




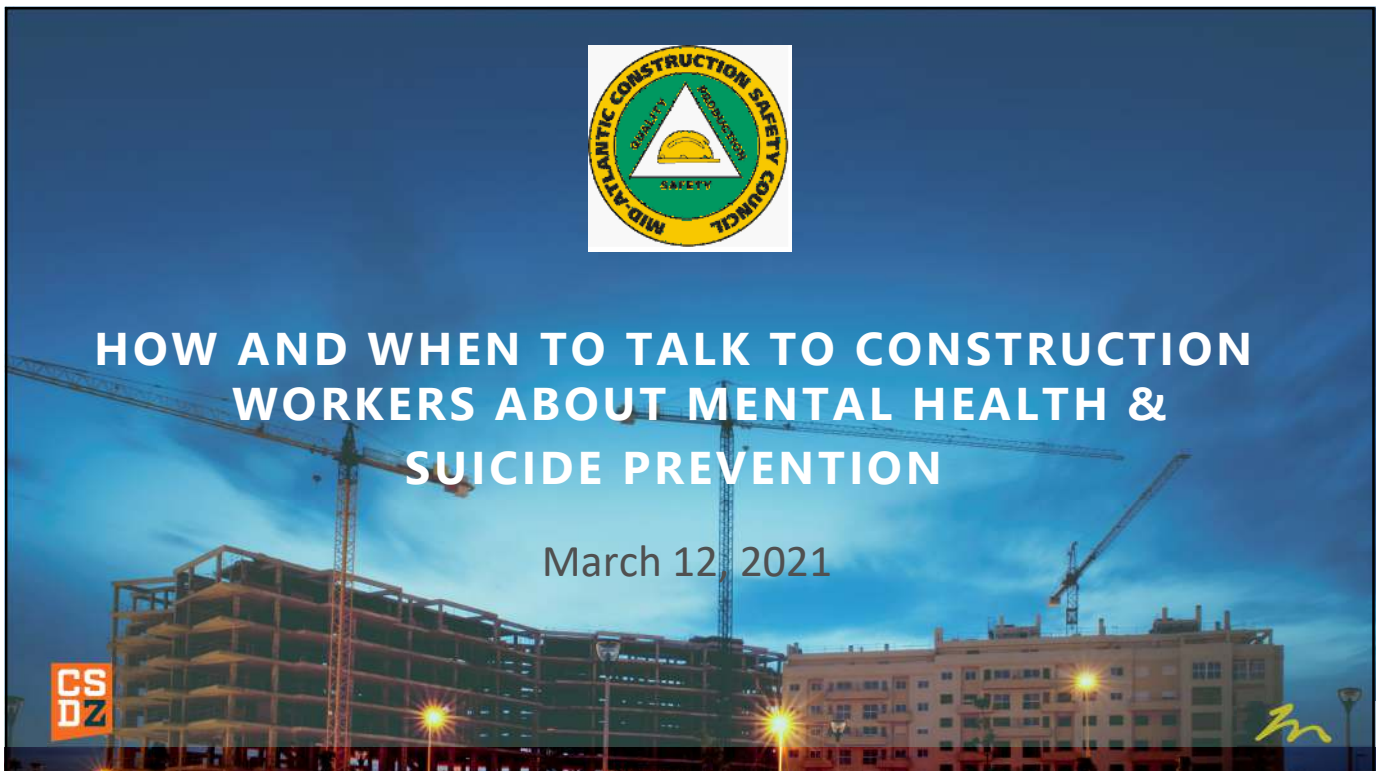
*Shining Light on*  
**MENTAL HEALTH AND  
SUICIDE PREVENTION**



March 12, 2021





1



**HOW AND WHEN TO TALK TO CONSTRUCTION  
WORKERS ABOUT MENTAL HEALTH &  
SUICIDE PREVENTION**

March 12, 2021



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## **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. HOW TO HOLD SAFETY CONVERSATIONS USING LEARN® SAVES LIVES MODEL**



