H.O.P.E. Certification: Implementing the National Guidelines for Workplace Suicide Prevention

Lessons Learned from Our New York Pilot Program

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Acknowledgements

WORKPLACE SUICIDE PREVENTION

Carson Spencer
1969-2004

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"It is not joy that makes us grateful, it is gratitude that makes us joyful."
~Brother David Steindl-Rast

Goals

To describe the National Guidelines for Workplace Suicide Prevention

To develop a plan on how to implement some of the practices

To introduce concept of a certification process for work organizations.

Mental health/addiction treatment

Medication

Disability

Other medical

Poor productivity

Morale

Presenteeism

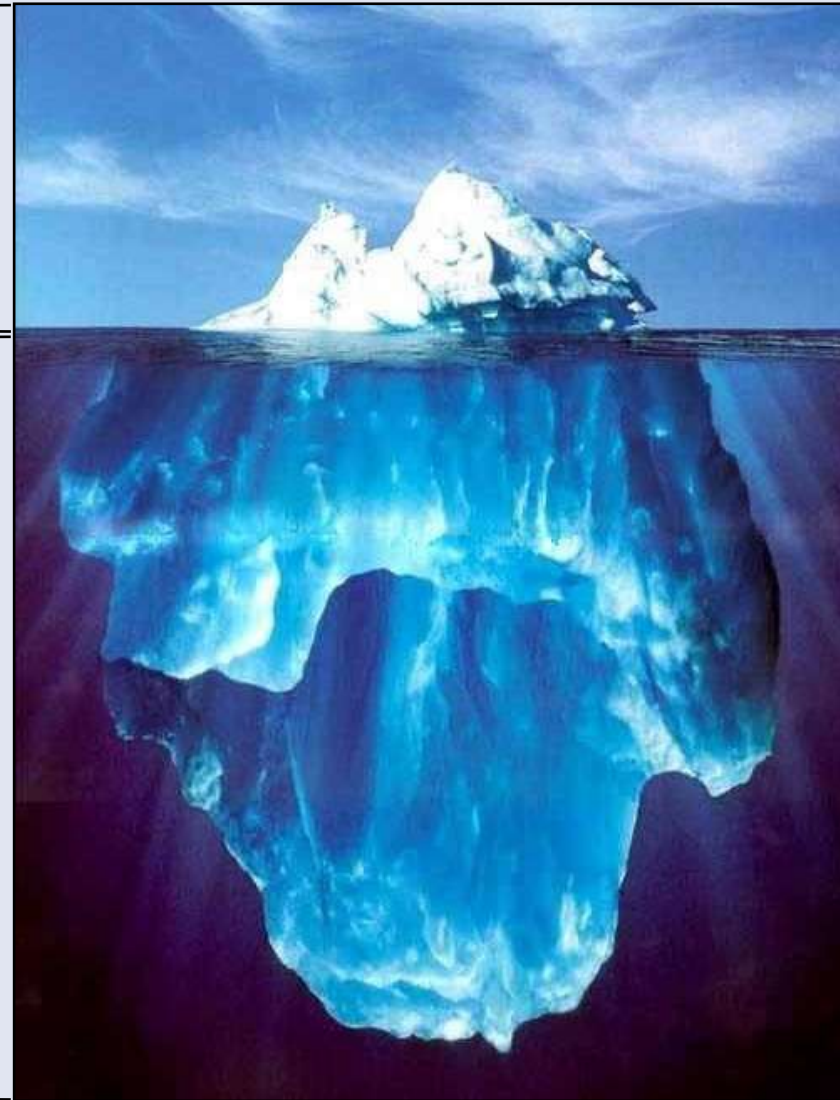**Absenteeism**

Overtime to cover sick day absences

Deadlines missed

Temporary hire

Recruitment

Hiring costs

Retraining

Source: Workplace Mental Health Partnership

Making the Business Case

Health & Safety

- Stress-related illnesses
- Errors and safety: distraction/judgement
- Disability
- Deaths of despair

