ONE MIND
at Work

Roadmap to Transforming Workplace Mental Health

3rd Annual Global Forum

September 11-12, 2019
Napa Valley, CA

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3rd Annual Global Forum
Transforming Workplace Mental Health
Welcome Remarks by Garen Staglin

"We don't need to use the word 'they' when we are talking about who can implement these solutions and drive change. 'They' are 'We' and are here in the room today. We are the one who can and will make change in workplace mental health."

PANEL: How Research is Changing the Mental Health Landscape

The mental health landscape is molded by research – not only in neuroscience, but also in psychology, social work, and many other fields. And the better everyone understands the research and the science behind the conditions, the more we de-stigmatize mental illness. Employers can gain a considerable advantage by staying abreast of the research landscape as the scientific understanding of mental health conditions continues to evolve and new treatments are developed and tested. Staying informed and up-to-date on current research can help employers pioneer workplace efforts in particularly challenging areas such as suicide prevention, PTSD treatment for veterans, and serious depression.

Participants:

Dr. Lori Davis, Associate Chief of Staff for Research, Tuscaloosa VA Medical Center

Dr. Wayne Drevets, Vice President & Disease Area Leader in Mood Disorders, Janssen Research & Development

Dr. Jodi Frey, PhD, Professor, University of Maryland School of Social Work

Moderator: **Mona Hicks,** Science & Technology Director, One Mind at Work

Key Learnings:

•   **Suicide prevention in the workplace:** On September 10th, the American Foundation for Suicide Prevention and partners released National Guidelines for Workplace Suicide Prevention, including leadership; assessment; communication; self-care orientation; training; peer support; mental health & crisis resources; risk mitigation; and crisis response.

•   **Supported employment for veterans**: Veterans can be some of the best performers in the workplace if they get the right support, such as Individual Placement and Support (IPS). IPS programs also present an opportunity for socially motivated investors to make a difference through social impact bonds, such as the Veterans Coordinated Approach to Recovery and Employment (Veterans CARE - link in appendix).

•   **Gender differences:** New screening tests for suicide include scores for anger and irritability – symptoms that are more prevalent in men and are often overlooked as warning signs of suicide. For more information, see the Healthy Men Michigan Campaign (link in appendix).

•   **Meeting needs in Major Depressive Disorder:** High levels of relapse point to a need for a broader portfolio of treatments, including novel therapies, to allow patients and physicians to combine treatment mechanisms as symptoms reappear or evolve over time.

"We have not been able to bend the curve on the disability and mortality rates associated with depression and suicide, partly because current treatments are not durable. The best approach for helping patients who do not achieve and maintain remission with existing treatments, is to develop new treatments with novel mechanisms that can be combined with or replace current therapies to address persistent symptoms."

Wayne Drevets, Vice President & Disease Area Leader in Mood Disorders, Janssen Research & Development

"Preventing suicide is everyone's business. We need to implement suicide screenings and holistic public health campaigns, and if the workplace is not included in this effort, we're not going to have a significant reduction in suicide."

Dr. Jodi Frey, Professor, University of Maryland School of Social Work

"Individual placement and support for people living with PTSD is critical for treatment. These programs do more than just employ – work and supported employment are behavioral interventions that support patients' overall recovery."

Dr. Lori Davis, Associate Chief of Staff for Research, Tuscaloosa VA Medical Center

PANEL: Employers as Healthcare Purchasers

In 2018, the National Alliance of Healthcare Purchasers Coalition published the "Mental Health Deep Dive" that assessed the performance of health plans, comparing differences in behavioral healthcare versus access to care for physical ailments. The report identified gaps in access to behavioral health services and lack of measurement-based care – proof that employers are often buying a "defective product". The solution is not simply to pay more, but to demand better. Since employers provide healthcare for over 50% of people in the U.S., they not only can create widely felt improvements in care, but they also have the purchasing power to drive change.

Participants:

Matthew Press, Associate Medical Director, Penn Medicine Primary Care

Marianne Fazen, Executive Director at Dallas-Fort Worth Business Group on Health & Southwest Benefits Association

Anne Oxrider, Senior Vice President & Senior Benefits Consultant, Bank of America

Moderator: **Mike Thompson,** President and Chief Executive Officer, National Alliance of Health Purchasers Coalition

"Employers have always been the leaders in cultural change in our society and now they have an opportunity to lead the path forward for behavioral health."
Mike Thompson, President and Chief Executive Officer, National Alliance of Health Purchasers Coalition

Key Learnings:

•   **Data and measurement are essential:** In order to demand better from insurers, employers must know their baseline metrics on trends like absenteeism, co-occurance, disability claims, and EAP utilization.

