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## LEARNING OBJECTIVES

1. DISCUSS HOW TO BREAK THE STIGMA OF MENTAL HEALTH AND SUICIDE
2. ILLUSTRATE WHY MENTAL HEALTH AND SUICIDE PREVENTION ARE WORKPLACE ISSUES
3. HOW TO INCORPORATE SUICIDE PREVENTION INTO SAFETY, HEALTH, WELLNESS CULTURE
4. SHARE RESOURCES FOR EMPLOYERS TO ADDRESS THESE TOPICS WITH EMPLOYEES AND FAMILIES



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## MY EXPERIENCE & JOURNEY

- FAMILY
- NEIGHBORHOOD
- WORKPLACE – HIGH SCHOOL AND COLLEGE
- CAREER
- INDUSTRY – POST 9/11 & HURRICANE KATRINA
- NATIONAL ACTION ALLIANCE FOR SUICIDE PREVENTION
- CATALYZED MOVEMENT – BECAME CIASP
- CSDZ/HMA/ICS



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## PROFESSIONAL CAUSE TO PERSONAL MISSION

- *"MAKE YOUR VOICE A LITTLE LOUDER..."*
- **REALLY UNDERSTOOD EMOTIONAL MASKS**
- **DECLARED WAR ON SUICIDE**



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## LINGERING EFFECTS & RISING RISK FACTORS

- MENTAL HEALTH STRESS AND PRESSURES AMONG WORKFORCE
- “BURNOUT” LEADING TO EARLY RETIREMENTS AND TURNOVER
- “PRESENTEEISM” AND DISTRACTIONS LEADING TO PRODUCTIVITY, QUALITY, AND SAFETY INCIDENTS AFFECTING PROFITABILITY
- FATIGUE, CHRONIC PAIN, AND SUBSTANCE MISUSE
- OPIOIDS AND OVERDOSE RISK
- SUICIDE RISK



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## THE ELEPHANT(S) IN THE ROOM

- Can't ignore known or suspected issues
- Problems don't get better without addressing the issues
- Crucial conversations are the key
- The importance of early intervention
- Changes in performance are behavioral clues



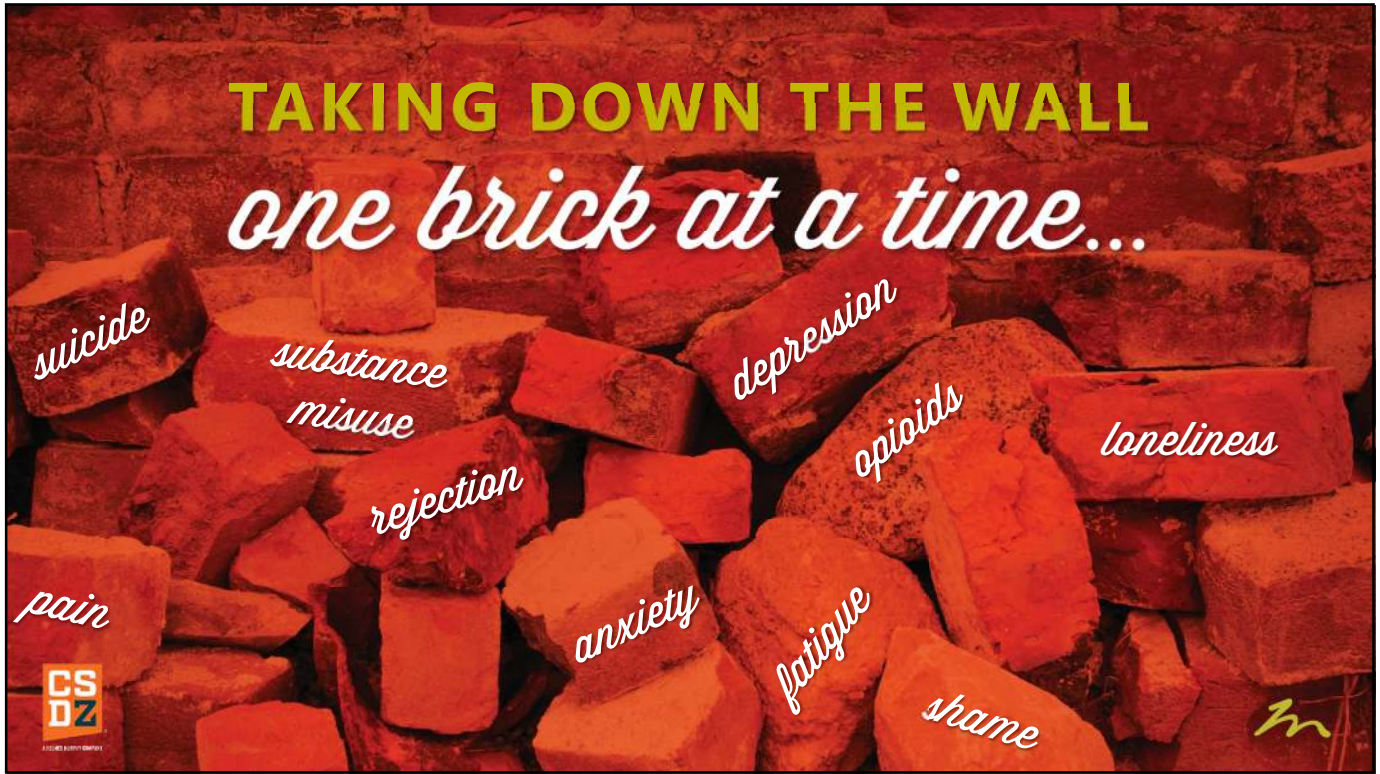
Photo credit: Matt Alex (Canva)



