

Philanthropy  
miami

CONFERENCE

**IGNITE!**

**IGNITED CULTURE: Creating a Workplace Culture that Promotes Employee Wellbeing**

# My Health Is More Than My Physical Health

Percent who say

GLOBAL 12

When I think about being “healthy,” I think about...

Net dimensions:

<b>Mental health</b>	<b>91%</b>	<ul style="list-style-type: none"> <li>• Feeling happy</li> <li>• Can manage negative emotions</li> </ul>
<b>Physical health</b>	<b>88%</b>	<ul style="list-style-type: none"> <li>• Can do important activities</li> <li>• No sickness or injury</li> <li>• Can manage my physical health</li> </ul>
<b>Social health</b>	<b>83%</b>	<ul style="list-style-type: none"> <li>• Have a person I can speak freely to</li> <li>• People care about me</li> <li>• Not discriminated against</li> </ul>
<b>Community livability</b>	<b>79%</b>	<ul style="list-style-type: none"> <li>• Clean, safe, peaceful community</li> <li>• Healthy planet</li> </ul>

# 66%

say all four components are dimensions of my “health”

*\*Only 1% say being healthy is just about physical health*

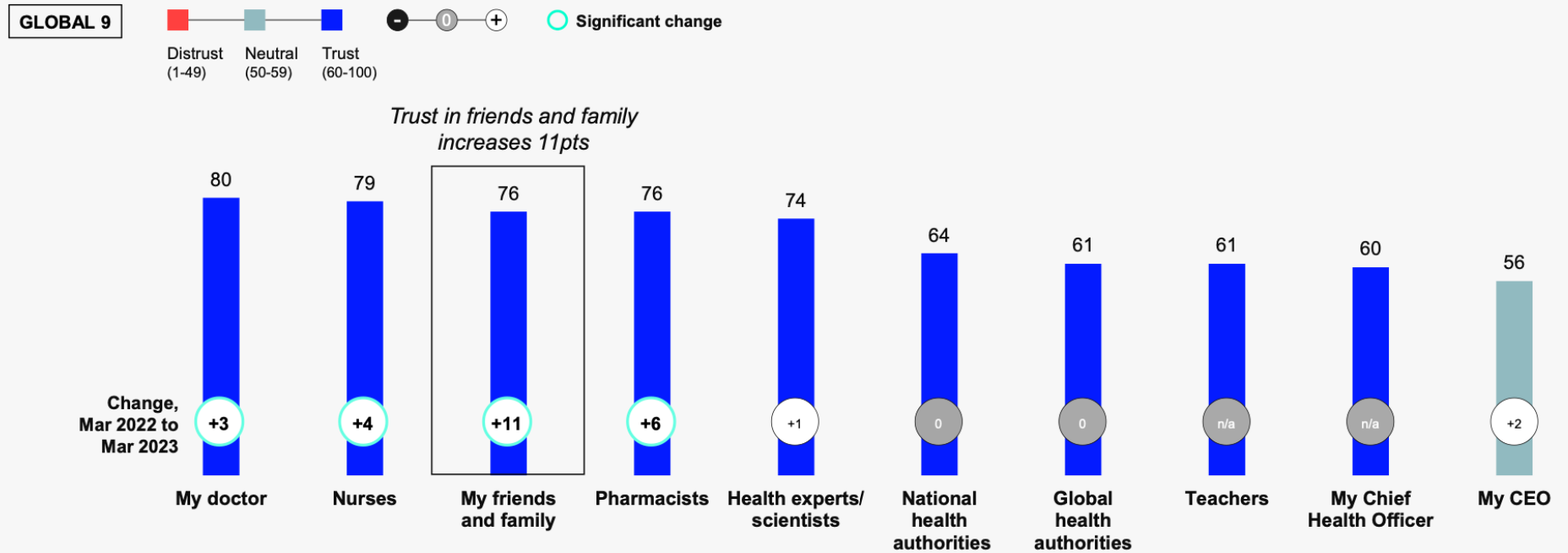
2023 Edelman Trust Barometer Special Report: Trust and Health. HEA\_DEF. Think about what being healthy means to you. For each of the following, please indicate how big a consideration it is in whether you see yourself as being healthy. 3-pt scale; code 3, major consideration. General population, 12-mkt avg. “Mental health” is a net of codes 4-8; “physical health” is a net of codes 1-3; “social health” is a net of codes 9-12; “community livability” is a net of codes 13-15. The four-component score consists of respondents who selected at least one attribute from each of the four dimensions of health.

