



## HERO Workforce Mental Health and Well-Being Committee Charter 2023 - 2024

### **Committee Chairs:**

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### **Purpose:**

The Health Enhancement Research Organization (HERO) Workforce Mental Health and Well-Being (WMHWP) Committee aims to build on previous committee work exploring ways employers of different sizes, industries, and geographies are developing, implementing, and measuring the success of WMHWP strategies. Over the past decade, and particularly in the wake of the COVID-19 pandemic, more employers have prioritized WMHWP, and have expanded benefits and programs to meet workforce needs. Despite this progress, many employers continue to face common challenges including identifying the interventions that will be most acceptable and beneficial for their specific workforces, as well as implementing valid yet feasible measurement strategies to evaluate the same. Moreover, it is known that utilization of mental health services remains suboptimal due to personal and system-level barriers, including cultural, geographical, and financial challenges that impact individuals differentially. The committee aims to shine a spotlight on WMHWP initiatives across diverse organizational sizes and settings. We are especially interested in those informed by diversity, equity, and inclusion (DEI) and will examine the factors associated with their success in all instances.

### **Areas of Focus for 2023-2024:**

In 2023 – 2024 the HERO WMHWP Committee aims to focus on the following three opportunity areas:

1. *Dissemination:* We aim to produce and package the WMHWP Employer Interviews curated as part of 2021 – 2022 charter goals into 1) smaller digestible clips that focus on different key elements of WMHWP best practices , 2) all versions will have transcripts with timestamps with the option to include “show notes” to highlight industry references, 3) other formats designed to facilitate consumption and increase the utility of the assets. A secondary aim is to outline and execute upon a formal dissemination plan via social media and HERO membership outreach. Committee members will be called upon to help facilitate outreach and engagement. Whenever possible, HERO (the Committee) will measure the reach and uptake of each dissemination format for evaluation. If available, the Committee can also help to highlight the Mattingly award winner case studies being published in 2022.

2. *Translation:* There’s no shortage of resources for addressing emotional and mental wellbeing but what does ‘good’ look like? The Committee will create guidance for employers to use to

evaluate widely available resources for WMHWPB such as Employee Assistance Programs, behavioral telehealth, digital tools, and the most prevalent carrier resources. This could include a checklist of attributes a “best-in-class” vendor should offer. For greater curb appeal, we can also curate a [series of] infographics with links that illustrate practical application of WMHWPB best practices. Where possible, segment recommendations by employer size, industry, generation, and other relevant employee demographics. A companion piece to this “WMHWPB Consultant Toolkit” will be a deconstruction of best practice work featured in the 2022 WMHWPB interview series, Mattingly Award winners and other outcomes-focused case studies that could come from Committee members in a non-commercial format. **A central focus of this initiative will be to create an end-product that facilitates evidence-informed decision making for the employer seeking to develop their WMHWPB policies and programs.**

3. *Application*: In addition to the “WMHWPB Consultant Toolkit” create a rubric for selecting the elements of a best practice WMHWPB initiative that shows sequence and suggests the impact for each.

- What barriers remain for employers (cost, access, time, and skills?) and how do our tools solve for them?
- What gaps still exist for employers (access, cost, lack of parity, integration with primary care?)

### **Timeline**

**Phase 1: *Dissemination* (Q1 2023 – Q3 2023)**

**Phase 2: *Translation* (Q1 2023 – Q3 2024)**

**Phase 3: *Application* (Q3 2023 – Q2 2024)**