



Rural Workforce Innovation Network

Mental Health in the Rural Workplace

May 21, 2024

Welcome & Housekeeping



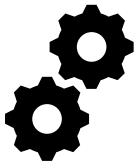
All participants will be in listen only mode.



Auto-generated closed captioning is enabled.



Use the Q&A for questions to be answered at the end.



If you require technical assistance, please type them in the Q&A.



Session is being recorded. Recording will be posted to the RWIN website.



USDA National Rural Development

Administrator
Rural Business Cooperative Service
Betsy Dirksen Londrigan

Today's Presenters



Sonya Bohmann,
Executive Director

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Samantha Lewandowski
Program Director

sam@recoveryfriendlyworkplace.com



Jessica Cabrera
Managing Director
Member Engagement

jessicac@fb.org



Mental Health
and
Suicide
Prevention in
Construction

The Next Dimension of Safety



What is the Construction Industry Alliance for Suicide Prevention (CIASP)?

- Born out of necessity in response to a statistic released in a **CDC study ranking construction and extraction as the #1 occupation for deaths by suicide**
- CIASP was formed in 2018 as a **501(c)(3) nonprofit organization**
- **Vision:** A zero-suicide construction industry
- **Mission:** CIASP exists to save lives by eliminating suicide in the construction industry.
- **10-Year Goal:** The construction industry suicide rate will be no higher than the average of all other industries: approximately 18 deaths per 100K employees.





Let's clear up some language

- Die by vs. Commit
- Has vs. Is
- Weak, selfish



Why do we need to address mental health in the construction workplace?

- In 2021 There were an estimated 5,211 suicides in construction
- The suicide rate in the U.S. is rising, but **construction workers are at a greater risk of suicide than the average worker**
- All levels: laborers, skilled trades, operators, management
- Male construction workers die from suicide at twice the rate of workers on average.



It's not just construction

Suicide is a societal issue:

11th leading cause of death

48,183 deaths by suicide in 2021

14.04/100,000

1.70 M attempts annually

Source: AFSP.org



Strength. Determination. Grit.

CHARACTER TRAITS THAT GET HARD WORK DONE.

The same traits can be a
barrier to asking for help.

SPEAK UP TO
STANDUP



INFORMATION & RESOURCES AT
preventconstructionsuicide.com



THE NATIONAL SUICIDE
PREVENTION LIFELINE AT
1.800.273.TALK (8255) or
suicidepreventionlifeline.org

CRISIS TEXT LINE |

TEXT **HELLO** TO 741741
Free, 24/7, Confidential
crisistextline.org

**IT'S OK TO NOT BE OK. BE BRAVE - SPEAK UP
FOR YOUR TEAM. SPEAK FOR YOURSELF.**

Rethink safety focus

- 2021:
 - 1015 Construction Worker Fatalities (9.5/100,000)
 - 5,211 Construction Worker Suicide (49.4/100,000)

(source U.S. Bureau of Labor and Statistics 2021 Census of Fatal Occupational Injuries)



What are the Construction Risk Factors?

Chronic pain

Extreme pressure /
low margin for
error

Promotion of
supervisors without
leadership training

Skills gap / feeling
stuck

Stoic / tough guy
mentality

Separation and/or
isolation

Layoffs / financial
instability

Access to lethal
means

Veterans in the
workforce

Alcohol &
Substance Abuse

Demographics:
Men in the middle

Sleep disruption /
deprivation

Poor access to /
utilization of
behavioral health
care

Recognize the Signs to Speak Up

WHAT ARE THEY SAYING?

- ◆ Talking about feeling trapped
- ◆ Saying they want to die
- ◆ Feeling like they are a burden to others
- ◆ Expressing hopelessness or helplessness
- ◆ Conflict or confrontations with co-workers

WHAT ARE THEY DOING?

- ◆ Increased tardiness or absenteeism
- ◆ Decreased productivity and problem solving
- ◆ Near misses, hits or other safety incidents
- ◆ Misusing drugs or alcohol
- ◆ Acting anxious, agitated or reckless
- ◆ Withdrawing from social groups and interactions
- ◆ Extreme mood swings

WHAT'S HAPPENING IN THEIR LIVES?

- ◆ Relationship issues
- ◆ Major life changes
- ◆ Loss of a loved one
- ◆ Financial difficulties
- ◆ Illness or injury

RESOURCES HELP IS WITHIN REACH



INFORMATION & RESOURCES AT
preventconstructionsuicide.com

NATIONAL
**SUICIDE
PREVENTION
LIFELINE**

THE NATIONAL SUICIDE
PREVENTION LIFELINE AT

1.800.273.TALK (8255) or
suicidepreventionlifeline.org

STANDUP
FOR SUICIDE PREVENTION

CRISIS TEXT LINE |

TEXT HELLO TO 741741
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crisistextline.org

Creating a Culture of Care

- Leadership support
- Injury management/return to work programs
- Flexibility with scheduling
- Setting reasonable expectations
- Peer-support groups & team-building activities
- Financial education
- Substance use education
- Reduce jobsite access to lethal means
- Train management in soft skills and communication
- Train and develop employees to reach their full potential
- Build in protective factors for veterans




Intangibles and Intuition

- Share your experiences
- Engagement
- Make a phone call
- Invite someone to lunch
- Schedule afterwork and weekend activities
- Include EVERYONE!
- Create/Share a post on LinkedIn/Social Media letting people know they can reach out to you if they need someone to talk to, or that you support mental health.





LIVINGWORKS Start

- What is it?
- Who is it for?
- Why do I need it?
- Why should I take  **LIVINGWORKS Start**
- High-quality content with a variety of simulation options, based on best-practices in online curriculum development
- Online and self-paced, allowing participants to pause, save progress and return at a later time
- Custom content to cater for people's differing experiences, location and needs
- Safe and effective for participants as young as 13 years old (with parental supervision), or 15+ for independent learning

Know How to Respond: TASC

Tune in

Tune in: When you notice or sense that a person may need help, focus your attention on them for warning signs

Ask

Ask: Ask if they are thinking about suicide clearly, directly & calmly – and without judgement

State

State: State that suicide is serious and that connecting to help is important

Connect

Connect: Connect the person to a helping resource who knows suicide first-aid skills

NATIONAL
SUICIDE
PREVENTION
LIFELINE
1-800-273-TALK (8255)
suicidepreventionlifeline.org

988

CRISIS TEXT

Text HELLO
Free, 24/7, Confidential



GET HELP

Know who to contact if you or someone you know is at risk of suicide

GET INFORMED

Learn why construction is the most at-risk industry for suicide deaths

GET STARTED

Pledge to STAND UP for suicide prevention and address it as a health and safety priority

**WE ALL
STAND
STRONGER
TOGETHER**



INFORMATION & RESOURCES AT
preventtoconstruction suicide.com



THE NATIONAL SUICIDE PREVENTION LIFELINE AT
1.800.273.TALK (8255) or
suicidepreventionlifeline.org



Resources



preventconstructionsuicide.com

Take the pledge, download resources, order supplies, access free training and screening tool – all on our website



@THE_CIASP





American Farm Bureau Federation®



THE VOICE OF AGRICULTURE

Grassroots Membership Organization

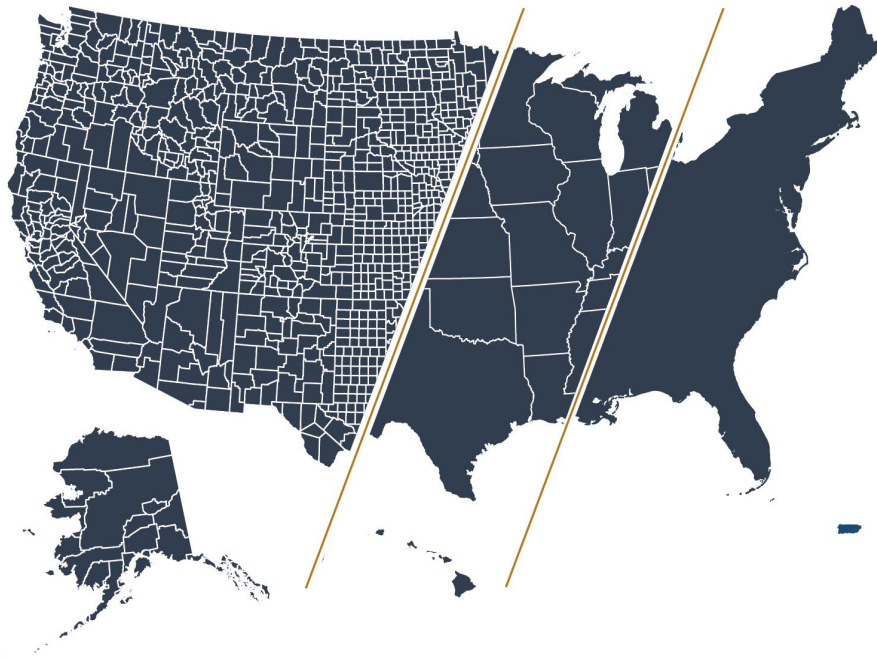
Farm Bureau is the Nation's Largest General Farm Organization

Bringing together farmers and ranchers at the county, state and national levels to serve as the voice of agriculture and drive the work of the organization.


