



Mental Health Equality
IN THE WORKPLACE

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We are **COLORADO MENTAL**



WELLNESS NETWORK

Our Mission

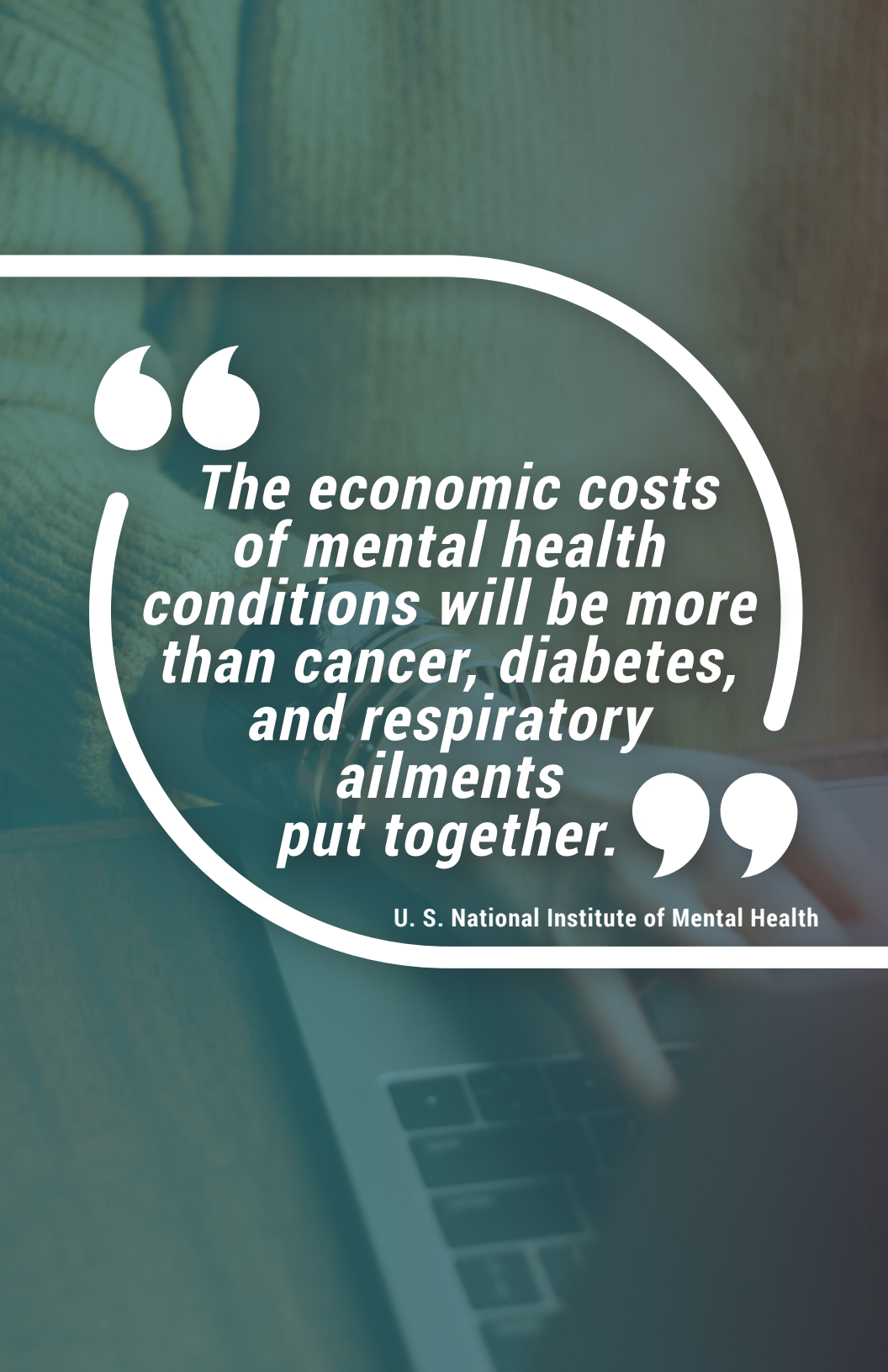
Through education and advocacy, Colorado Mental Wellness Network seeks to provide opportunities for individuals to improve the quality of their lives, give back to the community through meaningful roles, and to change the perceptions of mental health.

Our Program

The vision of our program is a future where businesses foster an environment of awareness, acceptance, empowerment, prevention, and recovery for employees in which physical and mental health are treated as equal players in total wellness.



We Foster
**Mental Health
Equality**
in Workplaces



***The economic costs
of mental health
conditions will be more
than cancer, diabetes,
and respiratory
ailments
put together.***

U. S. National Institute of Mental Health

EMPLOYERS ARE LOSING EFFICIENCY: EMPLOYEES ARE NOT BEING SUPPORTED.

