CREATING A CULTURE OF CARING: SUICIDE PREVENTION IN CONSTRUCTION

November 19, 2020

Shining Light on MENTAL HEALTH AND SUICIDE PREVENTION

November 19, 2020
**LEARNING OBJECTIVES**

1. **DISCUSS HOW TO BREAK THE STIGMA OF MENTAL HEALTH AND SUICIDE**

2. **ILLUSTRATE WHY MENTAL HEALTH AND SUICIDE PREVENTION ARE WORKPLACE ISSUES**

3. **HOW TO INCORPORATE SUICIDE PREVENTION INTO SAFETY, HEALTH, WELLNESS CULTURE**

4. **SHARE RESOURCES FOR EMPLOYERS TO ADDRESS THESE TOPICS WITH EMPLOYEES AND FAMILIES**

**WHAT’S UNDER THE HARDHAT...?**

- WORKERS BRING THEIR CONCERNS, WORRIES AND DAY-TO-DAY DISTRACTIONS TO WORK WITH THEM

- MENTAL HEALTH IS A DRIVER OF OVERALL WELLBEING

- PHYSICAL HEALTH TIES TO BEHAVIORAL HEALTH AND VICE-VERSA
WHY THIS TOPIC?

SUICIDE IS A PRESSING NATIONAL PUBLIC HEALTH CONCERN

- 48,344 DEATHS IN 2018
- SUICIDE CAN BE PREVENTABLE
- HOPE-HELP-RECOVERY

MY EXPERIENCE & JOURNEY

- FAMILY
- NEIGHBORHOOD
- WORKPLACE – HIGH SCHOOL AND COLLEGE
- CAREER
- INDUSTRY – POST 9/11 & HURRICANE KATRINA
- NATIONAL ACTION ALLIANCE FOR SUICIDE PREVENTION
- CATALYZED MOVEMENT – BECAME CIASP
- CSDZ/HMA/ICS
PROFESSIONAL CAUSE TO PERSONAL MISSION

- "MAKE YOUR VOICE A LITTLE LOUDER…"
- REALLY UNDERSTOOD EMOTIONAL MASKS
- DECLARED WAR ON SUICIDE

Large Group Activity: USA Hotlines

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:

Text HELP
or CONNECT to:
741-741
LARGE GROUP ACTIVITY: CANADA HOTLINES

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:

24/7-365
1-833-456-4566

Chat not functional
during covid-19
pandemic

Text HELP
or
CONNECT:
741-741

HARSH REALITY OF SUICIDE

• 133 SUICIDES EACH DAY – 1 EVERY 11 MINUTES
• 10TH LEADING CAUSE OF DEATH FOR ALL AGES
• 2ND LEADING CAUSE OF DEATH FOR MEN
• 2ND LEADING CAUSE OF DEATH FOR AGES:
  • 10–14; 15–19 & 20–24
  • 4TH LEADING CAUSE, AGES 35–54
    (MEN & WOMEN)
• 78% BY MEN
• 51% WITH GUNS
CONSTRUCTION 2ND HIGHEST RATE

- 45.3 per 100,000 workers
- Estimated >5,500 suicides each year
- 15 suicides per day
- 3.5 times greater than the national average

RATES FOR TRADES VARY | TOP 9

1. Ironworkers = 79
2. Millwrights = 78.7
3. Brick/Block Masons = 67.6
4. Roofers = 65.2
5. Laborers = 62
6. Carpenters = 54.7
7. Equipment Operators = 52.8
8. Construction Managers = 45.7
9. Electricians = 44

Trades First-Line Supervisors = 44

Source: CDC; January 24, 2020
### Poll Question #1

**BEFORE TODAY WERE YOU AWARE OF THESE STATISTICS?**

**WHAT IS YOUR REACTION TO THESE STATISTICS?**

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### Construction Risk Factors