2,800 County Farm Bureaus

50 State Farm Bureaus Plus Puerto Rico

Nearly 6 Million Member Families



American Farm Bureau Federation is the Voice of Agriculture®. We are farm and ranch families working together to build a sustainable future of safe and abundant food, fiber and renewable fuel for our nation and the world.

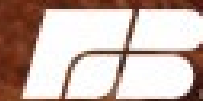
A photograph of three people walking away from the camera in a field at sunset. The sun is low on the horizon, creating a warm, golden glow. The people are silhouetted against the bright light. The person in the middle is wearing a cap and has their hand raised as if gesturing. The person on the right is wearing a jacket and has their hand on their hip. The person on the left is wearing a jacket and has their hands in their pockets.

Stronger Together

#FarmStateOfMind

farmstateofmind.org

- National Resource Directory
- Helpful Tips and Videos
- Peer-to-Peer Support
- Free Counseling & Consultation Services
- Research
- Rural Resilience Training
- Help for Opioid Misuse





FARM STATE OF MIND

Mental Health in Rural America

What Contributes to Extreme Stress?

Multiple studies show that farmer suicide rates are 2-5x higher than the national average.

Farmers Experience:

Natural
Disasters

Financial
Uncertainty

Fluctuating
Markets

Labor
Shortages

Trade
Disruptions

Regulatory
Uncertainty

Weather
Events

Investment
Risk

Isolation

Pressure of
Legacy

Farm State of Mind Campaign Objectives

To increase awareness and reduce stigma regarding mental health challenges for farmers and ranchers.

To increase access to information, resources and training for farm and ranch communities across the United States.



Fb.org/farmstateofmind

farmstateofmind.org



#FarmStateOfMind


farmstateofmind.org

Farm State of Mind Resource Directory

Farm State of Mind Resource Directory


Need Help? Know Someone Who Does?


Search Region Resource Type Limit Refresh

 **National: 988 Suicide & Crisis Lifeline**
Substance Abuse and Mental Health Services Administration (SAMHSA) Hotline

The 988 Suicide & Crisis Lifeline is a national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week in the United States.


988
988lifeline.org/




 **National: Farm Family Wellness Alliance**
Farm Foundation Counseling Service

Join the online community called Togetherall that offers anonymous peer-to-peer support and a library of self-paced resources. Through the External Resources section, users have access to free counseling and consultation services for farm family members 16+ through Personal Assistance Services (PAS).

<https://www.farmfoundation.org/resources/farm-family-wellness-alliance/>



 **National: AgriStress Helpline**
AgriSafe Hotline

The AgriStress Helpline is a crisis response and resource line

(CO, CT, MO, MT, OR, PA, TX, VA, WA, and WY)



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farmstateofmind.org

HELPFUL TIPS

Although it may feel like it's out of your comfort zone, you can start a conversation in any number of ways:



Remind Them of Something They've Said and Express Interest

"You mentioned no one seems to understand what you're going through. I want you to know you can talk to me."

— Adrienne DeSutter,
Illinois Farm Bureau Member



Acknowledge What They're Going Through

"Hey, how have you been handling all of this lately? I know it's been some tough times, can I help in any way?"

— Shelby Watson,
Maryland Farm Bureau Member



"I've noticed you haven't been the same lately. Are you okay? I really value you and our friendship and want you to know that I am always here for you."

— Brandon Fullenkamp,
Ohio Farm Bureau Member



"Farmers think that it's a sign of weakness to ask for help. But actually, I think that it's the exact opposite because anything that is hard takes strength. Taking that hard step and reaching out is what saved me."

— James Dixon,
Arkansas Farm Bureau Member

Know the Warning Signs

When loved ones, neighbors or others you care about are experiencing mental health challenges, they may not even realize it. **Here's how you can identify someone who may be at risk.**

Change in routines or social activities

Decline in the care of domestic animals

Increase in illness or other chronic conditions

Increase in farm accidents

Decline in appearance of the farmstead

Decreased interest in activities or events

Signs of stress in children including struggles with school

Learn more about recognizing the signs of chronic stress, depression or suicidal intent and what you can do to help at [NY FarmNet](#).

Five Steps to Help Someone in Emotional Pain

- 1 Ask
- 2 Be there
- 3 Stay connected
- 4 Keep them safe
- 5 Help them connect

Visit the [National Institute of Mental Health](#) website for more information.

Coping with Stress and Anxiety

- 1 Connect with others
- 2 Take breaks from negative news or influences
- 3 Prioritize your health and well-being
- 4 Take time to unwind
- 5 Recognize when you need more help

Visit the [Centers for Disease Control and Prevention](#) website for more information.



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On-Demand Training

Rural Resilience Training

Recognizing the high levels of stress affecting America's farmers and ranchers, Farm Credit, American Farm Bureau Federation and National Farmers Union [partnered on a program](#) to train individuals who interact with farmers and ranchers, providing them with the skills to:

- **Understand** the sources of stress
- **Identify** effective communication strategies
- **Reduce** stigma related to mental health
- **Learn** the warning signs of stress and suicide

Farm Bureau Members
Register for FREE Training



[Register](#)

Non Farm Bureau Members
Register for FREE Training

D2L Open Courses

[Register](#)



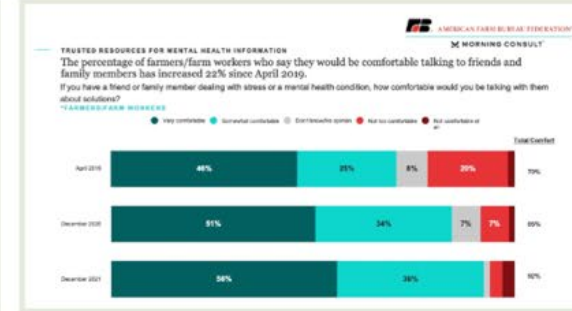
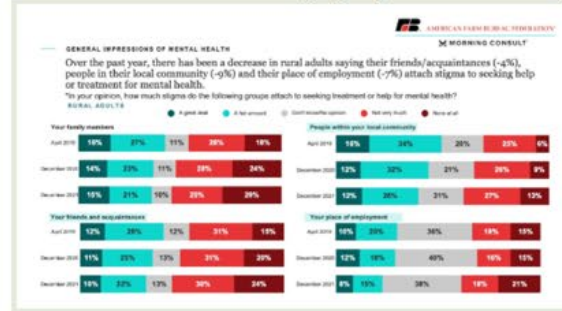
Rural Mental Health Research

Research

Click below to access information regarding American Farm Bureau Federation polls conducted by Morning Consult that aid in better understanding the landscape of rural mental health. Links to full survey results are included each article.

- [Rural Stress Poll: 2019](#)
- [Impacts of COVID-19 on Rural Mental Health: 2020](#)
- [Farmer and Rural Perceptions of Mental Health: 2021](#)
- [Opioid Misuse Among Rural Adults: 2022](#)

National Poll Shows Encouraging Signs of Reduced Stigma Around Farmer Mental Health



Seeking Help for Opioid Misuse

Hotlines

Treatment Programs

Prevention

Disposal





togetherall



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Togetherall is made possible by the Farm Family Wellness Alliance



Farm Family Wellness Alliance Funding Partners



Farm Family Wellness Alliance Marketing Partners

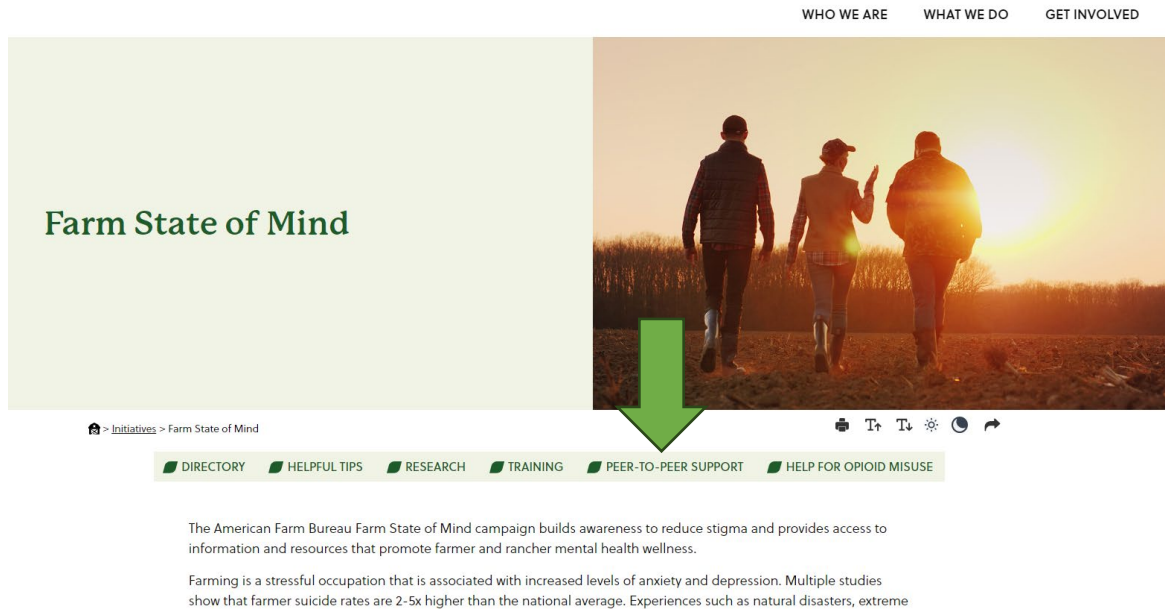


Farm Family Wellness Alliance Service Providers



Togetherall and PAS services are made available free-of-charge to farm families (16+) across the United States due to the generous support and collaboration of the Farm Family Wellness Alliance partners.

