MENTAL WELLNESS AT WORK TOOLKIT

NAMI | San Francisco

National Alliance on Mental Illness

A toolkit to help companies and organizations support a diversity of mental health needs in their communities

TOOLS

Creating a Employee Resource Group for Mental Health: a Toolkit by Mind Share Partners

A free toolkit outlines the 7 essential steps to creating a mental health employee resource group (ERG).
https://mindsharepartners.lpages.co/erg/

NAMI San Francisco Stigma Reduction Campaign Toolkit

This site offers a range of tools to decrease stigma around mental health in your workplace including a stigma free campaign short video, fliers, mental health guides, and an activity session to get the conversation started in your community.
https://nami.org/stigmafreeco

Working Well: Leading a Mentally Healthy Business

This toolkit, a collaboration between NAMI-NYC, Northeast Business Group on Health (NEBGH), Partnership for Workplace Mental Health/American Psychiatric Association Foundation,Pricewaterhouse Coopers, and The Kennedy Forum offers companies guidance to know the impact, break the silence, deliver affordable healthcare, and build a culture of well-being
http://workplacementalhealth.org/getattachment/Making-The-Business-Case/Link-2-Title/working-well-toolkit.pdf?lang=en-US

TOOLS

NAMI San Francisco Free On-Site Programs

NAMI San Francisco offers a range of free presentations, programs and supports that you can bring to your workplace. From education workshops for family members and friends who have loved ones with mental health conditions to training and mentoring for running on-site support groups, NAMI SF offers a range of programs and services.
https://www.namisf.org/programs-and-services

The Depression Calculator for Employers

Use The Depression Calculator for Employers to find out how depression impacts your company or organization, based including how much time and money is your company losing to depression, and how much can you recover.
http://www.workplacementalhealth.org/depressioncalculator/Welcome.aspx

Mental Health Posters from the Anxiety and Depression Association of America

It can be helpful to post reminders in your workplace that mental health is supported and there are resources if needed. The following two posters offer good examples:
Depression in the Workplace
https://adaa.org/sites/default/files/Mental%20Health%20and%20the%20Workplace%202017.pdf

Suicide Prevention Poster
https://adaa.org/sites/default/files/Saveorg%20and%20ADAA%20Suicide%20Dos%20and%20Donts_3.png

2-Minute Mind Check

The 2-Minute Mind Check campaign aims to help employees in the San Francisco Bay determine where they stand on the depression scale and share helpful resources with those in need. The Initiative Includes a survey, link to a live discussion group, and education and resources.
https://www.2minutemindcheck.com/

RESOURCES

Mind Share Partners

Mind Share Partners offers a variety of workshops, advising supports, and educational materials to help companies create a workplace culture that is supportive of mental health. Their workplace training and strategic advising packages are designed to create sustained impact at every level of a company.
www.mindsharepartners.org/

Mind the Workplace

Mental Health America (MHA) offers many tools and resources to build an environment that supports mental health iin the workplace including a work place survey and training opportunities.
https://www.mhanational.org/workplace-wellness

Center for Workplace Mental Health

The Center for Workplace Mental Health exists to help employers create a more supportive workplace environment for their employees and advance mental health policies at their organizations. The site includes tools, case studies, and current research.
www.workplacementalhealth.org/

NAMI San Francisco

Provides updated information and resources on building mental health ERGs. NAMI SF also offers free presentations for the workplace along with resources for building support groups and bringing other educational opportunities to your workplace.
www.namisf.org

RESOURCES
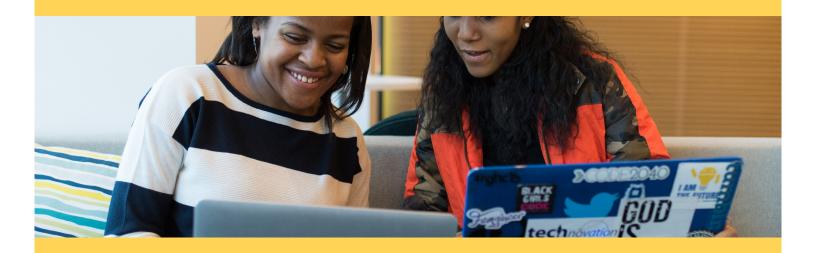
Centers for Disease Control and Prevention

Includes initiatives, models, tools, research, webinars and more. More generally oriented to promoting mental wellness in the workplace but includes many applicable strategies for ERGs.
https://www.cdc.gov/workplacehealthpromotion/tools-resources/workplace-health/mental-health/index.html

CEOs Against Stigma

NAMI Massachusetts, in collaboration with other businesses and organizations, has developed a campaign to destigmatize mental health in the workplace. The website includes tools, resources and an overview of their campaign.
http://ceos.namimass.org/resources/

NETWORKS & SUPPORT

Mindshare Professional Communities

Mind Share Partners professional communities are made up of working professionals that provide support and best practices as they navigate their mental health at work.
https://www.mindsharepartners.org/professionalcommunities

The Stability Network

An online coalition of successful professionals who live, or have lived, with mental health conditions.
https://www.thestabilitynetwork.org

Affirm's Mental Wellness Employee Resource Group

Gives a brief outline of the process Affirm went through to develop ERG and offers to network
https://www.linkedin.com/pulse/introducing-affirms-mental-wellness-employee-resource-austin-koenig

RESEARCH & CASE STUDIES

BAD FOR BUSINESS: The Business Case forOvercoming Mental Illness Stigma in the Workplace

This report, published by NAMI MA, documents the prevalence of mental health conditions in the workplace along with data on how not addressing these issues affects productivity. Ideas for how to build a stigma-free workplace are included along with the benefits of creating a supportive work environment. http://ceos.namimass.org/wp-content/uploads/2015/03/BAD-FOR-BUSINESS.pdf

Center for Workplace Mental Health Case Studies
Allows companies to search for examples of other businesses that have implemented programs and practices in their communities to support mental health.
http://workplacementalhealth.org/Case-Studies

2019 Mind The Workplace Report

Mental Health America's Mind the Workplace 2019 report explores the relationships between supervisor communication styles, company culture of open and safe communication, and employee engagement and wellbeing.
https://www.mhanational.org/get-involved/download-2019-mind-workplace-report