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**ENGINEERING NEWS-RECORD (ENR)  
8/3/2021 COVER STORY**

DEPRESSION IS EVERYWHERE. SO IS HELP.  
YOU ARE NOT ALONE  
TOUGH ENOUGH TO TALK  
YOUR FEELINGS  
In Crisis? Text HELLO to 741741  
SUICIDE PREVENTION LIFELINE  
2TUFF2TALK.COM  
SUICIDE PREVENTION IN CONSTRUCTION  
Construction Opioid Awareness Week 2021  
HARDHAT HEALTH

Associations, contractors, unions and other organizations have created a proliferation of hardhat stickers, wallet cards, posters, placards and other messaging to boost mental health awareness and suicide prevention.

CS DZ  
A SPECTRA ENERGY COMPANY

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## PREVALENCE OF MENTAL HEALTH CONDITIONS

- **1 IN 5 ADULTS (AND 1 IN 6 CHILDREN) IN THE US EXPERIENCES A DIAGNOSABLE MENTAL HEALTH CONDITION**
- **MORE COMMON THAN CANCER, DIABETES AND/OR HEART DISEASE**
- **APPROXIMATELY 45% RECEIVE CARE FOR MENTAL HEALTH CONDITIONS**



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## HUMAN COSTS

- **AVERAGE DELAY OF 11 YEARS** FROM THE ONSET OF MENTAL HEALTH SYMPTOMS TO RECEIVING EFFECTIVE TREATMENT
- OF THOSE WITH DIAGNOSABLE MENTAL HEALTH CONDITION **56% DO NOT SEEK TREATMENT**
- **DEPRESSION IS LEADING CAUSE OF DISABILITY** IN THE UNITED STATES AMONG PEOPLE AGES 15-44



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## HUMAN CAPITAL RISK MANAGEMENT: THE REAL BUSINESS CASE

- PEOPLE ARE OUR CORE STRATEGIC ASSET
- WAR ON TALENT: RECRUITMENT AND RETENTION
- RISK OF *THE GREAT RESIGNATION*
- THE WORKFORCE IMPERATIVE: BECOMING AND STAYING AN EMPLOYER OF CHOICE
- CARING CULTURE
  - Respectful workplace
  - Empathy
  - Psychological safety
  - Trust



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## LARGE GROUP ACTIVITY: USA HOTLINES



Text HELP or  
CONNECT to:  
741-741



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## LARGE GROUP ACTIVITY: CANADA HOTLINES

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:



24/7-365  
1-833-456-4566

Chat not functional  
during covid-19 pandemic

CRISIS TEXT LINE |

Text HELP  
or  
CONNECT: 741-741



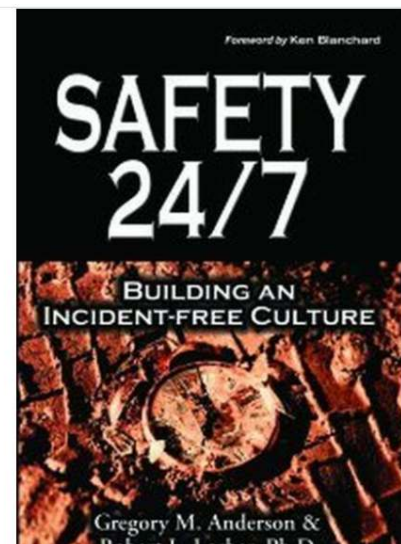
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## REFRAME SAFETY 24/7

SAFETY AND WORKER  
WELLBEING DOESN'T STOP  
WHEN THE WORKER GOES  
HOME!