How to Access: Visit www.fb.org/farmstateofmind



Online Peer-to-Peer Support

When you feel better, you farm better.

Togetherall is an anonymous peer-to-peer online community that empowers farmers and their families to get and give support. Here you will find:

- **Supportive Community:** Using an anonymous profile, connect and share in a safe space with others who understand. Join the Agricultural Group!
- **Immediate Access:** Whatever's on your mind, you can access Togetherall in minutes, 24/7. The community is moderated around the clock by real, live, licensed clinicians.
- **Wellbeing Tools:** Benefit from self-assessments and courses to help you understand how you are feeling.

In addition, personal wellbeing and life event support services are available through our partner Personal Assistance Services (PAS) and accessible through Togetherall. These services include family and individual counseling provided by agriculturally competent rural mental health professionals. [Watch to learn more.](#)

These resources are made available free-of-charge for farmers and farm family members (16+) because of the generous support and collaboration of the [Farm Family Wellness Alliance](#) partners.



Online Peer Support Community

The screenshot displays the TogetherAll website interface. At the top, the logo 'togetherall' is on the left, and navigation icons for Home, Community, Courses, Resources, Ask a Wall Guide, Search, Friends, Messages, and Notifications are on the right. Below the navigation is a header with the text: 'A safe space, where people provide peer-to-peer emotional support, help and guidance'. Underneath, there are tabs for 'All', 'My posts', 'Groups', and 'Starred'. A 'Filter by' section includes 'Categories' and 'Type of post: Talkabouts' dropdowns, and a 'Create Post' button. A 'Explore the wall' section shows '15 new bricks since yesterday' with a small image. Below this are filter buttons for 'Anxiety', 'Depression', 'Loneliness', and 'Sleep'. The main content area shows a list of 'Talkabout' posts. The first post is titled 'I don't want to be alone' and is from user 'MistyHyacin00' posted 6 hours ago. The second post is titled 'Backing out of a commitment and money worries,' and is from user 'laVieenROSE15' posted 8 hours ago. The third post is titled 'I feel like I am not getting anywhere in life.' and is from user 'GoodDiamond09' posted 57 minutes ago. The fourth post is titled 'a loop' and is from user 'AmaranthTea75' posted 2 hours ago. The fifth post is titled 'I don't know where to turn'.



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Agricultural Industry Group

Talkabout Agricultural Industry

Farming is hard
I've just been thinking a lot today about how important farming is but how hard it is to stay in business. And it seems like few people who benefit from what we do appreciate it. I know it is important. I belie...

5 Jan 2024 • General Chat, Stress
TerrificLupine44 8

Talkabout Agricultural Industry

Overcoming farm stressors
I'm new here but just wanted to say hello. We run a family farm that is undergoing some changes in passing to the next generation. To say it's been stressful is an understatement. I'm glad to find a plac...

11 days ago • Anxiety, Depression, Stress, Loneliness
BlitheBloom19 5

Brick Agricultural Industry

Damned if you do and damned if you don't

8 days ago • Relationships, Stress, Depression
OchreKangaroo86 3

Talkabout Agricultural Industry

No one listened
Brought up issues on spending our business boss is overspending when brought up it was just blown over. I am just frustrated because in the future the business can go under.

29 days ago • General Chat
ConcreteDelight11 3

Talkabout Agricultural Industry

planting season hasn't started and I'm already behind
Have you ever had those times when the "main thing" you're supposed to be doing seems to be the furthest down the list of fires to be put out? I put this in the anxiety category because it is making me...

28 Feb 2024 • Anxiety
ChipperCuckoo80 3

Talkabout Agricultural Industry

Farmer and rancher gatherings
One good thing about the winter months is the opportunity to go to farmer and rancher events for education and community. I try to go to one or two if I am able and it is great both for new ideas and...

22 Feb 2024 • General Chat
QuartzCreek86 2

When you post something in a Group it will be visible to all Togetherall members.

Group principles

- We are empathetic
- We are non-judgmental
- We are respectful

See all Groups

[Do you need urgent help?](#)

Role-based Groups

Student Life
Starting college or university and settling into student life can be challenging, but talking about it helps. Talk and share with fellow students.

Student Experience, Loneliness, Relationship... +5

[Join Group](#)

Work-life Balance
How would you rate your work-life balance? It can be tough to juggle remote working, coworkers, home life and job stress. Connect with other workers and share your experiences.

Sleep, Anxiety, Stress, Relationship, Relati... +3

[Join Group](#)

Healthcare Workers
Are you a healthcare worker? Connect with other members who work in your sector. Share your thoughts with people who understand how you feel.

Stress, Anxiety, Happiness, Depression... +4

[Join Group](#)

Parents and Caregivers
Being a parent or carer brings unique rewards and challenges. Share your experiences with others who can relate to your situation.

Parenthood / Parenting, Stress, Anxiety... +4

[Join Group](#)

Military Community
Connect with members who are serving personnel, veterans and family members of the Military Community.

PTSD / Trauma, Anxiety, Recovery, Depressio... +4

[Join Group](#)

Veterinary Medicine
Are you a veterinarian, a veterinary student or work in the veterinary field? Connect with other members in your sector and share your thoughts with those who have similar experiences.

General Chat, Anxiety, Happiness, Depression... +4

[Join Group](#)

Creative and Performing Arts
A dedicated group within Togetherall for those in the creative and performing arts to share their feelings, experiences, and relate to others.

General Chat, Anxiety, Happiness, Depression... +4

[Join Group](#)

Chiropractor Group
As caregivers, it's important to take care of your own mental health. Connect with other chiropractors and students of chiropractic medicine and support each other around the challenges of life and work.

General Chat, Anxiety, Happiness, Depression... +4

[Join Group](#)

Agricultural Industry
A space for farmers, producers, and others involved in the agriculture industries to connect around maintaining positive mental health.

General Chat, Anxiety, Happiness, Depression... +4

[Read Posts](#)



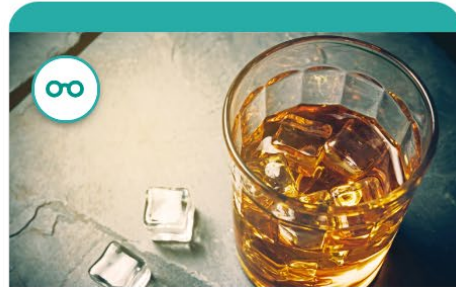
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Self-help courses

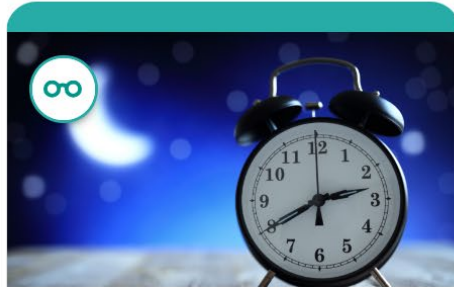
You can enrol and take part in interactive group courses on a variety of topics to help you feel more in control of your emotional health. You can take the course at a pace that suits you - it's there whenever you need it.

Author ▾



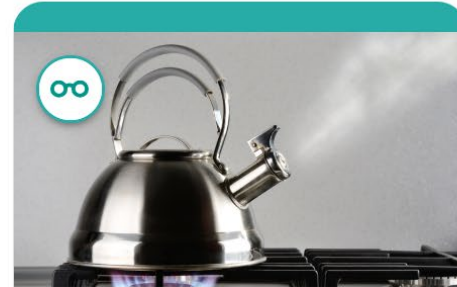
Cut Down Your Drinking

A step by step guide on how to reduce your drinking and improve your overall wellness



Improve Your Sleep

A course full of hints and tips to help sleep, leaving you feel more energised and refreshed



Managing Anger

A course which provides you with a variety of strategies and techniques to manage anger

Manage Consent
etherall.com

Courses

Tools

These interactive tools can help you track your mental health journey and identify focus areas that may be important to you.