\*Percent of respondents who selected an attribute(s) from the physical health dimension only.



# Trust in Peer Voices Now on Par with Medical Experts

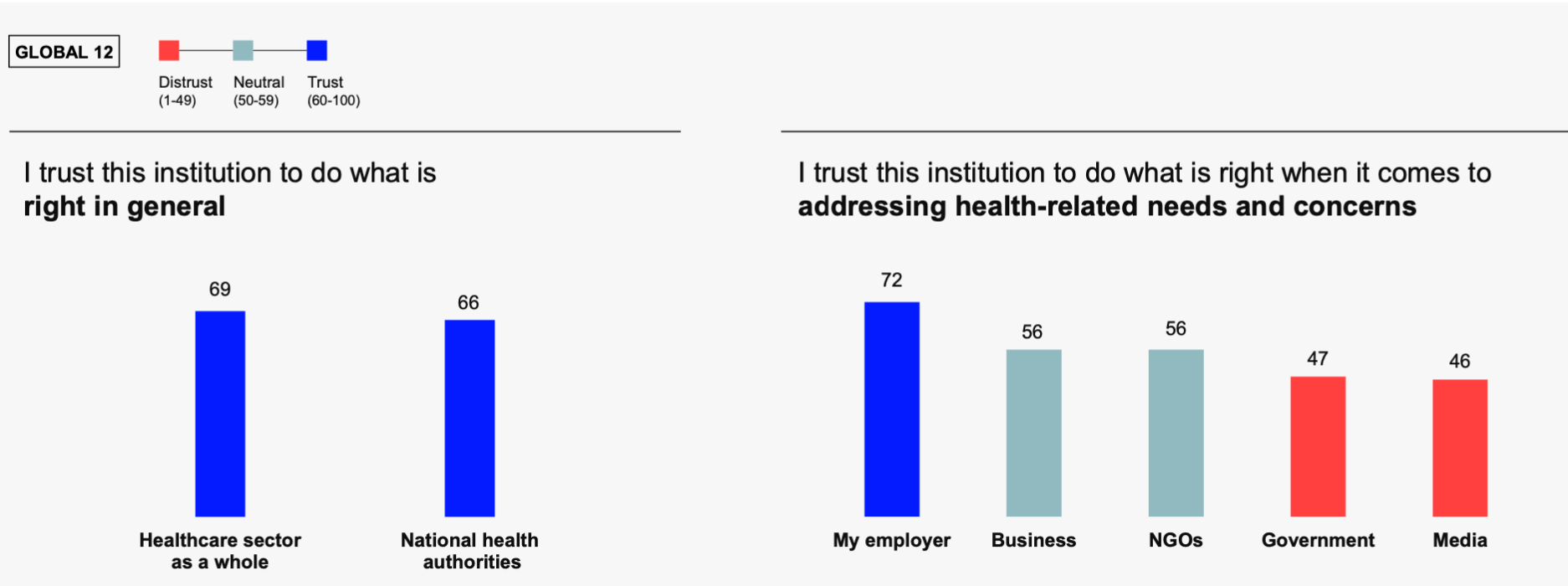
Percent trust to tell the truth about health issues and about how to best protect the health of the public



2023 Edelman Trust Barometer Special Report: Trust and Health. HEA\_TRU\_PEP. Below is a list of categories of people. For each one, please indicate how much you trust that group of people to tell you the truth about health issues and about how best to protect the health of the public. 9-point scale; top 4 box, trust. General population, 9-mkt avg. "My Chief Health Officer" and "my CEO" only asked of those who are an employee of an organization (Q43/1). Data shown is rebased to exclude those who selected "don't know/not applicable." Year-over-year changes were tested for significance using a t-test set at the 99%+ confidence level.

