From Stigma to Support: A Call To Action For Workplace Mental Health

with Natasha Bowman, JD

The Natasha Bowman
Consulting Group

CONTENT WARNING
THIS PRESENTATION DISCUSSES SUICIDAL FEELINGS.

988 Suicide & Crisis Lifeline

988

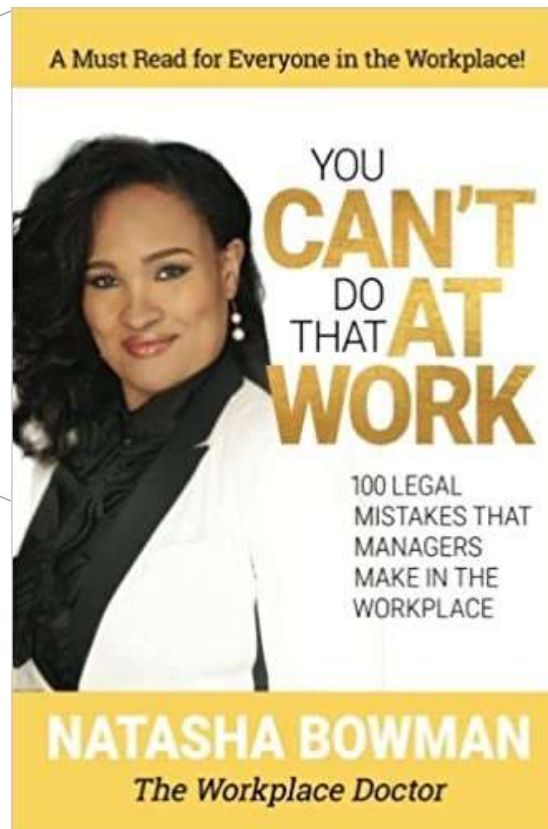Text 988

The Natasha Bowman
Consulting Group

If you're thinking about suicide, are worried about a friend or loved one, or would like emotional support, the Lifeline network is available 24/7 across the United States.

FEBRUARY 2020

A Must Read for Everyone in the Workplace!