Journal

Use your private Journal to note down what you have been up to and what you've been going through.



Goal setter

Capture personal Goals you want to set yourself and tick them off when you complete them.

Self assessments

These short questionnaires allow you to track how you are feeling. When taken repeatedly, you can observe your development over time.

[View all](#)

Tools & Resources



Managing Mood

We all have highs and lows of Mood. This screening tool will help you to understand if you have a healthy relationship with Mood.



Obsessive or compulsive tendencies

OCD is now commonly understood and lots of us might be checking, doubting or arranging stuff too much. Use this test to check your obsessive or compulsive tendencies.



Anxiety

We can all feel anxious and stressed from time to time. This test will help you and us to

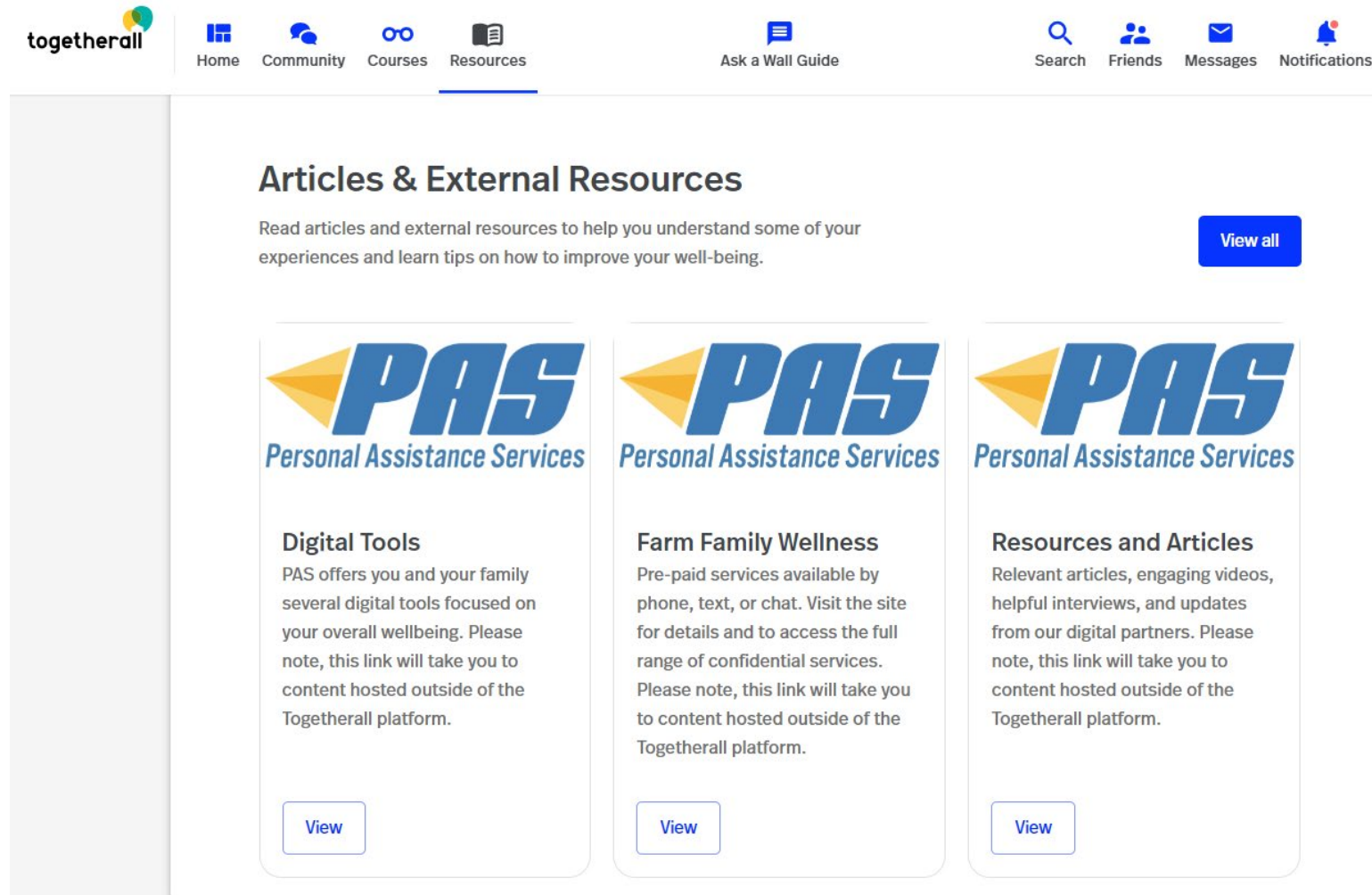


Panic

Many of us experience feelings or panic, or panic attacks. This test will help you to



External Resources




The screenshot shows the 'Resources' section of the Togetherall website. The navigation bar includes 'Home', 'Community', 'Courses', 'Resources', 'Ask a Wall Guide', 'Search', 'Friends', 'Messages', and 'Notifications'. The main heading is 'Articles & External Resources', with a 'View all' button. Below are three resource cards, each featuring the PAS logo and a 'View' button.

togetherall Home Community Courses **Resources** Ask a Wall Guide Search Friends Messages Notifications

Articles & External Resources

Read articles and external resources to help you understand some of your experiences and learn tips on how to improve your well-being. [View all](#)




PAS
Personal Assistance Services

Digital Tools

PAS offers you and your family several digital tools focused on your overall wellbeing. Please note, this link will take you to content hosted outside of the Togetherall platform.

[View](#)




PAS
Personal Assistance Services

Farm Family Wellness

Pre-paid services available by phone, text, or chat. Visit the site for details and to access the full range of confidential services. Please note, this link will take you to content hosted outside of the Togetherall platform.

[View](#)



PAS
Personal Assistance Services

Resources and Articles

Relevant articles, engaging videos, helpful interviews, and updates from our digital partners. Please note, this link will take you to content hosted outside of the Togetherall platform.

[View](#)



Free Access to Personal Assistance Services (PAS)



FAMILY AND INDIVIDUAL COUNSELING

Our Ag Competent, Rural Mental Health Professionals have the experience and training to efficiently provide tools and support to harvest your inner resources and assist you in problem-solving and strengthening your family and yourself.

[Check It Out →](#)



NUTRITION AND HEALTH COACHING

PAS has registered dietitians, nutritionists, and health and fitness coaches who can provide free, individualized education and support for all of your family's health and wellness concerns.

[Check It Out →](#)



LEGAL CONSULTATION

PAS provides a confidential and free initial attorney consultation to answer your questions about many legal topics, and discounted rates when hiring an in-network attorney to resolve your legal concerns.

[Check It Out →](#)



ORGANIZATIONAL & PRODUCTIVITY COACHING

PAS Time Management Specialists can assist farm families in many areas to help you feel like you have more control over the things that matter most.

[Check It Out →](#)



CAREER CONSULTATION

Our Career Consultants can assist you and your family in making the best decisions about what direction is best for your interests as well as your future, and provide tools and resources to make your family the most successful when choosing a career in the Ag world, adjacent to it, or on a different path.

[Check It Out →](#)



EDUCATION PLANNING

PAS has specialists to assist with all levels of education planning. PAS' Education Planning Services cover the full spectrum of the lifecycle from early learning options to college planning and continuing education

[Check It Out →](#)



FINANCIAL CONSULTATION

PAS has specialists who can answer your financial wellbeing questions, provide resources, help you set goals, and assist you in feeling like you have a handle on your financial future.



RETIREMENT COACHING

PAS Retirement Coaches can help you clarify your goals and maintain your values as you approach these important decisions.



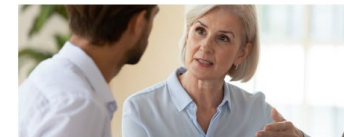
PARENTING AND CHILDCARE CONSULTATION

PAS parenting services include options for parenting consultations, childcare resources and referrals, and homebound education coaching.



ELDER CARE MANAGEMENT

PAS consultants can assist with care coordination and provide financial consultation as you look for resources on caring for your aging loved ones.



LIFE COACHING

PAS' certified Life Coaches will give you the accountability you need to make sure you continue to grow and reap the rewards of your success.



NICOTINE CESSATION COACHING

PAS Nicotine Cessation coaches are trained to assist you and your family members to reduce or extinguish your use, whatever your goals may be.



