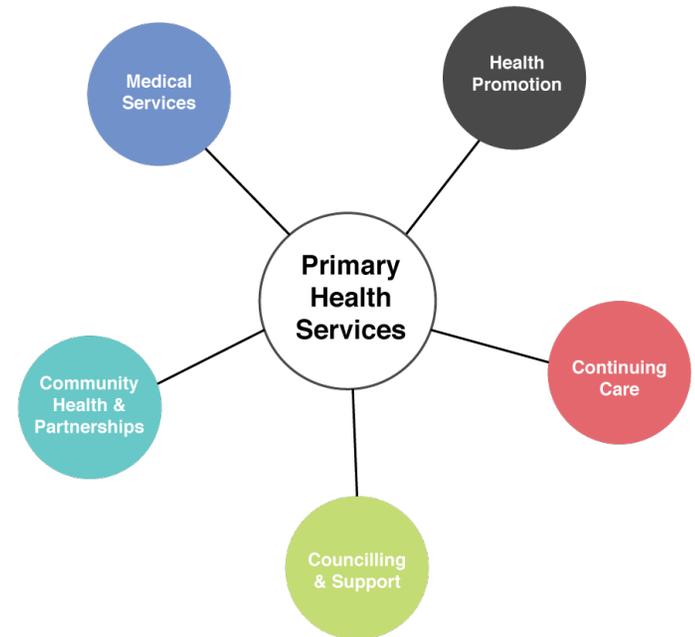


What is Primary Care

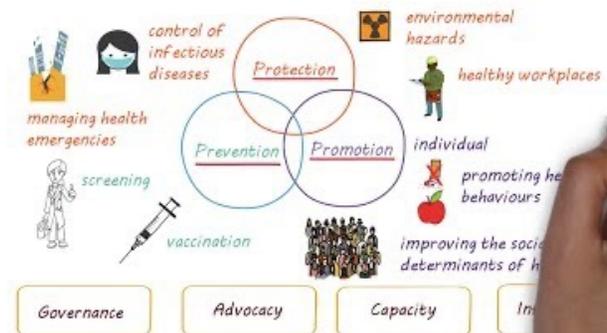
- Primary care is a point of contact between a patient and the healthcare system that provides individuals with access to the information and resources they need for optimal health outcomes.
- Goal to improve the health of the public by providing easy access to medical care.
- Focus is on the whole individual rather than on the illness of a specific organ, system or disease.
- It aims to improve their entire health and wellbeing by preventing or solving any health problems.



What is Public Health

- Public health is the science of protecting and improving the health of people and their communities.
- Through promoting healthy lifestyles, researching disease and injury prevention, and detecting, preventing and responding to infectious diseases.
- Concerned with protecting the health of entire populations.

WHAT IS PUBLIC HEALTH?



What is Mental Health

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood.

Over the course of your life, if you experience mental health problems, your thinking, mood, and behavior could be affected. Many factors contribute to mental health problems, including:

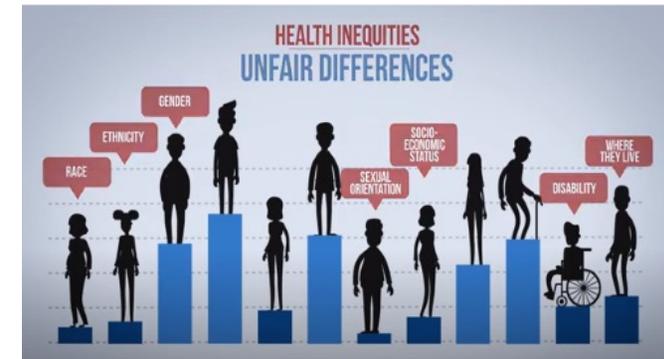
- Biological factors, such as genes or brain chemistry
- Life experiences, such as trauma or abuse
- Family history of mental health problems

Mental Health and Public Health

- Public health aims to promote healthy lifestyles, as well as to detect, prevent, and respond to diseases.
- Mental health has a huge impact on how people relate to others, make decisions, and handle stress.
- People's ability to live fulfilling lives often depends on their mental health.
- This makes protecting and restoring mental health of immediate concern to public health.

