



BERKELEY LAB

LAWRENCE BERKELEY NATIONAL LABORATORY



U.S. DEPARTMENT OF
ENERGY

All Access Mental Health Initiative

Emalynn Robinson

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Mental Health in the Workplace

Key Takeaways from DisabilityIN conference, July 2019:

- 1 in 4 employees have mental health issues
- EAP is not widely used (3-5% standard usage rates for most organizations)
- “Depression and anxiety cost the global economy an estimated \$1 trillion each year in lost productivity”¹
- Accenture surveyed their employees: 2 out of 3 had a personal mental health situation and 9 in 10 were touched by mental health issues
- “We need to be willing to speak and listen to what someone is saying even when those conversations are uncomfortable”

¹ Source: Forbes magazine, *The Cost of Ignoring Mental Health in the Workplace*

Best Practices:

Creating an Inclusive Environment for Mental Health

- Find leaders and employees who are willing to share their stories
- Package benefits together, resources for caregivers and resources through EAP for example
- Provide website with links to Job Accommodation Network (JAN) and Office of Disability Employment Policy (ODEP)
- Provide webinars, presentations, brown bags- build support naturally
- Encourage HR to share resources and current tools (such as EAP)
- Encourage volunteers to be health and safety champions
- Use May as mental health awareness month to roll out messages
- Minute of mindfulness or meditation

All Access Mental Health Initiative

- Volunteer group dedicated to
 - Building awareness
 - Providing resources
 - Sponsoring events
 - Providing education
- Mission: To make Berkeley Lab a more inclusive and supportive environment for mental health
- Meets monthly
- Time commitment is based on members' own availability
- For more information or to be added to email list, contact Emalynn Robinson at erobinson@lbl.gov