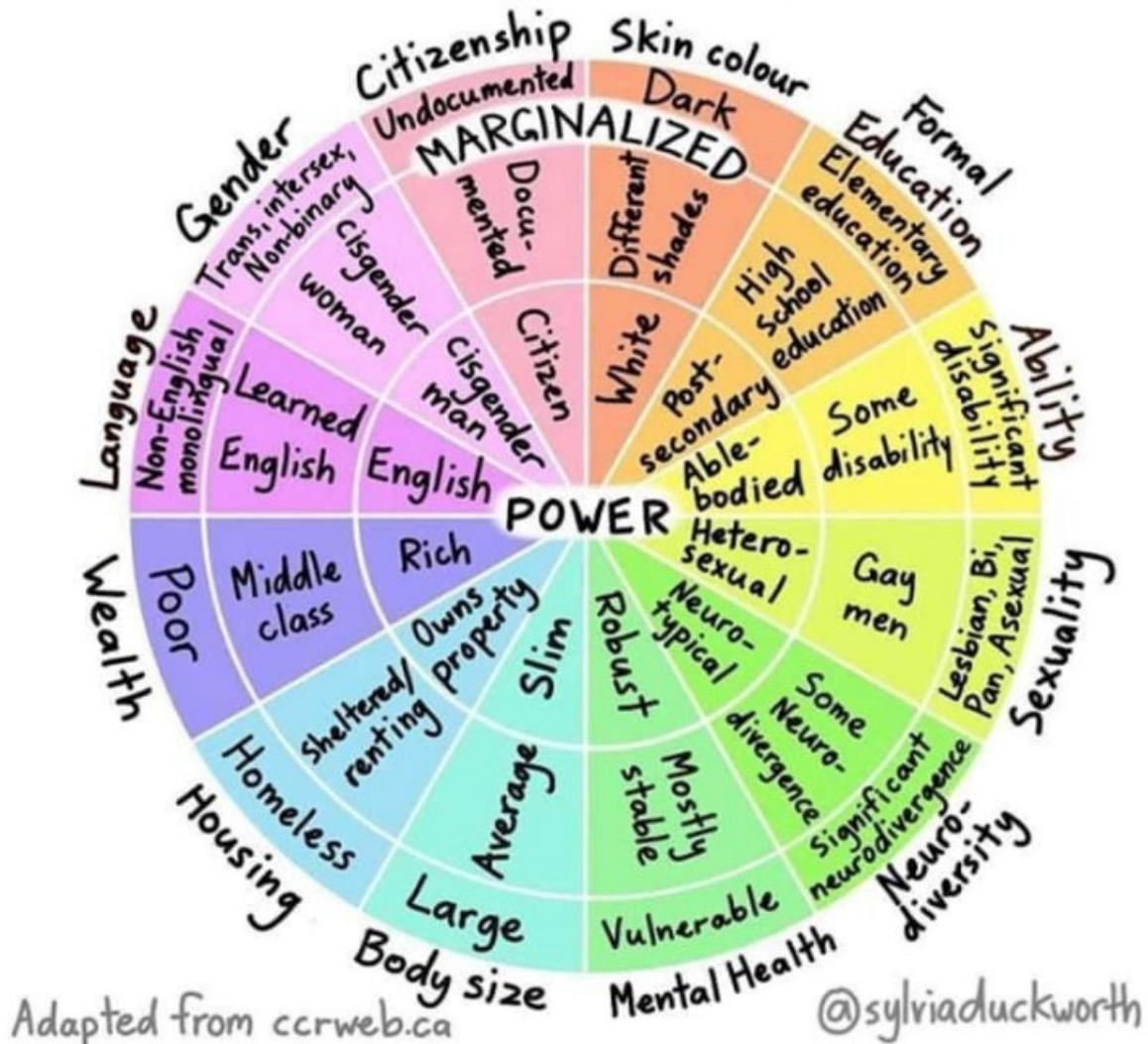


Source: data.HRSA.gov, May 2023.