Legal Issues

- Human Rights
- Discrimination
- Psychosocial hazards

Employee Engagement

- Absenteeism
- Presenteeism
- Turnover

Top Ten Industries at Risk for Suicide for Men*

10

Ranked by Rate per 100,000

1 Mining, Quarrying, And Oil and Gas Extraction — 54.2

2 Construction — 45.3

3 Other Services — 39.1

4 Agriculture, Forestry, Fishing, and Hunting — 36.1

5 Transportation and Warehousing — 29.8

6 Arts, Entertainment, and Recreation — 27.4

7 Utilities — 26.3

8 Administrative and Support and Waste Management Services — 25.9

9 Manufacturing — 23.6
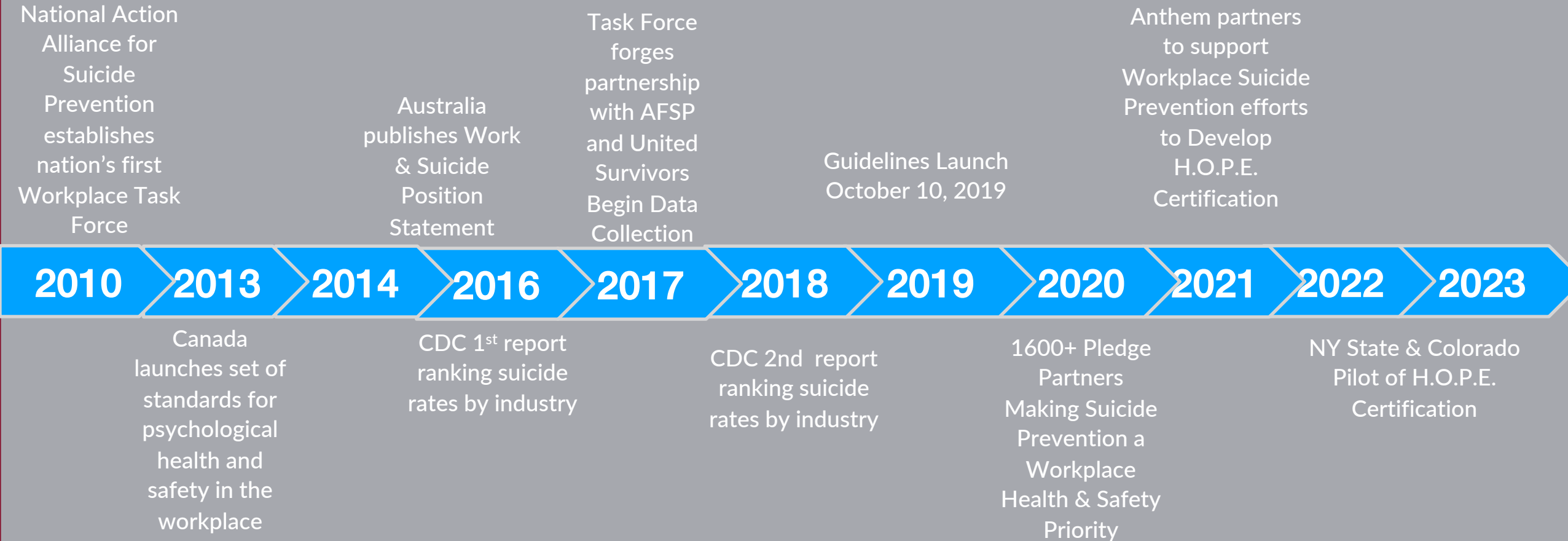
10 Public Administration — 23.1

Peterson C, Sussell A, Li J, Schumacher PK, Yeoman K, Stone DM. Suicide Rates by Industry and Occupation — National Violent Death Reporting System, 32 States, 2016. MMWR Morb Mortal Wkly Rep 2020;69:57–62. DOI: http://dx.doi.org/10.15585/mmwr.mm6903a1external icon

www.SallySpencerThomas.com | #ElevateTheConvo |

General Population 14 per 100,000

Project Timeline

National Action Alliance for Suicide Prevention establishes nation's first Workplace Task Force

Australia publishes Work & Suicide Position Statement

Task Force forges partnership with AFSP and United Survivors Begin Data Collection

Guidelines Launch October 10, 2019

Anthem partners to support Workplace Suicide Prevention efforts to Develop H.O.P.E. Certification

2010 **2013** **2014** **2016** **2017** **2018** **2019** **2020** **2021** **2022** **2023**

Canada launches set of standards for psychological health and safety in the workplace

