

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

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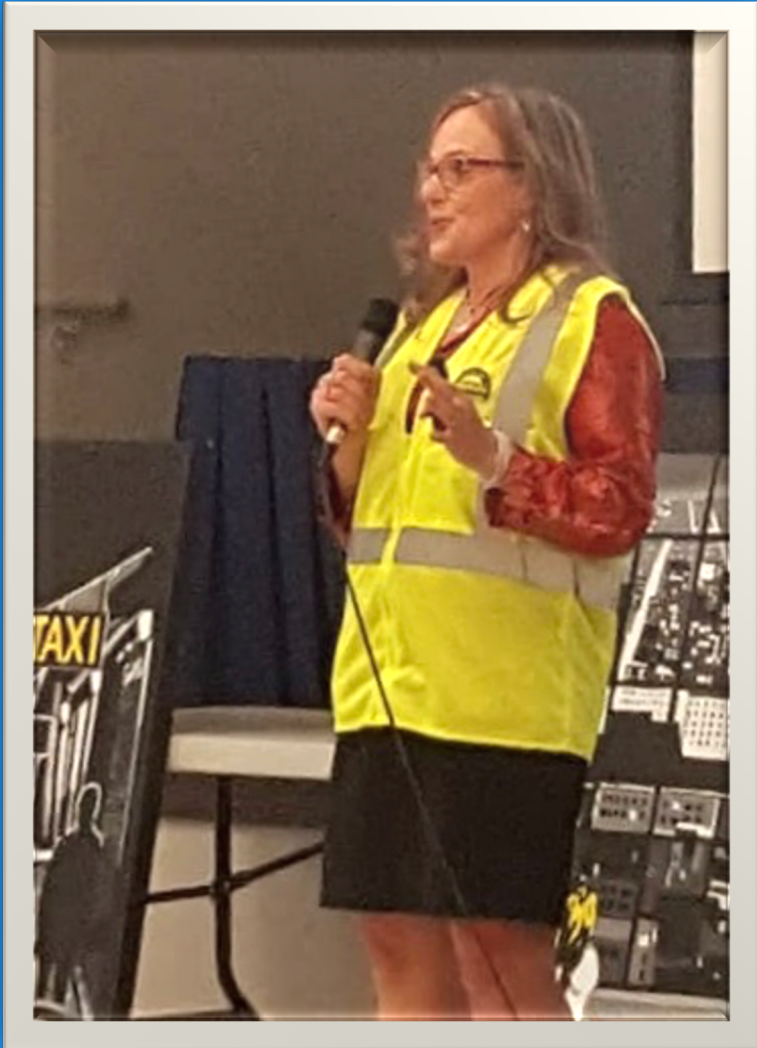
Chris Lalavee


Katie Urtnowski





Carson Spencer
1969-2004





"IT IS NOT JOY THAT MAKES
US GRATEFUL, IT IS GRATITUDE
THAT MAKES US JOYFUL."

