

BUILD AN IMPACTFUL MENTAL HEALTH EMPLOYEE RESOURCE GROUP

A mental health employee resource group (ERG) is an opportunity for employees passionate about mental health to volunteer for a leadership position that lets them represent their colleagues to leadership. If you want to change how your workplace addresses mental health, consider establishing a mental health team, taskforce, workgroup, or ERG to identify and address concerns with workplace culture and promote mental health awareness, education, and available resources to peers. The team should include members with differing perspectives in the workplace, such as managers, front-line workers, HR, executive leadership, and the diversity, equity, and inclusion (DEI) coordinator. Smaller employers may need to designate only one person to be a wellness champion or ambassador.

Leadership can support a developing mental health ERG by providing the following guidance and resources:

- Sponsoring or participating in the mental health ERG;
- Providing a budget to cover the expenses of hosting wellness events, sharing digital and printable public education materials, or offering mental health training and workshops;
- Allocating a specific number of work hours for ERG members to attend to the group's activities;
- Establishing a clear and accessible procedure by which the ERG can provide feedback to upper management about findings or suggestions; and
- Routinely following up about changes that can or will be made based on feedback from the ERG.

If you are starting your own group or participating in an existing mental health ERG, you can download the following materials to help: (1) build your case to leadership on why workplace mental health is important; (2) plan your calendar year with mental health observances in mind; (3) learn tips on how to plan wellness events; (4) spread mental health awareness with an internal email or e-newsletter article; and (5) encourage employees to take an anonymous and confidential online mental health screening with digital and printable posters and postcards.

All materials can be downloaded as one toolkit or as individual items here:

- **Building the Case for Workplace Mental Health (Sample Case for Support Letter to Leadership)**
- **2023 National Mental Health Awareness Observances (Calendar)**
- **12 Tips for Planning a Wellness Event (Fact Sheet)**
- **Spread Mental Health Awareness among Employees (Drop-in Article)**
- **Poster with Screening URL Link & QR Code (Printable Poster)**
- **Postcard with Screening URL Link & QR Code (Printable Postcard)**

Employer Spotlight: 2021-22 Bell Seal Recipients

EMPLOYER	INDUSTRY	PROGRAM
Cengage Group	Educational technology and publishing	Cengage Group's Mental Health Alliance ERG educates employees about and destigmatizes mental health, fosters connection around holistic health and wellness topics, and strengthens their commitment to diversity, inclusion, and conscious workplace culture.
ConvergeOne	Technology and telecommunications	ConvergeOne's Team Resource Groups include executive sponsors and leaders who volunteer their time, open their minds, and participate in their selected groups. Leaders listen, lead, foster connection and support beyond the workplace, and encourage each team member to find their place, live their purpose, and reach their full potential.
Faith Technologies Incorporated (FTI)	Construction	FTI's Workplace Culture Task Force consists of leaders passionate about supporting the organization's overall culture, including keeping team members' mental health top of mind, encouraging respect and inclusion within their workplace, and fostering a supportive, caring, and safe environment without fear of being bullied or harassed. Respect and inclusion within their workplace, and fostering a supportive, caring, and safe environment without fear of being bullied or harassed.
Hubbell	Manufacturing	In celebration of World Mental Health Day in October, Hubbell created a World Mental Health Day Toolkit. The toolkit offered onsite activity ideas, talking points, mental health fact sheets, printable posters, mental health worksheet activities, and organization resources.
Kearney	Consulting and professional services	Kearney's Global People Care Team develops and advances global initiatives and projects related to mental health, well-being, employee engagement, and culture while supporting regional and local teams on these topics.