

# DEI + AEC: Mental Health in the Workplace

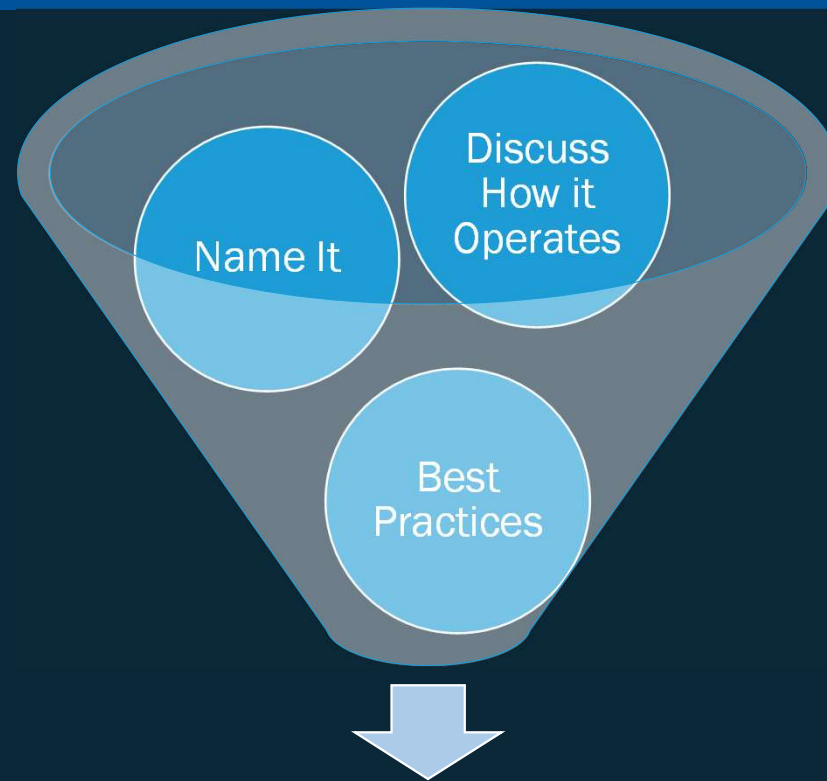
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# Goal for today



Strategies to Act

# What is Mental Health?

Mental health refers to a person's overall psychological and emotional well-being. It includes factors such as the ability to manage emotions, cope with stress, and form positive relationships. When a person's mental health is poor, they may experience symptoms such as depression, anxiety, and other emotional or psychological difficulties.

# EDI + Climate/Culture + Mental Health

*Improved Culture and Climate...*

*... Improved employee engagement, retention, and recruitment*

## EDI and Mental Health Disparities

People from marginalized communities are more likely to experience mental health issues due to the cumulative effects of systemic discrimination and bias. Therefore, addressing EDI can help to reduce mental health disparities for these groups.