~Brother David Steindl-Rast

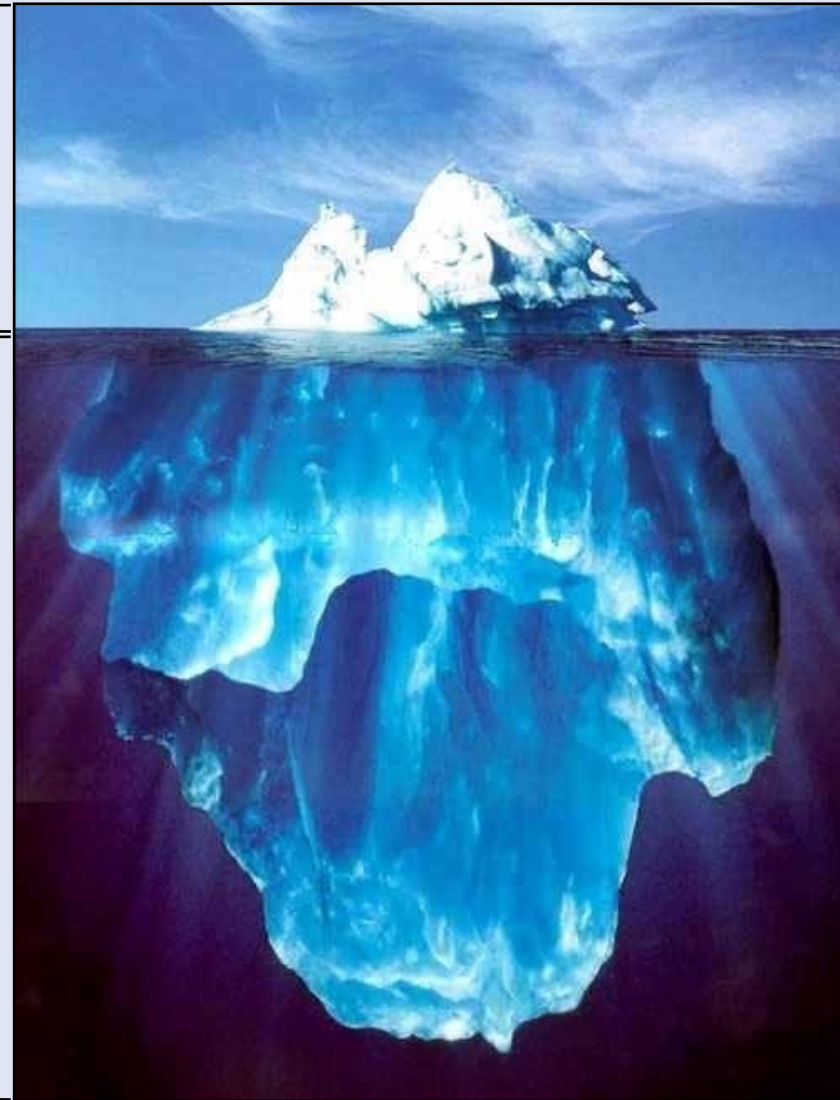
Goals

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

How do we make the iceberg smaller?

We warm the water.

Making the Business Case



10

Top Ten Industries at Risk for Suicide for Men*

Ranked by Rate per 100,000



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





**LEADERSHIP
JOB STRAIN REDUCTION
COMMUNICATION STRATEGY**

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

**MENTAL HEALTH & CRISIS RESOURCES
MITIGATING RISK
CRISIS RESPONSE**



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





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

9 Practices to Make Suicide Prevention a Health and Safety Priority



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

Upstream



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 or collegial support – poor working relationships

