A quick 2 min poll



Don’t overthink it!
Go with your first gut response.

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Combat Stigma at work

Presented by: Kathy Martin,
Mental Health and Wellbeing Specialist



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What does stigma mean?

- Stigma is a Greek word that originally referred to a kind of mark that was cut or burned into the skin. It identified people as criminals, slaves, or traitors to be shunned.
- At its core, stigma is caused by three root problems: ***ignorance, prejudice and discrimination.***

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We must get beyond handouts and safety talks and really TACKLE IT head on!

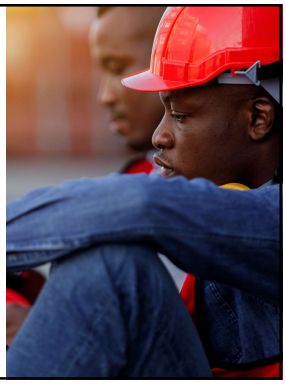


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A few stats to ponder

- 95% of people with a mental health or substance use disorder indicated that they have been impacted by stigma in the past 5 years.
- 72% of people with a mental health or substance use disorder shared feelings of self-stigma often internalizing negative stereotypes and thinking negatively about themselves.

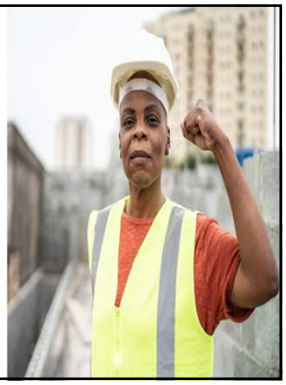
Mental Health Commission of Canada, 2023



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78 percent said shame and stigma were the top reasons that workers who need help with mental health may not seek it.

2021 Pulse Survey
American Psychological Association



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The impact of stigma can be profound

- Delayed treatment
- Worsening mental health, substance use disorder, and pain
- Social isolation
- Discrimination
- Increased suicide risk
- And more



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Chronic Pain?

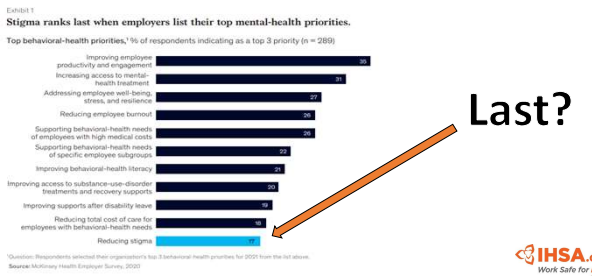
- Personal attitudes and beliefs about chronic pain can place undue barriers in the workplace.
- Workers may feel reluctant to talk about their pain due to the fear of stigmatization, discrimination, or job loss.
- "Suck it up and get back to work" attitude can lead to self-medication, increasing risk to worker and co-workers.

Research Article
'Just because I'm smiling doesn't mean I'm not in pain': navigating the layered stigma of chronic pain and suicidality in social worlds
Kate LaForge

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So why is it a last priority for employers?



Last?

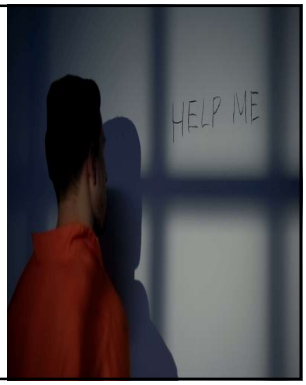
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Further food for thought

- Stigma seriously affects the well-being of those who experience it.
- Stigma affects people while they are experiencing problems, while they are in treatment, while they are healing and even when their mental health problem is a distant memory.
- Stigma profoundly changes how people feel about themselves and the way others see them.

CAMH



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7 things we each can do to tackle stigma

1. Know the facts. Educate yourself.
2. Be aware of your attitudes and behaviour.
3. Choose your words carefully.
4. Educate others.
5. Focus on the positive.
6. Support people.
7. Include everyone.