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Recovery Friendly Workplace: An Additional Tool for Supporting the Rural Workforce

Tuesday, May 21, 2024

Presented by: Samantha Lewandowski, MS, Program Director
NH Governor's Recovery Friendly Workplace | Administered by Granite United Way

Overview

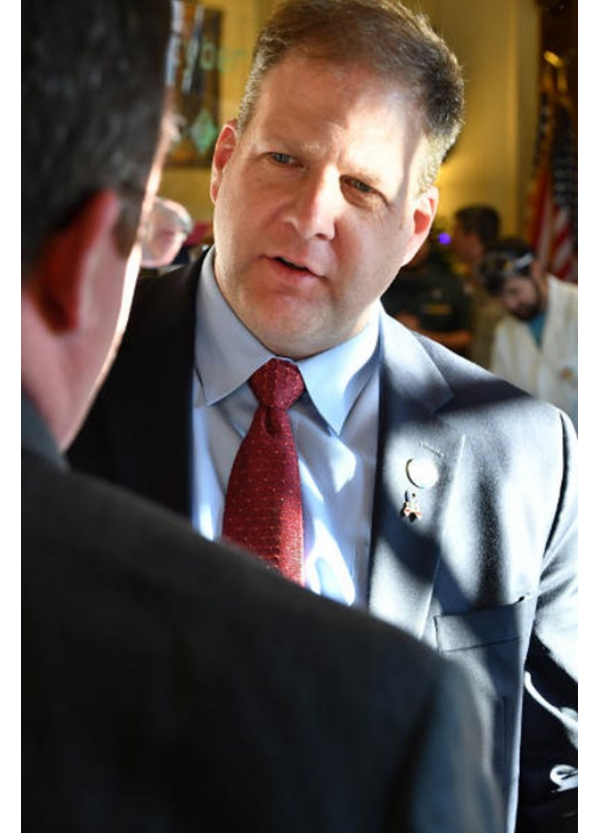
- **Recovery Friendly Workplace Overview & Why Employers Should Get Involved**
- **RFW Process: A Deeper Dive**
- **Examples of Impact & Integration**



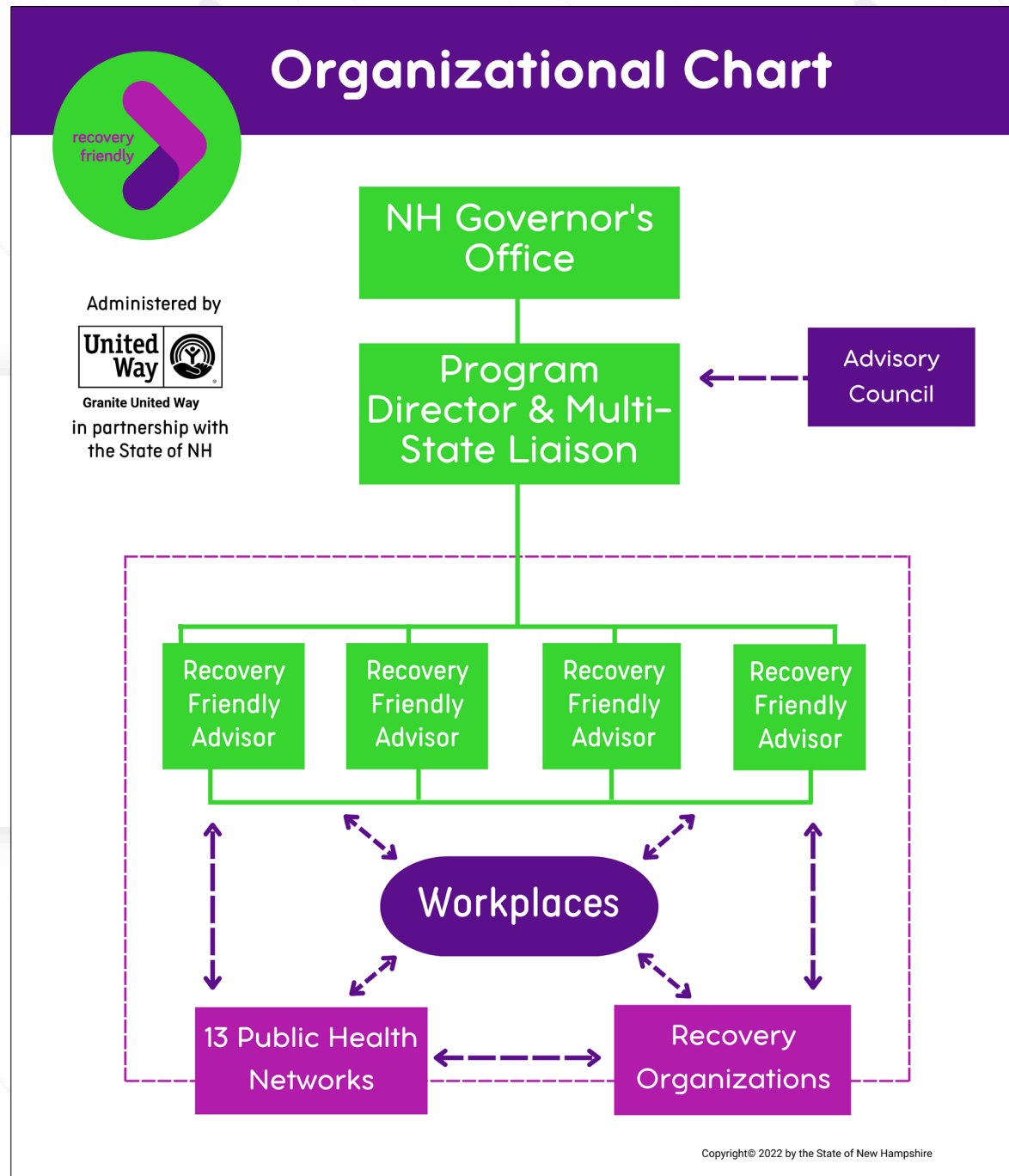
Recovery Friendly Workplace Overview & Why Employers Should Get Involved

Recovery Friendly Workplace Initiative

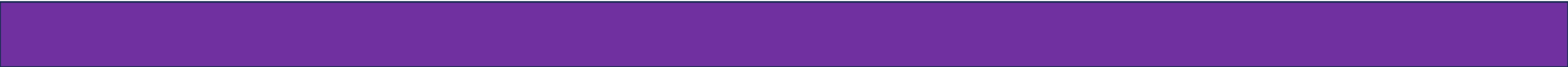
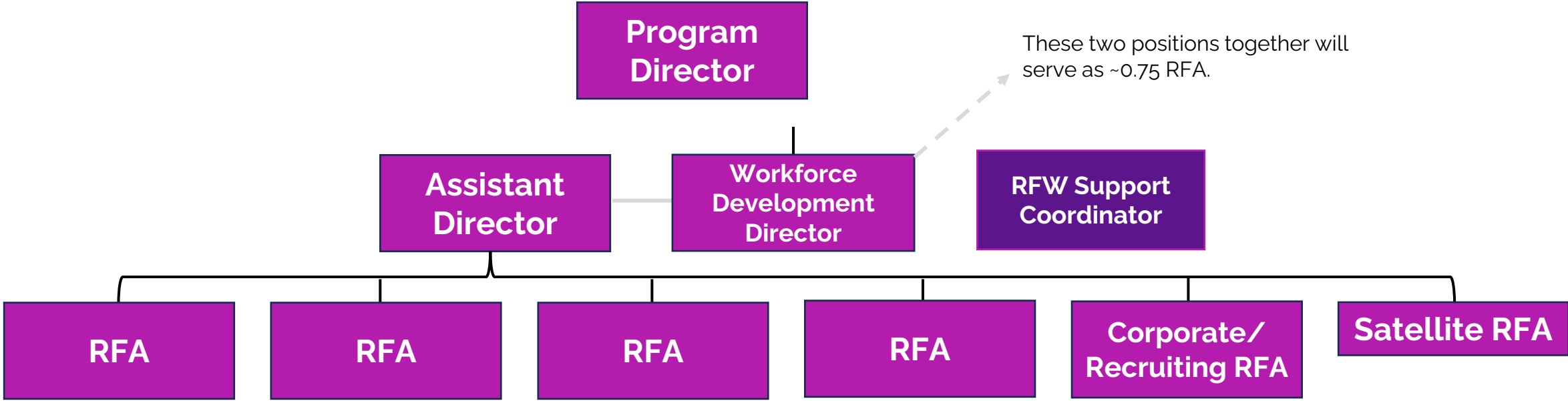
- **Led** by Governor Chris Sununu
- **Launched** in March of 2018
- **Promotes** health, safety, and wellness for NH workplaces and employees
- **Empowers** workplaces to provide support for employees in recovery and those impacted by substance use disorder (SUD)
- **Challenges** stigma
- **Encourages** employee retention and productivity



Org Chart



Updated RFW Org Chart



Recovery-Friendly Cultural Goals

- Moving workplace along continuum of culture change (especially as relates to reducing stigma and increasing psychological safety)
- Understanding of SUD as complex health condition deserving of parity
- Leadership/management equipped with knowledge, tools, and resources needed to support employees
- Employees
 - Feel safe coming forward
 - Experience a supportive approach even if conversation is not employee-initiated
 - Know rights/policies/processes
 - Know variety of resources/pathways
- Openness to hiring whoever is best for the job
- Recognition of recovery as a strength



Image: Forward Merch LLC, a screen/t-shirt printing company, shows off their RFW Designation.