The Landscape

- A *health disparity* as “a particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage.”
- Health disparities adversely affect groups of people who have systematically experienced greater obstacles to health based on their **racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.**



Our State of Affairs

- Our nation is facing a mental health crisis that is manifesting itself in increased symptoms of anxiety and depression, substance use, and suicidal thoughts and ideation.
- From 2019 to 2021
 - Depressive and anxiety symptoms doubled during the pandemic
 - Treatment has not been accessible
 - Emergency Dept visits on the rise

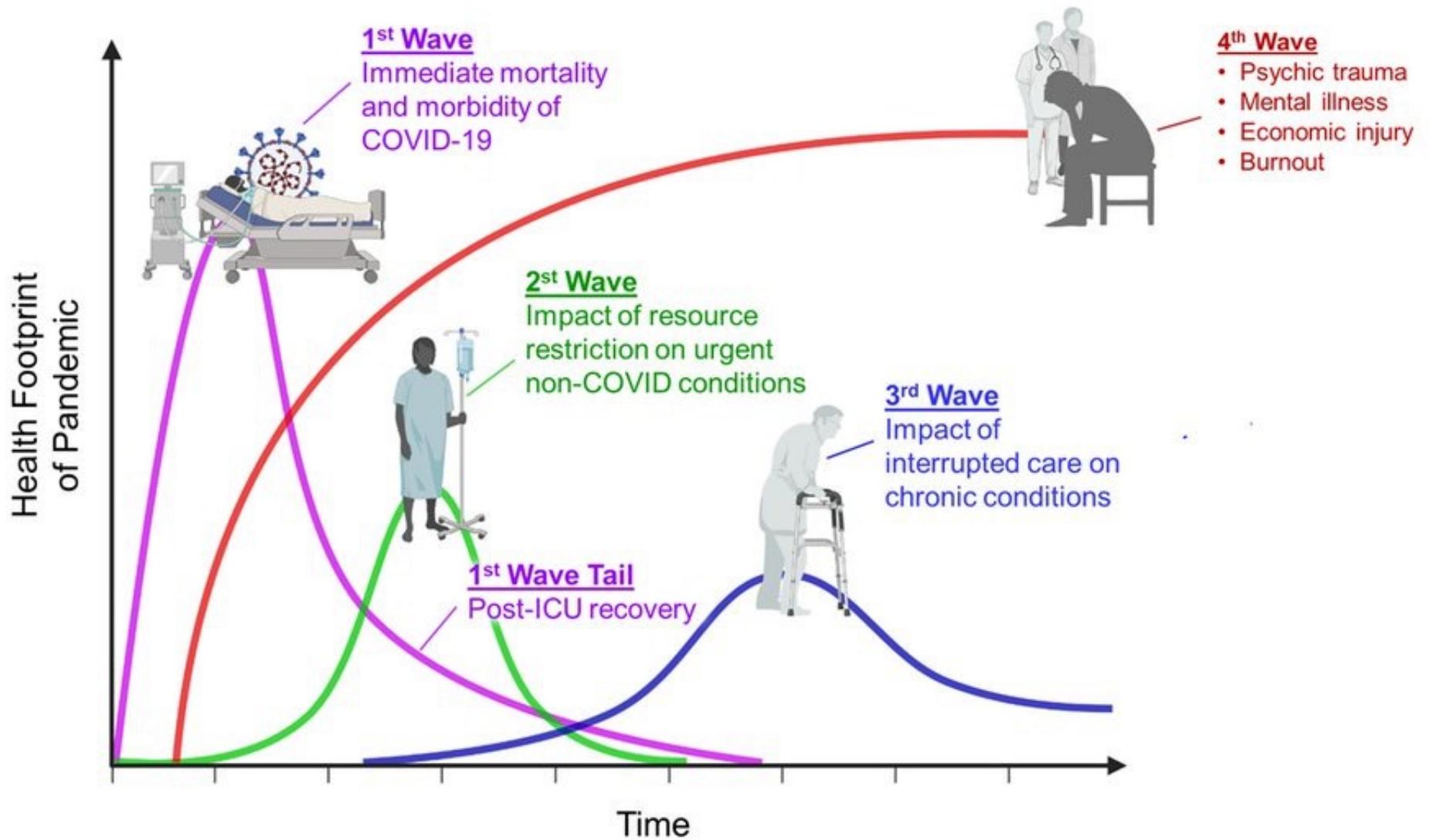




One-third of Americans

are now showing signs of clinical anxiety and depression

- **Mental illness is the single greatest cause of worker disability worldwide.** That's because our mental health affects how we show up for work—and whether we show up at all:
- Employees who are depressed miss nearly **5 days** of work every 3 months, and up to **25 days** more per year than other workers.
- Depression also results in **11.5 days** of reduced productivity every 3 months, including impaired performance for 1-2 hours of every 8-hour shift.
- **62%** of missed work days are attributed to burnout, depression or anxiety.