Mental health effects every conference call, every meeting, and every team within a business community.

\$1 TRILLION

Is lost annually in the US from productivity losses related to depression and anxiety. (WHO)

FOR EVERY \$1

put into scaled up treatment for common mental disorders, there is a return of \$4 in improved health and productivity.

(WHO)

69%

of people strongly agree that it was safer to remain silent about workplace stress. (MHA)

400 MILLION

Work days are lost in the US annually from Depression alone. (Forbes)

WHO: who.int/mental_health/in_the_workplace

MHA: mhanational.org/workplace-mental-health

Forbes: forbes.com/sites/carleysime/2019/04/17/the-cost-of-ignoring-mental-health-in-the-workplace/


JOIN OUR MOVEMENT

We are committed to building a movement to eliminate stigma associated with mental health in the workplace. Our program provides tools to foster a culture of openness and transparency around mental health issues in workplaces across Colorado.

It starts with a commitment:

If your workplace is interested in joining the community of Colorado business working towards mental health equality in the workplace start by taking the pledge:

Our workplace has proudly joined the Mental Health Equality in the Workplace Movement. We are committed to reducing stigma and working with the Colorado Mental Wellness Network to foster an environment of awareness, acceptance, empowerment, prevention, and recovery for our employees and their families in which physical and mental health are treated as equal players in total wellness.

An aerial photograph of a large-scale construction project, likely a bridge or highway interchange. The main area is covered in a dense grid of steel reinforcement bars (rebar) laid out on a prepared surface. Numerous workers, appearing as small figures, are scattered across the site, some standing near the rebar and others further back. In the foreground, four workers wearing hard hats and high-visibility safety vests are standing on a concrete surface, looking towards the construction area. A large, stylized teal graphic element, consisting of a thick curved line and a large circle, frames the text on the right side of the image.

***HELPING BUSINESSES
OVERCOME STIGMA AND
SUPPORT EMPLOYEE WELL-
BEING THROUGH EDUCATIONAL
PROGRAMS AND TRAININGS.***

WE GUIDE YOU THROUGH STEPS TO CREATE MENTAL HEALTH EQUALITY

Creating a culture of support for positive mental wellness starts with champions at all levels of an organization. Our Mental Health Equality in the Workplace program, led by dedicated professionals with lived experience, will help



Learn

- Better understand the spectrum of mental health and the unique role each employee plays in creating a supportive community.
- Explore the overall mental wellness of your workplace through surveys delivered by CMWN.



Build

- Foster a culture of support for your community by learning about person-first language and trauma as an organizational health issue.
- Through workshops and access to CMWN trained Peer Support Specialists we empower your community to build skills to better maintain their mental wellness.



Connect

- Take the pledge and join a network of workplaces in Colorado committed to reducing stigma and supporting mental wellness within your community.
- Share lessons and learn from other workplaces that have joined the movement.
- Access curated toolkit of resources designed to support your workplace's path to mental wellness.

YOUR BUSINESS JOINS A NETWORK OF MENTAL HEALTH EQUALITY EMPLOYERS

Certification:

Workplaces who take the pledge, and go through our program will receive a certificate of completion recognizing them as a certified CMWN Mental Health Equality Employer. In a competitive age of employment this certification can help you stand out to potential talent and can be used on websites, social media, training collateral, recruiting materials, and more!

Network:

Certified workplaces will also join a network of other Colorado employers who have taken the pledge. This network has benefits including:

- Quarterly All Network Meetings
- Access to shared online resources
- Ongoing updates on compliance requirements (ADA)



We Make It Easy For You In The

WORKPLACE ASSESSMENT

CMWN surveys employees and stakeholders to determine opportunities for growth.

PROGRAM MATCHING

Meet with a CMWN representative to review the assessment and workplace's goals to determine the right program and training.

RESOURCE SHARING

Employees receive digital educational material and information about the programs that are being offered.

What is right for your workplace?

There is no such thing as a “one size fits all” approach to Mental Health Equality in the Workplace. That is why we start by learning about every organization we work with. We strive to provide training, education, and programs that will have the most benefit based on each workplace's need!

To Create Real Change Workplace

TRAINING

(In-person or Online)

CMWN walk employees through interactive training programs and exercises.

ONGOING SUPPORT

The connection doesn't end after training. Employees will have ongoing access to training materials, PSS chat, and more.

JOIN THE NETWORK

Certified workplaces join a network of other Colorado employers who have taken the pledge.

