



BRIAN RIBLET & TRACY HENAO

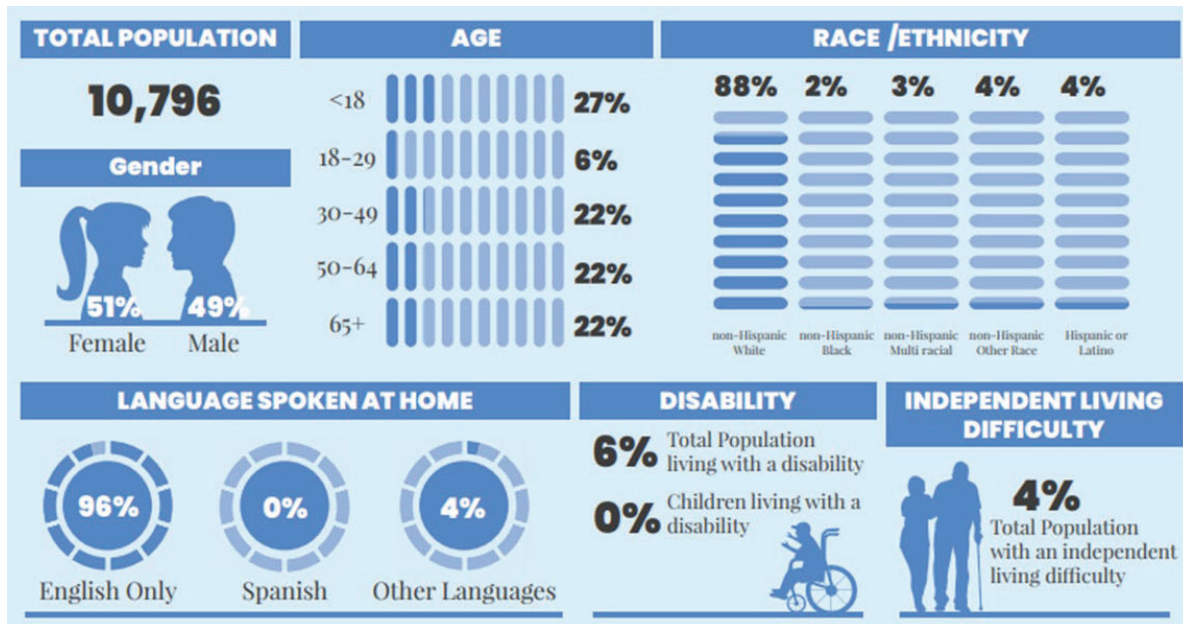
I'M FINE, YOU'RE FINE, WE'RE ALL FINE

CITY OF MONTGOMERY, OHIO

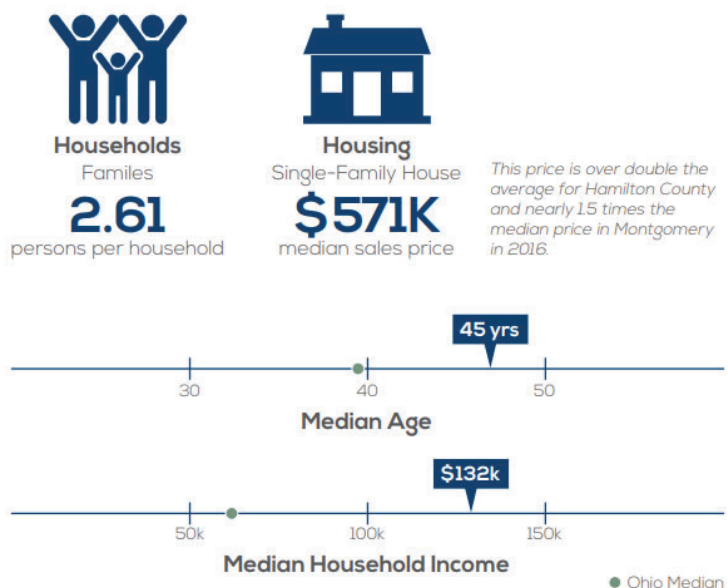
- 5.2 square miles, 12 miles northeast of Cincinnati
- Employees: 85 Full-time positions, 6 Part-time positions
- Council-Manager form of government
- Residential community with strong business base



DEMOGRAPHICS 2021



ECONOMIC STABILITY



Mental Health

Is...