WE FOCUS ON GETTING  
EVERYONE HOME SAFE AT THE  
END OF THEIR SHIFT.

*ARE WE FOCUSING ON GETTING  
PEOPLE BACK TO WORK SAFE  
FROM HOME?*



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### **WHAT'S UNDER THE HARDHAT...?**

- ✓ **WORKERS BRING THEIR CONCERNS, WORRIES AND DAY-TO-DAY DISTRACTIONS TO WORK WITH THEM**
- ✓ **MENTAL HEALTH IS A DRIVER OF OVERALL WELLBEING**
- ✓ **PHYSICAL HEALTH TIES TO BEHAVIORAL HEALTH AND VICE-VERSA**



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### **RISK OF PRESENTEEISM**

***THE PRACTICE OF COMING TO WORK DESPITE ILLNESS, INJURY, ANXIETY, IMPAIRMENT, AND ANY OTHER DISTRACTIONS THAT RESULTS IN REDUCED PRODUCTIVITY -- OR WORSE***



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## Impacts of Presenteeism

- **Distractions leading to loss of attention and focus**
- **Increased number of near hits**
- **Rising risk of Serious Injuries and Fatalities (SIFs)**
- **Quality defects leading to rework**
- **Slowed productivity resulting in:**
  - **Increased labor costs and profit fade (overtime)**
  - **Schedule delays**
  - **Sequence challenges**

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## RISING WORKFORCE RISK FACTORS

- 16 CONSECUTIVE YEARS QUEST DIAGNOSTICS REPORTS INCREASING PERCENTAGE OF POSITIVE WORKPLACE SUBSTANCE USE TESTS
- CONSTRUCTION DRUG USE INCREASED >13% BETWEEN 2015-18 (COCAINE & METHAMPHETAMINE)
- CONSTRUCTION HAS THE 2<sup>ND</sup> HIGHEST RATE OF HEAVY/BINGE DRINKING: 16.5% OF WORKERS REPORTING MORE THAN 5-7 DRINKS IN A SITTING MULTIPLE TIMES EACH MONTH

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## SUICIDE PREVENTION

SUICIDE IS A PRESSING  
NATIONAL PUBLIC  
HEALTH CONCERN

- 44,834 DEATHS IN 2020
- SUICIDE CAN BE PREVENTABLE
- HOPE-HELP-RECOVERY



## CONSTRUCTION 2<sup>ND</sup> HIGHEST RATE

- 45.3 PER 100,000 WORKERS
- ESTIMATED >5,500 SUICIDES EACH YEAR
- 15 SUICIDES PER DAY
- 3.5 TIMES GREATER THAN THE NATIONAL AVERAGE



## RATES FOR TRADES VARY | TOP 9

1. IRONWORKERS = 79
  2. MILLWRIGHTS = 78.7
  3. BRICK/BLOCK MASONS = 67.6
  4. ROOFERS = 65.2
  5. LABORERS = 62
  6. CARPENTERS = 54.7
  7. EQUIPMENT OPERATORS = 52.8
  8. CONSTRUCTION MANAGERS = 45.7
  9. ELECTRICIANS = 44
- TRADES FIRST-LINE SUPERVISORS = 44



Source: CDC; January 24, 2020

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## RIISING RISK OF OPIOID AND OTHER OVERDOSES

### > 93,000 OVERDOSES IN 2020

- 30% increase nationally over 2019
- 28 states >30%
- Doubled in past 5 years
- More than 2x the number of suicides in 2020

**70% ARE OPIOIDS AND 73% OF THESE ARE FENTANYL (SYNTHETIC)**

**MORE EMPLOYERS ARE CONSIDERING NALOXONE/NARCAN AS "THE NEXT AED"**



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## NATIONAL SAFETY COUNCIL: FREE DOWNLOAD



### Understanding Substance Use Disorders

Understanding substance use disorders (SUDs) (often referred to as addiction) and how they affect individuals is critical to understanding how opioid misuse impacts the workplace. Employers who understand the nature of SUDs can create effective solutions for employees.



Source: <https://cloud.safe.nsc.org/rxemployerkit>

A handwritten signature in yellow ink.