•   **Employers can be innovators:** Employers can lead the charge in taking a "whole person" approach to health by educating employees, EAP providers, and family members about the mental health benefits offered.

•   **Collaborative care is the next chapter of healthcare:** An integrated system that allows low-intensity behavioral health conditions to be treated in a primary care setting is the fast track to improved outcomes for patients and better return for employers; for example, a Penn Integrated Care study showed that up to $6 are saved for every $1 invested in collaborative care (link in appendix).

"Collaborative care is the wonder drug we've been waiting for – the beauty of it is that it takes the scarce resource of psychiatry and spreads it across thousands of patients."

Matt Press, Associate Medical Director, Penn Medicine Primary Care

"Coalitions are comprised of employers, and employers have benefits managers who control the budgets for employee benefits programs. But if benefits managers don't have access to a high amount of quality data, they won't be able to allocate resources to necessary services."

Marianne Fazen, Executive Director, Dallas Fort-Worth Business Group on Health & Southwest Benefits Association

PANEL: The State-wide Model for Mental Health Leadership

California and Texas represent two of the largest economies in the world, and two large, politically diverse populations. Though often perceived as at odds with each other politically, policymakers in both states have made mental health a top priority. Both California and Texas have carved out a definitive role for the state in addressing mental health. What can we learn from looking at the similarities and differences in each state's approach?

Participants:

Tom Insel, Special Advisor, Governor Gavin Newsom

Joe Straus, Former Speaker,Texas House of Representatives

Moderator: **Andy Keller,** CEO, Meadows Mental Health Policy Institute

"When you hear about the two 'big kids' in the U.S., California and Texas, don't look at them as bullies, but as the big states leading the way. These are two of the top 10 economies in the world, and when they innovate in the area of mental health, they're putting forth models that can be emulated not only across the country, but across the world."

Andy Keller, CEO, Meadows Mental Health Policy Institute

"In Texas, we built a bipartisan consensus around the need to improve our behavioral health system. After listening closely to those who are on the front lines of the issue, we have combined reforms with significant new resources to improve the system throughout the state. I hope Texas can build similar consensus on other health care issues."

Joe Straus, Former Speaker, Texas House of Representatives

"In California, we have a few tools that others don't have, the most significant being the Mental Health Services Act, referred to by many as the 'Millionaire's Tax.' The $2.4 billion it generates annually is distributed to our 58 counties to fill gaps in mental health services. These funds also allow us to move upstream -- intervening early in the illness process, in stages one and two, as opposed to stage four."

Tom Insel, Special Advisor to Governor Gavin Newsom

Key Learnings:

•   **California leverages tax bill and local strategy**: Proposition 63 provides California with $2.5 billion tax dollars that flow into county mental health services and allows for local programs targeting the most at-risk, such as homeless and incarcerated populations and children. The aim of the newly created role of "Mental Health Czar" is to help improve coordination of efforts across the state.

•   **Texas used state legislation to drive widespread change:** Driven in part by unsustainable levels of incarceration, the Texas legislature formed a Select Committee in 2015 to take an all-encompassing look substance abuse, veteran care, prevention and delivery of care. In recent years, the Texas government has unequivocally prioritized the issue, increasing funding for better care in hospitals, jails, and early intervention for children.

•   **Partnerships are key to enforcing any policy blueprint:** Partnership with policy institutes and think tanks is essential to ensure that solutions are in line with the state's demographics and political landscape. At the same time, employers in the private sector have a key role in ensuring accountability and enforcement of mental health policies; without private sector buy-in, policies won't gain traction.

PANEL: Making the Most of Support and Services

For those employers who provide mental health programs, communicating services and ensuring that they are taken advantage of by employees poses a distinct and complex challenge. Geography, workforce diversity, turnover rates, work environments, language barriers, as well as attitudes and stigma all factor into whether employees are aware of and are using the mental health programs available to them. Executive leadership teams, benefits managers, human resources staff, colleagues, and even families all have a role to play in fostering a dialogue and creating a culture of support.