YOU CAN'T DO THAT AT WORK

100 LEGAL MISTAKES THAT MANAGERS MAKE IN THE WORKPLACE

NATASHA BOWMAN
The Workplace Doctor

TEDx

GLOBAL GURUS TOP 30 2022
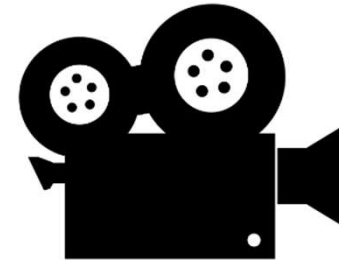
COVID-19

BLAME

PAIN

SHAME
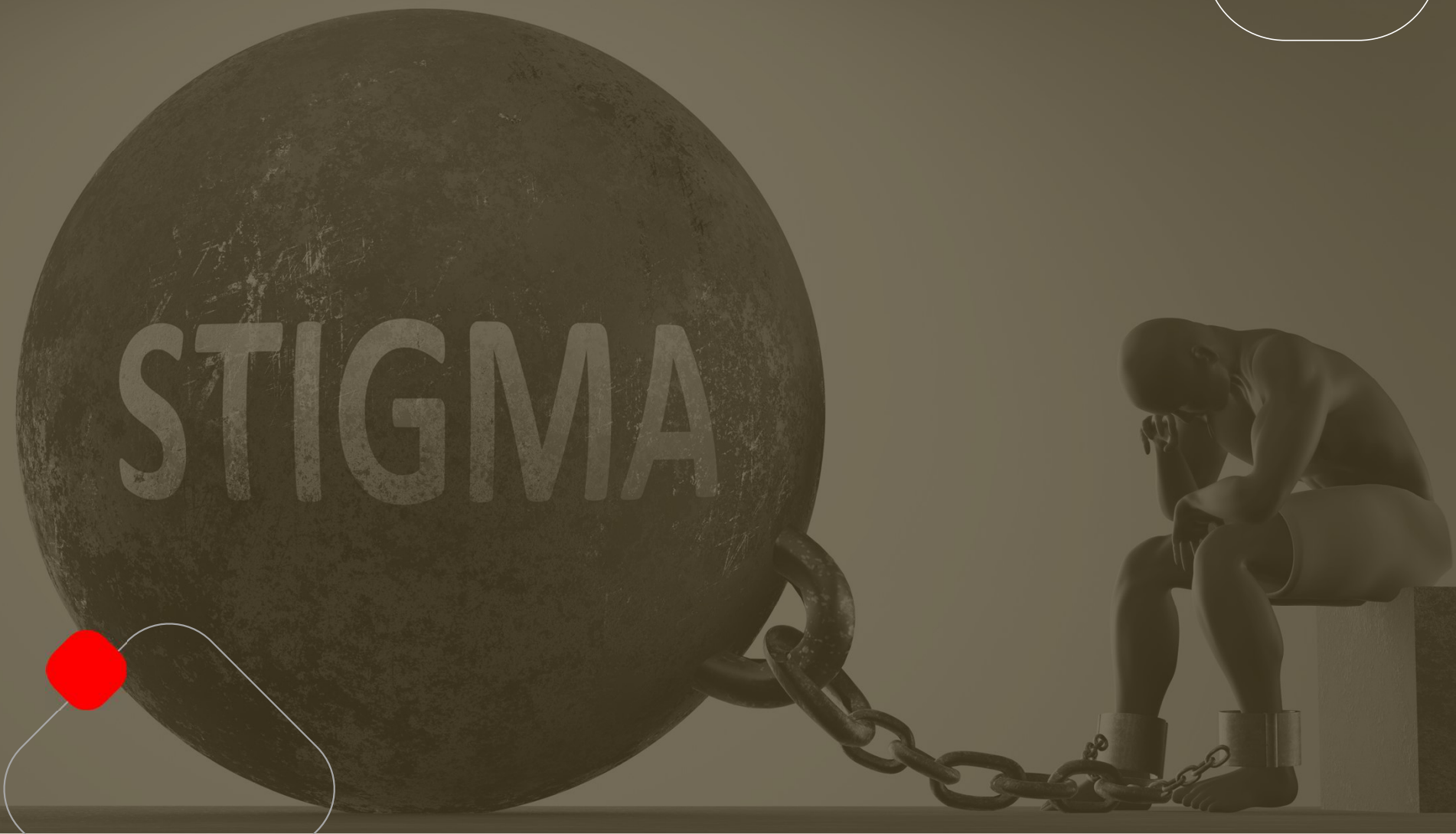
IN THE MOVIES

DESTIGMATIZING
MYSELF

1 in 5 ADULTS EXPERIENCE MENTAL ILLNESS

Nearly 1 in 25 Adults in America live with a serious mental illness.

From Mike Wallace to Mark Twain — they not only survived but thrived.

"OUR LIVES BEGIN TO END THE DAY WE BECOM[E] SILENT ABOUT THINGS THAT MATTER."

MARTIN LUTHER KING, JR[.]

TURNING PAIN INTO PURPOSE

Natasha Bowman, JD, SPHR (She/Her) • You
✨2022 Top Voice for #Mentalhealth ✨ Transforms Workplace Culture T...
10mo • 🌐

This is the face of someone with Bipolar Disorder.

Thank you so very much for having the courage and the strength to share your story. It is when amazing people like you choose to share their struggles that people realize they are not alone in theirs.

We'll said. It's a long road to the end of stigma, but it gets shorter every time someone opens up, and someone else notices. Thank you, Natasha.

Natasha Bowman, JD, SPHR you are such a beautiful self aware soul! And doing a great thing with helping bring light to this. The gift for you is that the other side of this is resilience and deep compassion and empathy for others....THIS enables you to be a great human and a great leader! ❤️

15%

of working-age adults were estimated to have a mental disorder in 2019.