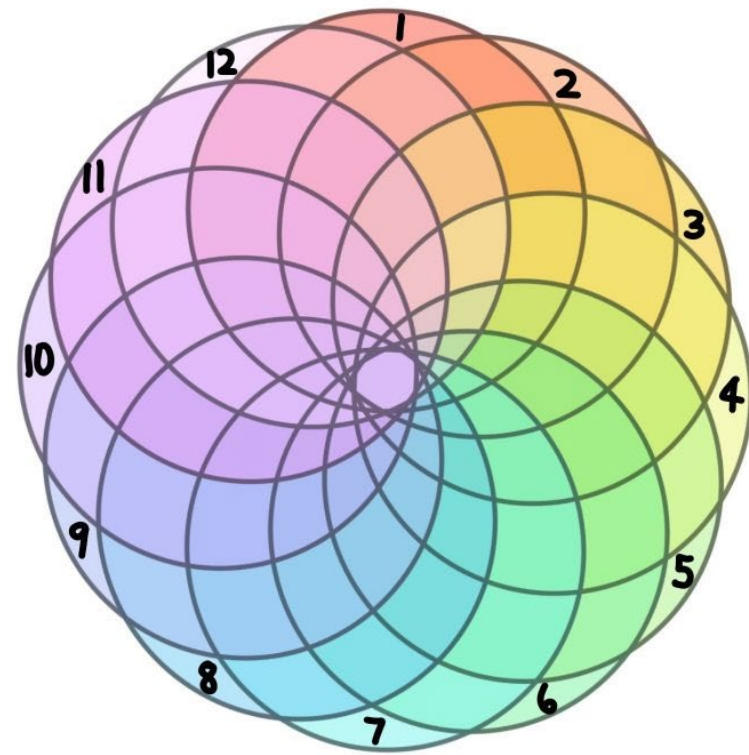
Health Professional Shortage Areas: Mental Health, by County, 2023 - Ohio



WHEEL OF POWER/PRIVILEGE



INTERSECTIONALITY



- 1 Race
 - 2 Ethnicity
 - 3 Gender identity
 - 4 Class
 - 5 Language
 - 6 Religion
 - 7 Ability
 - 8 Sexuality
 - 9 Mental health
 - 10 Age
 - 11 Education
 - 12 Body size
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@sylvriaduckworth

How do I know it's working?

Things you can see



- Employee Feedback & Satisfaction
- Usage of Support Services
- Absenteeism & Presenteeism
- Turnover & Retention Rates
- Performance & Productivity
- Incident Reports & Conflicts
- Training & Education Uptake
- Feedback from Managers
- Track long-term

Things you don't see



- Leadership & Culture Shift
- Increased Self-Awareness
- Improved Coping Skills
- Behavioral Changes
- Reduced Symptoms
- Improved Relationships
- Increased Resilience
- Setting & Achieving Goals
- Shift in Perspectives
- Feeling Supported

Where do we go from here?

Employers that want to support employee mental health can consider the following questions as a starting point.

Make
mental
health a
priority

How does your organization make it clear that mental health is a top priority?

Is there a senior leader accountable for employee mental health?

Do leaders speak openly about mental health?

Enhance
mental
health
supports

How is your organization mitigating barriers to accessing mental health resources (eg, awareness, cost)?

Is there parity between medical/surgical and mental health benefits (eg, same cost-sharing)?

Communi-
cate
available
supports

How often and through what channels does leadership communicate about mental health supports?

What enhanced supports and communications are available for populations with specific needs (eg, severe mental health condition)?

Cultivate
an
inclusive
culture

How are you getting employee feedback about mental health supports?

How is your organization holding leaders and managers accountable to supporting employee mental health?

Measure
and hold
account-
able

How is your organization reducing stigma and evaluating those efforts?

How do you support and celebrate recovery?

How are you training colleagues to understand signs of distress and respond?

**This is for
everyone who tries.**

Who tries to learn, tries to grow,
tries to respond kindly and wisely, tries to
recognize their own issues instead of blaming
everyone else. This is for everyone who tries to
be their best even when they're not feeling
their best. I see you. I appreciate you.

And I hope you know you make
the world a better place,
just by being you.

Lori Deschene



THANK YOU.



Let's Stay In Touch!

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Erin Thase, Ph.D., serves as the National Director of Behavioral Health for Marathon Health, where she leads a growing team of mental health clinicians providing quality, outcomes oriented, evidence-based therapeutic services within a broad range of clinical settings. Dr. Thase joined Marathon Health in August 2022 with a degree and licensure in school and clinical psychology. She has over 10 years of experience working within a multitude of school, outpatient, and hospital settings with patients diagnosed with mood disorders, chronic medical diagnoses, behavioral concerns, and life stressors specializing in adolescents and young adults. She strives to provide ethical, evidence-based, and patient-centered treatment to individuals and reduce barriers to accessing mental health care. She received her undergraduate degree from Cleveland State University and doctoral degree in School Psychology from Duquesne University.