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Goals for today, to walk away with a better understanding about...

1. Mental health and the power of stigma.

2. The impact of mental health on the workplace.

3. The unique challenges fundraisers and nonprofits face.

4. Strategies to help cultivate a supportive work environment and openness about mental health.

5. What getting started looks like.

There Is No Health Without Mental Health

Key Takeaways:

- Understand how mental health impacts everyone and plays a major role with: employee morale, job satisfaction, recruitment and retention.

- Implement strategies to cultivate a safe environment to learn about mental health and disclose a mental health issue.

- Learn how to be proactive and engaged concerning mental health awareness and wellness initiatives.
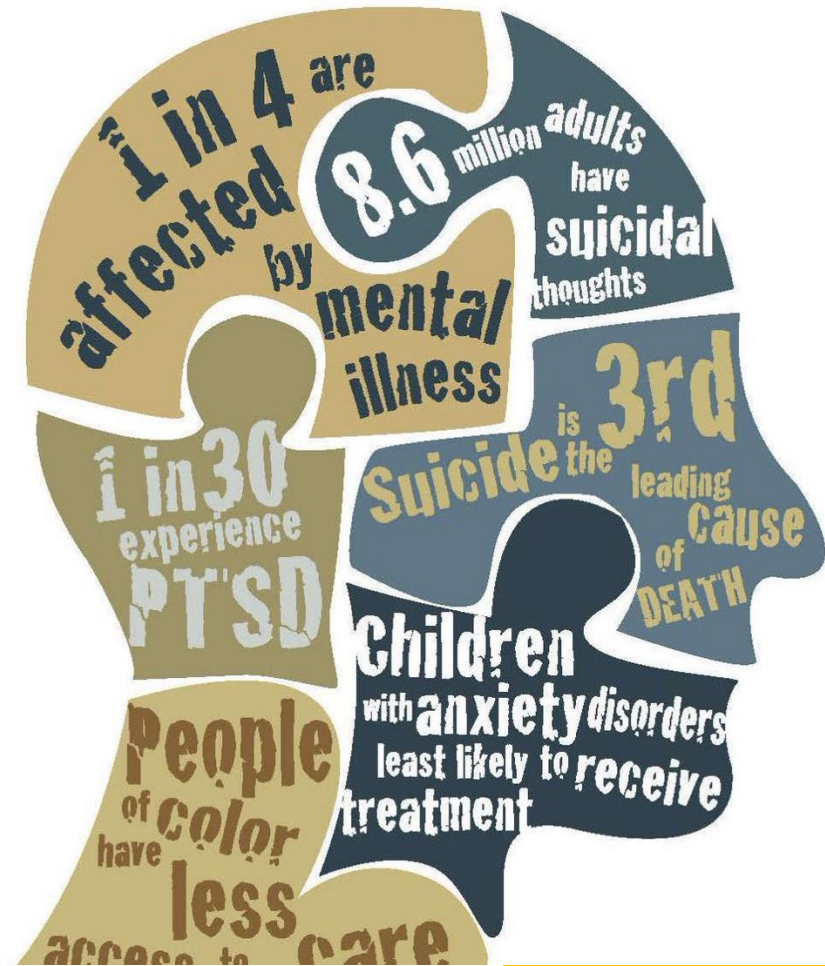
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"I think the saddest people always try their hardest to make people happy because they know what it's like to feel absolutely worthless and they don't want anyone else to feel like that."

Robin Williams

We Can't See Mental Illness

We only see what people want us to see.

Mental Health today:

- Why do we hesitate to tell anyone that we are suffering?

- Is it getting easier for anyone to talk about it?

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Two Types of Stigma

1. **Social stigma**, which involves the prejudiced attitudes others have around mental illness.