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## SAMHSA NATIONAL HELPLINE



### SAMHSA's National Helpline – 1-800-662-HELP (4357)

SAMHSA's National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders.

**Also known as Treating Routing Referral Service; available in English and Spanish**



Source: <https://www.samhsa.gov/find-help/national-helpline>

A handwritten signature in yellow ink.

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**STOIC CULTURE**

**"BIG BOYS DON'T CRY"**

"Suck it up, Buttercup"

"Wipe some dirt on it"

**"BE A MAN"**

*"Pick yourself up by your boot straps"*

**"GET UP AND DUST YOURSELF OFF"**

**"Buck up, Princess"**

*"You want something to cry about?"*

"Did you come here to **work** or **whine**?  
I don't see any cheese."

**"SUCK IT UP, BUBBA"**

**"Boys will be boys"**

**"DON'T THROW LIKE A GIRL"**

**CS DZ**

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## CONSTRUCTION RISK FACTORS

Industry Culture	Company/Job Factors	Worker Lifestyle
✓ Stoic, tough guy/gal	✓ Limited supervisory skills training	✓ Self-pressure and perfectionism
✓ Undesirable image	✓ No time off in season	✓ Financial pressures
✓ Cyclical industry	✓ Weather and sequence delays	✓ Chronic pain from soft tissue injuries
✓ Tolerant of alcohol and substance use	✓ Night work or OT	✓ Construction had highest rate of prescription opioids
✓ 2 <sup>nd</sup> highest industry for "heavy drinking (>16% of workers)	✓ Commuting	✓ Access to lethal means at home
✓ Drug use increased 13.2% (2015-2018)	✓ Out of town or out of state travel for work	✓ Skills gap and feeling trapped
✓ Accelerated schedules	✓ Humiliation of bad job (daily scorecard)	✓ Fearless or risk-taking behaviors
✓ Harsh conditions		
✓ Family separation & isolation		
✓ Layoffs/project furloughs		



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### Impact of Stressors on Mental Wellbeing

**Mental Wellbeing Impacts**

↑

**Distractors**

↑

**Stressors**

- ✓ Stressors have different degrees of impact on workers.
- ✓ One stressor may have a low impact on one worker's mental wellbeing, while another stressor may have a higher or traumatic impact on a different worker.
- ✓ Stressors that can impact mental wellbeing:
  - Family issues
  - Financial issues
  - Relationship issues
  - Job pressures
  - Personal trauma
  - Social equity

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### The Impact of Stressors on a Worker's Mental Wellbeing

The human condition is NOT without wellbeing risk

**MENTAL WELLBEING RISK LEVEL**

The longer stressors are not recognized, understood or addressed, the greater impact to the overall worker's mental wellbeing

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## Knowledge Check on EAPs

- 1. Does your company have an Employee Assistance Program (EAP) included with your Behavioral Health Benefits Plan? Your unions, if applicable?
- 2. Do you know who is eligible for your EAP?
- 3. Do you know your EAP benefits?
- 4. Do you share the EAP number with your employees?
- 5. Do you know the utilization rate and impact metrics for your EAP?



## LEARN SUICIDE WARNING SIGNS

### Suicide Warning Signs

These signs may mean someone is at risk for suicide. Risk is greater if a behavior is new or has increased and if it seems related to a painful event, loss, or change.

- ◆ Talking about wanting to die or to kill oneself.
- ◆ Looking for a way to kill oneself, such as searching online or buying a gun.
- ◆ Talking about feeling hopeless or having no reason to live.
- ◆ Talking about feeling trapped or in unbearable pain.
- ◆ Talking about being a burden to others.
- ◆ Increasing the use of alcohol or drugs.
- ◆ Acting anxious or agitated; behaving recklessly.
- ◆ Sleeping too little or too much.
- ◆ Withdrawing or feeling isolated.
- ◆ Showing rage or talking about seeking revenge.
- ◆ Displaying extreme mood swings.

Suicide Is Preventable.

Call the Lifeline at **1-800-273-TALK (8255)**.