# Employers Only Non-Health Institutions Trusted With Health

Percent who say



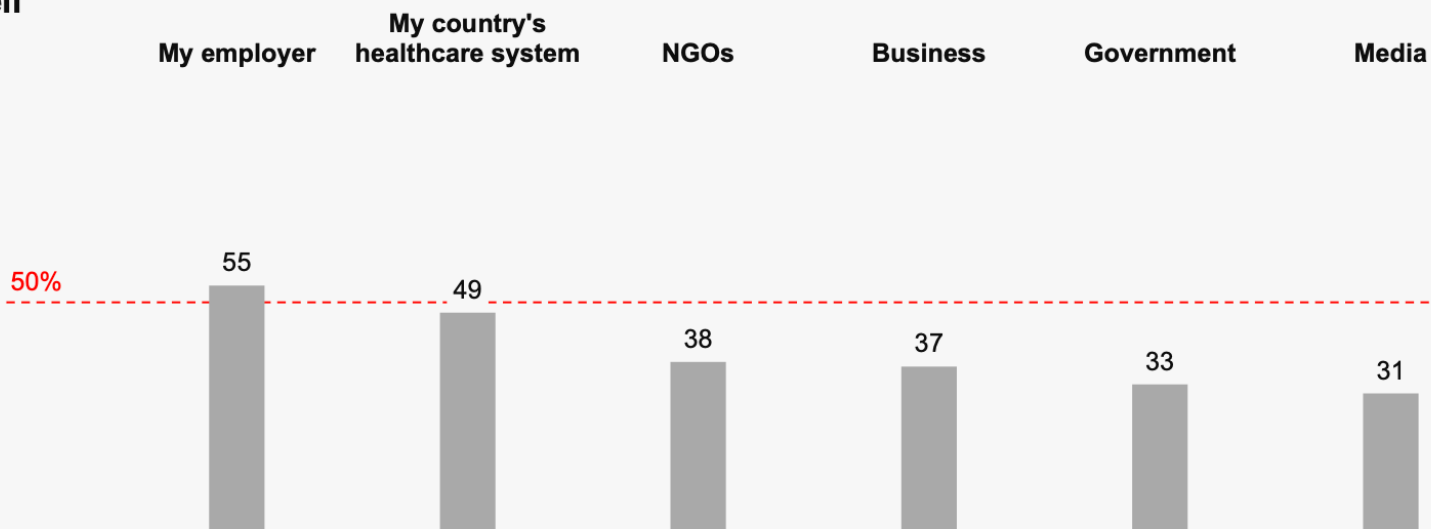
2023 Edelman Trust Barometer Special Report: Trust and Health. TRU\_INS. Below is a list of institutions. For each one, please indicate how much you trust that institution to do what is right. 9-point scale; top 4 box, trust. TRU\_INS\_HEA. Please indicate how much you trust each of the following to do what is right when it comes to addressing your health-related needs and concerns. 9-point scale; top 4 box, trust. Question asked of half of the sample. General population, 12-mkt avg. "My employer" only asked among those employed by an organization (Q43/1).

# Among Institutions, Only My Employer Seen as Doing Well on Health by Half or More

Percent who say

GLOBAL 11 Excludes China

This institution is **doing well**  
in making sure I am as  
**healthy as possible**



2023 Edelman Trust Barometer Special Report: Trust and Health. HEA\_RSP\_RATE. How well do you feel each of the following are doing in making sure you are as healthy as possible? 5-point scale; top 2 box, doing well/very well. Question asked of half of the sample. General population, 11-mkt avg. Data not collected in China. "My employer" was only asked employed by an organization (Q43/1).



Miami-Dade  
County

Mental Health  
Inclusion  
Well-Being

*In the workplace*

Susan Racher, Board Chair



NAMI MIAMI-DADE  
**WALK** for  
Mental Health  
Awareness



**SATURDAY, MAY 20th**

Registration 8:00 a.m.