CDC 1st report ranking suicide rates by industry

CDC 2nd report ranking suicide rates by industry

1600+ Pledge Partners Making Suicide Prevention a Workplace Health & Safety Priority

NY State & Colorado Pilot of H.O.P.E. Certification

Data Gathering Approaches

- Population input

- Several data collection methods were used, including:

    - Focus Groups

    - In-Depth Interviews

    - Survey

14

LEADERSHIP
JOB STRAIN REDUCTION
COMMUNICATION STRATEGY

SELF-CARE ORIENTATION
TRAINING
PEER SUPPORT & WELL-BEING
AMBASSADORS

MENTAL HEALTH & CRISIS RESOURCES
MITIGATING RISK
CRISIS RESPONSE

Log In   Crisis Resources →

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Make suicide prevention a health and safety priority at work.

A call to action to all workplaces and professional associations — now is the time to implement the **National Guidelines for Workplace Suicide Prevention**.

Collaborative Partnership

8 Guiding Principles

Making Suicide a Health and Safety Priority at Work

Strategic Integration

Comprehensive & Sustained Investment

Harm Reduction

Culture Cultivation

Dignity Protection

Wellbeing Promotion

Empowered Connection

Action Orientation

9 Practices to Make Suicide Prevention a Health and Safety Priority

Leadership
Cultivating a Caring Culture Focused on Community Well-Being

Job Strain Reduction
Assess and Address Job Strain and Toxic Work Contributors

Communication
Increase Awareness of Understanding Suicide and Reduce Fear of Suicidal People

Self-Care Orientation
Self-Screening and Stress/Crisis Inoculation Planning

Training
Build a Stratified Suicide Prevention Response Program Specialized Training by Role

Peer Support & Well-Being Ambassadors
Informal and Formal Initiatives

Mental Health & Crisis Resources
Evaluate and Promote

Mitigating Risk
Reduce Access to Lethal Means and Address Legal Issues

Crisis Response
Accommodation, Re-integration and Postvention

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Upstream

Upstream Solutions

Goals:

✓ Build protective factors

✓ Prevent problems

Leadership Culture Cultivation

Psychosocial Hazards: Assess and Address Job Strain and Toxic Work Contributors

Communication

Psychosocial Hazards

Psychosocial Hazards at Work

Job Design Challenges

- Low job control — lack of decision-making power and limited ability to try new things

- Excessive job demands and constant pressure/overtime

- Effort-reward imbalance — related to perceived insufficient financial compensation, respect or status

- Job insecurity — perceived threat of job loss and anxiety about that threat

- Lack of job autonomy

- Lack of job variety

- Toxic work-design elements (e.g., exposure to environmental aspects that cause pain or illness)