Effects of the Pandemic on Public Health Workers

- A survey was conducted during March 29–April 16, 2021, to assess symptoms of depression, anxiety, post-traumatic stress disorder (PTSD), and suicidal ideation among public health workers in state, tribal, local, and territorial public health departments.
- Among 26,174 respondents, **52.8%** reported symptoms of at least one mental health condition in the preceding 2 weeks, including depression (**30.8%**), anxiety (**30.3%**), PTSD (**36.8%**), or suicidal ideation (**8.4%**).
- Public health workers who reported being unable to take time off from work were more likely to report adverse mental health symptoms. Severity of symptoms increased with increasing weekly work hours and percentage of work time dedicated to COVID-19 response activities.



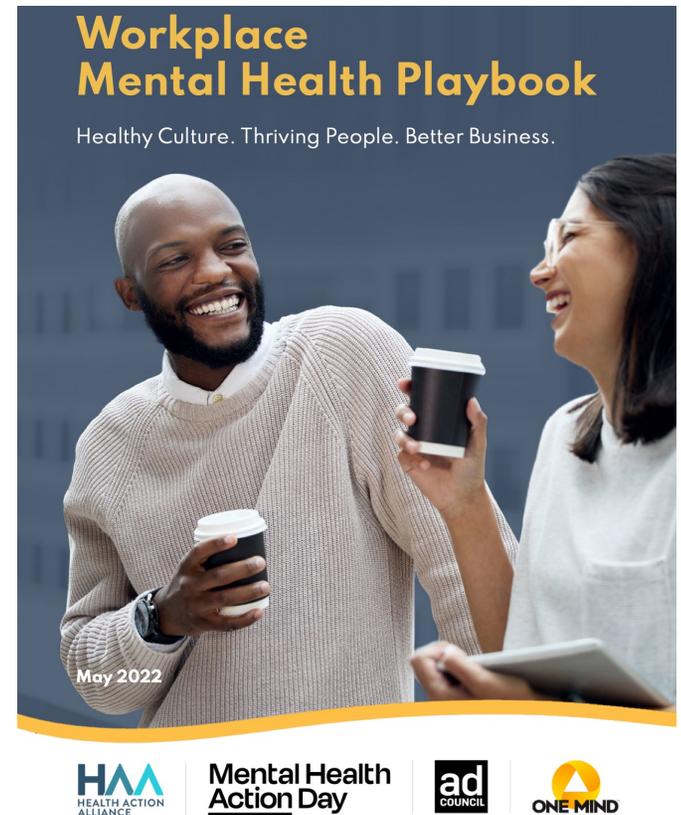
Community is Where Health Happens

- Where they **Live**
- Where they **Learn**
- Where they **Work**
- Where they **Worship**
- Where they **Play**