Participants:

Kathy Farmer, Senior Director, Global Benefits, Levi Strauss & Co
Tim State, Senior Vice President of Associate Health and Well-Being, Humana
Angela Bailey, Chief Human Capital Officer, U.S. Department of Homeland Security
Moderator: **Nora Super**, Senior Director, Center for the Future of Aging, Milken Institute

"What goes on at work goes home and what goes on at home comes to work, so we're evolving the idea of presenteeism. If we give family members the right tools, they can identify certain things in their loved ones -- our employees -- that they themselves or their coworkers cannot identify."

Angela Bailey, CHCO, U.S. Department of Homeland Security

"As crucial as leadership is in setting the tone of the organization regarding mental health and well-being as a priority, we believe a primary influence point for people is their immediate team, so approaching this as a social movement within an organization is our focus."

Tim State, Senior Vice President of Associate Health and Well-Being, Humana

"Layering communications about access and resources makes a big difference. No single channel works for all. There are three parts to communications: the message, the sender and the receiver. We're better understanding who's receiving the messages, which enables us to drive the dialogue and authentically communicate with employees, encouraging them to trust their diagnosis and treatment options."

Kathy Farmer, Senior Director, Global Benefits, Levi Strauss & Co.

Key Learnings:

•   **Prevention and building resilience:** Identifying the range of stressors caused by a specific job or industry can help employers proactively get ahead of mental health issues. For instance, professionals in border control or caregiving require different, but specific and sufficient resources to stay mentally well while succeeding in their careers.

•   **Bringing families into the fold:** Making information about support and services available to families not only adds touchpoints for communication but creates an opportunity for loved ones to flag issues and seek support.

•   **A two-pronged approach:** Executive leadership provides visibility and accountability, while building a community of knowledgeable advocates at every level creates a social movement within the organization. Both are key to sustaining progress, but focusing on "grassroots advocacy" sometimes presents fewer barriers and is an effective first step for an organization.

PANEL: The Global
Mental Health Movement

In 2018, the Lancet Commission published a report on global mental health and sustainable development, and in 2019, workplace mental health was featured on the agenda of the World Economic Forum's annual meeting in Davos. Global momentum is building around mental health, and international bodies are engaging workplaces around the globe. What needs to be done to maintain this momentum? This panel of public health experts discussed the state of the global mental health movement as it concerns public, private and non-profit sector involvement, as well as the progress made in delivering innovative treatments to people and places that need them most. Panelists shared their global perspectives on how to coordinate efforts across sectors and around the world.

Participants:

Genya Dana, Head of Precision Medicine, World Economic Forum

Nalini Saligram, Founder & CEO, Arogya World

Shekhar Saxena, Professor of the Practice of Global Mental Health, Harvard T.H. Chan School of Public Health

Moderator: **Craig Kramer,** Mental Health Ambassador, Johnson & Johnson

Key Learnings:

• **Mental health is becoming a global priority:** Mental health is a priority for both high-income and low-income countries; the World Bank, World Economic Forum, and the United Nations are all actively promoting the issue by setting ambitious targets for wellbeing. For example, the World Health Organization developed a comprehensive Mental Health Action Plan for 2013-2020, and the World Economic Forum created a thorough guide to approaching mental health in the workplace (links in appendix).

• **A holistic and preventative approach:** International bodies have a global perspective and are considering psychosocial trends such as the role of work in today's society, trends in work/life balance, and issues like climate change and an increasingly digital world that will impact the next generation's workforce.

• **Technology can advance information-based solutions:** In some countries, mental health has reached the level of crisis, but health systems are far behind. Technology can help provide non-specialists with low-cost access to education and training.

"Two things that will propel the global mental health movement forward are the use of technology, which will reduce costs and increase access, and the voices of people with lived experiences, which are critical for understanding the true needs of a population."

Shekhar Saxena, Professor of the Practice of Global Mental Health, Harvard T.H. Chan School of Public Health

"Our Healthy Workplaces in India have a comprehensive view of health – they cover the physical, mental and emotional wellbeing of their employee populations. Through our programs we have gathered a huge amount of data on mental health in the workplace but have yet to figure out how to leverage all of it."

Nalini Saligram, Founder & CEO, Arogya World

"CEOs need to know that the global mental health movement is coming and that it's being led by young people – the new and future employees who are at the forefront of this struggle."