- Important
- Something everyone has
- Linked to physical health
- On a continuum
- Worth making time for
- Part of being human
- Something we need to look after
- Positive + negative
- complex
- REAL

Isn't...

- A sign of weakness
- Shameful
- All in your mind
- Always something negative
- Something you decide to have
- Something to think about only when it feels broken
- An interchangeable term with mental illness
- Feeling good all the time

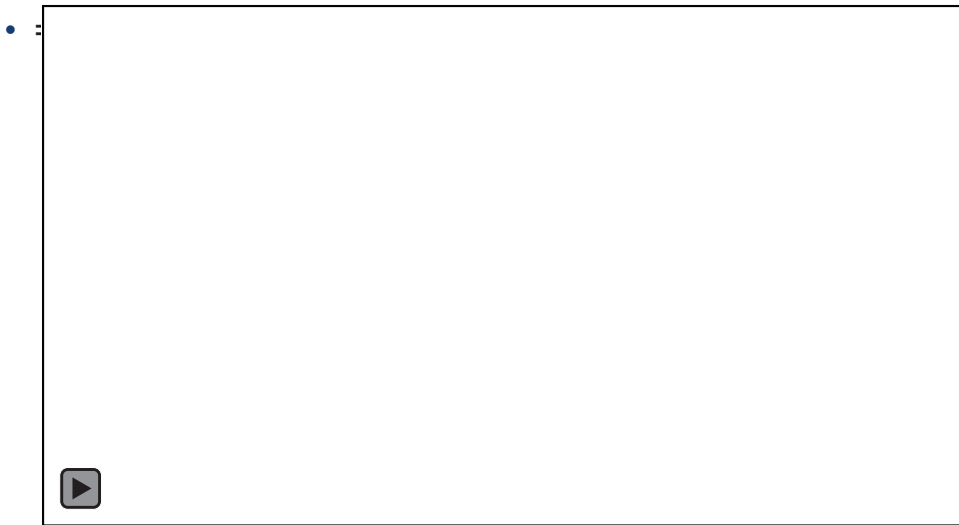


Acknowledging the Elephant in the Room

“There is no standard normal. Normal is subjective. There are seven billion versions of normal on this planet.” – Matt Haig



VUNERABILITY



COMMUNITY HEALTH ASSESSMENT

You are NOT ALONE

Millions of people are affected by mental illness each year. Across the country, many people just like you work, perform, create, compete, laugh, love and inspire every day.

 1 in 5 U.S. adults experience mental illness	1 in 20 1 in 20 U.S. adults experience serious mental illness	17% of youth (6-17 years) experience a mental health disorder
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START THE CONVERSATION

...about Mental Health.

Mental health is just as important as... physical health and deserves the same quality of support.” – Kate Middleton

TIER1 in partnership with:

Lindner Center of HOPE

UIC Health.

