

The cost to business

- Employees with untreated mental health conditions use nonpsychiatric health care services 3 times more than those who do get treatment.
- Mental illness is the single greatest cause of worker disability worldwide.
- 62% of missed work days can be attributed to mental health conditions.
- Turnover rates are higher for depressed employees, who are 20% to 40% more likely to become unemployed because of their condition.

What can I do?

- Taking a stand against stigma
- It's clear that stigma is a significant barrier to mental health care, but it doesn't have to be. And it shouldn't be — because most people who get help get better. For example, treatment works for more than 8 in 10 people who get help for depression, and as many as 9 in 10 people who get help for panic attacks.¹² To help more people get the care they need, it's essential to understand stigma and take action to overcome it. Employers have an opportunity to address stigma head-on — to make sure employees feel supported, and to help set the tone for a productive and mentally healthy workforce.

How can I help?

- Breaking down stigma and changing workplace culture
- Fighting stigma is about creating awareness, encouraging acceptance, and challenging false beliefs. It starts with breaking the silence around mental illness and education about things like:
 - Understanding the mental health benefits offered and knowing how to access them
 - Highlighting support and resources available through employee assistance programs
 - Proactive manager support for those who are open about living with a mental health condition
 - Awareness of language used throughout the organization and avoiding negative terms when talking about mental illness
 - Recognizing that mental health and physical health are equally important, and mental health conditions are common and treatable — just like most physical health conditions
 - Recognizing signs of emotional distress and what to do when team members may be struggling

Bridging the Gap



Let's come together to stamp out stigma

**WE ALL
HAVE
MENTAL
HEALTH.**

‘Alone we can
do so little;
together we
can do so
much.’

Helen Keller

CAFÉ AND BISTRO

When "I" is
replaced by "we"
even *illness*
becomes
wellness

CAFÉ

Change Agent for Employees

And

BISTRO

Businesses in Search of Training and
Opportunities