12

billion working days are lost every year to depression and anxiety

1

trillion per year in lost productivity.
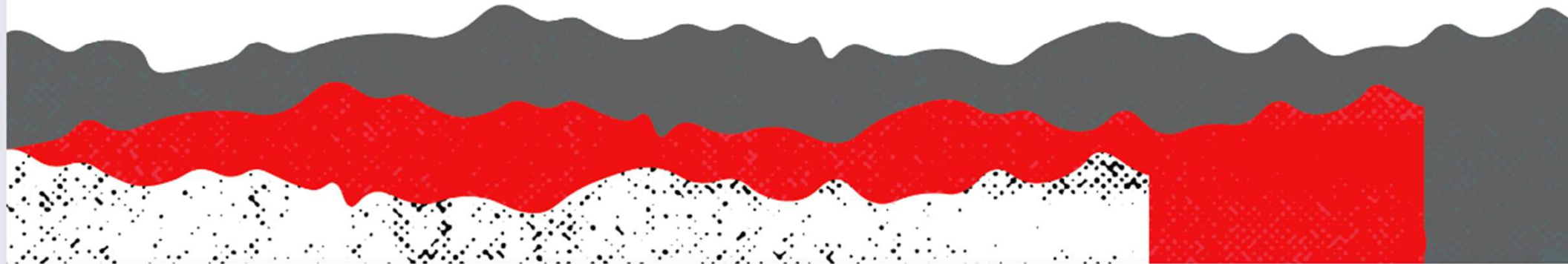
TYPES OF STIGMA

Societal Stigma

Negative attitudes and beliefs that society holds towards a certain group of people, such as individuals with mental illness, addiction, or physical disabilities.

Self-stigma

The internalized negative perception and beliefs that individuals with stigmatized conditions may have about themselves, leading to shame, low self-esteem, and self-doubt.
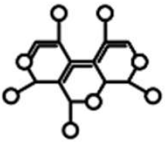
Structural stigma

Discrimination embedded in social, economic, and political systems, such as unequal access to education, employment, and healthcare, disproportionately affects certain groups.

Public stigma

The negative portrayal of stigmatized groups in the media reinforces stereotypes and perpetuates discriminatory attitudes and beliefs.

Label avoidance

The tendency of individuals to avoid seeking help or disclosing their condition is due to the fear of being labeled or stigmatized.

TSA Pre✓ DENIED

Note: If you answer 'Yes' to question 2, 3, 4 or 6 you may want to reconsider applying. If you answer 'Yes' to question 5, because you are currently under indictment or have open criminal charges, you should consider waiting to apply until these matters are resolved. Application enrollment fees are not refunded once submitted.

1. * Are you a U.S. citizen, U.S. National or Lawful Permanent Resident (LPR)? | Yes | No

2. * Excluding cases adjudicated under juvenile offender provisions, have you been convicted, pled guilty including "no contest" (nolo contendere), found not competent to stand trial, or found not guilty by reason of insanity, of any disqualifying felony listed in TSA Eligibility Requirements, Part A, in any jurisdiction, military or civilian? | Yes | No

3. * Excluding cases adjudicated under juvenile offender provisions, have you been convicted, pled guilty including "no contest" (nolo contendere), found not competent to stand trial, or found not guilty by reason of insanity, of any disqualifying felony listed in TSA Eligibility Requirements, Part B in any jurisdiction, military or civilian, during the 7 years before the date of this application? | Yes | No

4. * Have you been released from incarceration in any jurisdiction, military or civilian, for committing any disqualifying felony listed in TSA Eligibility Requirements, Part B, during the 5 years before the date of this application? | Yes | No

5. * Are you wanted or under indictment for any disqualifying crime listed in TSA Eligibility Requirements, Parts A or B? | Yes | No

6. Within the past 7 years, has a court, board, commission, or other government authority determined that you, as a result of mental illness, pose a danger to yourself or to others, or that you lack the capacity to conduct or manage your own affairs or have you been involuntarily committed to an inpatient facility for mental health or psychiatric reasons? | Yes | No

From Stigma
TO
SUPPORT

Grief

Police Brutality

Child Care

MENTAL HEALTH CRISIS
DURING THE PANDEMIC

Job Insecurity
& Uncertainty

Ukraine Crisis

Political Landscape

Out of the 354 respondents that disclosed a mental health diagnosis to an employer, and only 25% would feel comfortable disclosing a mental health diagnosis in the future.

How do you feel about the following statement?

If I were to be diagnosed with a mental health disorder in the future, I would feel comfortable disclosing my diagnosis to my employer.

STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE
25%	31%	19%	18%	7%
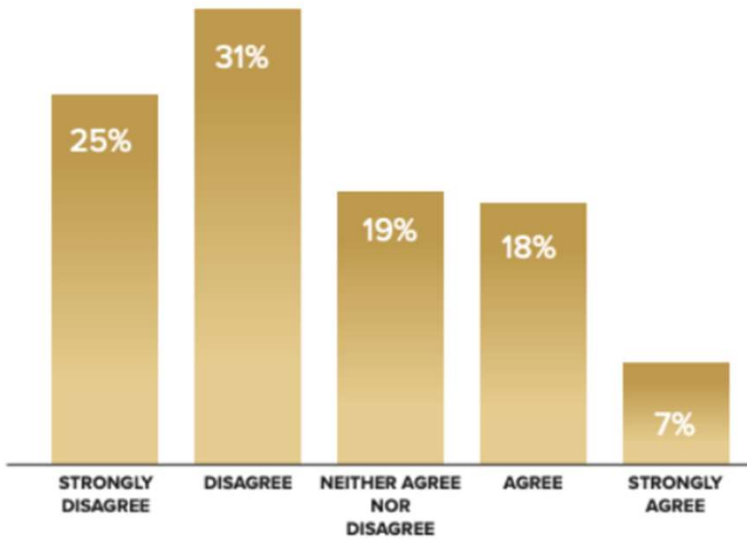
RETALIATION

"I was labeled with a 'bad attitude' during the pandemic because I had to spend half of my time trying to advocate for my mental health."

"When I went back to work, they literally isolated me from everyone."

"During my performance review, I was told that I missed work too much, even though I had a doctor's diagnosis." to use minor mistakes against me for termination."

"Placing demands on me [that] weren't not required by others, removing support, disclosing my diagnosis to other employees."

"PTSD was disclosed, and I got moved out of my role and my job was eliminated 7 months later after 24 years.
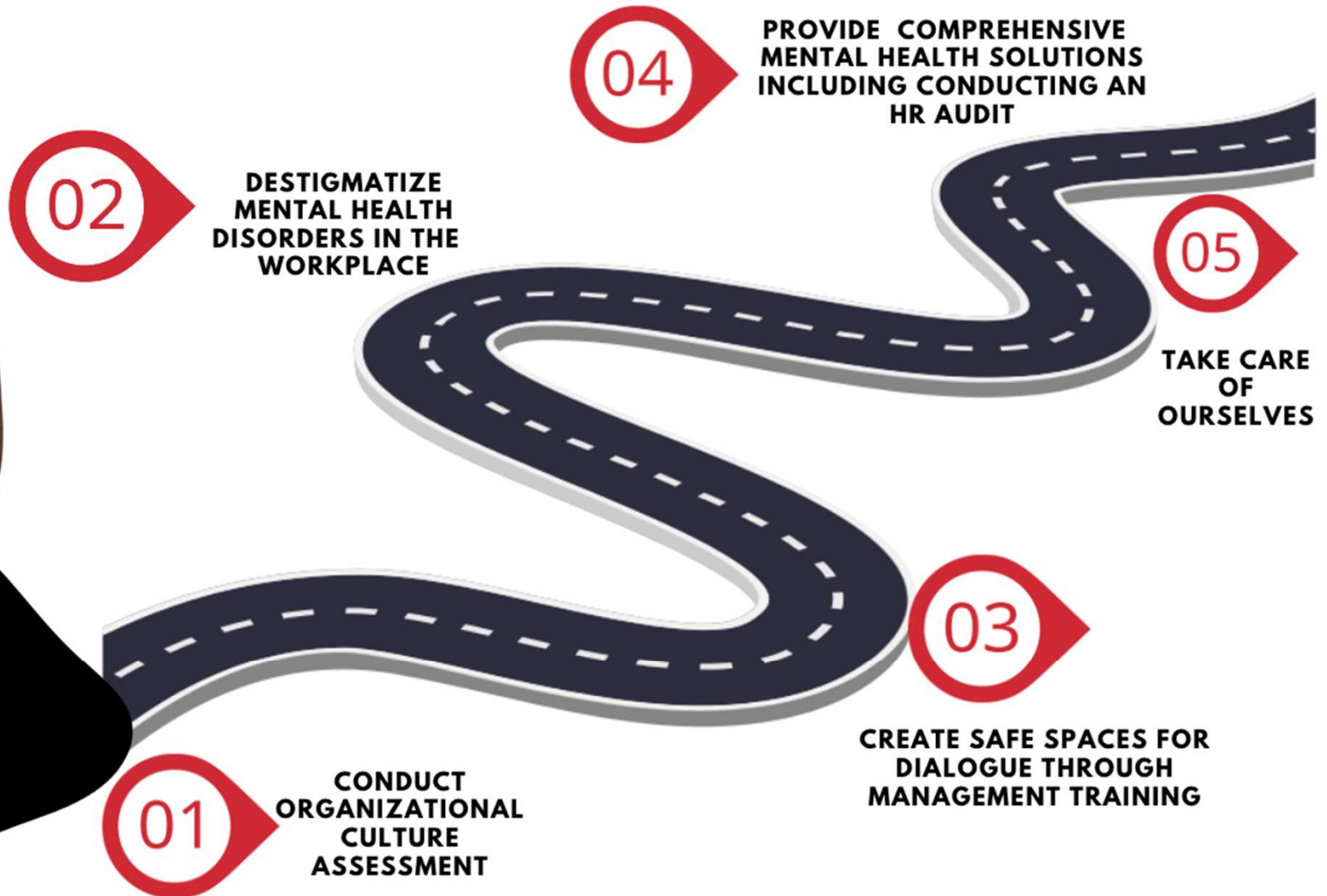
"I feel I've been excluded."

