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needed

- » Employers are unsure of how employees will respond to programs and practices;
- »
- » Unsure of the level of risk employees and families are experiencing when suffering in silence; and
- » Companies are not sure where to start.

structure begin to freely share their lived experience.

2. Raising mental health awareness by regularly sharing to better understand the services and supports available to them and their dependent family members. Teaching

Let a Silent Bearer

The most important starting point is intentionally undermining stigma centered on mental health issues. The most effective of the group presentations delivered to audiences in workplaces or on jobsites start with a moment of silence to honor those who have struggled or fallen due to these deeply intense issues. The personal appeal to those who have lost a loved one is palpable.

Stigma is a silent killer by preventing people from offering, seeking or accepting help. Only by reducing stigma can progress really be made in addressing the underlying issues leading to mental health, substance misuse, and suicide prevention.

Measure and We Better Care

focused on opportunities to continue moving forward in effectively addressing worker mental health and wellbeing

strategies, recommendations, and resources to improve mental

Wellbeing Survey addresses four crucial challenges.

1. Engaging company leaders to support mental health initiatives visibly, vocally and vulnerably. Leaders who exhibit these "three Vs" lead by example and let workers know "it is okay to not be okay." Leaders who care share resources to help workers and families in need of support. Where these "three Vs" exist, a fourth "V" for "vertical"