NAMI



Pre-Survey

At



92%
of us

are affected by

mental illness

86%

Friend or Colleague

46%

Personally

81%

Family Member

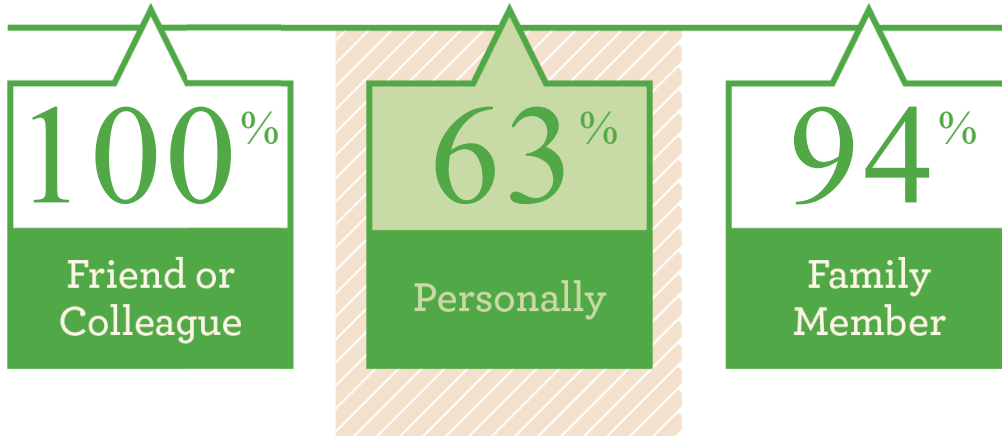
Post-Survey

At



are affected by

mental illness

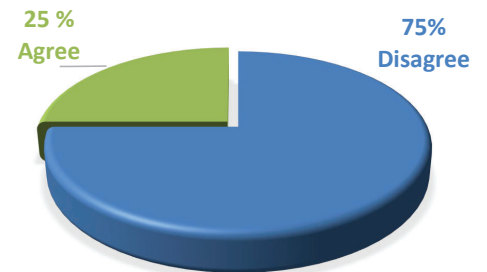
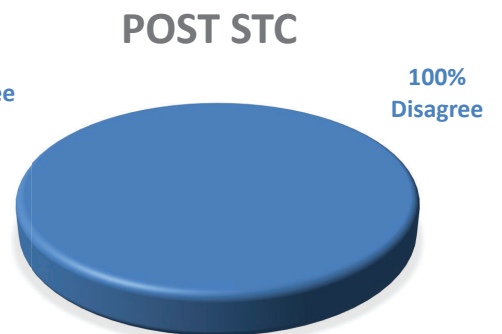
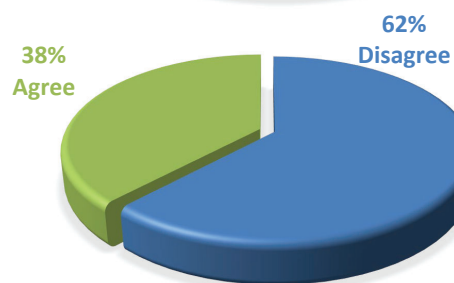
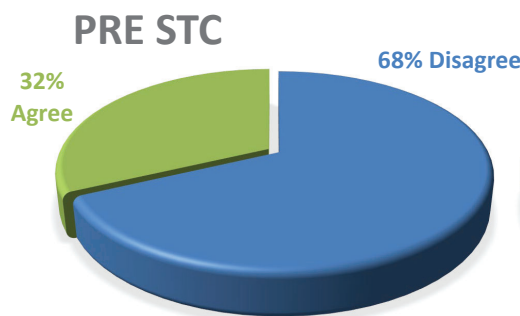


TALKING ABOUT WORK STRESS IS A SENSITIVE TOPIC

Stress at Work

I'm afraid of getting punished for taking a day off to attend to my mental health

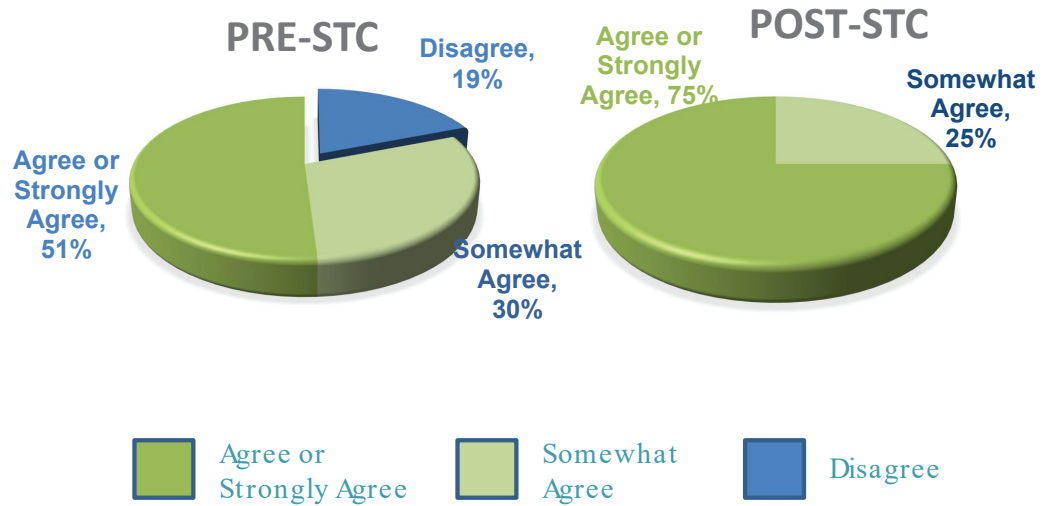
In my company, it is safer to remain silent about my workplace stress.



