



WORKPLACE
**MENTAL HEALTH
& WELLNESS**



70%

of people had more stress and anxiety at work in 2020 than any other previous year

76%

of people believe companies should be doing more to support the mental health of their workforce

\$16T

Mental illness will contribute to \$16 trillion in lost output by 2030.

\$23B

is spent annually in the US on work productivity loss due to depression.

1 IN 5

Nearly one in five American adults is affected by a mental health condition or addiction.

Tremendous strains from the ongoing global health crisis, social justice conflicts, political divisiveness, juggling work and distance learning with children, social isolation— the list is endless — and has negatively impacted business productivity. 2021 will continue to be a challenging time and employers have a responsibility to care for their workers, whether they share a physical office or work remotely. HR leads the way helping employees manage the mental tolls.

The SHRM Foundation has developed a Workplace Mental Health and Wellness Initiative in response to the growing need for mental health and wellness support for employees. The initiative includes:

- A platform for thought leadership supporting mental health and wellness in the workplace to accelerate a movement around removing the stigma of mental health from the workplace
- A portfolio of resources which includes innovative tools to create supportive and inclusive workplaces, including training modules, educational resources, HR ally certification, and more
- A first-of-its-kind summit around mental health and wellness in the workplace, specifically for CEOs, CHROs to interact with experts, exchange ideas, and start the paradigm shift.

HR has an opportunity and an obligation, alongside leadership from each organizations' chief executives, to address mental health and wellness in the workplace by creating a culture of assistance and acceptance and by helping to eliminate stigma. This is both a business and a social imperative.



A PIVOTAL EVENT

As part of its response to the need for resources around workplace mental health and wellness, SHRM Foundation is hosting its first, invitation-only summit for CEOs and CHROs on **Monday, October 4, 2021**. It will draw companies, subject matter experts, and other luminaries making strides in this space.

EVENT OVERVIEW & PURPOSE

Mental health and wellness has emerged as one of the most critical issues of our time, and it has only been compounded by the COVID-19 pandemic. The SHRM Foundation is leading transformative change around mental health and wellness in the workplace through creating awareness and educational resources for **HR** professionals and empowering **HR** to unlock human potential and lead positive social change. Untreated and undertreated mental health is a heavy financial burden in our country; the Workplace Mental Health and Wellness Summit will enable CEOs and CHROs to unify and magnify responses to mental health and wellness in the workplace and lead the movement nationwide.

76% of employees feel burned out, drained, or exhausted at work. Nearly half of employees report feeling down, depressed or hopeless and this is only rising, according to SHRM research, and yet more than one in three employees reported having done nothing to cope with these feelings. Further, companies of all sizes are faced with how to address these deep needs within our respective workforces and society.

The Workplace Mental Health and Wellness Summit will enable CEOs and CHROs to participate in strategic conversations surrounding the critical need to support mental health and wellness in the workplace. It will help CHROs and CEOs navigate the extensive research in this complicated space, allow time for best practices to be shared and discussed, and begin the creation of unified responses across sectors.

Sponsors of this critical program will have the opportunity to become part of an important movement to identify solutions that will assist workers and workplaces globally. Funds and thought leadership from the Workplace Mental Health and Wellness Summit will also be invested into a mental health in the workplace portfolio of learning strategies, tools, and resources. All sponsors will be included in promotional materials leading up to and following the Summit.

That same evening, the first annual Tharseo Awards will take place to recognize and celebrate three leaders for their herculean strides in positively transforming the workplace. We will acknowledge Summit supporters that night as well.



AGENDA THEMES

Workplace Mental Health and Wellness Summit Themes

Location: The Pierre; Monday, October 4, 2021- 7:00 a.m. - 3:00 p.m.

Audience: Approximately 200 Fortune 500 CEOs and CHROs, Industry Luminaries and Experts.

Morning sessions will set up the challenge and the supporting data, weaving in keynote speeches and lived experiences

- The Mental Health Crisis and the Impact on the Future of Work - Regional, National and Global Viewpoint and What it Means
- CHRO Insights/One Mind at Work Research Review and Activation
- Adverse Childhood Experiences (ACEs) and its impact on the workplace
- Multi-generations in the workplace- millennials view on mental health vs. other generations
- Psychologically Healthy Workplaces (including diversity equity and inclusion) - framework for how CHROs should be thinking of mental health, including a mini-panel of 10 psychologists

Afternoon sessions will focus on actionable solutions with inspiring and hopeful messages from luminaries and experts that are rooted in forward-looking solutions

- Strategies for Inculcating a Culture of Acceptance - Workplace Mental Health Awareness. Cultural humility and empathy
- Mental Health and Women- the Impact of Covid on Working Mothers and Caregivers
- The Global Perspective on Mental Health and Wellness
- Case Studies and Best Practices- from the Boardroom to the Frontline- what is working and what is not working



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CONFIRMED SUMMIT SPEAKERS



Anita Everett, M.D.
Director of Center for Mental Health Services (SAMHSA)



Moira Forbes
Executive Vice President of Forbes Media and Publisher of Forbes Women



Nadine Burke Harris
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Patrick Kennedy
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