



IECRM SAFETY FORUM

Mental Health Issues Amid COVID and Social Bias

Wednesday, June 24, 2020
7:30 a.m. - 8:45 a.m.
Hosted by IECRM

IECRM is honored to help you navigate through these unprecedented times during the COVID-19 crisis. Below you will find a bulleted recap of the discussion and helpful links to resources mentioned in today's Safety Forum.

If you have any questions about the Forum, or suggestions for future Member Forums, please contact IECRM CEO Marilyn Akers Stansbury at marilyn@iecrm.org or 303-848.2513. [Sign up for our Bi-Weekly Online Member Forums here.](#)

Watch the [VIDEO RECORDING](#) of today's forum. It will also be sent out through IECRM Membership communications. If you are not currently receiving these important emails, let us know at info@iecrm.org.

"EVERY DAY BEGINS WITH AN ACT OF COURAGE AND HOPE: GETTING OUT OF BED." – MASON COOLEY

This Safety Forum was hosted by Paul Lingo, IECRM Training Director, in partnership with **Troy Bridges** of Duro Electric and **John Crawmer** of Pinnacol Assurance, to discuss *Employee Wellness, Mental Health and Related Issues impacting the Workplace*. Today's subject matter experts included:

- **Troy Bridges, CHST**
Safety Manager
Duro Electric
- **John Crawmer, CHST, CET**
Safety Services Supervisor
Pinnacol Assurance

SAFETY FORUM RECAP

- When you are looking at safety, it's important to know what to look for and have some resources available for both yourself and your workforce.
- It is vitally important to make sure our workers are cared for and not creating a greater risk while out on the job.

CORONAVIRUS-A New Pandemic

- Uncertainty
 - What is this new threat? It is something we've never dealt with before. We weren't necessarily prepared for it, even with our Emergency Response programs.
 - Why should I care?
 - The more we can educate ourselves and our workforce, the more we can curb the anxiety.
 - It's been difficult with all the public health orders that change almost daily.
 - The amount of information can cause additional stress and anxiety.



IECRM SAFETY FORUM

Mental Health Issues Amid COVID and Social Bias

- New Government Regulations
 - Safe-At-Home
 - Safer-At-Home
 - Protect Our Neighbors
 - Essential vs. Non-Essential Business/Worker
 - This has changed throughout the past several months
 - Stress caused by not being able to work
- Social Distancing vs. Physical Distancing
 - As people, we need social interaction.
 - Physical distancing allows for the interaction while providing safe protocols as well.

WORK AND EXTERNAL PRESSURES

- Economy/Market Concerns
- Finances and Investments
 - High-stress factor
 - Take time to get information from reputable sources
 - Try to avoid social fear
 - Do fact-checking before posting on social media
- Business Impacts
 - Some businesses have been impacted drastically.
 - Be there to offer support for those whose businesses are struggling or are having to close their doors.
- Changes in the way work is done
 - Work from home
 - Zoom/Video meetings have provided additional opportunities for businesses to continue to function
 - Provides more efficiency for some
 - Increase in utilizing the technology that's available.
- Loss of job/income
 - Anxiety and stress over how to make ends meet
 - Loss of benefits
- Job security
 - "Unnecessary departments" being dissolved to cut costs
 - People being furloughed with no guarantee of being called back to work
- Regret/Survivor Guilt
 - The feeling some get because they are employed while so many others are without jobs
 -
- Isolation
 - Let's promote physical distancing but not social distancing
 - Human interaction is very important
- Removal/Denial of Interests/Hobbies/Activities
 - Inability to do things enjoyed causes stress and anxiety
 - Stress is on the rise in families because of the concentrated time together.



IECRM SAFETY FORUM

Mental Health Issues Amid COVID and Social Bias

- School and Education
 - Parents thrust into being teachers as schools went from in-person to homeschooling. It's been a huge stressor and frustration for many people.
 - The curriculum has different teaching methods than what parents grew up with.
- What do I do if I get sick? Or a Family Member?
 - How do we prepare as a family?
 - Watch for different behavior in coworkers to see if they are doing ok. Stress has had a huge impact on everyone. Check-in with one another.
- Ask the question "How are you really, really?"
 - Sometimes taking a step back from social media and other platforms can be helpful

SOCIAL BIAS

- It doesn't matter where you stand personally, we all need to be aware of the social impact of bias in the workplace
- Be willing to listen to all different groups of people and all different backgrounds
 - Consider having a diversity and inclusion committee
 - We need to ensure that we do have workplaces with an environment and culture that comes from a place of understanding so that we ensure we retain all talent that we attract. Many companies have had success with this in hiring Veterans in the workplace. We can extend that thinking and openness to other audiences and populations also. **IECRM created a charter and a Diversity & Inclusion Committee** a year ago to focus on this topic and we invite you to be part of the work of the committee.
 - Utilize the workforces to bring in more minority and diversify the cultures into the workplace
 - Great recruiting opportunities
 - Ask for help from the workforces

MENTAL HEALTH

- Stress plays an important role in our physical health. It can have an incredible impact that we may not be aware of.
 - Mental and physical manifestations
 - Suicide rates are on the rise due to all that is going on in the world.

Suicide Facts & Figures:

Colorado 2019 *



On average, one person dies by suicide every seven hours in the state.

