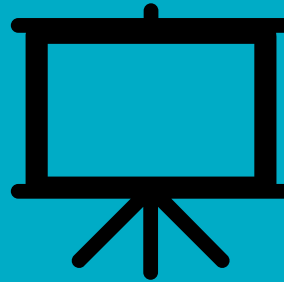


Welcome to the webinar



Test your audio before we begin. Directions are in the handout section.



The presentation is in the handout section. Please download during the webinar.



Use the chat feature for commentary and questions.

Small steps can lead to big changes in your organization

Psychological Health and Safety

Virtual Learning Series
January 22 - 26, 2024

Join us for a series of webinars focusing on mental health
and psychologically healthy and safe workplaces

WorkplaceNL

9-8-8

Suicide Crisis Helpline

Get Help

Understanding Suicide

Menu

You deserve to be heard. We're here to listen.

A safe space to talk, 24 hours a day, every day of the year.

Call 9-8-8



Text 9-8-8

SMS

What happens when you call or text



If your safety is at risk, call 9-1-1 right away.





The Many Faces of Stigma

DeeAnne Feltham-Scott
OHS Educational Consultant
Prevention Services
January 25, 2024

WorkplaceNL

Health | Safety | Compensation



Today's Topics

- Mental health vs. mental illnesses
- Stigma
 - Definition
 - The relationship between stigma, prejudice and discrimination
 - Factors that contribute to stigma
 - The impact of stigma on people
 - Practical strategies to address stigma



mental health vs. mental illnesses



1 in 3 Canadians will experience a mental health problem or illness during their lifetime.



1 in 2 Canadians will have or have had a mental illness by the time they are 40.

Cardiovascular Disease



\$21
billion

Mental Health Issues



\$51
billion

It's time...





What if we treated physical health the same way we treat mental illness?



With *Mental Illness*,
You Don't Get a
Lasagna.



2 IN 3 CAN HELP END STIGMA AND DISCRIMINATION
ASSOCIATED WITH MENTAL ILLNESS.

Gas lighter

Odd

Insane

Unpredictable

Scary

Crazy

Weird

Disturbed

Attention seeker


Helpless

Troubled

Sad

Isolated



A woman with long dark hair and glasses is shown from the chest up, looking slightly to her right. She is wearing a dark-colored top. The background is a kitchen with wooden shelves and cabinets. A glass is visible on a surface in the lower right foreground.

[in Mandarin]
This crazy person, better not to go near him.

**What would
you do?**



You have just applied for a new job at a new organization. It's your dream job and you were very excited to hear you have been shortlisted for an interview. In the interview, the discussion moves on to ask about the gap on your resume where you had to take time out from work due to a substance use disorder.

How likely would you be open about your substance use that led to your gap in employment?



Poll slide #5 – Job Interview



DENISE'S STORY

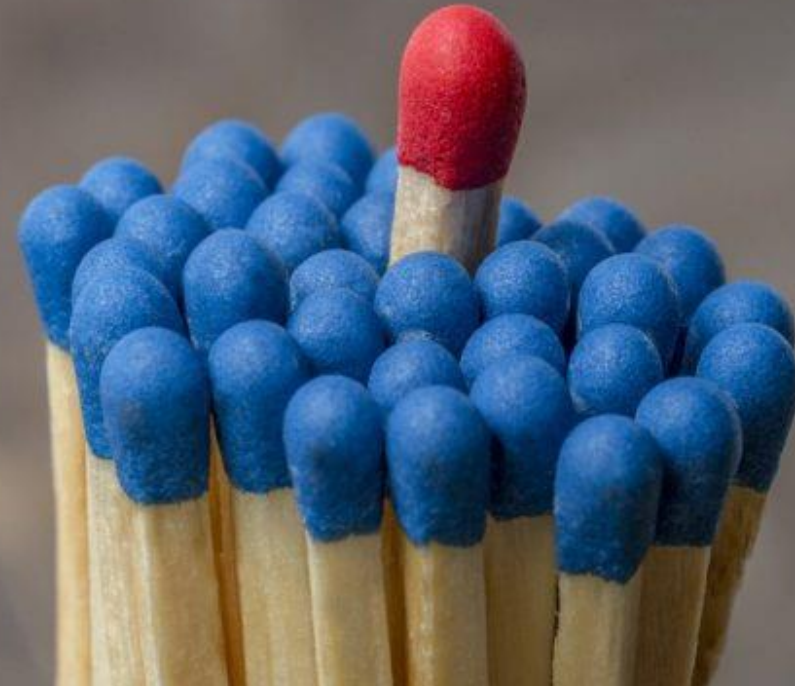
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75% of people would be reluctant – or would refuse – to disclose a mental illness to an employer or co-worker.

