



# Addressing Mental Health in the Workplace:

*The partnership between Marathon Health and Boar's Head Brand*

# Agenda

1. Ground together
2. What is mental health & why is everyone talking about It?
3. What is the role of the employer in mental health?
4. What are the options & what works?
5. How do I know it's working?
6. Boar's Head Mental Health Program
7. Where do we go from here?



# Who am I?



- **Jessica McCloud, MS, LCMHC**
- Licensed Clinical Mental Health Counselor
- Mental Health Implementation Coordinator @ Marathon Health

# Mindful Grounding



**3**

things that are beautiful to you

**3**

things that are cozy

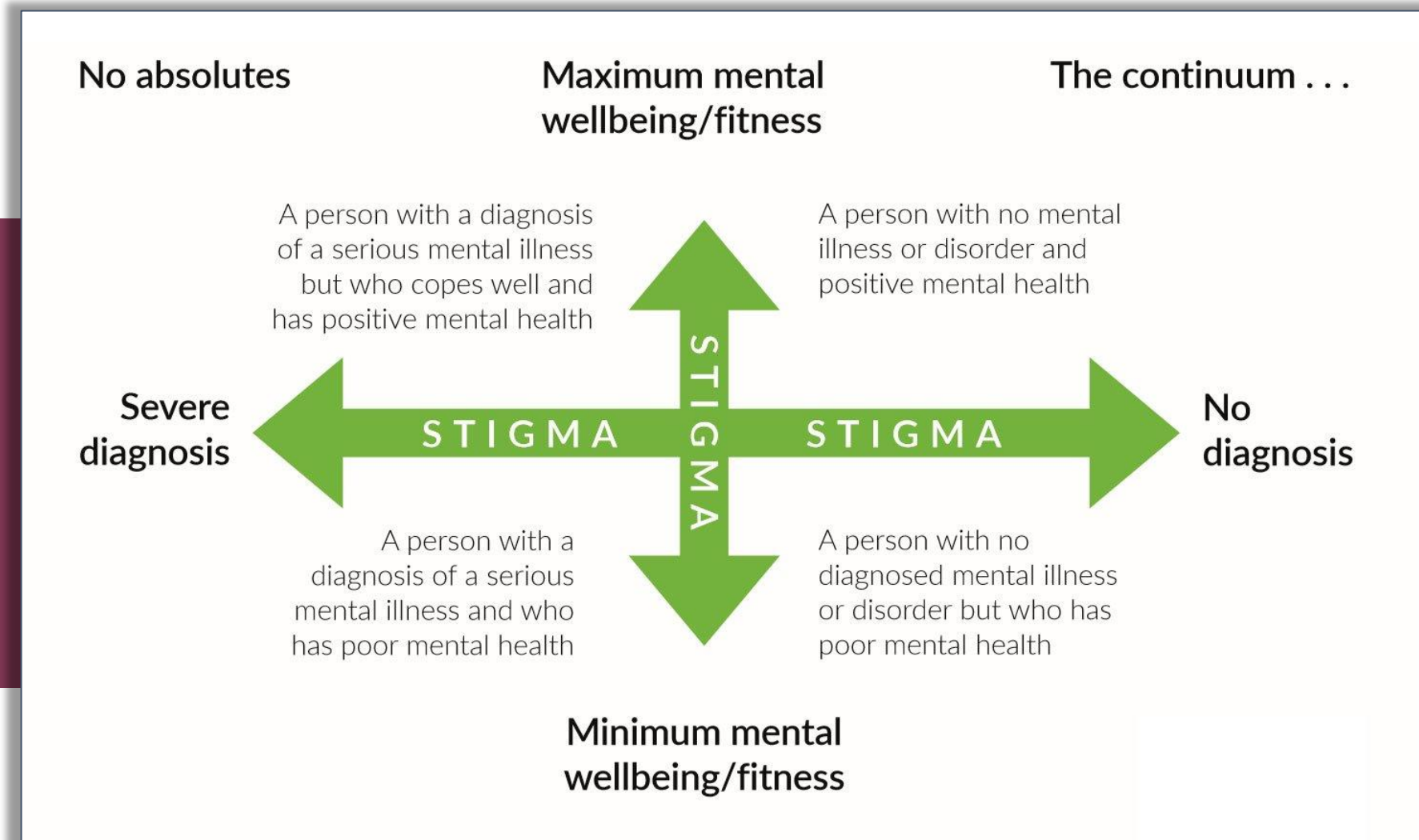
**3**

things that are blue

**1**

thing to help you feel 1% better