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## ***CRISIS IN CONSTRUCTION: WHAT?***

**PANDEMIC AND 2020 UNREST: A "PERFECT STORM" IN CONSTRUCTION:**

- 1. WORSENING MENTAL HEALTH – *ISOLATION, STRESS, ANXIETY & DEPRESSION***
- 2. SUBSTANCE MISUSE AND ADDICTIONS**
- 3. SUBSTANCE USE DISORDERS – *RISK OF RELAPSE LEADING TO OVERDOSES***
- 4. PTS FROM TRAUMATIC EXPERIENCES AND INJURIES**
- 5. SUICIDE RISK**



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## CRISIS IN CONSTRUCTION: WHY?

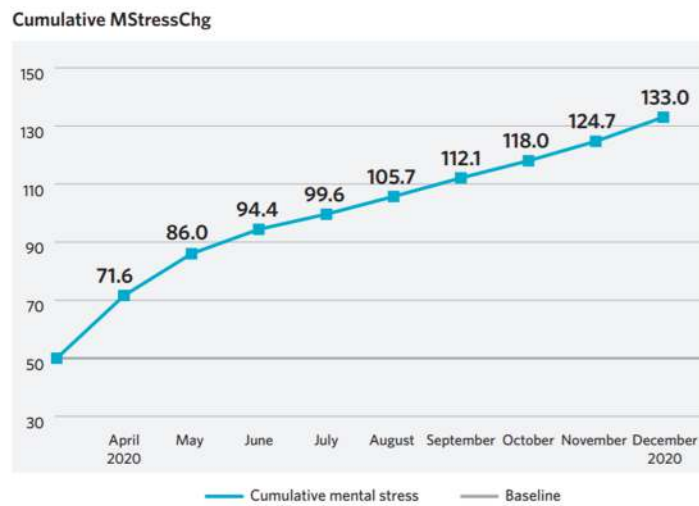
- ISOLATION AND LONELINESS
- INCREASING FINANCIAL AND FAMILY PRESSURES
- WORKPLACE INJURIES
- CHRONIC PAIN
- GROWING SUBSTANCE MISUSE
- STIGMA AND OTHER BARRIERS TO CARE SEEKING
- LACK OF TREATMENT AND RECOVERY OPTIONS



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## CUMULATIVE MENTAL HEALTH STRESS



Source: <https://www.morneaushepell.com/permafiles/93201/mental-health-index-report-united-states-december-2020.pdf>



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## Mental Health Index

Morneau Shepell)

### Key Insights

- 9 consecutive months, the mental health of Americans has been significantly lower than prior to the COVID-19 pandemic
- Working population is currently as distressed as the most distressed seven percent of working Americans, prior to 2020.
- 35% of respondents report being concerned about a co-worker's mental health.
- 39% of supervisors agreed with concerns about the mental health of employees since the onset of the pandemic,
- Construction is 7<sup>th</sup> worst mental health score among 22 industries
- Full-time students for 9<sup>th</sup> consecutive month are lowest

**Source:** <https://www.morneaushepell.com/permafiles/93201/mental-health-index-report-united-states-december-2020.pdf>

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## RISING WORKFORCE RISK FACTORS

- 16 CONSECUTIVE YEARS QUEST DIAGNOSTICS REPORTS INCREASING PERCENTAGE OF POSITIVE WORKPLACE SUBSTANCE USE TESTS
- CONSTRUCTION DRUG USE INCREASED >13% BETWEEN 2015-18 (COCAINE & METHAMPHETAMINE)
- CONSTRUCTION HAS THE 2<sup>ND</sup> HIGHEST RATE OF HEAVY/BINGE DRINKING: 16.5% OF WORKERS REPORTING MORE THAN 5-7 DRINKS IN A SITTING MULTIPLE TIMES EACH MONTH
- 2020 SOCIAL UNREST HAS INCREASED STRESS, ANXIETY AND TRIGGERED PTS AMONG SOME VETERANS AND OTHERS (FORMER FIRST RESPONDERS)
- SPOUSAL AND CHILD DOMESTIC ABUSE AND INTIMATE PARTNER VIOLENCE HAS INCREASED DURING THE PANDEMIC
- INCREASING CONCERNS WITH WORKPLACE VIOLENCE

