



How Eliminating Stigma Can Create Healthy Workplaces

A NAMI workplace survey reports that 74% of full-time employees in the U.S. say it is appropriate to discuss mental health concerns at work, but only 58% feel comfortable doing so. Also, one in three employees (36%) say their mental health has suffered because of work in the past year.

In addition, nine in 10 employees reported employer-sponsored mental healthcare coverage is important for creating a positive workplace culture.

A NAMI WORKPLACE SURVEY REPORTS:

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The Anti-Stigma Coalition will host a **Facebook Live event on Tuesday, May 21 at noon** to discuss this important topic. State of Stigma: Mental Wellness in the Workplace, will offer suggestions on how to create a health workplace.



Panelists are Tara McPherson, MS, CWPC, CWPM, Corporate Wellness Consultant & Team Lead, Lawley Insurance; Courtney Moskal, MS, RD, CLC, Registered Dietitian & Corporate Wellbeing Consultant, Walsh Duffield Companies, Inc.; and Susan M. Schubbe, SPHR, SHRM-SCP, Vice President, Human Resource, SaveOnSP.

The program will be moderated by Matthew G. Smith, Executive Director, Preventionfocus, Inc. and chair of the Anti-Stigma Coalition’ Outreach Committee.

These experts will discuss how employers can enhance a mentally healthy workplace and how it can improve a company’s success.

According to Smith, our country is facing a mental health crisis, with one in five people living with a mental illness. It’s in the best interest of organizations to create a mentally health workplace and support their employees in their mental wellness journey.

“Employees experiencing mental health challenges, especially depression and anxiety, can negatively impact a company’s bottom line,” he said. “Stigma often prevents them from asking for help due to fear losing their reputation, being passed over for advancement opportunities, or even losing their job.”



Several resources are available to assist companies in this mission.

Mental Health Advocates offers Mindset programs to help organizations create mentally healthy workplaces and employees. Mindset helps organizations open the conversation and reduce stigma around mental health issues and develop strategies for creating a mentally healthy workplace culture, among other goals.

To learn more text mindset@mhawny.org or call 716.886.1242.

94%

of respondents say offering mental health benefits is “very important” to prospective employees—nearly triple the rate of benefits leaders who said this a year earlier (36%).

2024 LYRA HEALTH SURVEY OF 250 BENEFITS LEADERS ACROSS THE U.S.

We recently asked the leaders of Parkview Health Services about mental health and stigma.

Parkview Health Services provides quality care and pharmacy services to consumers in assisted living facilities, developmentally disabled residences, mental health clinics, and chemical dependency rehabilitation facilities throughout New York State.



to remain adherent. Taking medication on time and in the right doses ensures quality outcomes. As healthcare professionals, we need to support one another by creating a positive experience for our patients. No one should walk this journey alone, and it is our responsibility to pave the way and provide whole life care for those with mental health conditions.

Why did your organization become a member of The Anti-Stigma Coalition?

At Parkview Health Services we believe that every person is valuable and deserves kindness, compassion, and dignity. As a behavioral health specialty pharmacy that has had the privilege of providing pharmacy services to Western New York for over 35 years, we know firsthand the obstacles our patients face daily. Together we can break the silence and create a safe environment for individuals living with mental health conditions.

How are people with mental health challenges impacted by stigma?

The many stigmas behind a mental health diagnosis can certainly have a negative impact on a patient's quality of life resulting in medication non-adherence. Retail pharmacies may not be equipped to monitor medication compliance in partnership with the individual's prescriber. Some retail pharmacies shy away from people with mental illness and do not treat the individual with compassion. We have seen instances where patients become non-compliant because they don't want to get their medication from a pharmacy who does not treat them with respect.

Patients with severe mental health disorders are our most vulnerable patient population and deserve the same access to care as patients diagnosed with other complex conditions. In addition to access, patients need support along their healthcare journey to ensure they have the tools and resources

What is your organization doing to address stigma and enhance mental wellness for employees and clients?

We understand the complexities and stigmas that are associated with mental health care and knew that we had to do something to improve the lives of our patients. With over 35 years of experience in behavioral health we found there were gaps in care where behavioral health patients did not receive the same level of access or medication adherence support as those with other diagnoses. We chose to change the way healthcare was delivered and designed a unique service model that provides a whole life care approach for patients and their caregivers. Our program is called LifeView. The LifeView program builds a layered support ecosystem for providers and care teams servicing behavioral health patients and their caregivers. Providers can access value-added service to improve health outcomes and lower the administrative burden. Our dedicated team of specialists provide personalized service as each patient's journey is unique. Our key pillars to LifeView ensures that every patient has access to care, clinical support, client engagement, advanced technology and a continuum of care offered through our proprietary Adhre360 medication adherence program. Together we can ensure that behavioral health patients and their caregivers are supported on their journey to independence and well-being.

UPCOMING EVENTS

MENTAL HEALTH Awareness Month



Coalition Featured on WBBZ Health Connection

Tune in to WBBZ on Wednesday, May 22 at 8 pm for Your Hometown Health Connection featuring representatives from the Anti-Stigma Coalition.

The topic is Mental Health Challenges for Older Adults and features Matthew G. Smith, executive director of Preventionfocus, Danielle Bateman, older adult clinical specialist with Niagara County Department of Mental Health & Substance Abuse Services, and John Jones, senior social caseworker, Town of Amherst Senior Services.

Non-Driver ID Event

May 18 | 9 AM - Noon | Cheektowaga Auto Bureau, 2122 George Urban Boulevard, Depew NY 14043

VA Recovery Day Hosted by Veterans Mental Health Council

May 20 | 10 AM - Noon | Freedom Hall 306: 3495 Bailey Ave

Virtual or in person. Learn about mental health services available to veterans. Coffee and pastries will be served. 1-205-235-3524.

DD Day

May 21, 8 AM - 5:30 PM Niagara Falls Convention Center

Professionals from many different area agencies that specialize in services for people with developmental disabilities and similar health related industries will be on hand to provide guidance, literature, and general information about services that the organizations or businesses provide. Tickets and more information are available at ddd.org.

Mental Health First Responders, Crisis Outreach Workers

Wednesday May 22, 2024 Doors Open at 6 PM, music begins at 7 PM | The Cave, 77 Military Rd, Buffalo, NY

A night of music to honor mental health outreach workers who respond to crisis, featuring 10 local musical acts.

Celebrating Families

May 30 | 5 - 8 PM | John R. Yurtchuk Student Center at Daemen University

“Celebrating Families” event is for families from Erie County who utilize the Erie County Mental Health System of Care.

Mindful Music airing weekly on WBFO

Saturdays: 4 PM - Sundays: 8 PM
Buffalo Toronto Public Media

NAMI Programs

NAMI offers facilitated, confidential support groups for adult family members and caregivers concerned about and/or caring for a person with mental illness. Click here for full calendar and registration information.

Visit namibuffalony.org/programs/calendar.

Visit letstalkstigma.org/events for more.

ERIE COUNTY
ANTI-STIGMA
COALITION

ERIE COUNTY ANTI-STIGMA COALITION FOUNDING MEMBERS

BryLin Hospital • Children's Mental Health Coalition of Western New York, Inc.
Community Partners of Western New York • Compeer • Crisis Services of Erie County
Erie County Department of Mental Health • Erie County Office for People with Disabilities
Fellows Action Network • Fuerst Consulting Corporation • Jewish Family Service of Buffalo & Erie County
The Mental Health Advocates of WNY • Millennium Collaborative Care • Patrick P. Lee Foundation
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