Craig Kramer, Mental Health Ambassador, Johnson & Johnson

"The World Economic Forum is undertaking programs to support global youth in their mental health challenges. No country commits appropriate funding and political attention to this issue, but the US and other countries are attempting to make strides on this front. In many parts of the world, stigma remains a large issue; in all cases, we're working hard to get it on leadership agendas around the world."

Genya Dana, Head of Precision Medicine, World Economic Forum

PANEL: Raising Awareness and
Decreasing Stigma

Media has tremendous potential to build social movements. After a moving preview of a documentary highlighting the youth mental health crisis in the U.S., two entertainment industry experts and an executive leader took the stage to discuss their work to galvanize public support and awareness of mental health through television, celebrity partnerships, and social channels. Looking at examples like Stand Up 2 Cancer, the group discussed the importance of leveraging media and entertainment channels to decrease social stigma.

Participants:
Tom Chiodo, Senior Executive Director, National Program Development, WETA

Lisa Paulsen, Former President & CEO, Entertainment Industry Foundation

Bill Carson, President & CEO, Otsuka Pharmaceuticals

Moderator: **Garen Staglin**, Co-Founder & Chairman, One Mind at Work

"Mental health has been in the zeitgeist, especially of the entertainment and media industry. Creatives are passionate about this issue and want to work with us to create content as a lightning rod for all the work being done."

Lisa Paulsen, Former President and CEO, Entertainment Industry Foundation

"Mental health is at the end of the line for medical and technological innovation. So we need to amplify our advocacy and reframe the public conversation around mental health in a way that sparks action from businesses and leaders to take on this issue as a priority."

Bill Carson, President & CEO, Otsuka Pharmaceuticals

"The idea is to utilize and saturate media with messaging about mental health and wellness to raise awareness, educate and engage the public. We don't want to produce a one-off film, but rather a broad effort across multiple platforms including digital and social media, with partners, local stations, and communities around the country."

Tom Chiodo, Senior Executive Director, National Program Development, WETA

Key Learnings:

- **Public media builds trust:** Media channels have massive reach across demographics, which pulls in sponsorship and support from all directions. Saturation helps to ensure that communities are educated and engaged to build a grassroots movement and empower people to talk openly about mental health.

- **Messaging is key:** The panelists emphasized the need to perfect messaging as they build media campaigns, and that to do so, partnership with mental health experts will be essential.

- **Media can be a launchpad for companies looking to engage:** Funding a public-facing media campaign is an inspiring way for private sector leaders to "walk the walk" when it comes to eliminating stigma in the workplace.

Dinner at the Staglin Family Vineyard

ONE MIND at Work

Garen, Shari and Brandon Staglin invited speakers and attendees of the forum to the 64-acre Staglin Estate for a gourmet al fresco dinner with a selection of wines from Staglin Family Vineyard.

Featured speaker:
Paul Baffico, Founder & President, Lake County Veterans and Family Services; Former President of the Automotive Group & CEO of Western Auto, Sears Roebuck and Company

Paul shared his moving personal story, comprised of two distinct chapters of mental health challenges. As a Vietnam veteran, Paul experienced the trauma of heavy combat, along with grief and guilt of losing five men in his platoon. The expectation was to move on, without taking time to process and reflect. As he transitioned back into civilian life, he continued to be an extremely high-functioning leader, and climbed the ranks at Sears Roebuck and Company. Still, he struggled every day battling the "cocktail of emotions" that remained from his combat experience, and turned to alcohol as a coping mechanism. Paul was eventually able to fight his addiction through hospitalization and treatment, without disclosing the issue to his employer, and achieved a successful early retirement. However, in retirement, though sober, symptoms of post-traumatic stress disorder disrupted his life. He dealt with depression, anger, lack of empathy, and claustrophobia. After several rounds of failed therapy, he visited the VA, where he was diagnosed with PTSD and began to process and recover after decades of pain. Now, he runs one of the best programs in the country for veteran well-being and care.

Paul's story resonated deeply with the audience after the first full day of the forum, and grounded everyone in their purpose for attending. He is an incredible example of how accessing the appropriate treatment can unlock a path to true recovery after decades of perseverance. He underscored the importance of building trust through peer support, especially for veterans, and shined a light on the need to support all veterans, but especially the veterans in today's workforce.