What prevented you from talking about it?

Fear of being labeled as different, shunned, isolated, excluded, rejected, losing your job, not getting a promotion, etc.



It's these negative attitudes and beliefs that prevented you from talking.

It's these beliefs that lead to stigma and discrimination.



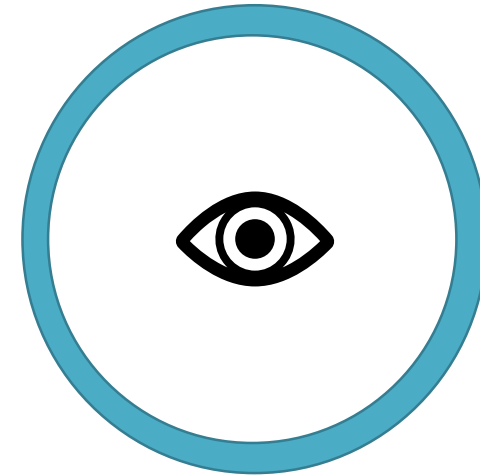
Prejudice



Discrimination



Stigma



Attitude or judging a person or group based on presumed characteristics.

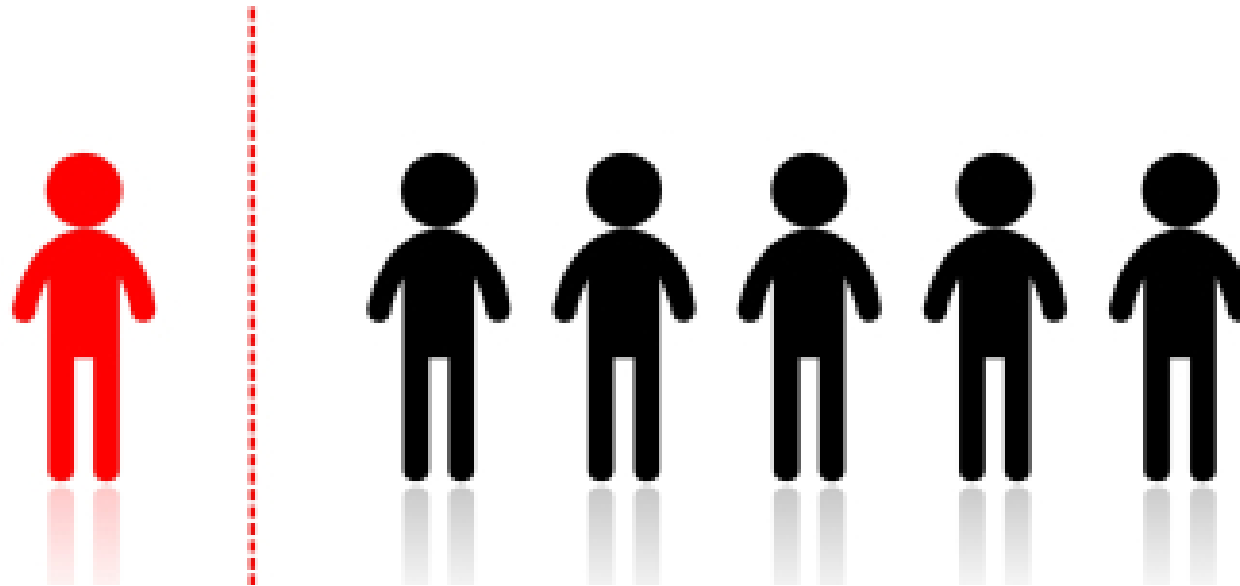


Behaviour



Stereotype

Stigma is a stereotype.