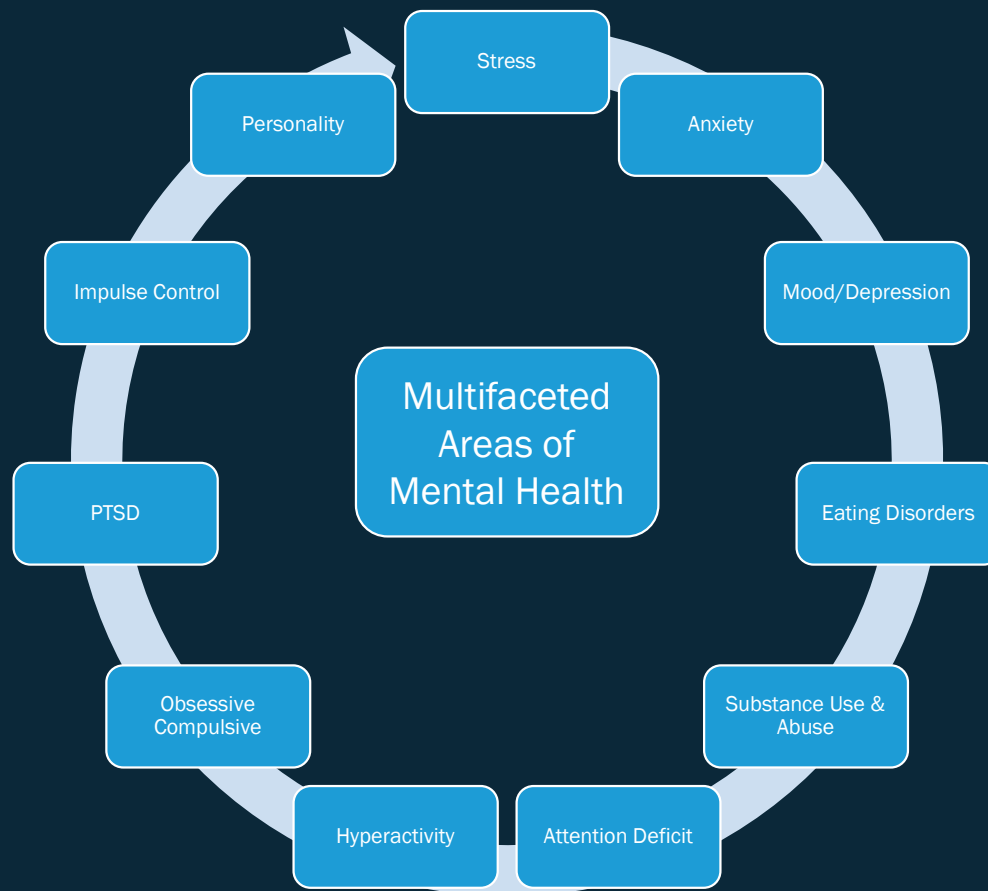
## Creating a Supportive Environment

A workplace that prioritizes EDI can help to create a more inclusive and supportive environment for all employees. This can lead to improved mental health and well-being for employees from diverse backgrounds.

When employees feel that they belong, are valued, and are treated with respect and fairness, they are more likely to be engaged and productive.

An organization that prioritizes EDI is more likely to retain and attract diverse talent, which can help to create a more innovative and dynamic workplace.

# More on Mental Health....



# Mental Health in the Workplace Matters

## Our Nation's Current Workplace Landscape

Recent surveys suggest...

76%

of U.S. workers reported at least one symptom of a mental health condition.

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Source:  
[Mind Share Partners' 2021 Mental Health at Work Report](#) 

84%

of respondents said their workplace conditions had contributed to at least one mental health challenge.

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Source:  
[Mind Share Partners' 2021 Mental Health at Work Report](#) 

81%

of workers reported that they will be looking for workplaces that support mental health in the future.

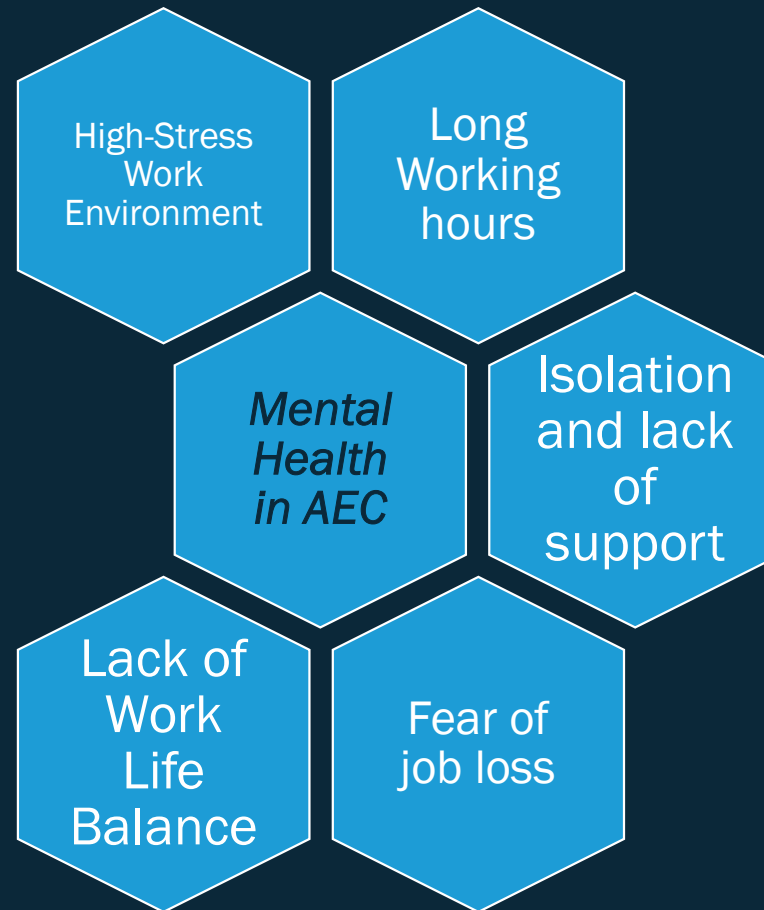
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Source:  
[APA's 2022 Work and Well-being Survey results](#) 

