



Mental Health Equality Consultation Package

In support of the pledge MINES and Associates took to support CMWN's Mental Health Equality Campaign, MINES, in conjunction with our affiliates, like Worksmart Partners, is offering a special consulting package which will include training and consultation hours for employers to use to improve their mental health equality in their workplace. This consulting package is flexible and you can use these hours for other things not included on the below list. However the services included below are some trainings and consultation pieces we think would be very beneficial for any employer looking to improve their workplace.

3 training hours to be used for any of the following trainings:

- 1. Team-Based Employee Wellness (1 ¼ hours)** - In this workshop, we explore what resilience means and the factors that help us thrive. We also examine specific ways to enhance physical, mental, social, and intellectual wellness and the ways they are all linked. Then, participants will define their individual wellness goals, share them, discuss how to support each other in meeting their goals, and align around shared accountability. This is a great way to build connection, resilience, healthy behaviors, and a culture of support on your teams.
- 2. Promoting Mental Wellness and ADA Compliance: Best Practices (2 hours)** - This training helps leaders, managers, and HR to create a supportive, mentally healthy work environment, and to effectively support and accommodate employees experiencing mental health conditions. Includes legal cases studies and scenarios, the range of reasonable accommodation options for mental health conditions, and how to mobilize quickly to support employees' return to full wellness and productivity.
- 3. The Work/Life Challenge: Designing A Balanced Benefit Plan (1-2 hours)** - This training will cover how to choose the right benefit design to support equality between mental health and medical benefits. Employers can often overlook the importance of mental health benefits and only focus on getting the best medical benefits. With this training Benefit Design and EAP experts will assist in helping design a plan that works best for your organization.
- 4. Empathizing and Recognizing Symptoms of Employees in Need (1-2 hours)** - This training will cover how supervisors can best detect signs behavioral and substance use issues early. Leadership will learn skills and techniques on how to handle these difficult situations and best support employees in need through resources such as an EAP, WPR, local resources, and self-care.

10 consulting hours, which may include the following, but is customizable to your needs:

- 1. Gap Analysis:** We'll assess current levels of and gaps in employee wellness and examine your organization's mental fitness in three areas: Upstream efforts to foster a resilient, psychologically healthy workforce; Midstream ability to identify emerging potential mental health concerns and link people early to qualified resources; and Downstream preparedness for mental health crises. Then, we'll report on focus areas and provide a roadmap for improvement.
- 2. Review of Title VII/ADA/FMLA policies and practices** relating to mental health, including handbook review and meetings with leadership, HR, and managers.
- 3. Focus groups, revisions to policies, etc.**

For questions or to access services please contact:

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mental health
Equality
a workplace campaign by the Colorado Mental Wellness Network

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& ASSOCIATES