THURSDAY OPENING KEYNOTE
Patrick J. Kennedy, Co-Founder, One Mind and Founder, the Kennedy Forum

"The fight for mental health equity requires a strong philanthropic strategy, led by One Mind, a thoughtful advocacy strategy, led by The Kennedy Forum, and last but not least, a practical business strategy. It is now time for the business community to stand up and lead when it comes to increasing access to care and supportive environments for employees. Not only is it the right thing to do, it is essential for the bottom line. We must all join forces to prioritize mental health in the workplace once and for all."

PANEL: Addiction and Treatment in the Workplace

Substance abuse affects more than 250 million people globally and often co-occurs with other mental health challenges, compounding the barriers to treatment and recovery. Unfortunately, substance abuse is even more highly stigmatized than other mental health disorders, especially in the workplace. There is an urgent need for employers to bring the issue into the light, particularly given the recent opioid crisis, which is having a significant impact on workforces across the U.S. Ideally, addiction should be perceived and diagnosed as a treatable condition; however, cultural barriers are high, particularly in high-pressure fields like law enforcement and emergency response.

Participants:
Itai Danovitch, Chair of Department of Psychiatry & Behavioral Neurosciences, Cedars-Sinai Medical Center

Domingo Herraiz, Director of Programs, The International Association of Chiefs of Police
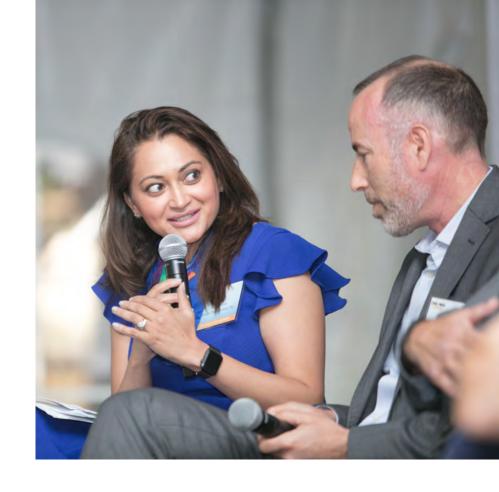
Paul Baffico, Founder & President, Lake County Veterans and Family Services; Former President of the Automotive Group & CEO of Western Auto, Sears Roebuck and Company

Kana Enomoto, Former Acting Administrator, Substance Abuse and Mental Health Services Administration (SAMHSA) and Senior Expert, McKinsey & Company

Moderator: **Anita Gupta,** Senior Vice President of Medical Strategy and Government Affairs, Heron Therapeutics, Inc.

"It takes evidence-based interventions to help a person suffering from addiction. But it also takes a village. A real or virtual village….a cohesive community that responds to adversity with acceptance, constancy, and resourcefulness. We each have an opportunity to ensure that our communities, whether they are at home or at work, are receptive, supportive, and empowering to people who are struggling and can use our help."

Itai Danovitch, Chair of Department of Psychiatry & Behavioral Neurosciences, Cedars-Sinai Medical Center

"As employers, we should not separate what we do for mental health and substance use. We need to educate all of our patients, our managers, our health plans and care providers that substance use disorder is a treatable, preventable health condition that people can recover from and continue to live their lives like everyone else -- or better."

Kana Enomoto, Former Acting Administrator, Substance Abuse and Mental Health Services Administration (SAMHSA) & Senior Expert, McKinsey & Company

"There are more officers who die of suicide every year than in the line of duty, and persistent stigma around mental health and suicide is the main thing preventing officers from receiving help. We need to message to the law enforcement culture that it's okay to speak up about their challenges."

Domingo Herraiz, Director of Programs, The International Association of Chiefs of Police

"You can't reason with a person's addiction issue using a logical approach. Logic doesn't work with an addict. We have to utilize the Peer Support model that makes a personal connection and builds trust. Connection and trust is built by people who have lived through the same experiences and can truly say, 'I understand, I've been there.'"

Paul Baffico, Founder & President, Lake County Veterans and Family Services; Former President of the Automotive Group & CEO of Western Auto, Sears Roebuck and Company

Key Learnings:

•   **Addiction is a top federal priority**: The opioid epidemic has made addiction a focus of regulators and political leaders; that must cross into the healthcare space through education and training for physicians. Currently, only approximately 1 in 4 physicians receive education and training on addiction in their medical education.

•   **Peer support is a best practice:** One of the biggest challenges for individuals dealing with addiction is to surrender and seek help. Before accessing EAP benefits, peer support groups allow people to build trust with people who have lived through the same experiences - and ideally, have returned successfully to work.