2. **Self-perceived stigma**, which involves an internalized stigma the person with the mental illness suffers from.
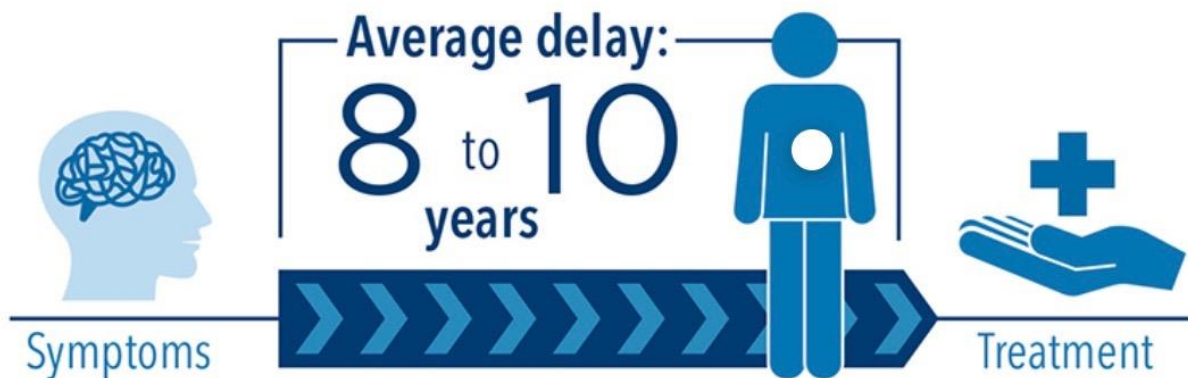
Addressing Stigma

"Stigma is when someone [labels]/ views you in a negative way because you have a distinguishing characteristic or personal trait that's thought to be, or actually is, a disadvantage [a negative stereotype]"

MAYO CLINIC

HARMFUL EFFECTS OF LABELS/STIGMAS

- Reduced hope + lower self-esteem
- Fewer opportunities for work, school or social activities
- Reluctance to seek help or treatment
- Lack of understanding by family, friends, co-workers or others
- Reduced likelihood of staying w/ treatment
- The belief that you'll never succeed at certain challenges or that you can't improve your situation

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Mental Health Impacts Every Aspect of a Nonprofit Organization

- Employee retention

- Organizational culture

- Employee engagement and staff morale

- Financial bottom line

- Recruiting top talent

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84% of fundraisers feel that they're under tremendous pressure to succeed

Job Satisfaction and Workplace Issues in the Fundraising Profession survey by AFP and The Chronicle of Philanthropy

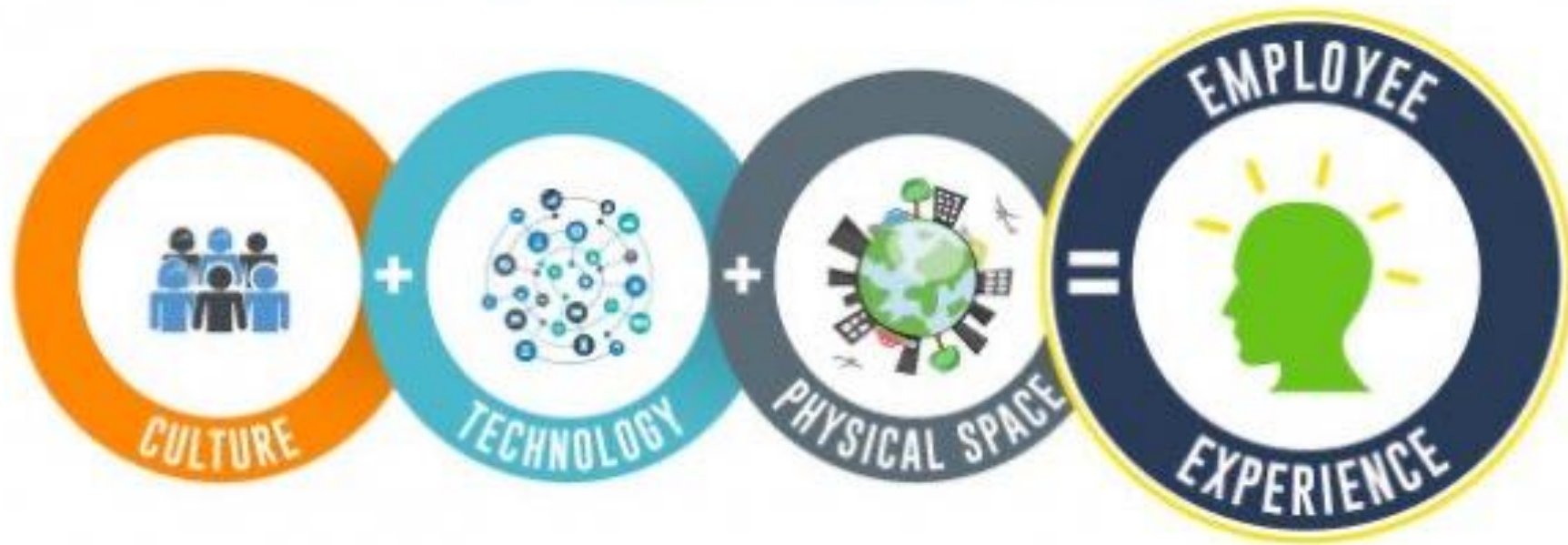# The Top 5 reasons for fundraisers want to leave the profession are...