With Help Comes Hope



# HOW TO TALK ABOUT SUICIDE

## LEARN® SAVES LIVES Suicide Prevention Tips

### LOOK FOR SIGNS

### EMPATHIZE & LISTEN

### ASK DIRECTLY ABOUT SUICIDE

### REMOVE THE DANGERS

### NEXT STEPS



## Help Prevent Suicide - LEARN® SAVES LIVES

Most people can relate to a time when they felt alone. We may have just needed a reminder, *I see you. I care.* To help those in crisis and considering suicide, we recommend using LEARN®. We need everyone to play a role in suicide prevention. Most suicides are preventable. Together, we can save lives. **To learn more, go to [www.intheforefront.org](http://www.intheforefront.org).**

### LOOK FOR SIGNS

- Talking, joking or researching ways to die.
- Feeling hopeless, depressed, trapped, burdensome, anxious, ashamed, or humiliated.
- Changes in personality, academic/work performance, sleep, withdrawing from friends/activities.
- Increasing use of alcohol/drugs, reckless behavior, self-harm/cutting, giving away possessions.

### EMPATHIZE AND LISTEN

- People who have survived suicide attempts report what was most helpful to them—**just listen.**
- Listen with compassion, remain calm, avoid judgement and validate their feelings.
- Don't offer quick fixes, tell them everything will be OK, show anger, panic, or ask "why" questions.
- Let them know that you care about them.

### ASK ABOUT SUICIDE

- Ask in a way that invites an honest response. Use any signs you've noticed as part of "the ask."
- Be direct. Use the word "suicide" and be prepared to hear a "yes."
- Asking about suicide will NOT put the idea in someone's head.  
*"Sometimes when people feel hopeless they are thinking about suicide. Are you thinking about suicide?"*

### REMOVE THE DANGER

- If they say yes, ask them **"Do you have a plan?"** **"Do you have access to those means?"**
- Putting time and distance between a person at risk for suicide and lethal means can save lives.
- Remove or limit access to firearms, medications, belts, ropes, knives, alcohol and chemicals.
- Report concerning posts on social media.

### NEXT STEPS

- Ideally with the person at risk, call the National Suicide Prevention Lifeline (see number below).
- If the person will not agree to stay safe, do not leave them alone. **CALL 911.**



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**Estamos todos juntos en esto.**  
Y juntos, podemos eliminar el estigma en la salud mental.

**ESTÉ PENDIENTE DE LAS SIGUIENTES SEÑALES DE ADVERTENCIA:**

- Aumento de impuntualidad y ausentismo
- Disminución de productividad
- Disminución de autoestima
- Aislamiento de los compañeros
- Agitación y aumento de conflicto con compañeros de trabajo
- Disminución en la capacidad de resolver problemas
- Abuso de sustancias legales e ilícitas
- Aumento de accidentes, tener incidentes y sufrir lesiones
- Aumento de sentimientos de apatía

Estadísticamente los trabajadores de construcción tienen más riesgo de tener problemas de salud mental que cualquier otra profesión. Si usted o alguien que usted conoce se siente deprimido o tiene comportamientos suicidas, usted no está solo. Hay otras personas en nuestra industria que se sienten igual, y lo que es más importante, hay otras personas que lo pueden ayudar. Si necesita ayuda urgente, por favor contacte inmediatamente a la Línea Nacional Suicida Prevención (Línea de Vida Nacional para la Prevención del Suicidio).

**CONSTRUYENDO UNA INDUSTRIA CON CERO SUICIDIOS.**  
AYUDAR DE LA ÚLTIMA PARA LA PREVENCIÓN DEL SUICIDIO Y PROMOCIÓN DE SALUD MENTAL.




*Construction Industry Alliance for Suicide Prevention (CIASP)*  
[www.preventconstructionsuicide.com](http://www.preventconstructionsuicide.com)



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## CIASP RESOURCES

- ARTICLES AND WHITEPAPERS
- DOWNLOADABLE POSTER ART – ENGLISH & SPANISH
- TOOLBOX TALKS & VIDEOS
- STAND-UP PLEDGE FORMS
- INTEGRATION CHECKLIST OF HOW TO INCORPORATE INTO SAFETY, HEALTH AND WELLNESS PROGRAMS
- LIVING WORKS START TRAINING (60-MINUTE MODULE)
- ANONYMOUS SCREENING TOOLS BY MINDWISE INNOVATION



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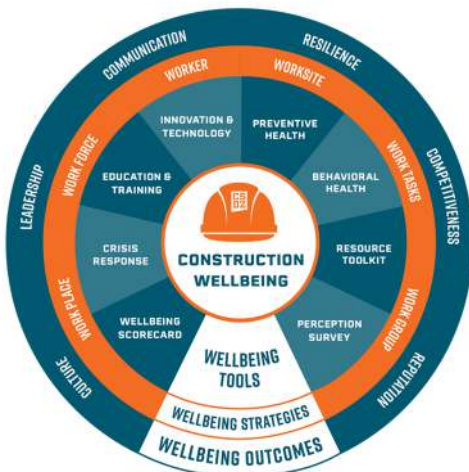
## WORKPLACE & JOBSITE POSTERS