<table>
<thead>
<tr>
<th>Industry Culture</th>
<th>Company/Job Factors</th>
<th>Worker Lifestyle</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Stoic, tough guy/gal</td>
<td>✓ Limited supervisory skills training</td>
<td>✓ Self-pressure and perfectionism</td>
</tr>
<tr>
<td>✓ Undesirable image</td>
<td>✓ No time off in season</td>
<td>✓ Financial pressures</td>
</tr>
<tr>
<td>✓ Cyclical industry</td>
<td>✓ Weather and sequence delays</td>
<td>✓ Chronic pain from soft tissue injuries</td>
</tr>
<tr>
<td>✓ Tolerant of alcohol and substance use</td>
<td>✓ Night work or OT</td>
<td>✓ Construction had highest rate of prescription opioids</td>
</tr>
<tr>
<td>✓ 2nd highest industry for “heavy drinking (&gt;16% of workers)</td>
<td>✓ Commuting</td>
<td>✓ Access to lethal means at home</td>
</tr>
<tr>
<td>✓ Drug use increased 13.2% (2015-2018)</td>
<td>✓ Out of town or out of state travel for work</td>
<td>✓ Skills gap and feeling trapped</td>
</tr>
<tr>
<td>✓ Accelerated schedules</td>
<td>✓ Humiliation of bad job (daily scorecard)</td>
<td>✓ Fearless or risk-taking behaviors</td>
</tr>
<tr>
<td>✓ Harsh conditions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Family separation &amp; isolation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Layoffs/project furloughs</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
DIFFERENT SIGNS OF STRESS

<table>
<thead>
<tr>
<th>Physical Signs</th>
<th>Psychological Signs</th>
<th>Behavioral Signs</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Lethargic</td>
<td>✓ Anxiety</td>
<td>✓ Use of drugs</td>
</tr>
<tr>
<td>✓ Tiredness</td>
<td>✓ Mood Changes</td>
<td>✓ Withdrawal</td>
</tr>
<tr>
<td>✓ Headaches</td>
<td>✓ Indecision</td>
<td>✓ Agitation</td>
</tr>
<tr>
<td>✓ Change in appetite</td>
<td>✓ Increased sensitivity</td>
<td>✓ Aggression</td>
</tr>
<tr>
<td>✓ Indigestion issues</td>
<td>✓ Loss of motivation</td>
<td>✓ Lateness</td>
</tr>
<tr>
<td>✓ Weight gain/loss</td>
<td>✓ Tearfulness</td>
<td>✓ Absenteeism</td>
</tr>
<tr>
<td>✓ Joint &amp; back pain</td>
<td>✓ Low self-esteem</td>
<td>✓ Difficulty concentrating</td>
</tr>
<tr>
<td></td>
<td>✓ Defeated</td>
<td>✓ Increased smoking</td>
</tr>
<tr>
<td></td>
<td>✓ Hopeless</td>
<td>✓ Increased drinking</td>
</tr>
<tr>
<td></td>
<td></td>
<td>✓ Recklessness</td>
</tr>
</tbody>
</table>

Emotional Masks vs. Face Coverings:

Missing Non-Verbal Clues
WHY THE WORKPLACE...?

• 20% OF ADULTS EXPERIENCE A DIAGNOSABLE MENTAL ILLNESS IN THEIR LIFETIME

• MOST PREVALENT IN WORKPLACE:
  • Anxiety
  • Depression
  • Substance use disorders

UPSTREAM FOCUS

• LESS THAN 50% WITH MENTAL ILLNESS WILL SEEK HELP

• 80% SUCCESS RATE OF OVERCOMING WITH EARLY TREATMENT
WHY THE WORKPLACE

• >75% OF SUICIDES OCCUR AMONG WORKING AGED ADULTS

• >80% OF THOSE WHO DIE BY SUICIDE HAVE SEEN A HEALTH CARE PROVIDER IN THE YEAR BEFORE THEIR DEATH.

Poll Question #2

BIGGEST BARRIER IN YOUR ORGANIZATION TO TACKLING MENTAL & BEHAVIORAL HEALTH?
TURNING POINT PERSONALIZES SAFETY:

- "WORK, HOME & PLAY"
- PERSONAL RESPONSIBILITY & CREW ACCOUNTABILITY

TIPPING POINT NATIONALLY

WE FOCUS ON GETTING EVERYONE HOME SAFE AT THE END OF THEIR SHIFT.

ARE WE FOCUSING ON GETTING PEOPLE BACK TO WORK SAFE FROM HOME?
LEADERSHIP SUPPORT

VISIBLE
VOCAL
VERTICAL – UP AND DOWN THE “ORGANIZATIONAL CHART”

POWER OF “LIVED EXPERIENCE”
• Creates compelling stories
• Empathy
• Memorable

HOPE-HELP-RECOVERY

• SUICIDE CAN BE PREVENTABLE
• STIGMA IS A SILENT KILLER
• PEER TO PEER SUPPORT WORKS BEST

In the 15 years since I started my career as a psychotherapist, I’ve seen some shifts in the way society views mental health. Slowly, the stigma attached to mental illness seems to be decreasing. And each year during the month of May—Mental Health Awareness Month—I’m always happy to learn about organizations and industries who are working hard to promote workplace mental health.

