



**HERO Workplace Mental Health and Well-Being Committee
Charter 2021 - 2022**

Committee Chairs:

Heidi Greenberger, PhD, MPH, Vice President, Clinical Research, AbleTo Inc.

Philip Swayze, MS, CWPD, East Region Practice Leader, Health & Performance. Vice President, Employee Benefits Division, HUB International, East Region

Purpose:

The Workplace Mental Health and Well-Being Study Committee aims to build on our previous work exploring ways employers are developing and measuring the success of workplace mental health and well-being (MHWB) strategies in the wake of the dual pandemics of racial injustice and COVID-19. Over the past decade, more and more workplaces have recognized the importance of addressing employee mental health and well-being and have expanded benefits and programs to meet the need. As the landscape of workplace behavioral health strategy and technology evolves, employers continue to face challenges regarding outcomes measurement. In addition, utilization remains suboptimal due to individual and system-level barriers, including cultural, geographical, and financial challenges known to impact U.S. adults by race/ethnicity differentially. The committee aims to identify employer bright spots, explore workplace mental well-being metrics, and also seeks to understand new solutions to workplace mental health and well-being informed by diversity, equity, and inclusion (DEI) and the factors associated with their success across diverse workplace sizes and settings.

Areas of Focus and Opportunities:

The Workplace Mental Health and Well-Being Study Committee will address the following questions:

1. Identify New Workplace MHWB Solutions: What innovative mental health and well-being solutions are available or being created? Is a DEI lens being applied and if so, how? Are various delivery options and/or messaging being considered?
2. Empirical Evidence: What does success look like in the real world? Who [from large, midsize, and small businesses] has a story to tell? What does a healthy workplace mental health culture look like?
3. Measurement Strategies: What measurements matter and to which stakeholders? From employers identified as having innovative solutions, what standard measures have been brought into practice? How are employers measuring the effectiveness of MHWB programs and strategies? Is a DEI lens being applied and if so, how are employers using data to increase understanding of the varying mental health needs of their diverse employee population?

Phase 1: Solutions & Innovation: (Q2 2021 – Q2 2022)

- Identify employers with comprehensive and/or innovative MHWB solutions serving as bright spots in the space of workplace MHWB. Also, identify champions in the space of DEI-informed workplace MHWB strategy and solutions.
- From large, midsize, and small businesses, invite sharing of stories of what is working through a variety of formats including structured fireside chats, guest presentations, and video interviews
- **Associated Deliverables:** Goal of 4 – 5 recordings. Develop an index of recordings archived for HERO members in the Think Tank Library.

Phase 2: Measurement (Q3 2021 – Q3 2022)

- Environmental scan of data sources, measurement tools and gaps in measurement, identifying best practices with regard to:
 - o HR data (absenteeism, retention, EAP usage, STD, LTD)
 - o Employee/workplace survey tools
 - o Workplace MHWB culture surveys
 - o Psychosocial risk assessments
 - o Others?
- Explore development of individual level MHWB measurement tool for businesses in partnership with members of the HERO Research Committee
- **Associated Deliverable:** Develop summary report of findings and resources, complementary Infographic