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## Construction Worker Wellbeing Model



Integrated model focused on wellbeing strategies, tools, and outcomes:

- ✓ Workplace
- ✓ Workforce
- ✓ Worker
- ✓ Worksite
- ✓ Work Tasks
- ✓ Work Group

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<https://www.csdz.com/service/construction-wellbeing-model/>



CONSTRUCTION FINANCIAL MANAGEMENT ASSOCIATION  
**CFMA EDUCATION**

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## BUILDING A CARING CULTURE WHITEPAPER



Download: [https://think.holmesmurphy.com/WC-WP-Building-A-Caring-Culture\\_Brochure--Form-v3.html](https://think.holmesmurphy.com/WC-WP-Building-A-Caring-Culture_Brochure--Form-v3.html)



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## PSYCHOLOGICAL SAFETY

- **WORKPLACE BELIEVES IN AND SUPPORTS BEING A "SAFE PLACE" FOR ALL.**
- **IT MEANS HAVING WORK GROUPS AND CREWS WHERE PEOPLE WILL NOT BE JUDGED, CRITICIZED OR BULLIED FOR BEING DIFFERENT.**



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## PSYCHOLOGICAL SAFETY

- ✓ Workers feel comfortable asking questions about things they don't understand or don't know.
- ✓ Workers feel comfortable asking other workers for help when they need it.
- ✓ Workers feel they can disagree with work plans and offer other ideas or options.
- ✓ Workers are invited to contribute regardless of their job title or length of employment.



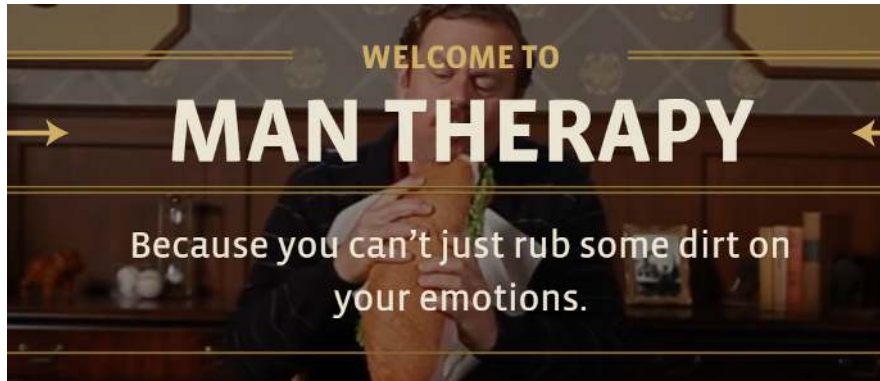
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## COMMUNICATING WITH EMPATHY AND CONCERN

- Demonstrate a caring culture
- Reinforce calm amidst the uncertainty and chaos
- Flexibility and autonomy in work
- Communicate with reassuring language and empathy
- Conduct "stay interviews" focused on retention



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USING HUMOR TO BREAK STIGMA OF MENTAL HEALTH  
DR. RICH MAHOGANY, MAN THERAPIST, IS **NOT** A REAL  
THERAPIST (*BUT HE IS A REAL GUY...*)



Man Therapy  
[www.ManTherapy.org](http://www.ManTherapy.org)

© Grit Digital Health 2020



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# Joyages

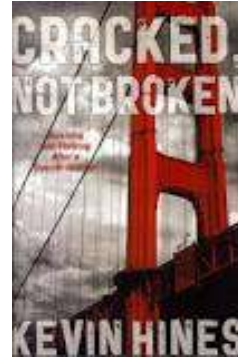
SUICIDE PREVENTION VIDEOS BY JOYAGES

[WWW.JOYAGES.COM/CONSTRUCTION/](http://WWW.JOYAGES.COM/CONSTRUCTION/)



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## KEVIN HINES STORY



VIDEO LINK: [HTTPS://YOUTU.BE/WCSUS9IZV-G](https://youtu.be/WCSUS9IZV-G)

[HTTP://WWW.KEVINHINESSTORY.COM/RESOURCES](http://www.kevinhinesstory.com/resources)



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## QUESTIONS & COMMENTS



## CONTACT INFORMATION

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