STIGMA

STIGMA

PUBLIC

SELF-STIGMA

STRUCTURAL

STIGMA BY ASSOCIATION

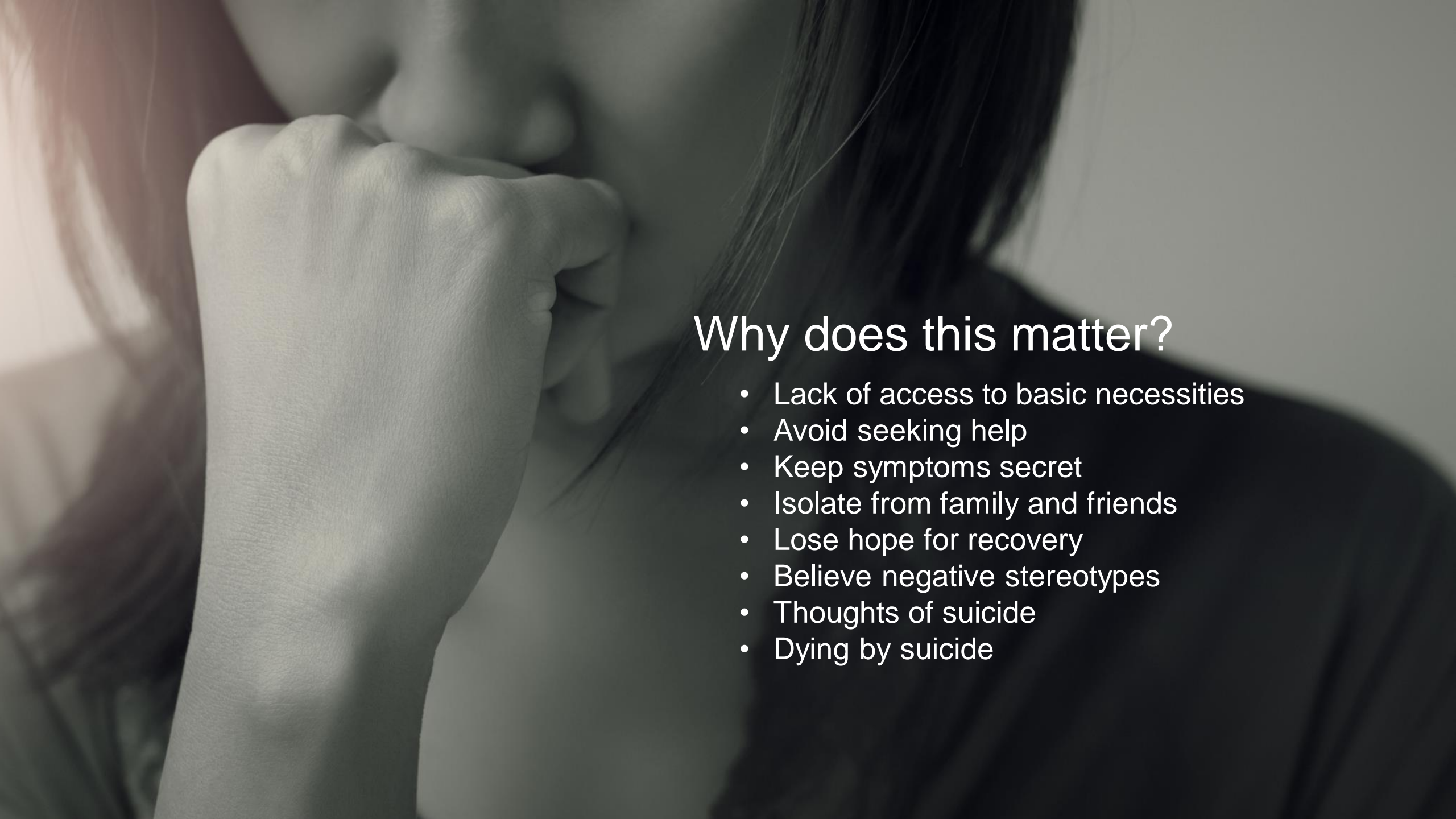
DOUBLE STIGMA



Stigma is
always with
you.



Stigma
drives
silence.



Why does this matter?

- Lack of access to basic necessities
- Avoid seeking help
- Keep symptoms secret
- Isolate from family and friends
- Lose hope for recovery
- Believe negative stereotypes
- Thoughts of suicide
- Dying by suicide

Your words can hurt.
Your words can heal.
Be careful how you
choose them.