1. Salary: **29%**

2. The organization's management overall: **28%**

3. Unreasonable expectations about fundraising goals: **27%**

4. A toxic organizational culture: **27%**

5. Leadership (CEO or board) lacks respect for, or understanding of, fundraising: **21%**

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Today's workforce is asking for and is concerned about more than just salary and title, they want...

Access to new technology, flexible work schedule, a positive work culture, professional development & mentoring – and for their company to care about mental health and wellness.

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THE EMPLOYEE EXPERIENCE EQUATION

CULTURE + TECHNOLOGY + PHYSICAL SPACE = EMPLOYEE EXPERIENCE

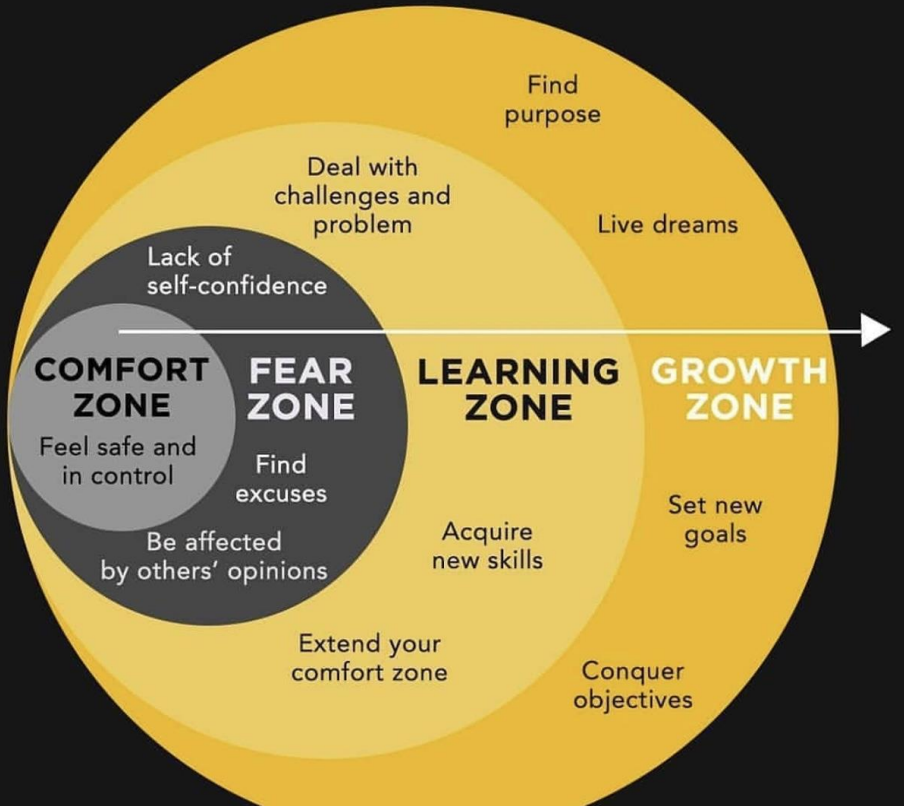© Jacob Morgan (thefutureorganization.com)