•   **Mental illness and addiction is at a crisis level in law enforcement:** The crisis is two-fold; law enforcement officers are suffering from mental illness at an alarming rate, with 1 in 4 members of the largest police union in the country having contemplated suicide. At the same time, law enforcement agencies also need to address their views on drug enforcement with widespread methamphetamine and opioid abuse.

PANEL: Digital Health Tools for Better Care

The increasing sophistication of digital healthcare tools have made them critical components of any holistic medical benefits package. However, the lack of evidence and information about these tools poses a challenge to employers when integrating digital health resources with existing programs. In this panel, experts discussed the current digital health landscape, how new data streams can be introduced in order to have superior evidence-based outcomes, and how digital health can be leveraged to reach larger, more diverse populations at a lower cost. In addition, the panel helped guide employers, insurers and healthcare providers toward selecting superior digital health products.

Participants:
April Koh, Founder and CEO, Spring Health

Seth Feuerstein, Yale School of Medicine, Dept. of Psychiatry; Director, Center for Digital Health

Stephen Schueller, Assistant Professor, Department of Psychological Science, University of California, Irvine and Executive Director, PsyberGuide.org

Moderator: **Tim Blevins,** Senior Vice President, Behavioral Health, Optum Behavioral Health

"Every employer right now is faced with a fragmented behavioral health model. But to efficiently deliver the treatments that employees need, we need a centralized model - a single, integrated system that can address all mental health needs."

April Koh, Founder and CEO, Spring Health

"If you're an executive at a company, the first things you need to do when it comes to digital tools is to understand and measure what success means to you. Don't accept what vendors and digital health companies tell you without proper diligence. Demand to see the data and create an evidence-based roadmap."

Seth Feuerstein, Yale School of Medicine, Dept. of Psychiatry; Director, Center for Digital Health

"We as health plan providers are very focused on integrating our own internal technological assets and digital tools to create a streamlined, consistent experience for our members. We need to help users better understand and use the full range of medical and behavioral services that are available."

Tim Blevins, Senior Vice President, Behavioral Health, Optum Behavioral Health

"There is not going to be a 'one size fits all' solution in digital health. We need to be precise about the needs of patients and identify a hierarchy of needs and treatments. The noise in digital health will only get louder, so employers must be specific in what they want to accomplish."

Stephen Schueller, Assistant Professor, Department of Psychological Science, University of California, Irvine and Executive Director, PsyberGuide.org

Key Learnings:

• **Digital tools can improve precision:** Behavioral healthcare programs are fragmented, hard for employers to navigate, and don't always lead patients to the correct treatment. Digital tools can consolidate information, gather individual data, and triage patients more efficiently.

• **"Click and brick" integration is key:** Digital tools should be integrated within the spectrum of behavioral health resources; the best services should be paired with the best technologies. Introducing an app and encouraging usage will not have long-term impact if employees do not understand what additional support they have access to.

• **Match tools with symptoms:** Consider the spectrum of symptoms and the corresponding treatment pathway to determine where digital tools can provide the most value; from mood or "adjustment disorders" to issues that require more intensive outpatient care.

Woman's Day/One Mind at Work/Good Housekeeping Institute Survey

Susan Spencer, Editor-in-Chief, Woman's Day

Garen Staglin, Chairman, One Mind; Co-Founder, One Mind at Work

The Good Housekeeping Institute's reader test panel indicated that caregiving is one at the top of many working women's minds today. That inspired the Institute, along with Woman's Day and One Mind at Work, to partner on a co-branded survey to readers to examine the impact of caregiving, mental health, stress, and burnout. 80% of respondents reported that they or a family member have dealt with mental health challenges, and 65% indicated that their main challenge was depression.

Susan Spencer spoke to the need for employers to recognize the specific challenges that women face, as they are often the "Chief Medical Officer" of their families while maintaining their own mental and physical health and managing their careers. Giving care to an elderly or sick parent or other family member can be a considerable source of stress as well, and can require time and energy away from work.

Finally, the survey found that workplaces are providing the "bare minimum" of support, including gym memberships and EAPs. Women surveyed indicated that off-site counseling, mentorship circles, and monthly workplace events would go further in meeting their needs.

Woman's Day will be publishing an article on the survey in February 2020.