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## RISING RISK OF OPIOIDS OVERDOSES

American Medical Association reported increase in opioid overdoses in more than 40 states since the onset of the pandemic



**Issue brief: Reports of increases in opioid- and other drug-related overdose and other concerns during COVID pandemic**

\*Updated December 9, 2020



**Source:** <https://www.ama-assn.org/system/files/2020-12/issue-brief-increases-in-opioid-related-overdose.pdf>



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## WHY THIS TOPIC?

**SUICIDE IS A PRESSING NATIONAL PUBLIC HEALTH CONCERN**

- **47,511 DEATHS IN 2019**
- **SUICIDE CAN BE PREVENTABLE**
- **HOPE-HELP-RECOVERY**







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*Poll Question #1*

**HAS YOUR COMPANY EXPERIENCED A DEATH  
BY SUICIDE OR OVERDOSE TO AN EMPLOYEE OR  
AN EMPLOYEE'S FAMILY MEMBER?**



 

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**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

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## PROFESSIONAL CAUSE TO PERSONAL MISSION

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



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## Large Group Activity: USA Hotlines

TAKE OUT YOUR CELL PHONE AND LOAD 2 NUMBERS:



CRISIS TEXT LINE |

Text **HELP**  
or **CONNECT** to:  
**741-741**



Risk Rewarded

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## 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



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## CONSTRUCTION 2<sup>ND</sup> 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



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## 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

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## Poll Question #2

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

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



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**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**



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**Impacts of Presenteeism**

- **Distractions leading to loss of attention and focus**
- **Increased number of near hits**
- **Rising risk of Serious Injuries and Fatalities (SIFs)**
- **Quality defects leading to rework**
- **Slowed productivity resulting in:**
  - **Increased labor costs and profit fade (overtime)**
  - **Schedule delays**
  - **Sequence challenges**

## CONSTRUCTION RISK FACTORS

Industry Culture	Company/Job Factors	Worker Lifestyle
<ul style="list-style-type: none"> <li>✓ Stoic, tough guy/gal</li> <li>✓ Undesirable image</li> <li>✓ Cyclical industry</li> <li>✓ Tolerant of alcohol and substance use</li> <li>✓ 2<sup>nd</sup> highest industry for “heavy drinking (&gt;16% of workers)</li> <li>✓ Drug use increased 13.2% (2015-2018)</li> <li>✓ Accelerated schedules</li> <li>✓ Harsh conditions</li> <li>✓ Family separation &amp; isolation</li> <li>✓ Layoffs/project furloughs</li> </ul>	<ul style="list-style-type: none"> <li>✓ Limited supervisory skills training</li> <li>✓ No time off in season</li> <li>✓ Weather and sequence delays</li> <li>✓ Night work or OT</li> <li>✓ Commuting</li> <li>✓ Out of town or out of state travel for work</li> <li>✓ Humiliation of bad job (daily scorecard)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Self-pressure and perfectionism</li> <li>✓ Financial pressures</li> <li>✓ Chronic pain from soft tissue injuries</li> <li>✓ Construction had highest rate of prescription opioids</li> <li>✓ Access to lethal means at home</li> <li>✓ Skills gap and feeling trapped</li> <li>✓ Fearless or risk-taking behaviors</li> </ul>



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## DIFFERENT SIGNS OF STRESS