Ignoring Mental Health Has Major Consequences

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Mental illnesses cause **MORE days of work loss and work impairment** than any other chronic health conditions, including; arthritis, asthma, back pain, diabetes, hypertension, and heart disease.

- American Psychiatric Association Foundation

It takes consistent effect to move organizational leaders from zone to zone.

MENTAL HEALTH *in the* WORKPLACE

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Five Strategies any size organization can implement to help cultivate a culture of empathy and support.

1. Create a Safe Environment

2. Allow for Accommodations

3. Share Stories

4. Educate

5. Make Wellness a Priority

1. Make sure employees know it's safe for them to discuss mental health related issues.

- This precedent should be set by executives, managers, and other company leaders.

- By providing safe environments (both in person and online) to discuss, educate, and promote mental health, mental illness, and mental wellness.

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BE CONSCIOUS OF LANGUAGE – REMIND PEOPLE THAT WORDS MATTER.

ENCOURAGE EQUALITY BETWEEN PHYSICAL AND MENTAL ILLNESS

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2. Allow For Accommodations And Flexibility Needed To Work Through Mental Health Issues.

It's essential to support an employee's effort to seek treatment for a mental health issue, this may include:

- Time off to attend appointments

- A move to a quieter workspace or environment

- Supporting an employee's need to take on fewer projects while adjusting to new medication.

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BE HONEST ABOUT TREATMENT – NORMALIZE MENTAL HEALTH TREATMENT, JUST LIKE OTHER HEALTH CARE TREATMENT.

SHOW COMPASSION FOR THOSE WITH MENTAL ILLNESS.

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3. Sharing Stories (across all levels)

About lived experience and recovery can change your work culture.

- "Lived experience" refers to those living with mental illness, in recovery, or taking care of someone living with mental illness.

- Sharing stories makes it easier for employees to ask for help when they need it; these stories can help take the fear out of their own disclosure.

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"Having lost a child to suicide, I have become passionate about ending the stigma of mental illness and suicide prevention. The work Gracepoint does, and the establishment of the Andrew Lutes Endowment, is our attempt to avoid any parent having to go through what we did with the loss of our son Andrew."

Bill Lutes
Ameris Bank
Gracepoint Foundation
Board Member

"I have an uncle that died by suicide and an aunt whose life was deeply impacted by bipolar disorder. I give my time and resources to the Gracepoint Foundation to help our community understand that there is hope and help for individuals struggling with mental illness."

Erica M. Shea
Shumaker
Gracepoint Foundation
Board Member

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"Sometimes the journey towards hope and healing begins by listening to a story that has never been told. The privilege of listening to these stories allows my staff and I to live out our passion and purpose by helping some of our community's most vulnerable on their journey."

Tracy Smith
Director, Adult Inpatient Services
Gracepoint Inc.

"Mental illness and substance abuse destroyed my family. Watching and caring for loved ones battle these diseases shaped my life. Now I have an opportunity and the platform to change the conversation around mental health from one that condemns and diminishes those suffering, to one of empathy and support."