Toxic Interpersonal Relationships

- Bullying, harassment and hazing at work

- Prejudice and discrimination at work

- Lack of supervisor of collegial support — poor working relationships
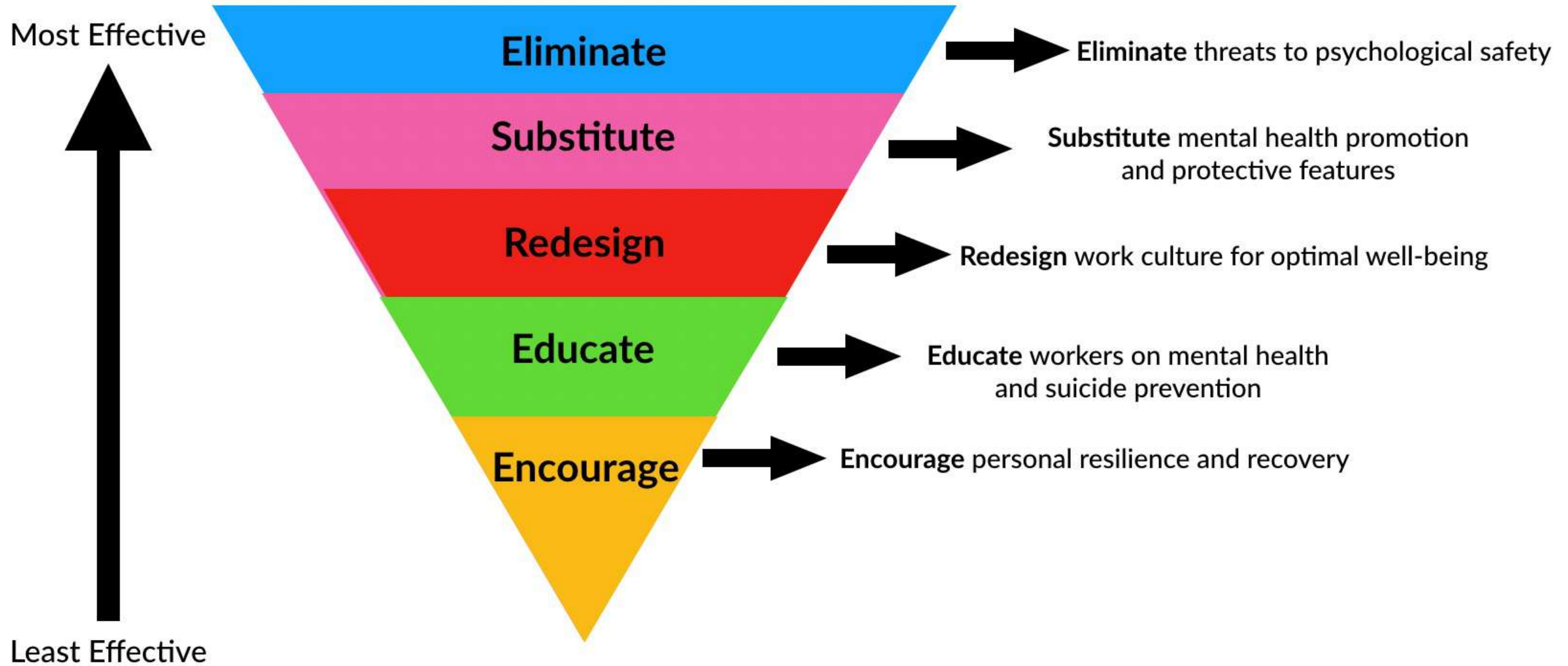
Family Disruption

- Work-family conflict (i.e., work demands make family responsibilities more difficult)

- Family-work conflict (i.e., family demands make work role challenging)

Lack of Purpose or Connection to Mission

- Heightened job dissatisfaction and the feeling of being "trapped"

- Work is not meaningful or rewarding

Other Work-Related Health Impacts

- Work-related trauma (e.g., personal or seeing and accident or injury)

- Work-related sleep disruption (e.g., due to unexpected overtime, extended or changing shifts)

- Work culture of poor self-care and destructive coping (e.g., alcohol and drug use)

Most Effective

Least Effective

Eliminate → **Eliminate** threats to psychological safety

Substitute → **Substitute** mental health promotion and protective features

Redesign → **Redesign** work culture for optimal well-being

Educate → **Educate** workers on mental health and suicide prevention

Encourage → **Encourage** personal resilience and recovery

Adapted from NIOSH "Hierarchy of Controls"

Midstream Solutions

Goals:

- ✓ Early identification
- ✓ Link to care

Self-Care Orientation

Stratified Training Program

Peer Support/Well-Being Ambassadors

Downstream

Downstream Solutions

Goals:

- ✓ Manage crises
- ✓ Restore functioning

Mental Health & Crisis Resources

Mitigating Risk

Crisis Response

2020

Sept 2020: Self-paced, on-line badge program
- Pledge partners register
- Small action steps
- Earn badges toward becoming "suicide-informed"

- Deeper dive into practices
- Accountability mechanisms
- 3rd party verification of completion
- Customizable to diverse businesses
- Technical assistance from peer mentor
- Development of community of practice

What's Your Certification Level?
H.O.P.E. Certification is Similar to LEED Certification Process

LEED Certification

Certified	Silver	Gold	Platinum
+ 40 credit points	+ 50 credit points	+ 60 credit points	+ 80 credit points

H.O.P.E. Certification

UPSTREAM ⟶ Engage Leadership
Reduce Psychosocial Hazards
Build a Culture-Shifting Communication Strategy

MIDSTREAM ⟶ Foster Self-Care Orientation
Establish a Skill Development Training Program
Empower Workplace Peer Supporters and Well-Being Ambassadors

DOWNSTREAM ⟶ Audit and Promote Mental Health and Crisis Resources
Mitigate Risk
Develop a Crisis Response Plan

H.O.P.E. CERTIFICATION — BRONZE LEVEL
H.O.P.E. CERTIFICATION — SILVER LEVEL
H.O.P.E. CERTIFICATION — GOLD LEVEL
H.O.P.E. CERTIFICATION — PLATINUM LEVEL

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Who is Involved?