Source: Center for Addiction and Mental Health (CAMH)

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STOP stigma and choose your words wisely





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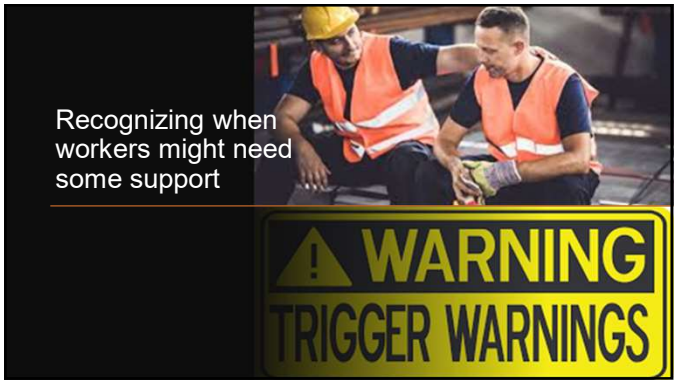


Group discussion in the chat

- What barriers do you see in your workplace that may be contributing to stigma of those in chronic pain, poor mental health, or experiencing substance use disorders?
- Create a list of things that can be done in the workplace to tackle these barriers and address stigma more effectively.

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If you see something, say and DO something

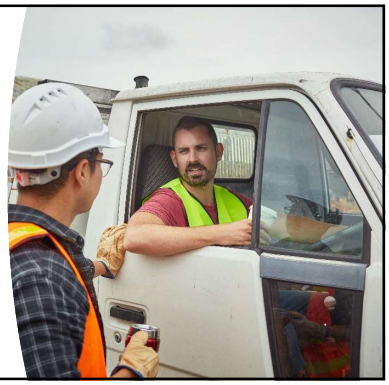
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On-the-job support saves lives

- Supervisors and co-workers need to:
  - **Notice**
  - **Ask**
  - **Offer support and resources**
- Report or remove worker if necessary



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Notice (in ourselves and others)



BUILDING & CONSTRUCTION TRADES COUNCIL OF ONTARIO

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Ask

- Duty to inquire
- Are you ok?
- Listen to understand
  - listening for those unmet needs, feelings, thoughts
- Assess Fit for duty



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Offer Supports

- Community Support and Resources
- Workplace Supports and Resources

9-8-8 Suicide Crisis Helpline

HARD HATS

ConnexOntario Discover Mental Health, Addiction and Problem Gambling Services

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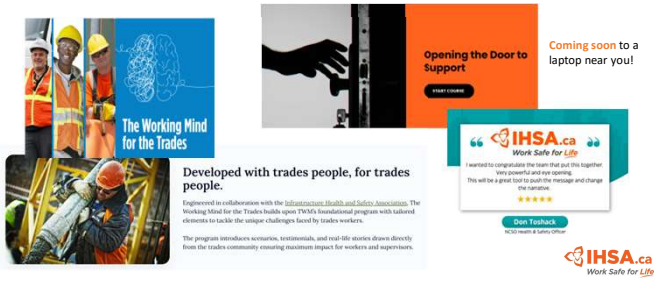
IHSA Toolbox

Resources for you to help you support others

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Supervisor Training



Coming soon to a laptop near you!

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A Mini Pain Safety Talk Series



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Stigma Safety Talks and Podcast



•Episode 35: Mental Health (Part Three) - Challenging Stigma and Reducing Mental Harm

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Find so much more at IHSA.ca

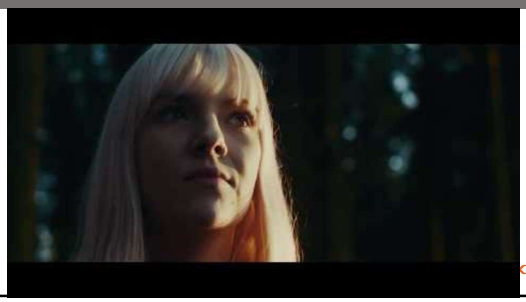


Scan Me

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Final Message – Together we can, we will



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Q&A

SCAN ME!

THANK YOU

Kathy Martin
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