



HERO Workforce Mental Health & 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** (WMHW) 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 WMHW strategies. Over the past decade, and particularly in the wake of the COVID-19 pandemic, more employers have prioritized WMHW, 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 WMHW 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 WMHW Committee aims to focus on the following three opportunity areas:

1. *Dissemination:* We aim to produce and package the WMHW Employer Interviews curated as part of 2021 – 2022 charter goals into smaller digestible clips that focus on different key elements of WMHW best practices. This will become a best practice highlights reel that

includes a guide to key best practice references, and “key search terms or words” to increase web traffic. As appropriate, other formats will be used to facilitate consumption and increase the utility of the assets. A secondary aim is to outline and execute upon a formal dissemination/communications plan via social media, HERO communication vehicles, industry partners, and HERO membership outreach. Committee members will be called upon to help facilitate outreach and engagement. Guidelines and materials to be used for dissemination will be provided by HERO. 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. As appropriate, (publicly available) non-HERO content focused on WMHW could be vetted, and also disseminated as a resource through HERO website (committee to review and approve content).

2. *Translation:* There’s no shortage of resources aimed at addressing workforce mental health and psychological well-being, but how does an employer determine which resources are based on scientific evidence and most likely have the greatest impact? The Committee will create guidance for employers to use to evaluate widely available resources for WMHW such as Employee Assistance Programs, behavioral telehealth services, digital tools, and the most prevalent carrier resources. This could include a checklist of attributes a “best-in-class” vendor should offer. We will also curate a [series of] infographics with links that illustrate practical application of WMHW best practices. Where possible, we will segment recommendations by employer size, industry, and relevant employee demographics. A companion piece to this “WMHW Resource Evaluation Toolkit” will be a deconstruction of best practice work featured in the 2022 WMHW 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-based decision making for the employer seeking to develop their WMHW policies and programs.**

3. *Application:* In addition to the “WMHW Resource Evaluation Toolkit” the Committee will create a rubric for selecting the elements of a best practice WMHW initiative that considers priorities and sequence and suggests the impact of each element. The rubric will also highlight barriers and gaps that need to be addressed.

- 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)