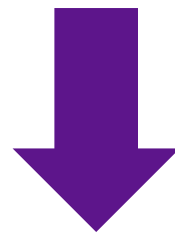
Why Should Employers Get Involved?

- Significant costs associated with not addressing
 - National Safety Council [Substance Use Employer Calculator](#)
- Already employing those with SUDs
 - Over 20 million, **~10%**, with SUD (SAMHSA, 2018)
 - **~9.1%** resolved SUD in 2017 (Kelly *et al.*, 2017)
 - Nearly **1 in 2** indirectly impacted (PEW Research Center, 2017)
- **Attract/retain talent**

Additional benefits of addressing SUDs:



- Productivity
- Employee health
- Morale
- Communication
- Employee satisfaction
- Community connection
- Customer loyalty



- Absenteeism
- Turnover
- Impact on families

Workers in Recovery Save Companies \$\$

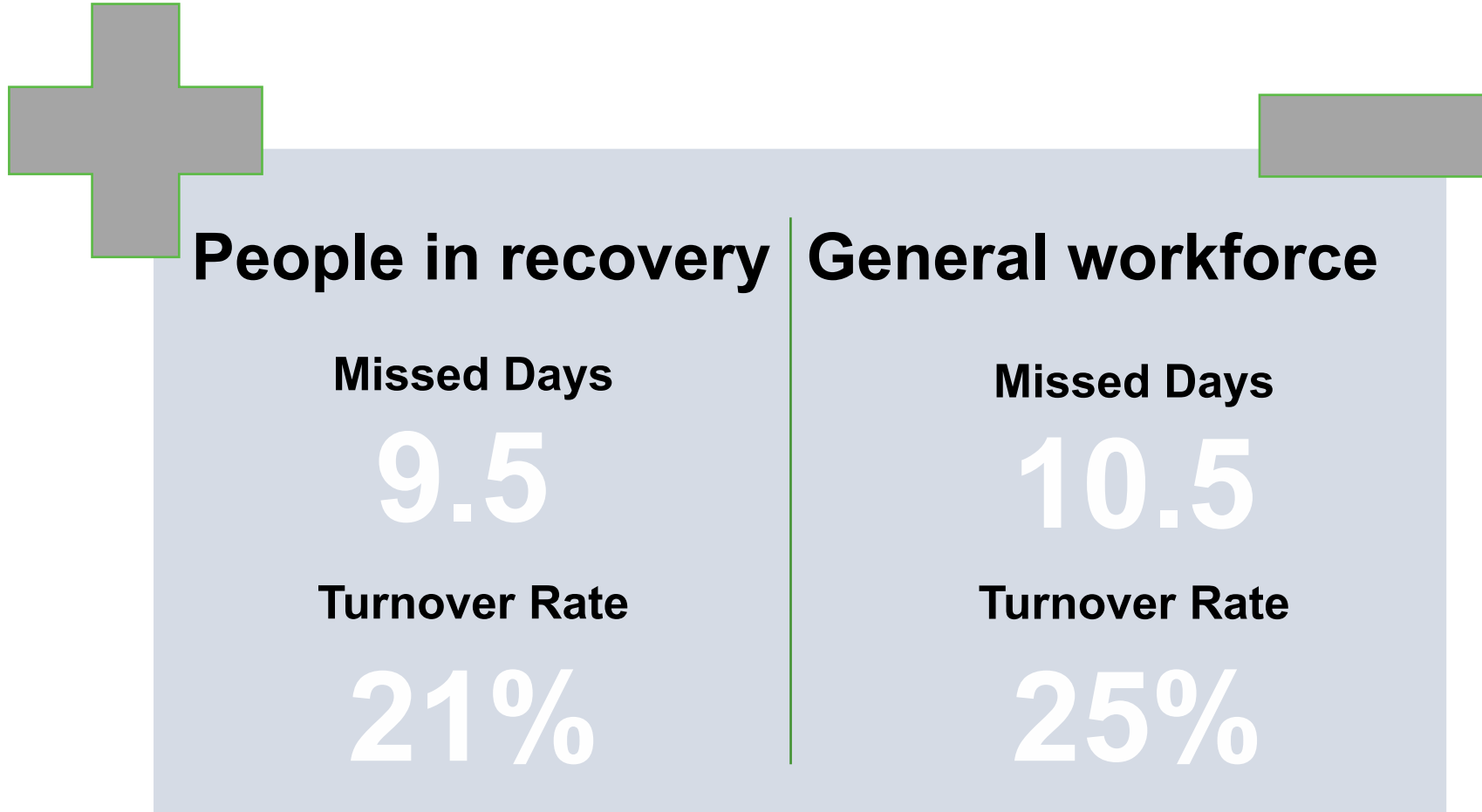
Workers in recovery help employers **AVOID**
\$4,088
in turnover & replacement costs

Workers in recovery miss
13.7 days
LESS
per year
than workers with an SUD

Each employee who recovers from a substance use disorder
SAVES
a company over
\$8,500
on average

(Source: National Safety Council)

Recovery Is Good for Business



(Goplerud, 2017)

NSC Employer Cost Calculator



NSC Employer Cost Calculator SUBSTANCE USE

A Substance Use Cost Calculator for Employers

The National Safety Council has collaborated with an independent research institution, **NORC at the University of Chicago**, to update "The Real Cost of Substance Use to Employers" tool, originally developed in 2017 with national nonprofit [Shatterproof](#). This cost calculator is an authoritative, easy-to-use tool providing business leaders with specific information about the cost of substance use (including prescription drug use and misuse, alcohol use and misuse, opioid and heroin addiction, as well as use of other illicit drugs and cannabis) in their workplace based on size of employee base, industry and state. [Learn More](#)

Calculate Your Workplace Costs

Where are your facilities/offices located?

-- Choose State --

How many employees in your organization?

of Employees

Add Additional State

What is your industry?

-- Choose Industry --

Email Address

Get Your Report

We will email you the results of this calculator.

About the National Safety Council

The National Safety Council is America's leading nonprofit safety advocate - and has been for over 100 years. As a mission-based organization, we work to eliminate the leading causes of preventable death and injury, focusing our efforts on the workplace, roadway and impairment. We create a culture of safety to not only keep people safer at work, but also beyond the workplace so they can live their fullest lives.



About NORC

NORC at the University of Chicago is an independent research institution that delivers reliable data and rigorous analysis to guide critical programmatic, business, and policy decisions. Since 1941, NORC has conducted groundbreaking studies, created and applied innovative methods and tools, and advanced principles of scientific integrity and collaboration. Today, government, corporate, and nonprofit clients around the world partner with NORC to transform increasingly complex information into useful knowledge. Please visit www.norc.org for more information.

RFW Process: A Deeper Dive

How We Support Our RFWs

- Structured, but flexible process
 - Customized approach
- Connection to statewide and local resources
- Funding/coordination of partners to expand access to direct recovery supports
- Tools and materials curated for each workplace
- Support for employees and loved ones
- No-cost trainings
- Sharing policy resources and samples
- Peer connections
- Committee/survey support
- Workforce development connections
- Ongoing dialogue



Image: Forward Merch LLC, a screen/t-shirt printing company, shows off their RFW Designation.