**loan Depot park**

Home of the Miami Marlins

Together we can End the Silence

Register your team today at [NAMIWalks.org/Miami](https://www.NAMIWalks.org/Miami)



## NAMI Miami-Dade

- ❖ Miami/Keys affiliate of NAMI, largest peer to peer mental health organization
- ❖ NAMI Miami's Mission: educate, support, and advocate ~~stigma~~*free*
- ❖ NAMI model: programs led by people with lived experience (peers and family)
- ❖ Education and awareness promotes help seeking behavior
- ❖ Sense of community promotes wellbeing and recovery
- ❖ National, evidence based, data driven

## Sounding the alarms

**Harvard  
Business  
Review**



**Forbes**

**GALLUP®**



American Academy  
of Pediatrics



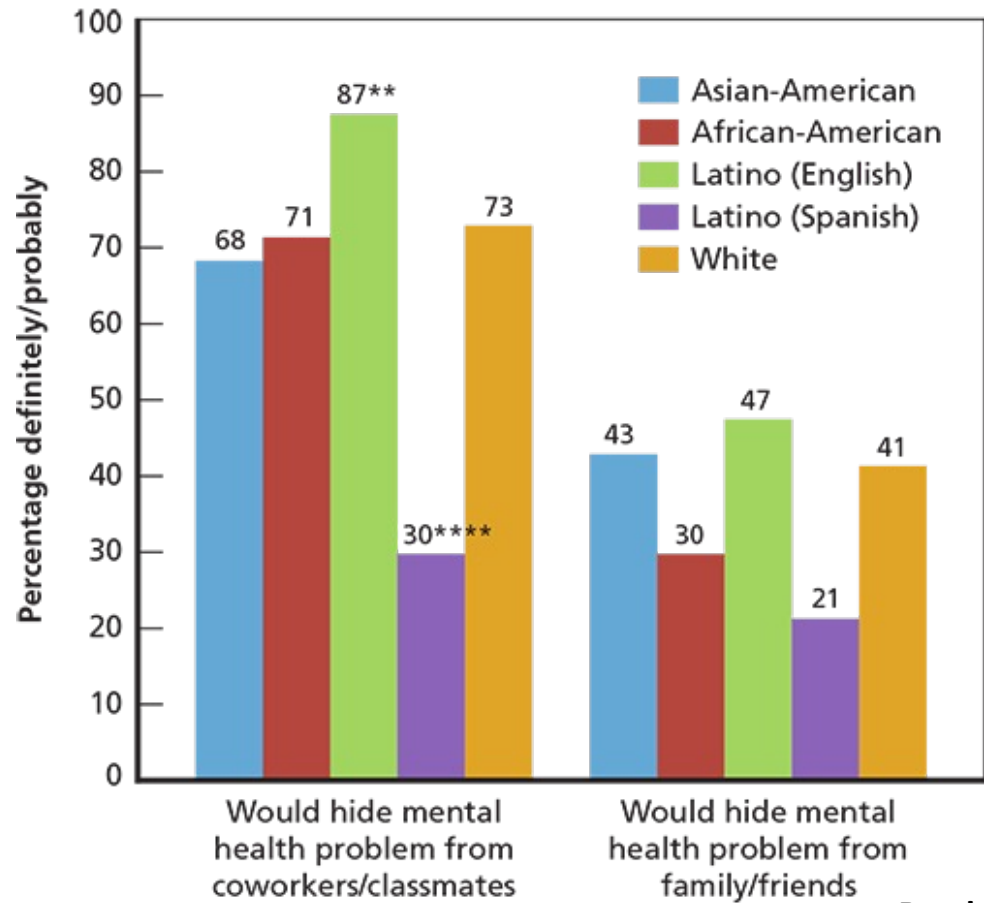
DEDICATED TO THE HEALTH OF ALL CHILDREN™



- ❖ **75% of all serious mental illnesses manifest by age 30**
- ❖ **76% employees report 1 or more symptoms of mental unwellness (59% in 2019)**
- ❖ **85% of workers report the workplace itself affects their mental health**
- ❖ **75% of employees see stigma around mental health in the workplace**
- ❖ **Less than 50% of U.S. workers strongly believe their organization cares**
- ❖ **Only 47% of those with mental illness received treatment**
- ❖ **Suicide is the second leading cause of death for people ages 10-14 and 20-34**
- ❖ **1 out of 10 HS students has attempted suicide one or more times**