“Ensuring mental health and wellness isn’t just the right thing to do; it’s smart business. Ignoring workplace mental health can have a dramatic impact on an organization—from its output to working relationships to overall culture. With greater awareness driven by education and open dialogue, we can create the foundation for a healthy workplace that benefits everyone.”

-Guru Gowrappan, CEO at Verizon Media Group

PROGRAM & WORKSHOP BREAKDOWN

Each of our programs focus on workplace application and practicality. Additional and custom programs are available to support the needs of your organization. Contact MHEW to discuss additional offerings.

SUMMARY

MANAGING STRESS AND FOSTERING RESILIENCE

Analyze self-care and resilience in the face of difficult thoughts and feelings. We will focus on tools for managing uncertainty, anxiety, and stress in a time when many people are experiencing unprecedented levels of these emotions.

WELLNESS WORKSHOPS

Based on the Wellness Recovery Action Plan. Certified WRAP Facilitators guide participants in wellness planning. Workshops can be modified to meet your organization's needs (ex. Burnout, compassion, fatigue, etc.)

MINDFULNESS 101

Explore the benefits of mindfulness practice, basic mindfulness techniques, and strategies for maintaining a mindfulness practice.

STRENGTH-BASED LANGUAGE

Examine strength based and person first language as a tool that contributes to positive and respectful work environments. We will focus on using non-stigmatizing language, and take a hard look at how language shapes the way we see the world.

provide participants tools they can use in their organization. The unique needs of businesses and their employees. Please

LEARNING OUTCOMES	AUDIENCE	TIME
Learn about the stress-response, the difference between stress and anxiety, and tools to manage difficult thoughts and emotions. The focus will be on simple, low-cost activities that support overall wellness and build resilience.	This workshop is intended for all levels of an organization.	1 Hour
Gain insight into planning for wellness, create written wellness plans, and learn about proven wellness techniques.	This workshop is intended for all levels of an organization.	Vary based on needs from a 2-3 hour workshop, to 12-16 hour training.
Learn the benefits of building a mindfulness practice, experiment with established mindfulness techniques.	This workshop is intended for all levels of an organization.	1-3 Hours
Gain a better understanding of how language plays a role in our view of others, learn how to use person first and strength-based language, and improve skills in speaking and writing from an empowering point of view.	This workshop is intended for all levels of an organization.	2 - 3 Hours

PROGRAM & WORKSHOP BREAKDOWN

SUMMARY

TRAUMA AS AN ORGANIZATIONAL HEALTH ISSUE

Explore the pervasiveness of unresolved trauma and its impact on the mind, body, and throughout organizations. Review the basic principles of a trauma informed organization and create a plan of first steps to move forward in a trauma informed way.

SUICIDE AWARENESS TRAINING

Recognizing and effectively intervening with suicidal individuals. This includes identifying preventative and protective factors, risk and recognition, strategies for responding to those considering suicide, and referral skills and resources.

ADDITIONAL SERVICES

TELEPHONE ACCESS TO PEER SUPPORT SPECIALISTS

Workplaces that join the Mental Health Equality in the Workplace network will have telephone access to CMWN Trained Peer Support Specialists.

Peer Support Specialists are individuals in recovery from mental health conditions, substance use, and/or trauma. Peer Support Specialist use their experience to help others seeking wellness and recovery. Peer workers attend a training program to develop their skills in social-emotional support, advocacy, communication, and coaching.

LEARNING OUTCOMES	AUDIENCE	TIME
Gain an understanding of the prevalence of unresolved trauma and how it impacts the workplace. Learn strategies and ideas to become trauma informed and compassionately engage employees.	This workshop is intended for management and HR professionals.	3 - 6 hours
Increase awareness of suicide, and learn information and basic skills to respond to a person considering suicide.	This workshop is intended for all levels of an organization.	1 - 3 hours



CREATE CHANGE TODAY

HOW TO BEGIN THE JOURNEY TO CREATE A MORE SUPPORTIVE WORKPLACE.

Get Started

Anyone can inspire change in their workplace. If you are curious about our wellness programs, send our team an email and we can provide information and guidance. You can also visit our website for more information.

Open the Conversation

After connecting with our team, we will reach out to select members of your HR and/or leadership team to talk about the state of mental health equality in your workplace. Employees who reach out to us are welcome to join this conversation, or remain anonymous if they prefer.

Start Planning

Once we've had a chance to align with those key decision makers, our team will schedule a planning session with select members of the organization to discuss the unique needs and potential solutions for their workplace.

CONTACT US



720.842.9222



INFO@CMWN.ORG



MHEW.ORG

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The Colorado
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Mental Health Equality

IN THE WORKPLACE

A program by:



Learn more at: mhew.org