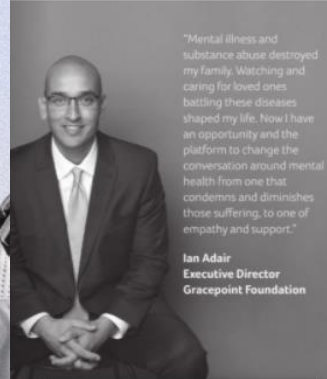Ian Adair
Executive Director
Gracepoint Foundation

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91 STEVEN STAMKOS

21 BRAYDEN POINT

77 VICTOR HEDMAN

2020-21 YEARBOOK

2020–21 Season Presented By **Advent**Health

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Ian Adair
Executive Director
Gracepoint Foundation

gracepoint foundation
Awareness. Advocacy. Philanthropy.
www.GracepointFoundation.org

The mission of the Gracepoint Foundation is to raise mental health awareness, financial support, and promote the programs and services of Gracepoint. The Foundation is committed to supporting a strong mental health care system through awareness, advocacy, and building strong community partnerships.

Gracepoint is the leading behavioral health service provider in Tampa Bay. Gracepoint impacts the lives of more than 30,000 individuals seeking mental health, addiction treatment, and medical services in our community each year.

LEARN MORE ABOUT GRACEPOINT AND THE FOUNDATION BY VISITING: GRACEPOINTFOUNDATION.ORG

CONNECT WITH US ON SOCIAL MEDIA:
TWITTER: @GRACEPOINTINC • INSTAGRAM: @GRACEPOINTFDN
FACEBOOK: WWW.FACEBOOK.COM/GRACEPOINTFOUNDATION
LINKEDIN: GRACEPOINT FOUNDATION

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STRONGER THAN STIGMA
IAN M. ADAIR

The stories shared in this book are some of the most authentic and real representations of what is going on in our country concerning mental illness, addiction, and recovery.

Our book, *Stronger Than Stigma*, is now available for purchase at: strongerthanstigmabook.now.site/home Available on Amazon starting in November 2020.

All proceeds from the sale of the book support the Gracepoint Foundation.

Together We Are Stronger Than Stigma.

"Mental illness is a battle often fought alone. Knowing who to trust for help is sometimes the hardest step to take on the path to wellness. I support Gracepoint to bring awareness to our community, create an open dialogue about mental illness, and provide a safe space to get help."

Jennifer Carver
WW HR Project Manager
Amazon
Gracepoint Foundation
Board Member

4. Educate Employees & Managers About Mental Health

- Promote mental health awareness through in-service trainings, panel discussions, and workshops on mental illness, self-care, and aspects of healthy living.

- Train managers & supervisors to be aware of signs of mental health issues and how to respond to them appropriately.

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TALK OPENLY

ABOUT MENTAL HEALTH, SUCH AS SHARING ON SOCIAL MEDIA.

EDUCATE YOURSELF

AND OTHERS – RESPOND TO MISPERCEPTIONS OR NEGATIVE COMMENTS BY SHARING FACTS AND EXPERIENCES.

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May is Mental Health Awareness Month

JULY IS **BIPOC MENTAL HEALTH AWARENESS** MONTH

For more information and resources, head to:

www.mhanational.org/july
www.nami.org

WORLD SUICIDE PREVENTION DAY

on september 10th

light a candle near a window at 8pm

to show your support for suicide prevention

to remember a lost loved one

and for the survivors of suicide

www.iasp.info/wspd

SEPTEMBER IS SUICIDE PREVENTION AWARENESS MONTH

One conversation can change a life

Mental Illness Awareness Week

October 4 - 10, 2020

Mental Illness Awareness Week (MIAW) was established in 1990 by the U.S. Congress in recognition of efforts by the National Alliance on Mental Illness (NAMI) to educate and increase awareness about mental illness.

It takes place every year during the first full week of October and coincides with National Depression Screening Day (Oct. 8) and World Mental Health Day (Oct. 10).

PTSD
PTSD awareness day

5. Make Wellness A Priority

- Promoting work/life balance to help reduce stress and prevent burnout.

- Exercise, healthy eating, and participation in leisure activities improve mental health.

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There Is No
Health Without
Mental Health

We All Have Mental Health

How to start. Make a commitment to support normalizing conversations around mental health.

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QUESTIONS?

Now's my time to hear from you!

Thank You!

Ian Adair

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- Instagram: @ianmadair
- Email: Iadair@gracepointwellness.org

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