> "We found from a survey of our readers that women's mental health problems have a big impact on productivity. Of the women who stayed in the workplace, almost 39 percent reported taking time off to tend to their mental health. Employers must do more to support their female workers by offering additional services, such as offsite counseling and women's peer groups."
>
> *Susan Spencer, Editor-in-Chief, Woman's Day*

2019 Salus Award for Workplace Mental Health by One Mind at Work

Presented to Anne Oxrider, Senior Vice President and Senior Benefits Consultant, Bank of America

The Salus Award recognizes an organization that has demonstrated remarkable commitment to advancing the adoption of one or more pillars of the One Mind at Work Charter. This year, the award was presented to Anne Oxrider of Bank of America for the organization's remarkable dedication to workplace mental health. Bank of America has been an extraordinary partner of the One Mind at Work coalition, maintained an enduring commitment to combatting stigma through leadership at its highest levels, and taken forward a robust program of work to connect all team members with the support and services they want and need to support their mental health.

Bank of America was the second recipient of the Salus Award for Workplace Mental Health. The 2018 recipient was Levi Strauss & Co., accepted by Kathy Farmer on behalf of the organization.

2019 Salus Award for Individual Voices in Workplace Mental Health by One Mind at Work
Presented to Craig Kramer, Mental Health Ambassador, Johnson & Johnson

For the first time, One Mind at Work presented the Salus Award for Individual Voices in Workplace Mental Health to honor an individual that has been a committed mental health champion. The inaugural award was given to Craig Kramer of Johnson & Johnson. Craig has proven to be a passionate advocate for workplace mental health, has led evident change in his own organization, and consistently works to connect others and fuel the movement.

On behalf of One Mind at Work and our members and partners, we thank our 2019 Salus Award winners for their leadership.

Charter to Transform Workplace Mental Health

A Response to the Growing Impact of Mental Illness at Work

Our organization is pleased to join One Mind at Work. As committed leaders in employee well-being, together we can advance this issue as a central priority for all employers – and decrease the impact of mental illness, improve productivity, and increase employee engagement in the workplace.

In collaboration with One Mind at Work and its members, we can transform workplace mental health approaches by committing to the following charter of best practices. Collectively, we commit to:

1. **Long-Term Commitment** — We will engage in values-driven organizational change toward mental health promotion, and mental illness and suicide prevention…with a commitment to continuous improvement.
2. **Promote Mental Health** — We will support employee mental health and wellbeing through
comprehensive policies, education and resources, similar to physical health promotion efforts.
3. **Eliminate Stigma, Social Prejudice and Discrimination** — We will engage in shifting attitudes and changing behaviors through comprehensive efforts including contact education and policy review.
4. **Adopt a Proactive Prevention Approach** — We will actively work to prevent harm to worker
psychological health in a continuous improvement process that seeks to reduce risk factors and
increase protective factors in how work is organized and how people are managed.
5. **Provide a Coordinated Response** — We will play a vital role in creating improved access to
seamless connections to mental health treatment, services, resources and support.
6. **Early and Effective Workplace Interventions** — We will ensure that performance, absence, and disability management systems intervene early and effectively through supportive conversations that engage the employee in collaborative solutions.
7. **Explore Innovation, including Technology** — We will employ innovative practices, approaches and concepts, including new technologies.
8. **Continuous Evaluation** — We will measure all efforts to ensure quality, outcomes, accountability and to contribute to the growing body of knowledge about workplace mental health as a field of study.

Workplace mental health is an increasingly important priority for forward-looking employers, such as our organization. Together, we aim to implement proven mental health best practices to boost productivity and engagement, and improve the lives of our employees, their families, our customers, and the broader community we are dedicated to supporting.

Sincerely,

_____   _____
Name   Organization

Thank You to Our Event Sponsors

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Mark Your Calendars for the 2020 Global Forum

The 4th annual One Mind at Work Global Forum will be held **September 9-10, 2020 in Napa Valley, CA**

One Mind at Work is a program of One Mind, a 501c3 non-profit focused on accelerating brain health research, scaling implementation and impacting society. If you are not yet a member of One Mind at Work or would like to learn more, please contact Drew Holzapfel at dholzapfel@highlanterngroup.com or visit www.onemindatwork.org. If you haven't already seen our Workplace Mental Health Assessment, please visit www.workplacementalhealthassessment.com for insights into your company's workplace mental health practices.