Family Disruption

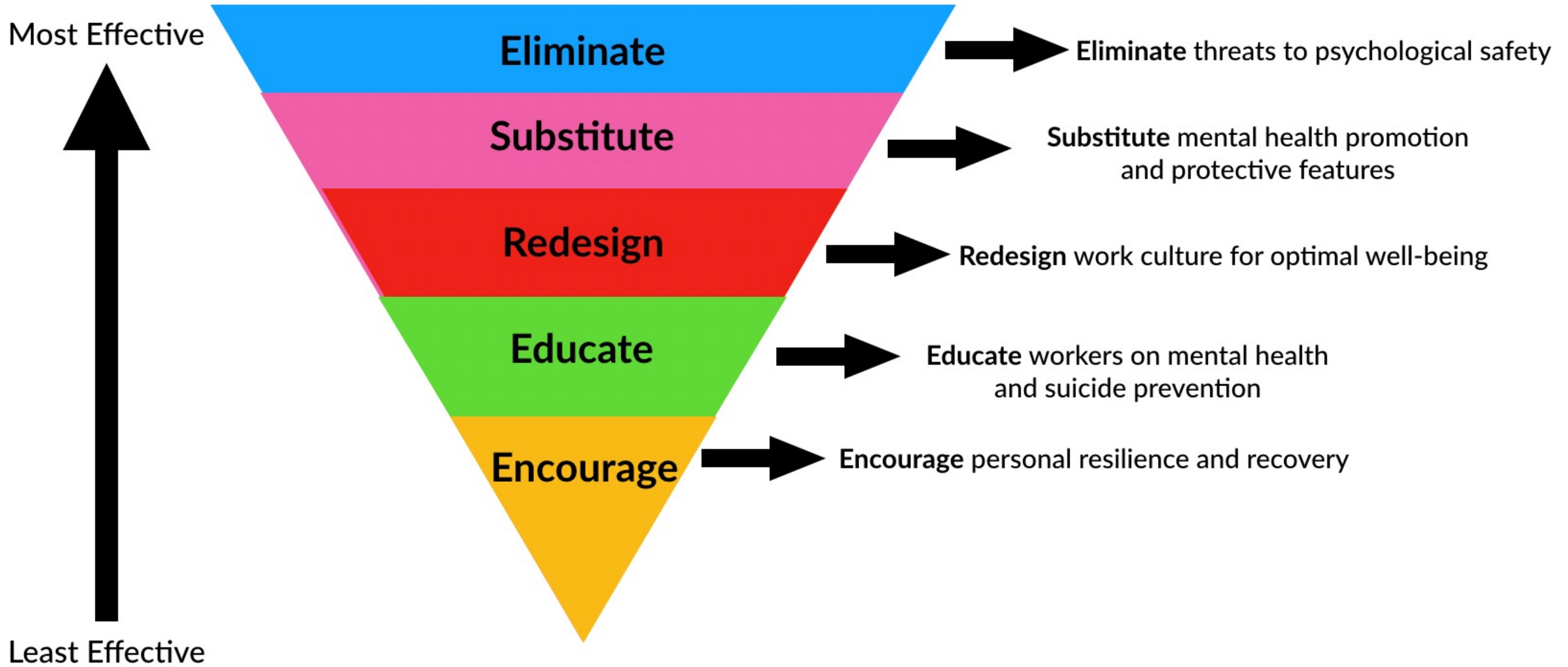
- Work-family conflict (i.e., work demands make family responsibilities more difficult)
- Family-work conflict (i.e., family demands make work role challenging)

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)





Midstream

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”



NATIONAL GUIDELINES FOR
WORKPLACE SUICIDE PREVENTION



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2022



H.O.P.E.

CERTIFICATION

HELPING OUR PEOPLE ELEVATE THROUGH TOUGH TIMES



- 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



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



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

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

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.



Office of
Mental Health



Summit June 16th, 2022





February 15, 2023
NYC Graduation

Screening Event

Theme:

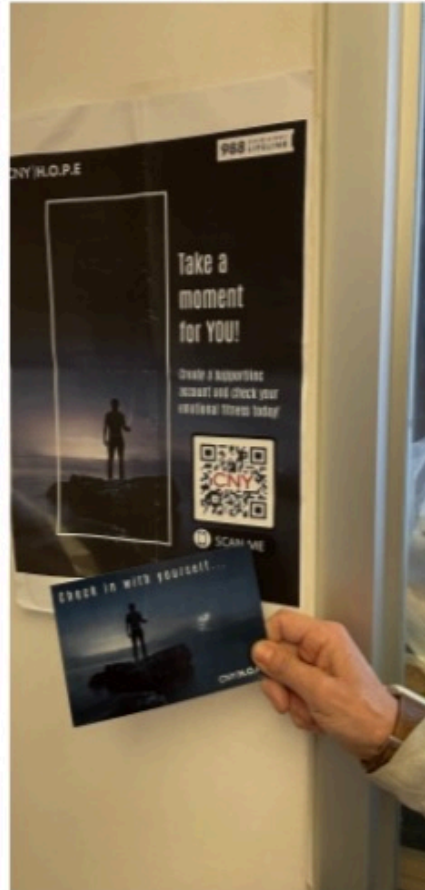
Check in with Yourself

Communication Method:

Email, Posters, Flyers with QR Code

Results:

150% increase in EAP usage





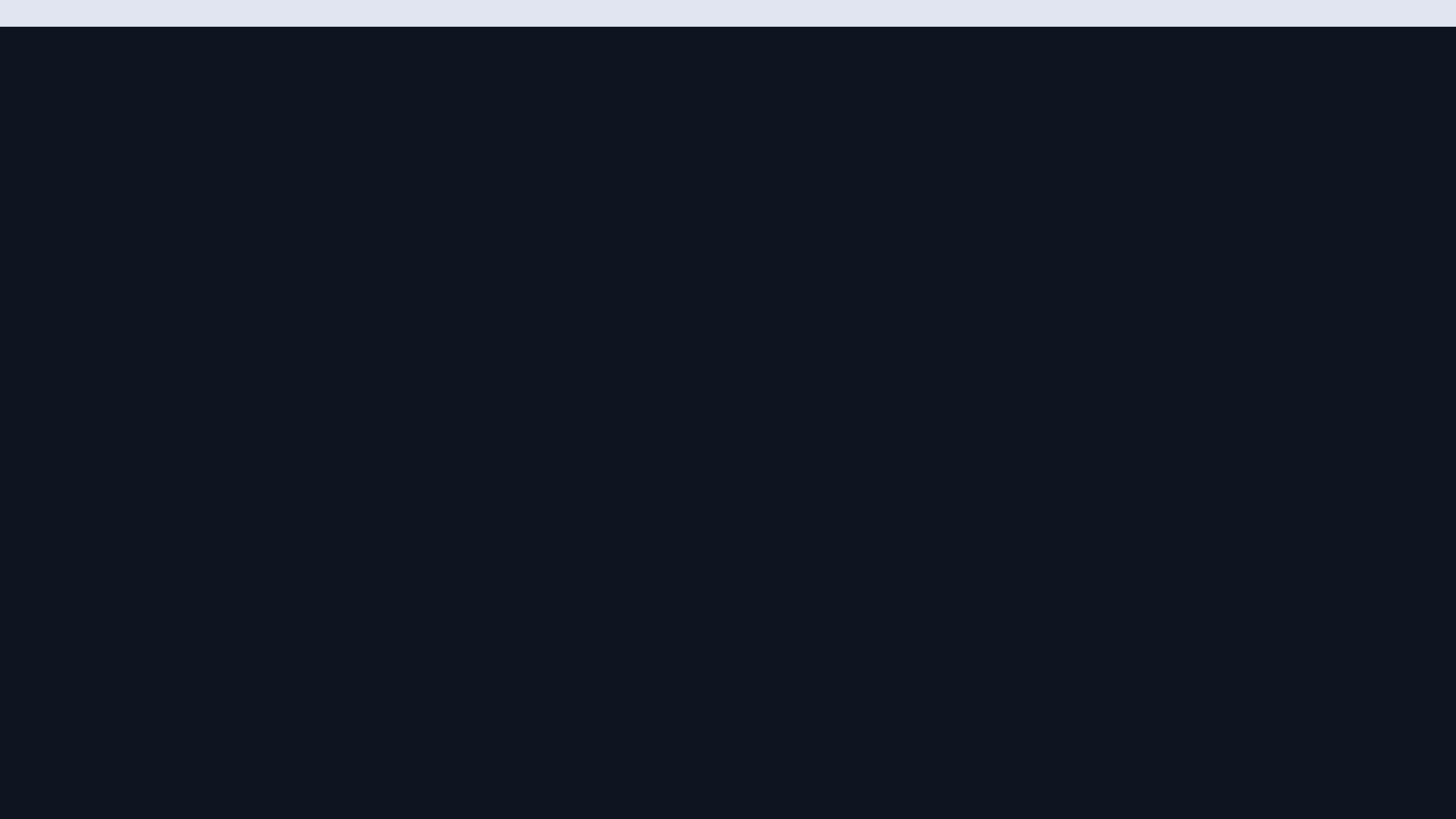




Colorado Pilot of H.O.P.E. Certification

- 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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