Physical Signs	Psychological Signs	Behavioral Signs
<ul style="list-style-type: none"> <li>✓ Lethargic</li> <li>✓ Tiredness</li> <li>✓ Headaches</li> <li>✓ Change in appetite</li> <li>✓ Indigestion issues</li> <li>✓ Weight gain/loss</li> <li>✓ Joint &amp; back pain</li> </ul>	<ul style="list-style-type: none"> <li>✓ Anxiety</li> <li>✓ Mood Changes</li> <li>✓ Indecision</li> <li>✓ Increased sensitivity</li> <li>✓ Loss of motivation</li> <li>✓ Tearfulness</li> <li>✓ Low self-esteem</li> <li>✓ Defeated</li> <li>✓ Hopeless</li> </ul>	<ul style="list-style-type: none"> <li>✓ Use of drugs</li> <li>✓ Withdrawal</li> <li>✓ Agitation</li> <li>✓ Aggression</li> <li>✓ Lateness</li> <li>✓ Absenteeism</li> <li>✓ Difficulty concentrating</li> <li>✓ Increased smoking</li> <li>✓ Increased drinking</li> <li>✓ Recklessness</li> </ul>





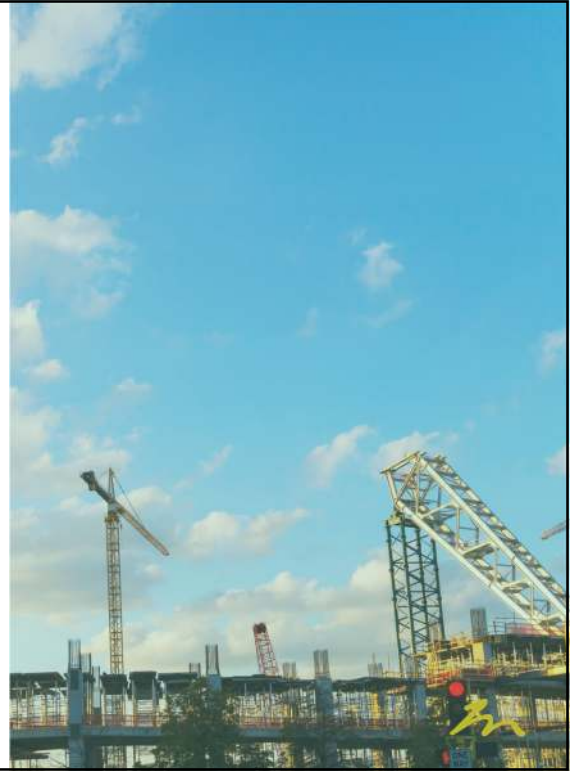


## WHY THE WORKPLACE...?

- **20% OF ADULTS EXPERIENCE A DIAGNOSABLE MENTAL HEALTH CONDITION IN THEIR LIFETIME**
- **MOST PREVALENT IN WORKPLACE:**
  - Anxiety
  - Depression
  - Substance use disorders



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## UPSTREAM FOCUS

- **LESS THAN 50% WITH MENTAL HEALTH CONDITION WILL SEEK HELP**
- **80% SUCCESS RATE OF OVERCOMING WITH EARLY TREATMENT**