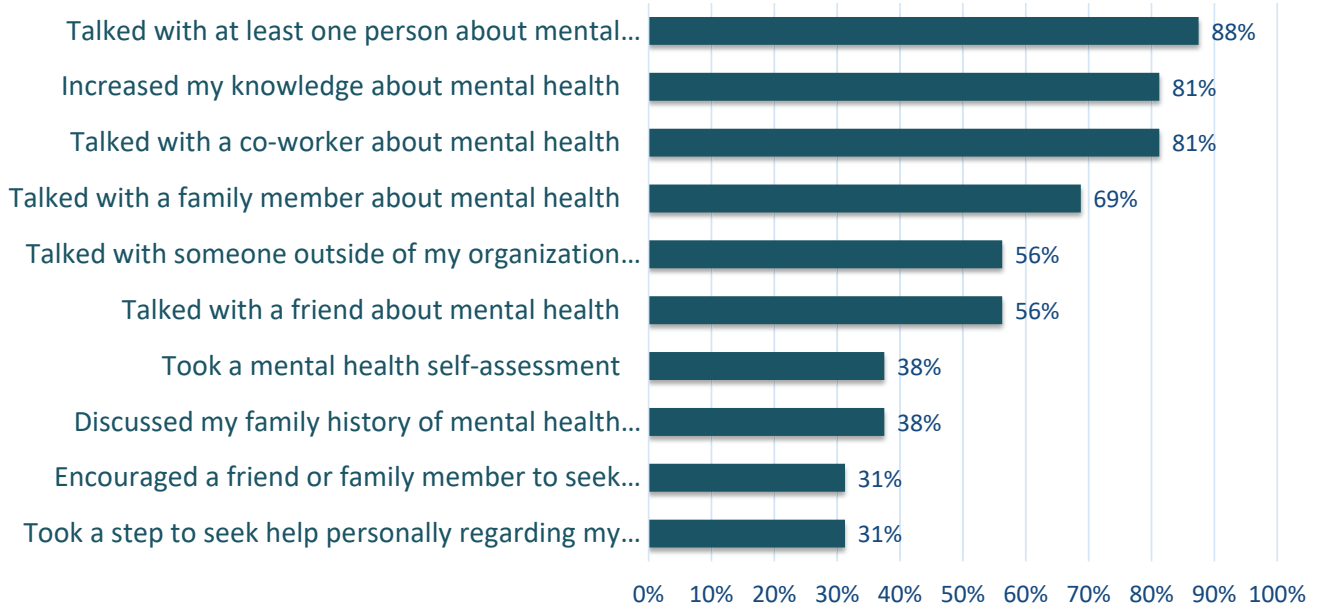
ARE WE A SAFE PLACE?

Safety at Work

Our culture is open and accepting, creating an environment of trust that makes me comfortable to discuss my personal experiences regarding mental health conditions.



AS A DIRECT RESULT OF THE START THE CONVERSATION JOURNEY...

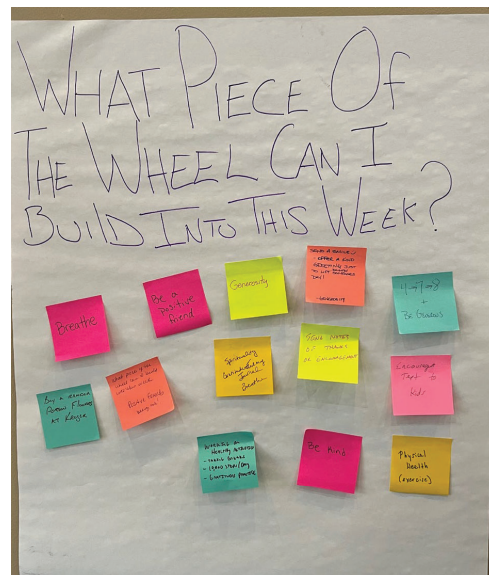


WHAT WAS THE MOST VALUABLE TO YOU ABOUT THE START THE CONVERSATION JOURNEY?