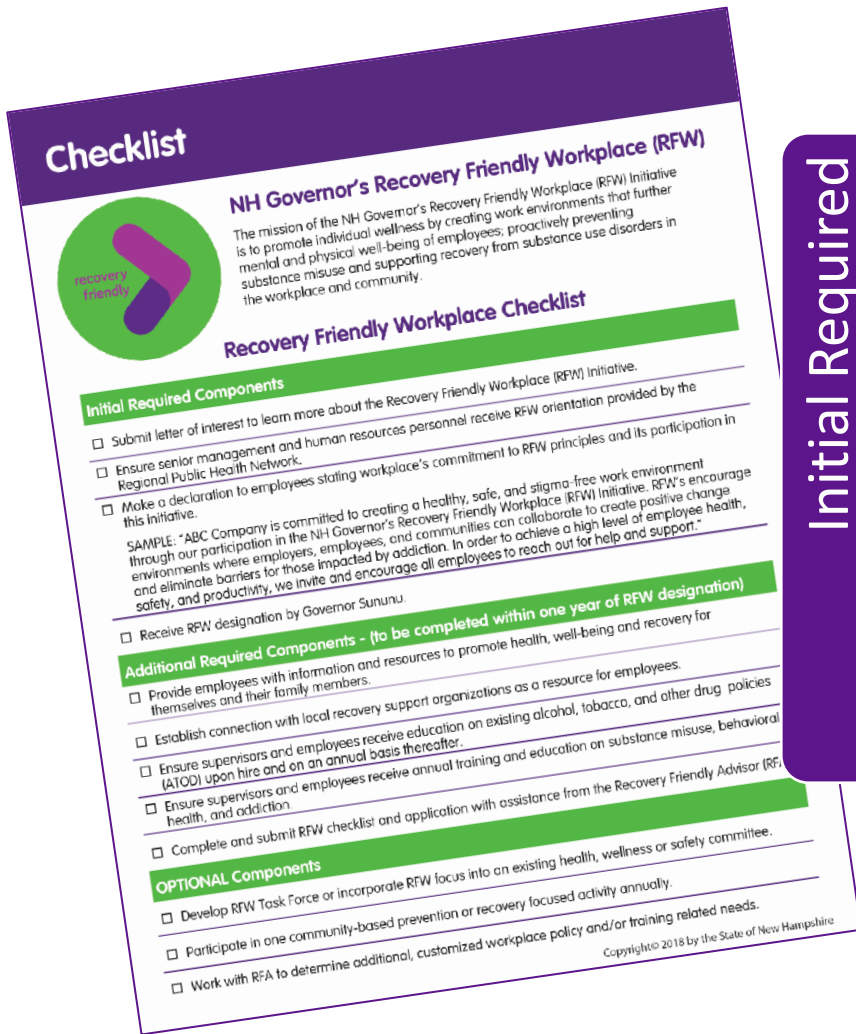
Key Accomplishments to Date

- **Successful Pilot**, able to work on program **refinement & stabilization**
- **Additional funding opportunities secured** through [NH CDFA](#), CARES Act, & ARPA to build relationships with partners and deepen work
- **370+** participating workplaces representing over **92,000 employees**
- People engaged in RFW activities over **37,000 times**
- **Over 20 RFW trainings** built out; people have engaged in RFW trainings over **6,000 times**
- **645** Narcan kits, **568** Deterra kits, **425** harm reduction kits, and **31** Naloxboxes distributed
- Connections to **30 other states** made, spanning 55+ entities
- **25 new marketing/informational assets developed**, including **7 employer/employee testimonials**
- Working toward **evidence-based** certification through NH Service to Science process; completed first **All-RFW Business Survey**; attained **Promising Practice** designation



Image: Some logos from our Designated Recovery Friendly Workplaces. After a business is designated, their logo is displayed on our website.

RFW Checklist



Initial Required

Letter of Interest
Orientation
Declaration
Designation

Additional Required

Info & Resources
Connection to
Recovery Orgs
Annual Policy
Review
Education &
Trainings
Designation
Renewal

Optional

RFW Committee
RFW Survey
Community-Based
Activities
Creative
implementation
strategies

RFW Trainings

“In Person”¹

Why the Workforce Needs People in Recovery

Overcoming the Impact of Substance Use Disorders through Recovery: A Panel Discussion

Self-Care During Times of Isolation

“In Person”¹ or Online (Self-Paced)

Understanding SUD, Bias, Stigma, & Discrimination

RFW Panel: Journeys, Processes, Policies & Practices, and Outcomes

About Recovery & Workplace Wellness

Accessing Resources in NH: 211 & The Doorway

How To Save a Life With Narcan

RFW Overview & Growing Your Recovery Friendly Workplace

New Content – Online Only Currently

Signs & Symptoms, Reasonable Suspicion, Legal Considerations, & How To Have a Supportive Conversation With Employees

Diversity, Equity, & Inclusion for NH Workplaces

Employer & Employee Vignettes

Training for Management: How To Navigate SUD Concerns/Support Employees' Recovery

Family Supports: How to Support a Loved One With SUD (and Keep Taking Care of Yourself in the Process)

Addressing Compassion Fatigue & Burnout

¹“In person” refers to a training that is conducted live-time, either via Zoom or in person when conditions permit.

Education & Resources: Some Examples

Language Matters:

Consider Using This Language

- Person with a substance use disorder
 - Person with an alcohol use disorder
- Person in recovery
- Person living with an addiction
- Person arrested for a drug violation
- Person with a felony
- Choose not to at this point
- Medication is a treatment tool
- Had a reoccurrence
- Maintained recovery
- Positive/negative drug screen
- Substance use/misuse
- Died by suicide

Instead of This Language

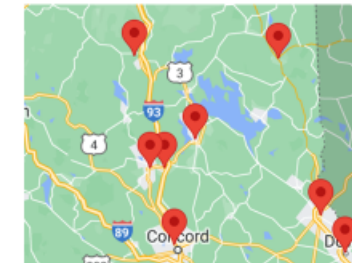
- Addict, junkie, druggie
 - Alcoholic
- Ex-addict
- Battling/suffering from an addiction
- Drug offender
- Felon
- Non-compliant
- Medication is a crutch
- Relapsed
- Stayed clean
- Dirty/clean drug screen
- Substance abuse
- Committed suicide

recoveryfrien
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NH Resources



Recovery Community Organizations (RCOs)



Learn more about how 211, The Doorway, and RCOs partner to serve those impacted by SUD [here!](#)

bit.ly/recoveryresourcesNH



recoveryfriendlyworkplace.com
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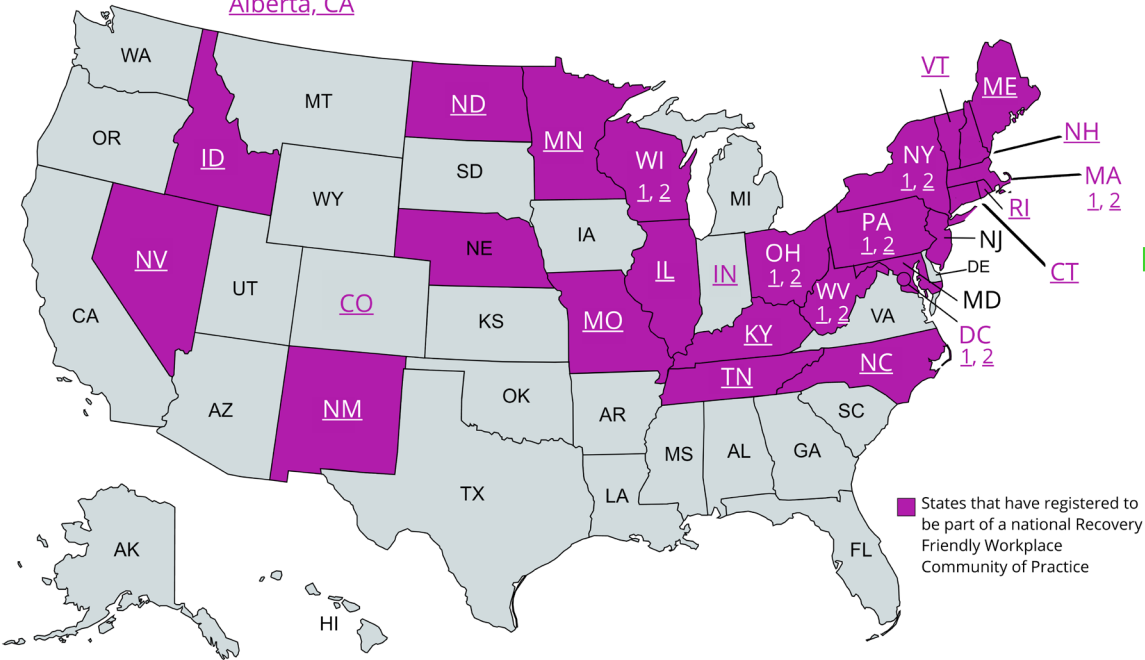
Examples of Impact & Integration

Growth of National Engagement

November 2021

Recovery Friendly Workplace Efforts by State

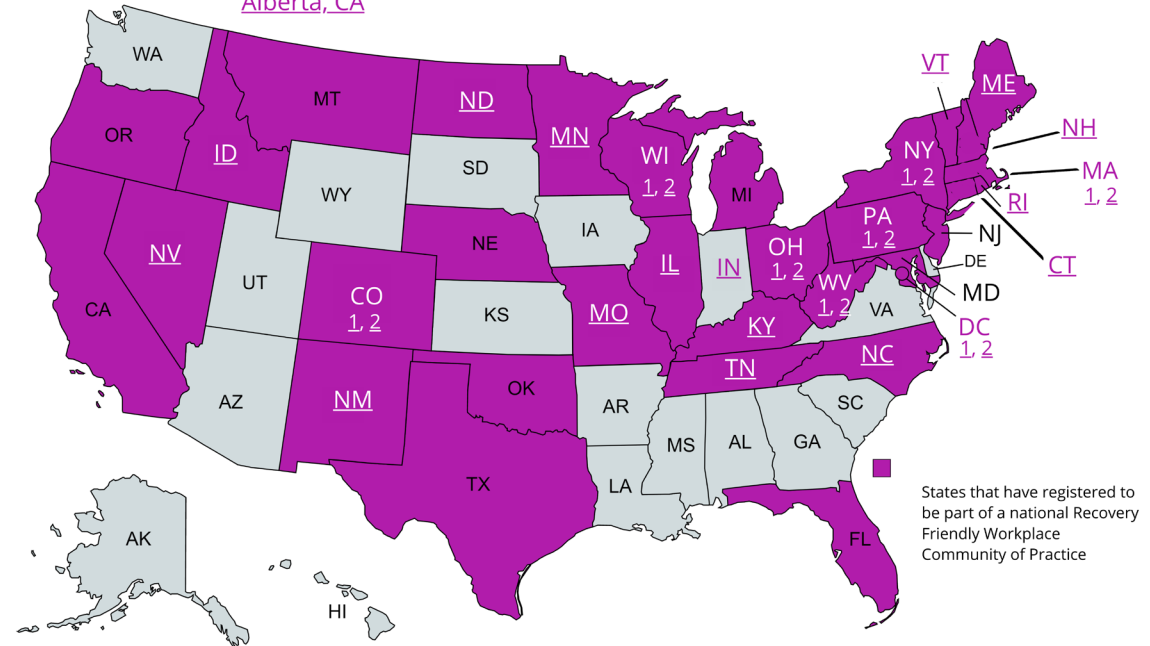
Alberta, CA



March 2023

Engagement With RFW Multi-State Community of Practice

Alberta, CA



Created by: NH's Recovery Friendly Workplace initiative, 2021; base map from mapchart.net