# What is Mental Health?



# 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

**61 %** of US Workers reported at least 1 symptom of a mental health condition

**60%**

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

**1 TRILLION**

Cost to global economy due to lost productivity

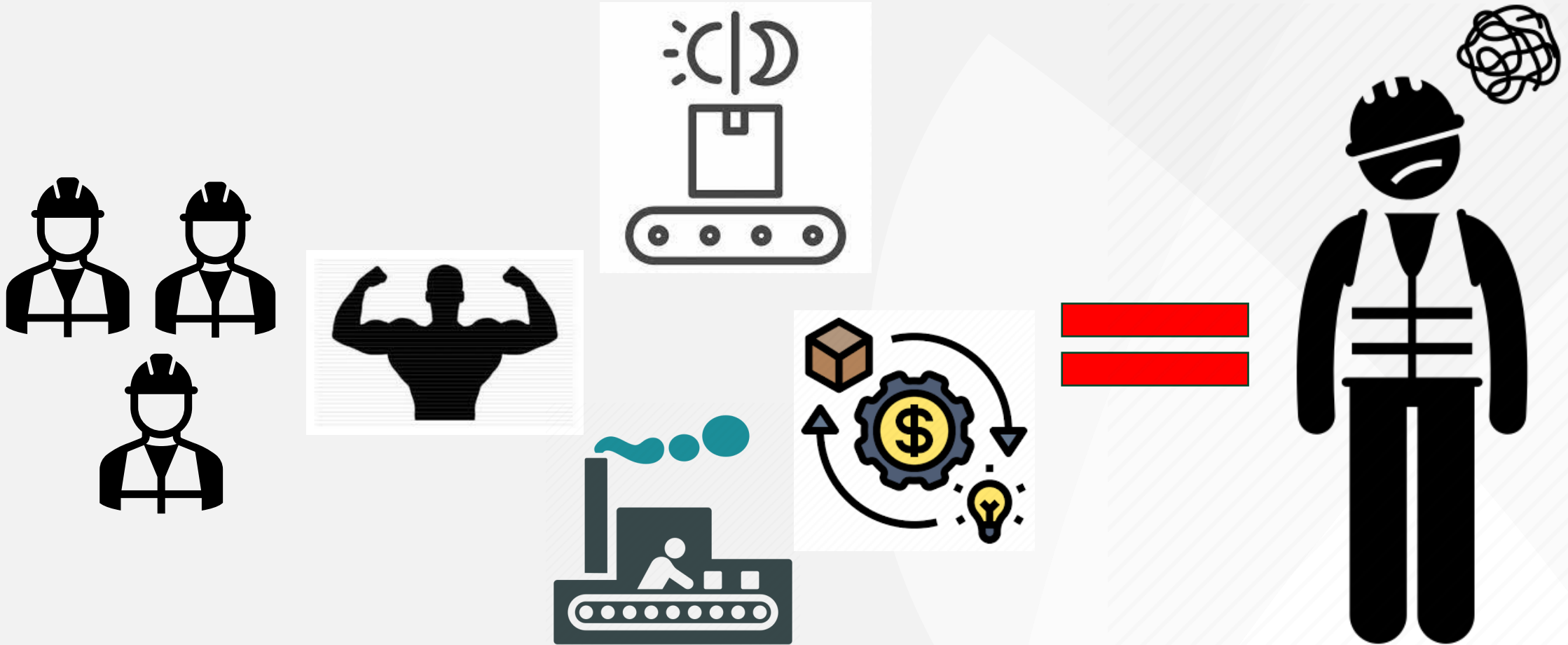
**62%** of missed workdays due to mental health conditions

Employees with mental health conditions use medical services **3X** more than those do get treatment

**69%**

Manager has greatest impact on employee's mental health

# Mental Health in the Manufacturing Industry





**Employers that support  
mental health see a return  
of \$4 for every dollar  
invested in mental health  
treatment.**