UNDERSTANDING HR'S ROLE IN GOING FROM STIGMA TO SUPPORT

STRATEGIES
That Tackle Mental Health Stigma In The Workplace

COMMON WORKPLACE BEHAVIORS
THAT CAN CREATE PSYCHOLOGICAL HARM

01 Microaggressions

02 Bullying

03 Harassment

04 Cultures of Silence

05 Willful Neglect to Intervene during misconduct

06 Lack of empathy

07 Lack of recognition

08 Burn Out

09 Preferential Treatment

10 Tokenism

11 Lack of Accountability

12 Isolation

13 Micro-managing

14 Undue criticism

15 Intimidation

16 Under-valued

17 Shame and humiliation

18 Witch-hunts

19 STIGMA

WHAT'S YOUR ORGANIZATION'S CULTURE

?

TOXIC

URGENT
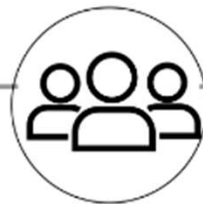
NON TOXIC

DESTIGMATIZING

MENTAL HEALTH AT WORK

① Prevent

Reshape work environments to minimize psychological risks and prevent workers from experiencing mental health conditions

② Protect

Strengthen awareness, skills & opportunities for recognizing & acting early on mental health issues to protect and promote the mental health of all workers.
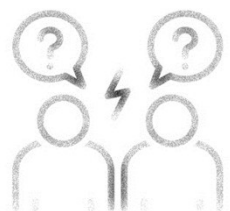
③ Promote

Support workers with mental health conditions to access, continue working and thrive and work

Creating an Enabling Environment

COMMON MISCONCEPTIONS
ABOUT PEOPLE WORKING WITH MENTAL HEALTH CONDITIONS

Violent

Moody

Dangerous

Emotional

The types of work that can be done

Need to be micromanaged

Unreliable

Have time & attendance issues

Inconsistent

Misfit

EMPATHY

FOSTER A CULTURE OF ACCEPTANCE

CREATING A SAFE SPACE

TAKE CARE OF YOU

BURNOUT

STAGES OF BURNOUT

Phase 1 -
Ignition:

Phase 2 -
Growth

Phase 3-
Fully Developed

Phase 4 –
Decay Stage
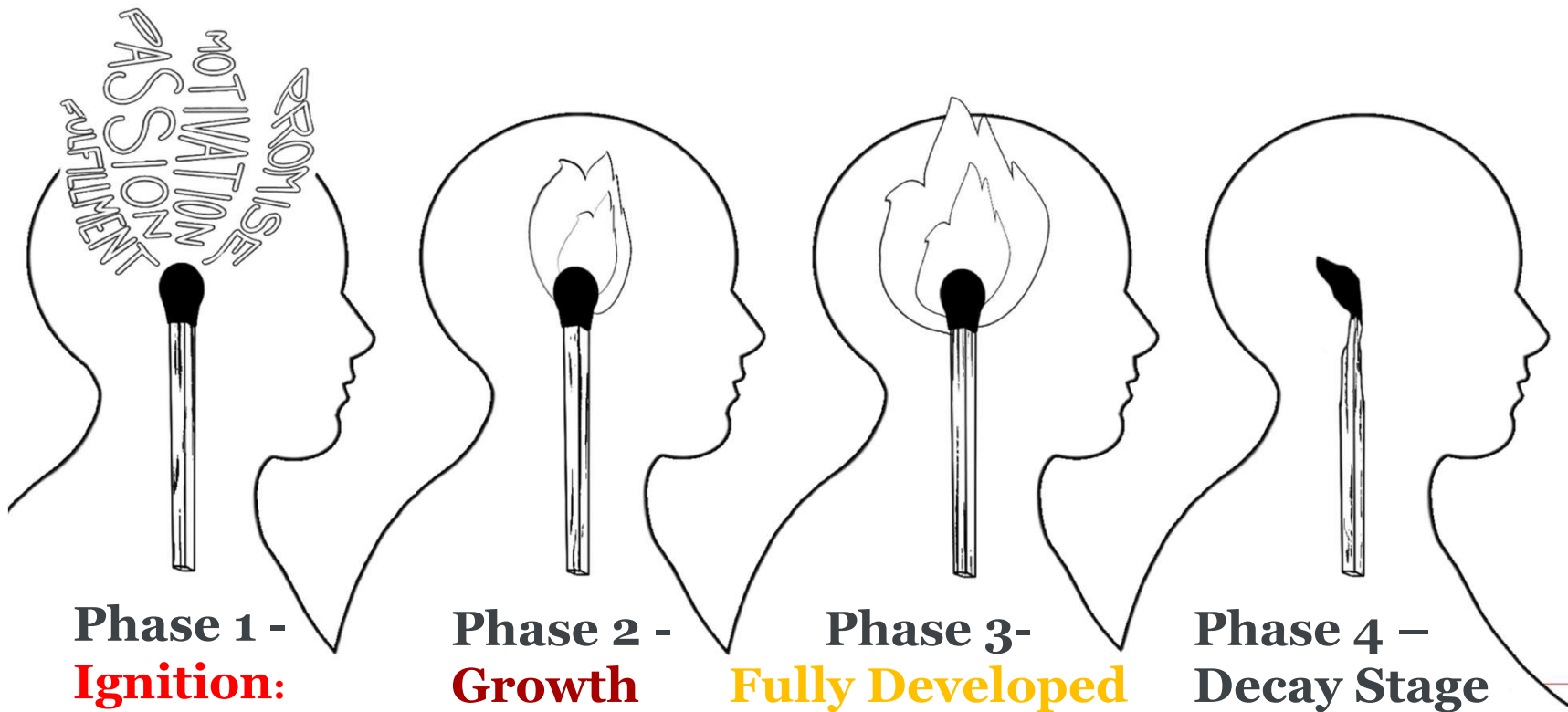
Work-Life

Harmony

Mental Health Continuum

Prevention

Take measures to prevent harm, triggers, trauma, and other variables from disrupting mental well-being.

Treatment

Seek treatment to address and prevent harm, triggers, and other variables that have been identified that may disrupt your mental well-being.

Healing

Heal from grief, trauma, broken relationships, rejection, abandonment, and negative workplace experiences.

Maintenance

Maintain mental wellness by taking measures to prevent stressors to your mental health, seek proactive and reactive treatment, and heal from previous trauma and harm..

Knowing where you are in the Mental Health Continuum at any time allows you to take charge of your mental health.

WHAT ARE SOME THINGS YOU DO TO MAINTAIN YOUR PHYSICAL AND MENTAL HYGIENE?

✓ Do you brush your teeth and hair daily?

✓ Do you see your dentist annually?

✓ Do you get your blood work and blood pressure checked often?

✓ How often do you get your hair cut, nails done, or get a facial?

WHO NEEDS YOUR SUPPORT?

KEY AREAS FOR A HEALTHY WORKPLACE

Smarter Work Design

More flexibility, greater individual and team input into decision-making, harm and hazard reduction

Build Resilience

Training on stress management for high-risk jobs using evidence-based approaches, increasing physical activity, and providing opportunities for mentoring and coaching

Support Recovery

Helping employees reintegrate and get support during and after stressful life events and challenges with mental illness, having generous sick leave and accommodations

Build Better Work Culture

Senior leadership engagement, mental health education, zero tolerance for bullying or discrimination, a climate of safety, mental health education, and change management that has open.

Early Intervention:

Well-being checks, ability to seek help easily and early, evidence- based training for providers, opportunities for peer support

Engagement:

Promoting mental health resources, trainings and programs, participating in community and national events and campaigns