## Mental Unwellness: Hidden from View



## Why should employers be concerned?

**Mental health conditions cost employers more than \$100 billion and 217 million lost workdays each year. (NAMI)**

### **Issues**

- ❖ Perception: 96% of employers think their companies are doing enough; 69% of employees
- ❖ Attrition: 68% millennials and 81% Gen Z'ers cited mental health as the reason they quit
- ❖ 62% of missed workdays attributed to mental health conditions
- ❖ Barriers: stigma; fear; knowing how to get help
- ❖ Impact: job performance; other health care costs; morale in the office; productivity

### **Solutions**

- ❖ Open discussion and support starts from the top
- ❖ Programs for education/early identification/ discussion
- ❖ Resources; know your insurance coverage
- ❖ Bring NAMI to your workplace

**Return of \$4 for every \$1 invested in mental health care (National Safety Council)**

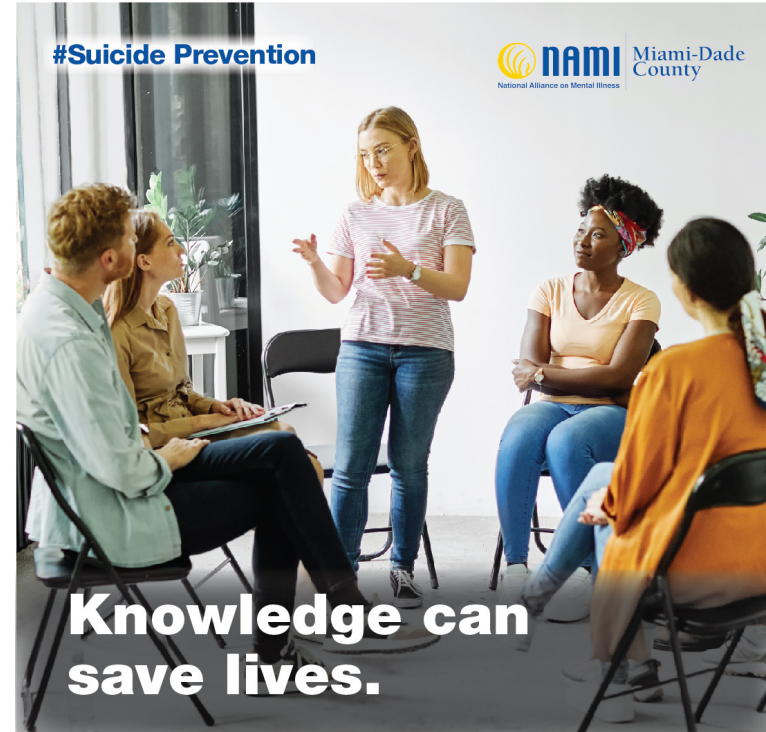


Miami-Dade  
County



305-665-2540  
[Help@NAMIMiami.org](mailto:Help@NAMIMiami.org)

Susan Racher  
[susanracher@namimiami.org](mailto:susanracher@namimiami.org)  
305-323-9845



988: Suicide and Mental Health Hotline

Mobile Crisis Units  
800-HELP-YOU  
305-434-7660



# Labor Market Conditions



## WAGES AND SALARIES UP 5.1%\*

Competing with rising cost of living (5.0% annual inflation rate\*)



## UNEMPLOYMENT RATE OF 3.4%\*

More job openings than available workers to fill them

## ««« THIS IS AN EMPLOYEE'S MARKET »»»

### WHAT I'M SEEING:

- Candidates have pick of opportunities
- Candidates more reluctant to relocate
- Candidates are faster to move on from bad situation
- Millennials/Gen Z more likely to make career decisions based on the values of a company\*\*

5/11/2023

*\*U.S. Bureau of Labor Statistics*

*\*\*Deloitte Global Gen Z and Millennial Survey*