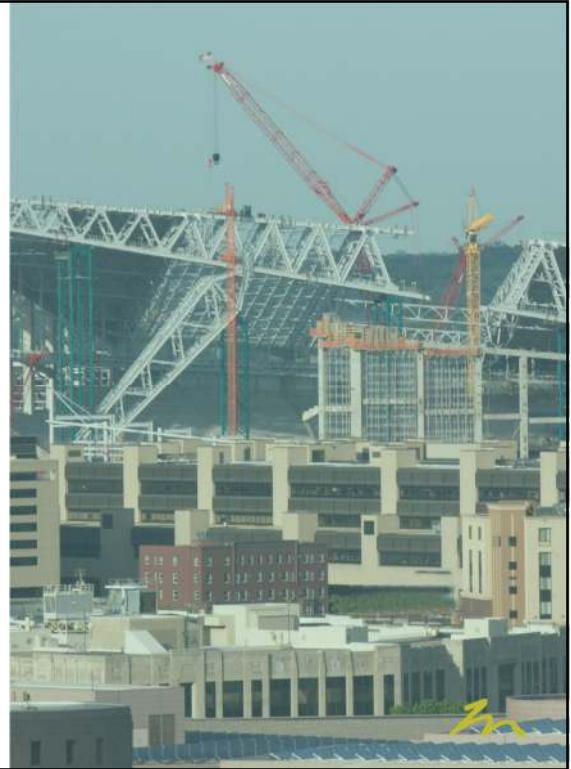
26

## 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.



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## *Poll Question #4*

**BIGGEST BARRIER IN YOUR ORGANIZATION TO TACKLING MENTAL & BEHAVIORAL HEALTH?**



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## **BARRIERS TO OVERCOME**

1. LACK OF LEADERSHIP SUPPORT
2. WE DON'T TALK ABOUT THIS AT WORK
3. PRIVACY/CONFIDENTIALITY/HIPPA
4. ISN'T THIS WHAT WE HAVE THE EAP FOR?



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## **COMMON BARRIERS (CONTINUED)**

1. THERE IS NO SAFETY REGULATION OR REQUIREMENT
2. THE EMPLOYEE IS A UNION MEMBER SO THE UNION SHOULD HANDLE "IT"
3. "SACRED COWS" (AKA "THE UNTOUCHABLES")
4. IT'S NOT AFFECTING HIS OR HER PERFORMANCE (OR IS IT? OR AT LEAST IT ISN'T YET)



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# LEADERSHIP SUPPORT

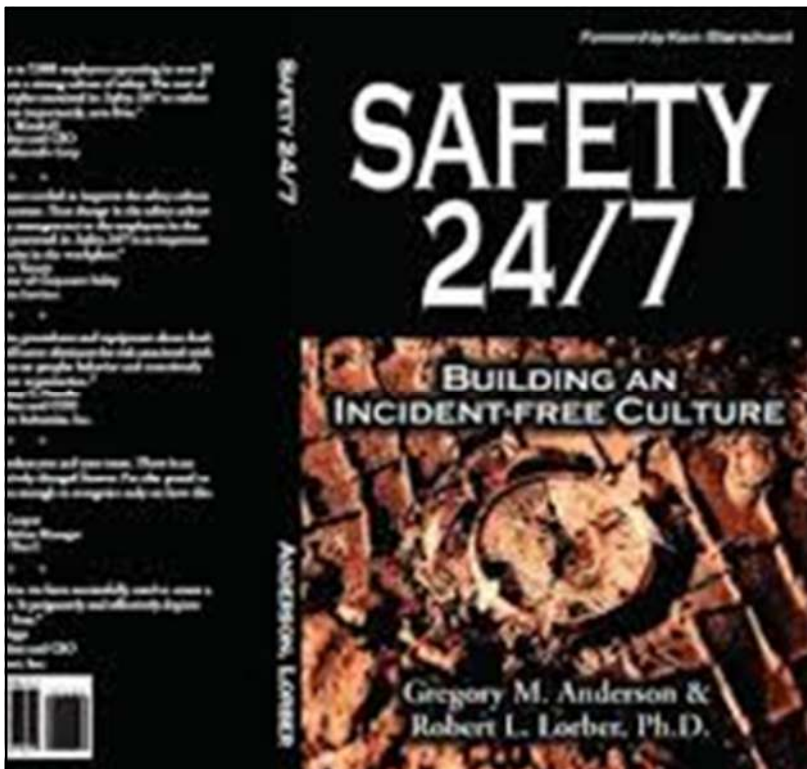
**VISIBLE**

**VOCAL**

**VERTICAL – UP AND DOWN THE “ORGANIZATIONAL CHART”**

**POWER OF “LIVED EXPERIENCE”**

- Creates compelling stories
- Empathy
- Memorable



## TURNING POINT

**PERSONALIZES SAFETY:**

- “WORK, HOME & PLAY”
- PERSONAL RESPONSIBILITY & CREW ACCOUNTABILITY

*m*



## 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?



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MAY 21, 2016 @ 07:41 AM 4,570 VIEWS

