

The average American will spend 90,000 hours at work over a lifetime - that's one third of our lives in a work environment that has the potential to impact our mental health and wellbeing.

According to the World Health Organization, "Everyone has the right to work and all workers have the right to a safe and healthy working environment. Work can be a protective factor for mental health, but it can also contribute to worsening mental health. Work-related mental health conditions are preventable. Much can also be done to protect and promote mental health at work and support people with mental health conditions to participate fully and equitably in work."

At Mental Health Connecticut (MHC), we envision a future where all individuals are given the opportunity to lead rewarding, connected, and equitable lives in safe and compassionate communities. Regardless of the location of your work environment – home office, corporation, community based, etc. – these environments are part of our community and deserve the investment to be safe and healthy work environments.

As a platinum-level recipient of Mental Health America's <u>Bell Seal for Workplace Mental Health</u>, MHC created a program to support professionals dedicated to workplace mental health called **The MHC Collaborative**.

Membership in The MHC Collaborative is an annual investment that includes a mix of strategic guidance and point-in-time needs assessment for leadership, delivered simultaneously with trainings and workshops for all employees. Members also have access to a collection of templates, guides, and toolkits to aid in their ongoing workplace mental health efforts.

MHC COLLABORATIVE MEMBERSHIP

Monthly Coaching

Schedule one-hour calls or in person meetings with MHC staff to discuss progress

Customized Trainings & Workshops

Receive customized trainings, workshops, or presentations on workplace mental health, DEI, cultural humility, communication, self-care, and more

Guides & Resources

Access resources, templates, and guides to boost workplace mental health initiatives

Review: Where is your organization today?

GOAL: Create a baseline using MHA's Bell Seal and US Surgeon General's Five Essentials for Workplace Mental Health & Well-Being Assessments: Is the experience of employees aligned with leadership's objectives?

GOAL: Find the gaps by collecting feedback from leadership and employees

Present Findings:

What did we uncover about the workplace environment that needs to be addressed?

GOAL: Create opportunities for leadership to implement

Prioritize: What areas can be addressed today and tomorrow?

GOAL: Align next steps with company strategy

Support Employees:

We have a plan, now what?

GOAL: Address the gaps identified to build a culture of workplace mental health

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MHC COLLABORATIVE FIRST YEAR MEMBERSHIP

Orientation and Kick off Meeting:

This will clarify resources, process, workflow, and logistics and include team discussions for both teams to get to know each other and clarify what the work looks like

Assessment:

MHC will conduct an asset survey, gather additional survey data, hold focus groups with key employees to understand how employees are currently supported, and conduct a review of current materials/offerings

Reporting:

MHC will present a reflection of what was learned from the assessment phase: where the company currently sits along the stages of progression in its ability to create an environment that supports employees' mental fitness, **STAGE** identified strengths and/or gaps between current state and future goals, and the recommendations for addressing needs and priorities moving forward.

Trainings & Resources:

First year
membership includes
either Mental Health
First Aid training for
10-25 staff, or one 3hour training or two
60-90 minutes
trainings from our
course catalogue for
unlimited attendees.

Members receive access to resources, templates, and guides to boost workplace mental health initiatives.

Evaluation and Renewal:

Members are asked

to participate in an evaluation of their experience and are invited to renew their membership for continued access to resources, trainings, and monthly coaching from MHC Collaborative staff.

STAGE

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TESTIMONIALS

"Working with MHC has truly been what I envision as a shared partnership. One of the best parts of The Collaborative was the deep dive assessment and how MHC took the time to really understand what we needed. The team at MHC listened to our feedback, and when things had to be adapted for FCP Euro, it was clear that MHC was invested in this work being the best that it could be for the specific demands of our employees, and our unique culture and workplace environment."

- Nicole Batista, Wellness Coordinator, FCP Euro

"Our agency partnered with MHC to promote cultural humility and DEI in the workplace for professionals in the disability field. Jacquilyn presented best practices such as creating a shared language and BRAVE spaces in the workplace, which 90% of the participants felt confident that they could implement in their programs. The content was easy to understand and naturally eased any nervousness around the topic of diversity, equity, and inclusion. We highly recommend considering MHC for your workplace wellness initiatives!"

- Krista Opstedal, Research Associate, North Dakota Center for Persons with Disabilities, Minot State University

"Our agency reached out to MHC when we were undergoing a change in executive leadership and recognized that we needed help navigating the waters with our team. MHC was a great partner in helping us to find the space for our team's concerns to be heard and with creative ideas to improve upon what we were doing."

- Christa Latteri, Executive Director Long Island Consultation Center (LICC)





MEMBERSHIP PRICING

Within your first year of membership, your organization will receive:

- Thorough assessment of your workforce culture, environment, benefits, policies, procedures, and employee experience
- Delivery of findings and recommendations that identify gaps and address needs to improve the mental health of your work environment
- Support for leadership in creating an action plan for implementation
- Customized trainings and workshops on workplace mental health, DEI, cultural humility, communication, self-care, and more
- · Monthly coaching and engagement with MHC staff
- Access to resources, templates, and guides to boost workplace mental health initiatives

First Year Member Fee: \$10,000

Members who renew their membership will continue to receive:

- Access to additional trainings and workshops
- Monthly coaching and engagement with MHC staff
- Guidance on applying for Mental Health America's Bell Seal for Workplace Mental Health
- Access to resources, templates, and guides to boost workplace mental health initiatives

Renewal Fee: \$2,500 - \$5,000

Price depends on number and/or length of workshops





https://www.mhconn.org/education