**Marathon**  
Health™

# What are the options & 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  
and of  
connection/  
community**



**Implementation  
of mental health  
access points**

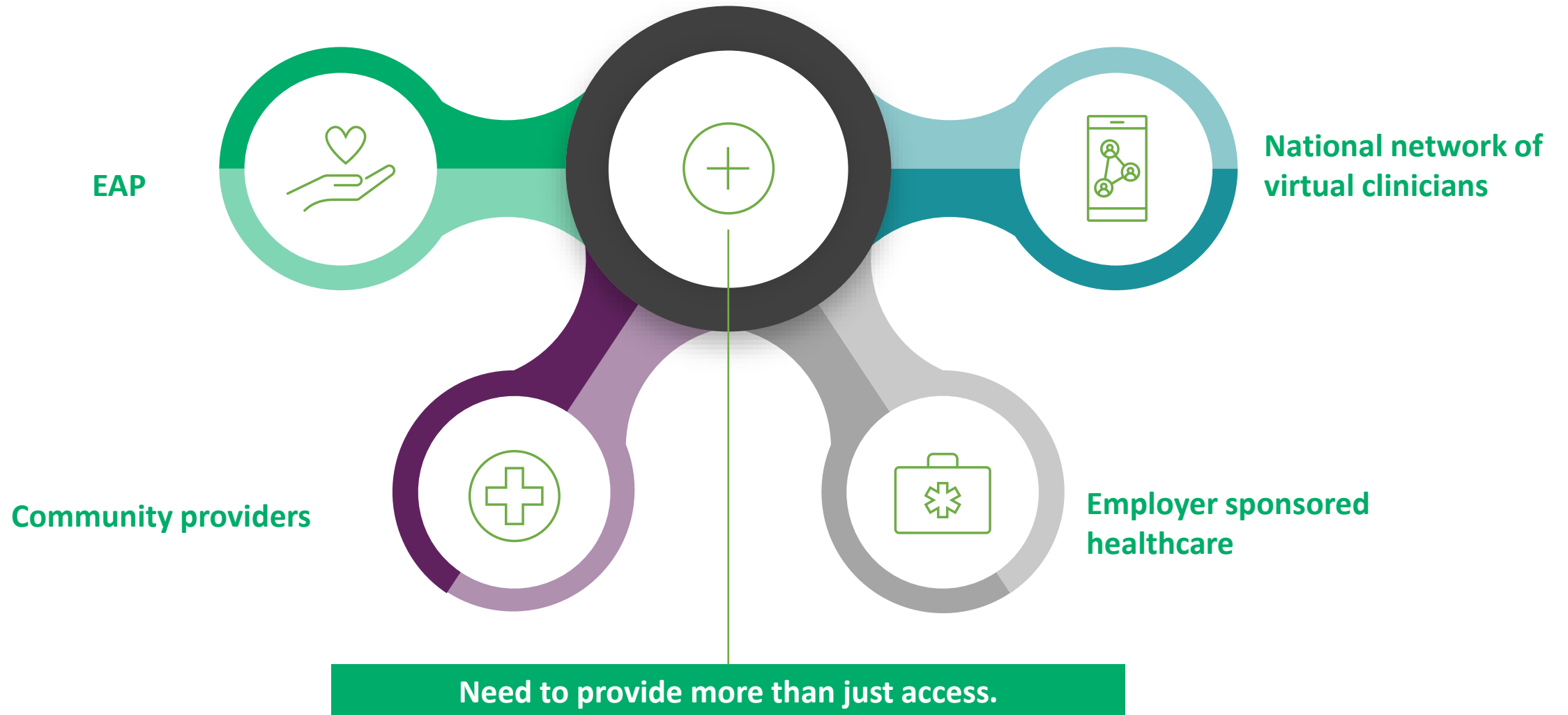


**Review &  
improve  
policies**



**Embracing  
diversity &  
inclusion**

# Types of Mental Health Access Points



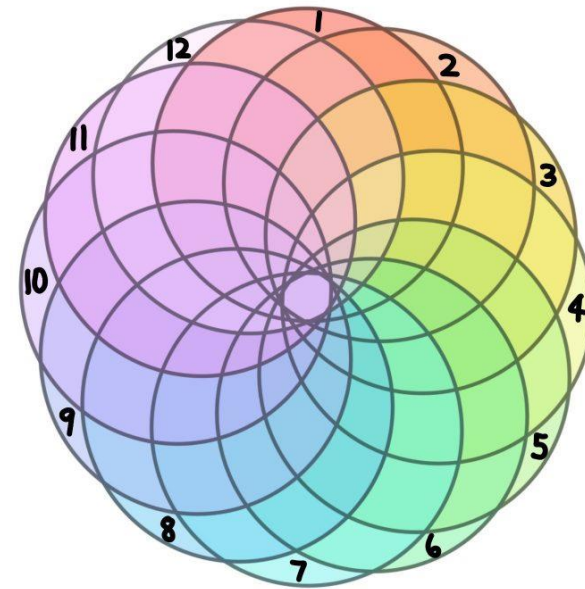
# WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaaduckworth

# 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 -

@sylviaaduckworth

# 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

# Program Mission and Goals:



Increase employee's skill in identifying the signs of emotional distress.



Increase comfort of employee to connect with a colleague experiencing distress.



Increase employee's knowledge of resources of where to refer colleagues who are in distress.

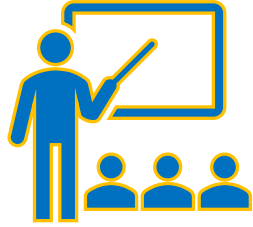


Increase employee's access and engagement with behavioral health support.

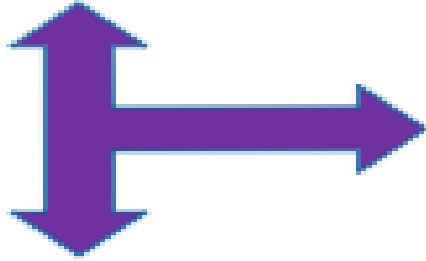
***Reduce stigma around mental health in the workplace and increase access and engagement with Boar's Head's offered counseling supports.***



Reducing stigma



Mental Health First Aid Training



Targeted Engagement  
Public Awareness Campaign

Boar's Head Brand Mental Health Services



- Individual, couples/family therapy
- Personalized care plans
- Care Navigation Support

Mentally Healthy Workplace



Improved workplace culture



Reduced absenteeism



Reduced turnover



Heightened markability & retention

# 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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