Although the construction industry may not be the last place you’d expect workers to talk about depression or anxiety, they’re becoming industry leaders in mental health awareness. They’re doing some incredible work to reduce the stigma attached to mental health and they’re saving lives.
CONSTRUCTION WELLBEING MODEL

THE PEOPLE-PROFIT CONNECTION

- BRENT DARNELL
- CONSTRUCTION SPECIALIST
- EMOTIONAL INTELLIGENCE ("THE EQ GUY")
- SELF-AWARENESS
- COMMUNICATIONS
- COURAGEOUS CONVERSATIONS
Poll Question #3

WHICH JOB FUNCTION HAS PRIMARY RESPONSIBILITIES FOR MENTAL & BEHAVIORAL HEALTH IN YOUR ORGANIZATION?
USING HUMOR TO BREAK STIGMA OF MENTAL HEALTH
DR. RICH MAHOGANY, MAN THERAPIST, IS NOT A REAL THERAPIST (BUT HE IS A REAL GUY...)

Man Therapy
www.ManTherapy.org
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SUICIDE PREVENTION VIDEOS BY JOYAGES
WWW.JOYAGES.COM/CONSTRUCTION/
Knowledge Check on EAPs

1. Does your company have an Employee Assistance Program (EAP) included with your Behavioral Health Benefits Plan? Your unions, if applicable?

2. Do you know who is eligible for your EAP?

3. Do you know your EAP benefits?

4. Do you share the EAP number with your employees?

5. Do you know the utilization rate and impact metrics for your EAP?

EMPLOYEE CHECK-IN SCENARIO

FROM TIME TO TIME MOST OF US "STRUGGLE" WITH ISSUES. SOMETIMES WE OR CO-WORKERS COME TO WORK IN A DIFFERENT MOOD. SOME OF US WEAR OUR EMOTIONS ON OUR SLEEVES AND OTHERS KNOW HOW WE'RE FEELING. SOME OF US PREFER TO KEEP OUR FEELINGS TO OURSELVES.

WORK IS A SOCIAL ACTIVITY AND WHEN TEAMMATES ARE STRUGGLING IT CAN AFFECT THE MOOD OF AN ENTIRE CREW. SOMETIMES A JOKE OR LAUGHTER CAN LIGHTEN THE MOOD, SOMETIMES IT TAKES SERIOUS BANTER TO GET THINGS LIGHTER.

WE HAVE A CARING CULTURE. WE TREAT EVERYONE WITH RESPECT AND SUPPORT. WE RESPECT THE BOUNDARIES OF PRIVACY AND CONFIDENTIALITY. YET, AFTER TODAY’S CREW SAFETY HUDDLE AND WARM-UP EXERCISE YOU DECIDE TO SAY SOMETHING TO A COLLEAGUE WHO SEEMED ESPECIALLY QUIET AND RESERVED TODAY.
EMPLOYEE CHECK-IN FOLLOW-UP ACTIONS

1. Practice asking if this employee is ok. Let them know you are concerned. Ask if they are safe to work today.

2. What will you do if they say no that they are not alright, and they need help for a family-related struggle?

3. What options can you offer to get them help if they are seeking assistance for this family-related struggle?
WALLET CARDS & HARDHAT STICKERS

Construction Workers for Mental Health

HARDHAT HEALTH

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www.preventconstructionsuicide.com

Estamos todos juntos en esto.
Y juntos, podemos evitar el suicidio en el sector laboral.

Construction Industry Alliance for Suicide Prevention (CIASP)

www.preventconstructionsuicide.com
CIASP Resources

• Articles and whitepapers
• Downloadable poster art – English & Spanish
• Toolbox Talks
• STAND-Up Pledge Forms
• Integration Checklist of how to incorporate into safety, health and wellness
• Discounted Living Works Training (60-minute module) -- $15 per learner
• Anonymous Screening Tools by MindWise Innovation

WORKPLACE & JOBSITE POSTERS
STAND-UP PLEDGE

S: CREATE SAFE CULTURES
T: TRAINING TO IDENTIFY AND HELP THOSE AT RISK
A: INCREASE AWARENESS OF THE RISK IN THE INDUSTRY
N: NORMALIZING THE CONVERSATIONS AROUND MENTAL HEALTH AND SUICIDE PREVENTION
D: DECREASE THE RISK OF SUICIDE IN THE INDUSTRY

KEVIN HINES STORY

VIDEO LINK: HTTPS://YOUTUB.E/WCSUS91ZV-G
HTTP://WWW.KEVINHINESSTORY.COM/RESOURCES
QUESTIONS & COMMENTS

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