Don't use "Mental illnesses" as an umbrella term.

Try these instead....

Living with a mental illness

Person with a mental illness

Person living with...

Usual or typical behaviour

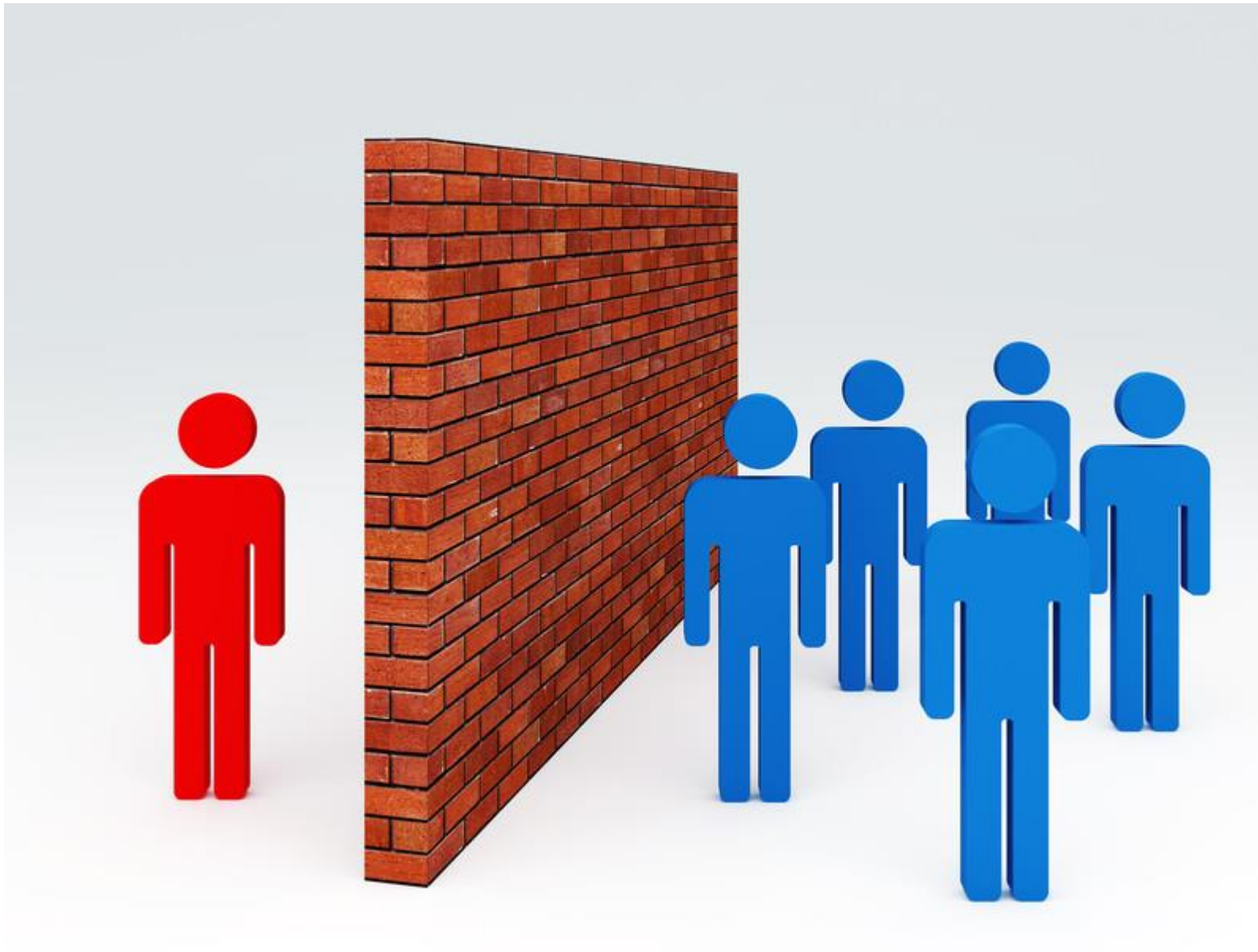
Substance use condition

Died by suicide or attempted suicide

Mental illnesses commonly encountered in the workplace

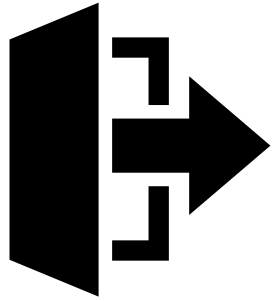
- Depression
- Anxiety disorders
- Bipolar disorder
- Substance use disorders
- Concurrent disorders
- Personality disorders
- Eating disorders
- Post-traumatic stress disorder





The effects of stigma on the workplace.