### What Construction Workers Could Teach Other Industries About Mental Health Awareness



**Amy Morin**, CONTRIBUTOR

*I write about the psychological aspects of business. FULL BIO*

Opinions expressed by Forbes Contributors are their own.



Forbes.com

In the 14 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 be about 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.

## HOPE-HELP-RECOVERY

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





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# Poll Question #5

**WHICH JOB FUNCTION HAS PRIMARY RESPONSIBILITIES FOR MENTAL & BEHAVIORAL HEALTH IN YOUR ORGANIZATION?**










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## 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?



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## ABC NATIONAL TOTAL HUMAN HEALTH



Total Human Health Resources  
For your Employees

SOURCE: [HTTPS://ABC.ORG/SAFETY/PREPAREDNESS4](https://abc.org/safety/preparedness4)



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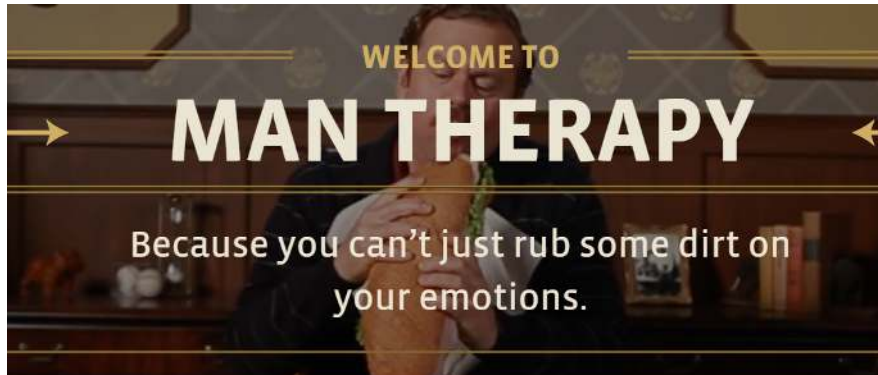
## AGC OF AMERICA CULTURE OF CARE



SOURCE: [HTTPS://BUILD CULTURE.ORG/](https://buildculture.org/)



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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](http://www.ManTherapy.org)

© Grit Digital Health 2020



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# Joyages

SUICIDE PREVENTION VIDEOS BY JOYAGES

[WWW.JOYAGES.COM/CONSTRUCTION/](http://WWW.JOYAGES.COM/CONSTRUCTION/)



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## 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.



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## 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?



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## CSDZ.COM BLOG



THE INVISIBLE CONSTRUCTION CRISIS: WHY FOCUS ON CONSTRUCTION WORKFORCE RISK?



THE INVISIBLE CONSTRUCTION CRISIS: REMOVING OUR EMOTIONAL MASKS



THE INVISIBLE CONSTRUCTION CRISIS: STRATEGIES TO ADDRESS MENTAL WELLBEING

THE INVISIBLE CRISIS IN CONSTRUCTION

BREAKING THE MENTAL HEALTH STIGMA



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# WALLET CARDS & HARDHAT STICKERS



*m*

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**Estamos todos juntos en esto.**  
Y juntos, podemos eliminar el estigma en la salud mental.