# Mental Health in the Workplace Matters

- Leading cause of disability in the workplace
- \$200 Billion on lost productivity annually
- EAP Utilization <5%
- Evolving labor force and options
  - Technology Advances
  - More options for Gig labor force
  - Generational Differences in the labor force
    - 35% Millennials
    - 33% Gen Xers
    - 25% Boomers
    - 5% Post Millennials
    - 2% Other (Silent/Greatest)

# Sound Familiar...

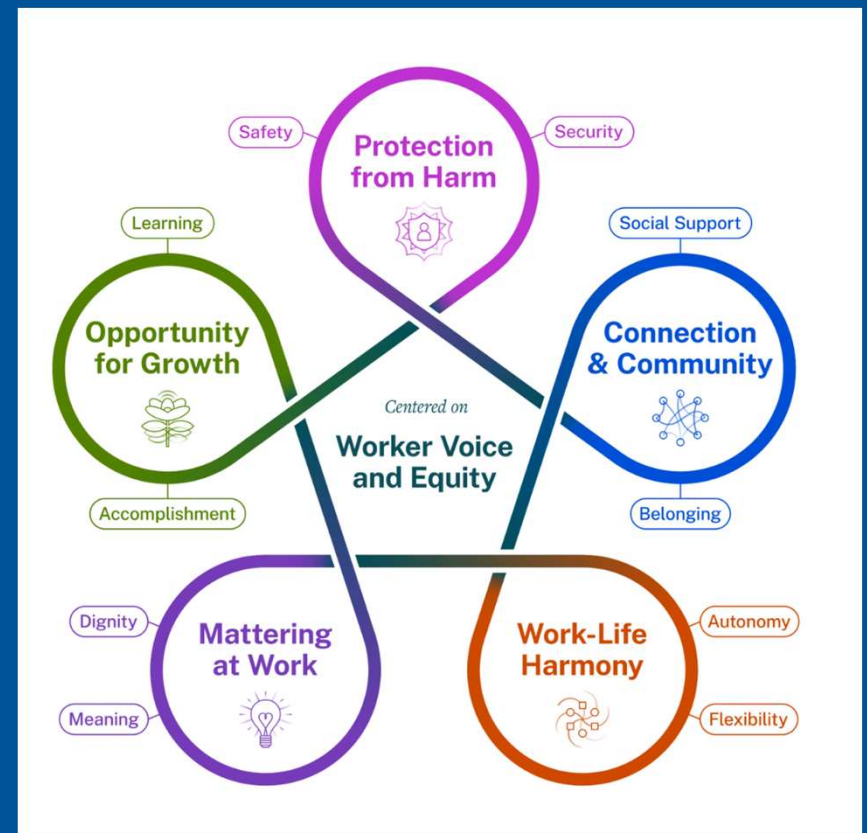




# Resources and Best Practices

US Surgeon General's Framework for Workplace Mental Health and Well-Being (2022):

- Protection from Harm
- Connection & Community
- Work-Life Harmony
- Mattering at Work
- Opportunity for Growth



# Your Role...



LEARN



EDUCATE



ADVOCATE



ELEVATE



AMERICAN  
PSYCHOLOGICAL  
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# Questions?

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