- *The community of support was most valuable. Before sharing I felt closed off, isolated and like no one would like me if they knew what was going on. Now I feel acceptance that I didn't feel before. You never know when your story could save someone's life. I came to work a year ago, wanting to end my life. I had one co-worker that noticed something was off and was brave enough to share her story with me. Her honest conversation and support made me rethink my purpose.*
- *Hearing first-hand, personal experiences or struggles from the upper management. It was so good to learn that they were human and had issues too. Makes you feel like you aren't alone or crazy and that being 1 in 5 is the norm.*



CONTINUE THE CONVERSATION



CTC CONVERSATIONS

- Cincinnati DBT Center, Dialectical Behavior Therapy
- Montgomery Police Presentation on CIT Training
- The Affinity Center, Stress/Anxiety
- 1N5, Lap around the Wellness Wheel
- Montgomery Fire Department Presentation Staff Crisis Training and Support
- Alzheimer's Association, Dementia
- University of Cincinnati Mobile Crisis Unit, Crisis Response Presentation
- Beyond the Valley Counseling, When to Seek Therapy
- Black Sheep Performance, Physical Health & Mental Health
- Path Neuropsychology, Brain Health: the connection between mind and body
- Brightview Health, Trauma Reduction
- Cincinnati Childrens Medical Center, Youth Anxiety and Depression



TAKING IT TO THE COMMUNITY

If we start being honest about our pain, our anger, and our shortcomings instead of pretending they don't exist, then maybe we'll leave the world a better place than we found it." — Russell Wilson

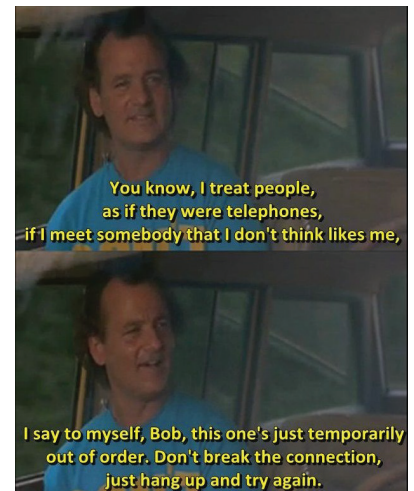


BRANDING THE INITIATIVE

The bluebird symbolizes hope, love, and renewal in many cultures. Even in the harshest climates, when bluebirds have a scarcity of food, they will manage to sing cheerfully. It is a sign that you should never lose faith, even in your darkest hours. You must hold to the belief that it will all be alright in the end.



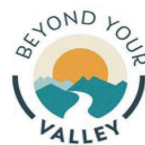
COMMUNITY CONVERSATIONS



MENTAL HEALTH FAIR



COMMUNITY PARTNERS



NATIONAL SUICIDE PREVENTION SPEAKER – KEVIN HINES



KEVIN HINES



WHAT'S NEXT

- Focus on culture
- Focus on wellness at all levels
- Policy updates: sick leave can be used for mental health, bereavement leave, paternity/maternity leave
- Therapy dog
- Dress code
- Appreciation lunches

You don't have to be an expert to talk about mental health.



Talk, but listen too: simply being there will mean a lot.



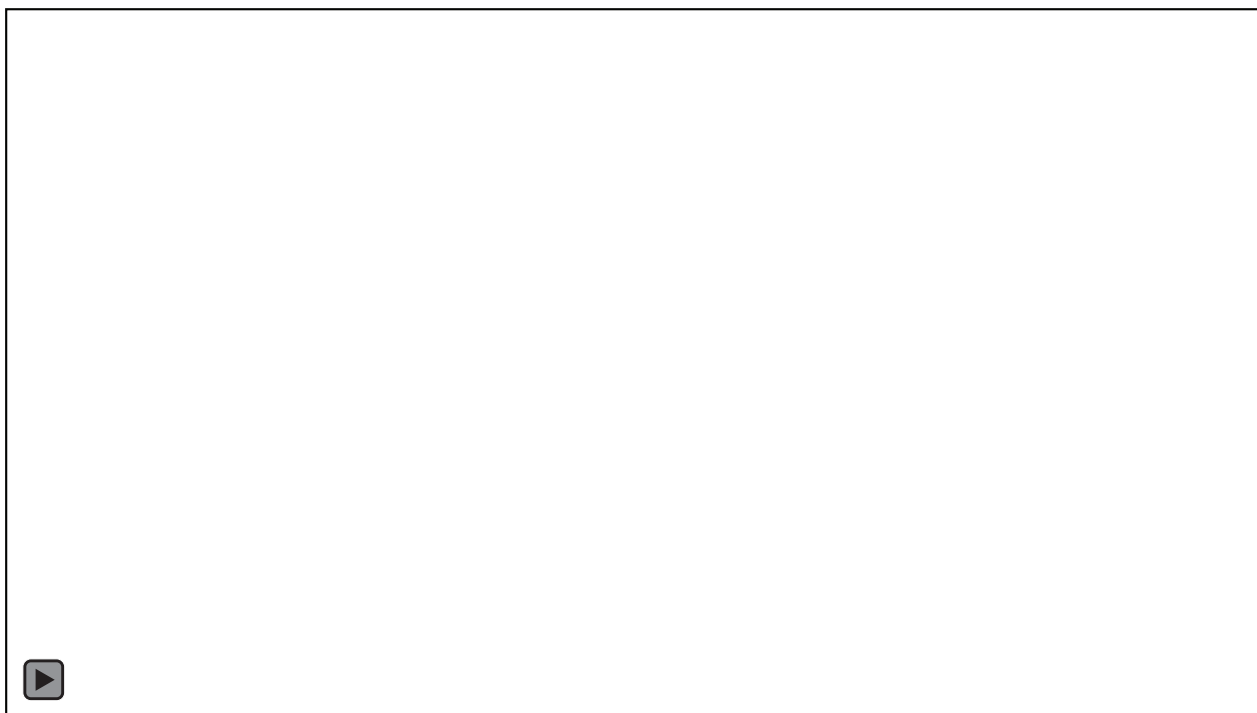
Keep in touch: meet up, phone, email or text.