"Mental Health Champions" Steering Committee (5-10 employees)

Leadership: Employer/professional association/labor leadership and internal change agents who are inspired to champion this process.

Implementors: HR, management, safety, wellness, legal professionals and others tasked with implementing this process.

Peers/People with Lived Experience

WORKPLACE SUICIDE PREVENTION

Outline of 12 Month Program

- H.O.P.E. Summit – Zoom (3-4 hours), in-person (full day)
  - **Unlimited attendance → seeking a cohort of 5-10 organizations to commit**
  - **Orientation to certification & peer coaching approach**
  - **Development of a community of practice and begin developing workplan**
- Needs and Strengths Assessment
- Phase 1 – Upstream Approaches (Proactive Prevention & Psychosocial Hazard Reduction)
- Phase 2 – Midstream Approaches (Early Identification and Bridge to Resources)
- Phase 3 – Downstream Approaches (Mental Health Emergencies and Postvention)
- Graduation/Evaluation

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Pilot Program: New York State
March 2022 – May 2023

SAVE THE DATE!
JUNE 16th

New York State Construction Suicide Prevention Summit
June 16th, 8:00 am - 4:00 pm

About the NY Construction Summit

WHAT: This full-day event tailored for the construction industry will walk organizations through the principles and practices of the "National Guidelines for Workplace Suicide Prevention":
https://workplacesuicideprevention.com/

Selected organizations will have the chance to complete a 6-month Workplace Suicide Prevention Certification.

WHO: Construction companies and labor unions of any size interested in mental health promotion and suicide prevention.

We recommend sending 3-5 people from each organization, each from different roles. These roles could include management, health and safety, HR, wellness coordinators, and people with lived experience around suicide.

What is the H.O.P.E. Certification (Helping Our People Elevate)?

You're probably familiar with the LEED® certification process, and this one isn't much different. The H.O.P.E. Certification tracks nine practices around worker wellbeing, mental health, and suicide prevention. You can adapt the certification to all types of workplaces – from small and local, to large and national, and all industries. The process works by first listening to workers – what is helping their mental health, what is causing distress, and what are the barriers and opportunities for support and treatment.

Summit June 16th, 2022

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February 15, 2023
NYC Graduation
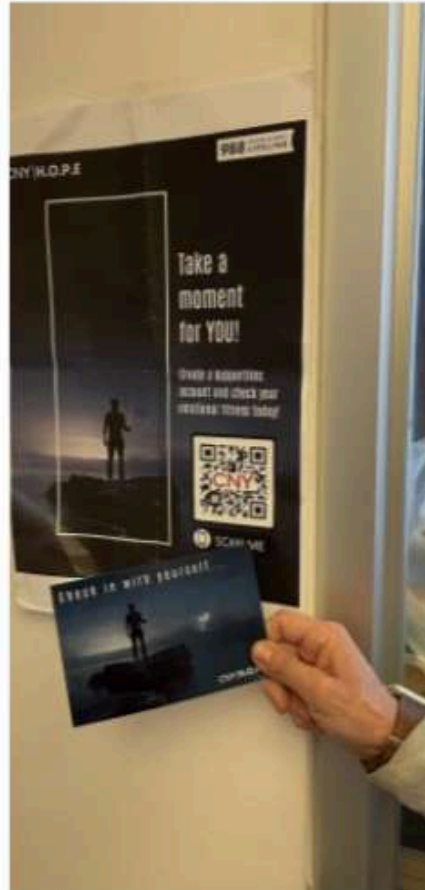
Screening Event

Theme:

Check in with Yourself

Communication Method:

Email, Posters, Flyers with QR Code

Results:

150% increase in EAP usage

Colorado Pilot of H.O.P.E. Certification

- Kick Off Summit: June 27th

- "Safety Critical" Industries

- Selection of 10 organizations to complete the pilot over next year

Thank you!
Stay Connected!

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DR. SALLY