**ESTÉ PENDIENTE DE LAS SIGUIENTES SEÑALES DE ADVERTENCIA:**

- Aumento de impuntualidad y ausentismo
- Disminución de productividad
- Disminución de autoestima
- Aislamiento de los compañeros
- Agitación y aumento de conflicto con compañeros de trabajo
- Disminución en la capacidad de resolver problemas
- Abuso de sustancias legales e ilícitas
- Aumento de accidentes, tener incidentes y sufrir lesiones
- Aumento de sentimientos de apatía

Estadísticamente los trabajadores de construcción tienen más riesgo de tener problemas de salud mental que cualquier otra profesión. Si usted o alguien que usted conoce se siente deprimido o tiene comportamientos suicidas, usted no está solo. Hay otras personas en nuestra industria que se sienten igual, y lo que es más importante, hay otras personas que lo pueden ayudar. Si necesita ayuda urgente, por favor contacte inmediatamente a la Nacional Suicide Prevention Helpline (Línea de Vida Nacional para la Prevención del Suicidio).

**CONSTRUYENDO UNA INDUSTRIA CON CERO SUICIDIOS.**  
Asociación de la Industria de la Construcción para la Prevención del Suicidio

**NATIONAL SUICIDE PREVENTION LIFELINE**  
1-800-273-TALK (8255)  
[suicidepreventionlifeline.org](http://suicidepreventionlifeline.org)



*Construction Industry Alliance for Suicide Prevention (CIA-SP)*  
[www.preventconstructionsuicide.com](http://www.preventconstructionsuicide.com)



*m*

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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

2020 AGC Construction Safety, Health and Environmental Conference

# WORKPLACE & JOBSITE POSTERS





# NEEDS ANALYSIS & INTEGRATION CHECKLIST

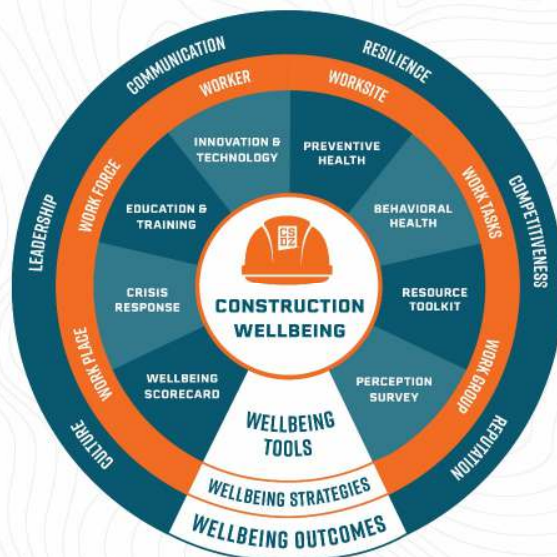
Mental Health & Suicide Prevention  
for Construction Companies

## NEEDS ANALYSIS & INTEGRATION CHECKLIST

[HTTPS://PREVENTCONSTRUCTIONSUICIDE.STARCHAPTER.COM/IMAGES/DOWNLOADS/INTEGRATION\\_RESOURCES/CONSTRUCTION INDUSTRY ALLIANCE FOR SUICIDE PREVENTION\\_NEEDS\\_INTEGRATION\\_CHECKLIST.PDF](https://preventconstruction suicide.starchapter.com/images/downloads/integration_resources/construction_industry_alliance_for_suicide_prevention_needs_integration_checklist.pdf)



# CONSTRUCTION WELLBEING MODEL

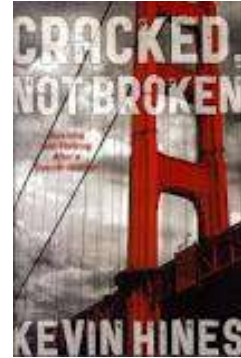


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## KEVIN HINES STORY



VIDEO LINK: [HTTPS://YOUTU.BE/WCSUS9IZV-G](https://youtu.be/WCSUS9IZV-G)

[HTTP://WWW.KEVINHINESSTORY.COM/RESOURCES](http://www.kevinhinesstory.com/resources)



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## QUESTIONS & COMMENTS



## **CONTACT INFORMATION**

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