Don't just talk about mental health: chat about everyday things as well.



Remind them you care: small things can make a big difference.



KEY TAKEAWAYS

“A lot of people are living with mental illness around them. Either you love one or you are one.” – Mark Ruffalo



Support from leadership is critical

Be vulnerable

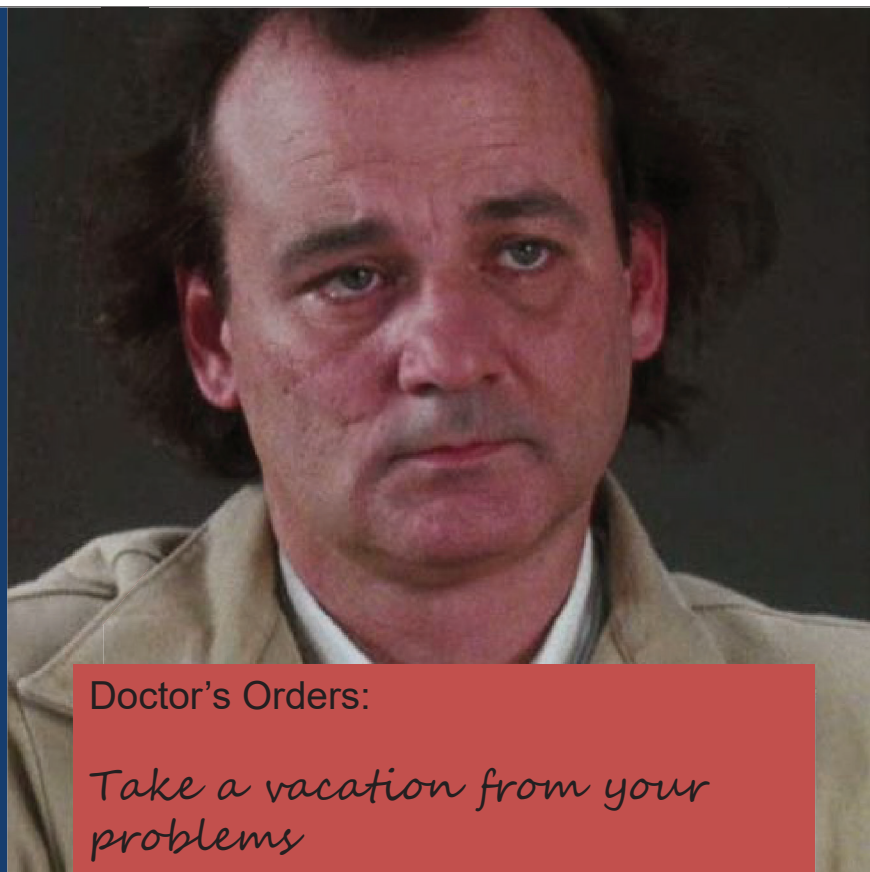
You don't have to be an expert to make a difference

Everyone is dealing with something

Making a difference doesn't have to cost a lot of money

We are not providers, but we can connect, convene and create change

QUESTIONS?



Doctor's Orders:

Take a vacation from your problems



THANK YOU!