Over six times as many people died by suicide in Colorado in 2017 than in alcohol related motor vehicle accidents.

The total deaths to suicide reflect a total of 26,270 years of potential life lost (YPLL) before age 65.



Suicide cost Colorado a total of **\$1,053,409,000** combined lifetime medical and work loss cost in 2010, or an average of **\$1,217,814 per suicide death.**

*Based on most recent 2017 data from CDC. Learn more at afsp.org/statistics.

7th

leading cause of death in Colorado

2nd leading
cause of death for ages 15-44

4th leading
cause of death for ages 45-54

7th leading
cause of death for ages 55-64

17th leading
cause of death for ages 65 & older

Suicide Death Rates

	Number of Deaths by Suicide	Rate per 100,000 Population	State Rank
Colorado	1,181	20.35	11
Nationally	47,173	14.00	

afsp.org/StateFacts




IECRM SAFETY FORUM

Mental Health Issues Amid COVID and Social Bias

- Know the warning signs
- Risk Factors
 - Mental disorders, particularly mood disorders; schizophrenia, anxiety disorders, and certain personality disorders
 - Alcohol and other substance use disorders
 - Hopelessness
 - Impulsive and/or aggressive tendencies
 - History of trauma or abuse
 - Major physical illnesses
 - Previous suicide attempt(s)
 - Family history of suicide
 - Job or financial loss
 - Loss of relationship(s)
 - Easy access to lethal means
 - Local clusters of suicide
 - Lack of social support and sense of isolation
 - Stigma associated with asking for help
 - Lack of healthcare, especially mental health and substance abuse treatment
 - Cultural and religious beliefs, such as the belief that suicide is a noble resolution of a personal dilemma
 - Exposure to others who have died by suicide (in real life or via the media and Internet)
- Don't be afraid to ask tough questions
- Warning Signs
 - Talking about wanting to die or to kill themselves
 - Looking for a way to kill themselves, like 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 isolating themselves
 - Showing rage or talking about seeking revenge
 - Extreme mood swings
 - Giving away personal items (pets, mementos, tools, etc.)
 - Saying goodbye
- Pay attention to what is going on. They may be reaching out for help.
- We have to start talking about suicide prevention and mental wellness if we want to see change
 - Sometimes you have to be blunt about it
 - Be willing to listen
 - Don't be afraid to ask tough questions
- Find out about your company's EAP (Employee Assistance Program)



IECRM SAFETY FORUM

Mental Health Issues Amid COVID and Social Bias

- Reaching out and caring for others is great, but you need to also take care of yourself. Being a caregiver can be extremely stressful as well. Keep the balance.
 - Eat well
 - Get rest as you're able
 - Take breaks (walks, reading, other activities that give you a break from all that is going on)

LOCAL RESOURCES

- Company Employee Assistance Program (EAP)
- CO 211
- CO Suicide Prevention Lifeline 1-844-493-8255
- Text TALK to 38255
- Chat www.coloradocrisisservices.org
- Colorado Behavioral Healthcare Council (CBHC) www.cbhc.org
- Colorado Depression Center
 - <https://www.coloradodepressioncenter.org/>
 - Working Minds

NATIONAL SUICIDE PREVENTION LIFELINE

- We can all help prevent suicide. The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals.
- Add 1-800-273-8255 into your phone contact list



NATIONAL RESOURCES

- Substance Abuse and Mental Health Services Administration
- Publication Page (order wallet cards and other booklets) <https://store.samhsa.gov/>
- American Association of Suicidology (www.suicidology.org)
- American Foundation for Suicide Prevention (www.AFSP.org)
- Center for Workplace Mental Health (www.workplacementalhealth.org)
- Mental Health America (www.mentalhealthamerica.net)
- National Alliance on Mental Health (www.nami.org)
- National Institute of Mental Health (www.nimh.nih.gov)
- Screening for Mental Health (www.mentalhealthscreening.org)
- Suicide Awareness Voices of Education (www.SAVE.org)
- Suicide Prevention Resource Center (www.SPRC.org)
<https://www.sprc.org/resources-programs/working-minds-suicide-prevention-workplace>

NATIONAL CRISIS TEXT LINE

- Crisis Text Line is free, 24/7 support for those in crisis. Text 741741 from anywhere in the US to text with a trained Crisis Counselor. Crisis Text Line trains volunteers to support people in crisis.
- ANY crisis, ANY Time, ANYWHERE
- “We want to be where you are. We want to make it as easy as possible for people who are in pain to get help” –Nancy Lubin, Founder & CEO



IECRM SAFETY FORUM

Mental Health Issues Amid COVID and Social Bias

MAN THERAPY

- Website <https://www.mantherapy.org/>
- YouTube Channel <https://www.youtube.com/channel/UC BiixvDWpNht0xwzBYdC4KQ>
- 20 Point Head Inspection Resources based on need
- Multi-Agency Effort
 - CDPHE Cactus (media team)
 - GRIT (Digital Health)

OTHER LINKS MENTIONED ON TODAY'S FORUM

- One Page Document from CDC NIOSH Total Worker Health Approaches https://www.cdc.gov/niosh/twh/pdfs/Issues-Graphic-2020_508.pdf
- HealthLinks which offers mentorship regarding workplace health and safety programs based on the Total Worker Health model. <https://www.healthlinkscertified.org/>