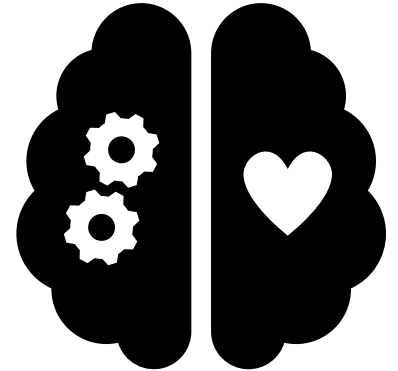
Created by: NH's Recovery Friendly Workplace initiative, 2022; base map from mapchart.net

For more information on the Community of Practice/national efforts, please email Eliza Zarka, Director of State Engagement, at ezarka@rfwinst.org.

Creating a Recovery-Friendly Culture

Mindset:

- Are we open to learning what we could be doing better?
- Are we able to find reasons/ways to advance a supportive culture, vs. just finding reasons why we cannot?
 - **Possible Tools:** Listening sessions, employee surveys, internal cultural assessments, brainstorming sessions, lived experience feedback, committees, consultants
- Are we able to see this process not only as something we do, but also as something we get? (That is, you are not just serving those in recovery – they are an asset to your organization, as is going through this process of cultural examination and change.)
- *Being recovery-friendly does not require having all the answers to every behavioral health-related question that may arise in your workplace. Rather, it is about adopting a mindset that anchors the dignity and humanity of each employee at the forefront of employer/employee interactions. It requires a willingness to lead with empathy and to mobilize around a belief that creating a truly supportive, psychologically safe culture is possible. Furthermore, it recognizes the value in doing so. Undergirding all of this is an understanding that SUD/behavioral health conditions are neither a choice nor a moral failing, and they should be treated as such (with parity to other health conditions often serving as a good litmus test).*



Creating a Recovery-Friendly Culture, Continued

Possible Practices:

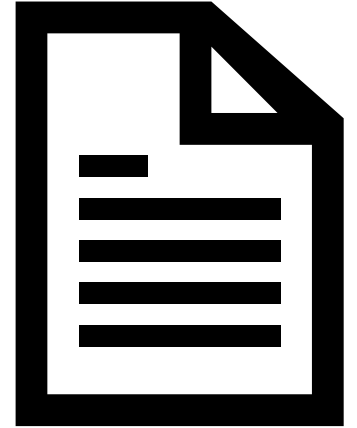
- Make sure **leadership/management** are **on board and trained**, especially around **challenging stigma, creating psychological safety**, and knowing how to have **supportive conversations**
 - Managerial assessment of **communication/conflict management styles** (especially looking at relationship to **expressions of empathy and support**)
 - **Burnout support** for leadership and beyond
 - Be able to **offer tangible support/resources** should an employee need help
 - **Normalize speaking** about behavioral health, **utilize supportive language**, and incorporate **lived experience** when possible
 - **Communicate/over-communicate** about workplace wellness/behavioral health offerings, policies, and practices
- **Get connected to local and other resources** (e.g., recovery community organizations/peer-based supports) and educate employees on these
 - If you have an **EAP**, you may want to check for utilization/integration with local resources
 - Identify **peer recovery champions/allies** (with an emphasis on resource sharing)
 - Provide **onsite supports**



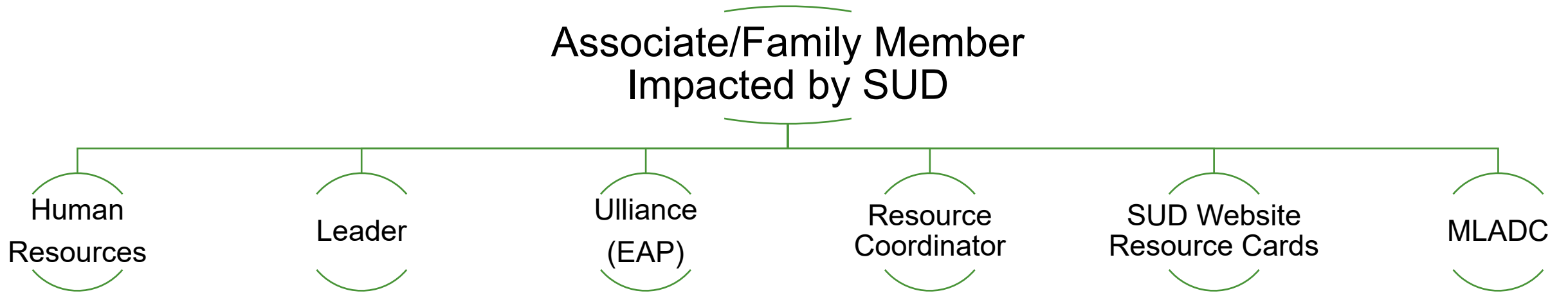
Creating a Recovery-Friendly Culture, Continued 2

Possible Practices:

- **Review/implement recovery-friendly policies/practices** that treat SUD with parity to other health conditions
 - E.g., leave of absence and return-to-work agreements
 - Supportive vs. punitive measures/framing
 - Consider benefits for SUD and other behavioral health conditions and whether there is parity to other health conditions
 - Flexible schedules to accommodate accessing recovery supports
- **Have life-saving Narcan onsite** and participate in drug take-back events
- **Reduce injury risk** and **educate** your workforce on **alternatives to opioids** for pain management
- **Evaluate** how you're doing and then **iterate**



Hypertherm Internal Pathways to Support



(Source: Hypertherm/Headrest)

Case Study: Genfoot America LLC

- 5 employees have come forward
- Hiring from local recovery homes
- 2 became Shift Leaders
- Helping Hands Committee
- Decreases in
 - Accidents/injuries
 - Lost days
 - Light duty days



A Genfoot employee speaks at Genfoot's second all-day RFW training event.

Employee Perspectives

“

Recovery Friendly Workplace saved my life.

”

-Shawn, RFW Employee

Testimonials



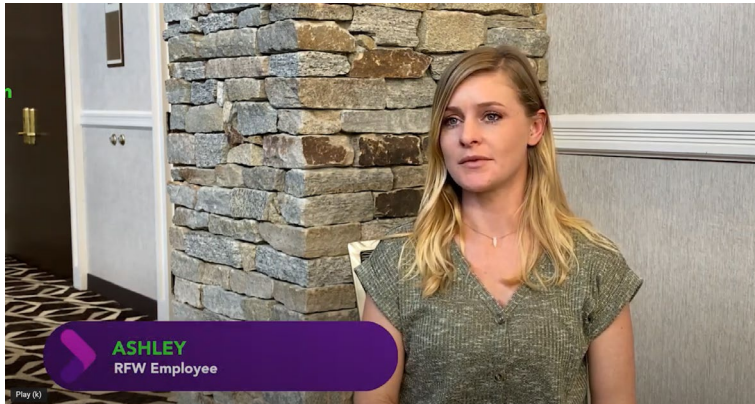
Chameleon Group Story



211, The Doorway, & RCOs



RFW Business Panel



Employee Testimonials



Employer Testimonials

Questions?

Contact Information

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Program Director

Sam@recoveryfriendlyworkplace.com

Connect With Us on Social!



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To become a Recovery Friendly Workplace in NH or to learn more:
recoveryfriendlyworkplace.com.

To learn more about the **national Recovery Friendly Workplace Institute**,
please contact Eliza Zarka at ezarka@rfwinst.org.

Let's Discuss! Q&A Session



Sonya Bohmann,
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Program Director

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Jessica Cabrera
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Member Engagement

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Rural Health Liaison
Kellie Kubena

Let's Connect!

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