The cost of staying silent

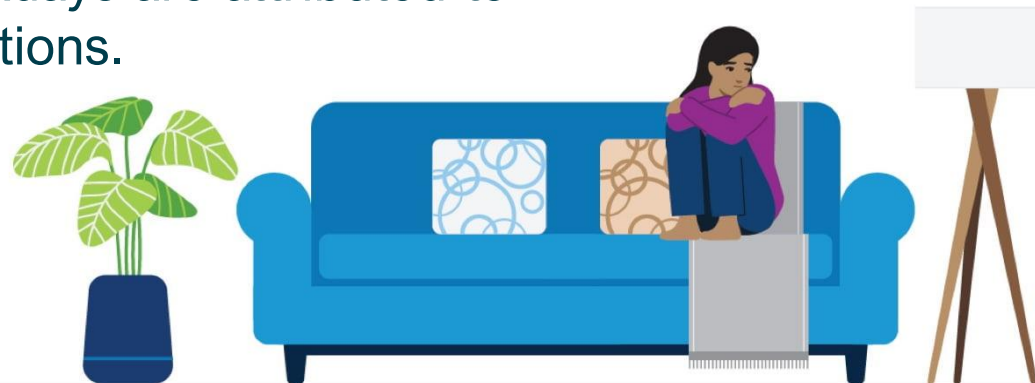


50% of full-time employees have left a role for mental health reasons and the number is significantly higher for Millennials (68%) and Gen Zers (81%).



Mentally distressed workers are **3.5 times** more likely to have substance use disorders.

62% of missed workdays are attributed to mental health conditions.





We need to support our staff and colleagues who have a mental illness.



How do you destigmatize mental health?

- Know the facts.
- Be aware of your attitudes.
- Choose your words carefully.
- Educate others.
- Focus on the positive.
- Support people.
- Include everyone.
- Create a psychologically safe workplace.



We have a shared responsibility to end stigma.

What does challenging stigma mean?

- Earlier help-seeking
- Shift in culture, thinking and attitudes
- Increase in productivity
- Better prognosis
- Supportive and acceptance of mental health
- Positive outcomes
- Positive financial impact
- Happier and healthier world 😊



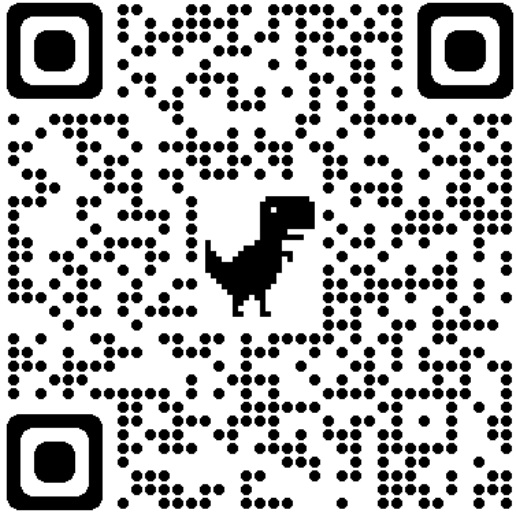
How will you
CHALLENGE
STIGMA
when you see it?



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Upcoming webinars



For a complete listing of events, visit <https://workplacenc.ca/about/events/> or scan the QR code



The Signal: WorkplaceNL's Health and Safety Podcast

By WorkplaceNL Health and Safety Podcast

Workers have a right to healthy and safe workplaces. Occupational health and safety (OHS) practices and principles help protect workers from injuries and illnesses while working. Join us as we explore current OHS topics that can improve the health and safety of workplaces.

Listen on  Spotify

WHERE TO LISTEN



The Three Pillars of Stress Management and Good Mental Health Series:

1. Nutrition
2. Movement
3. Sleep

podcasters.spotify.com/pod/show/workplacenihs podcasts

youtube.com/user/SafeworkNL