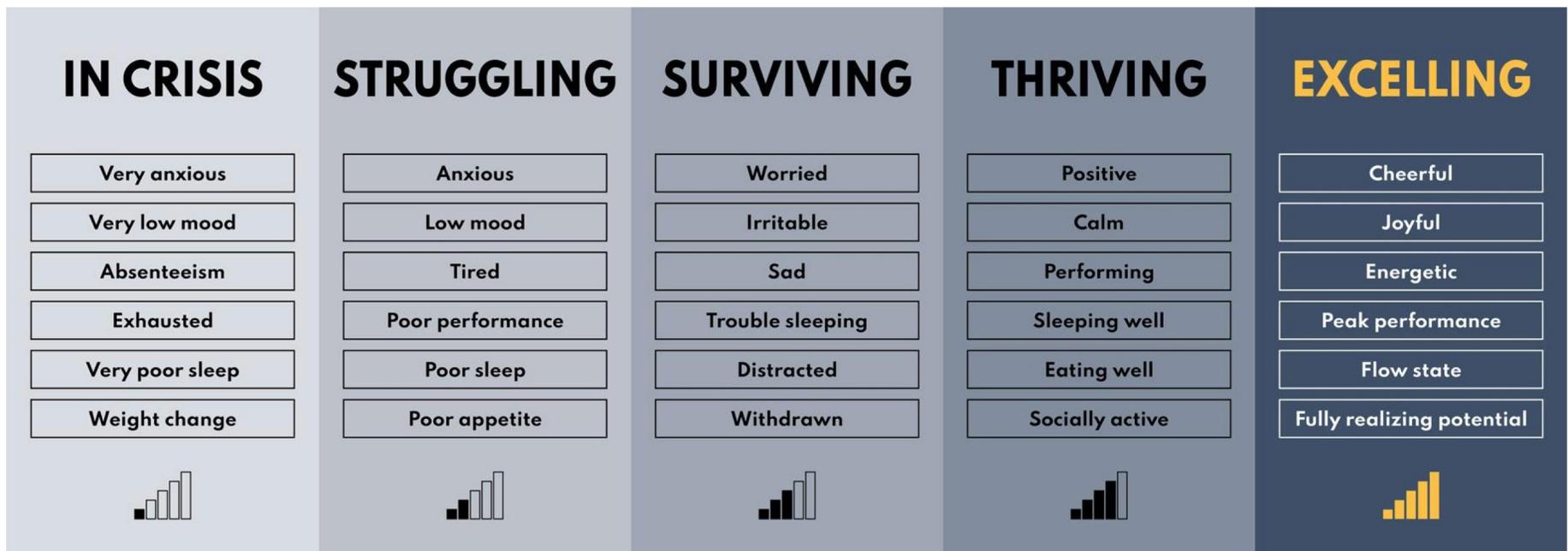
Key Steps on Engagement

1. Create a positive, psychologically safe workplace culture.
2. Improve access to quality mental health benefits and treatment options.
3. Center equity in your workplace mental health strategy.



The Mental Health Continuum

Physical and mental health should be thought of as a continuum and portrayed as highly intertwined and inseparable

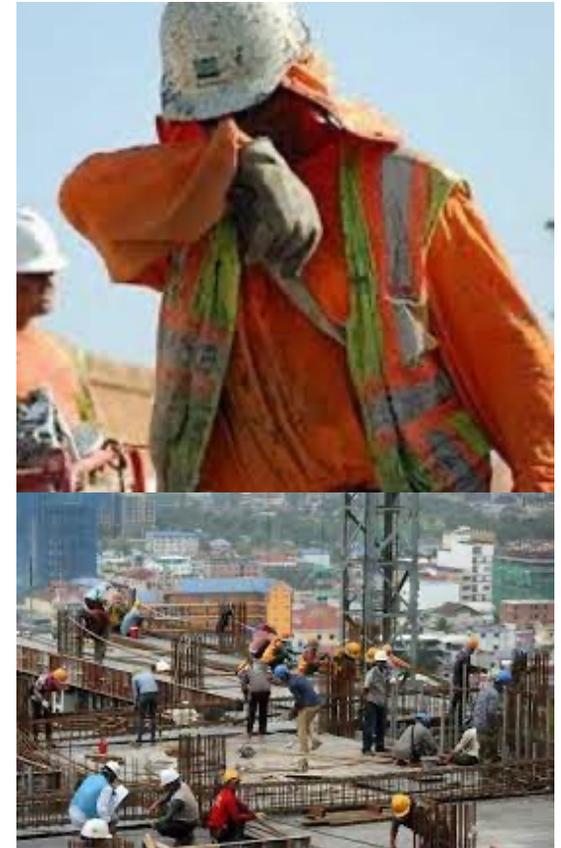


Source: [The Mental Health Coalition](#)

The workplace can support employees at every stage of that continuum by:

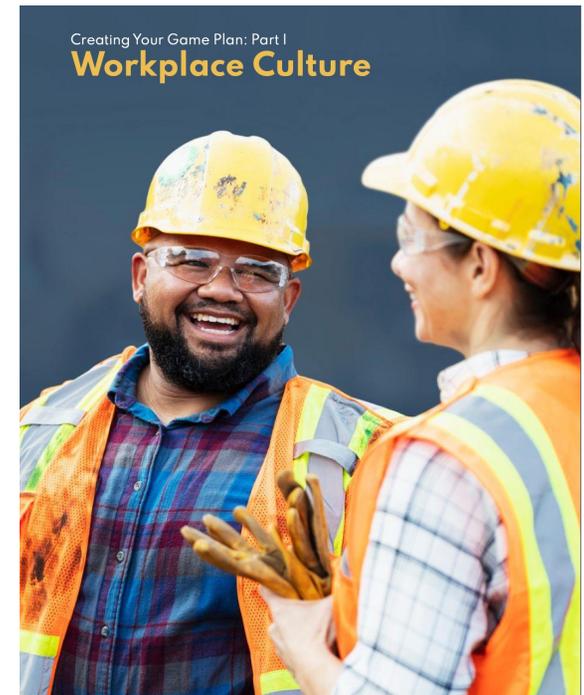
- Protecting the mental health of employees who are thriving by creating an environment that minimizes exposure to stressors.
- Making sure supervisors are equipped to ask the right questions and provide support for employees who are newly experiencing mental health challenges.
- Offering appropriate benefits for individuals and their family members who have greater or prolonged mental health needs, including access to high-quality benefits and reasonable accommodations.
- Connecting employees in crisis to immediate care and treatment

- Use people-first language to humanize conversations when discussing mental health and substance misuse. It is important to convey that people are not their conditions, and language can reflect a more comprehensive approach to health.
- Train staff on Mental Health First Aid — a skills-based training course that teaches participants about mental health and substance-use issues
- These trainings can provide the existing local workforce with knowledge to identify those who may be developing or experiencing a mental health or substance use issue and the basic skills to respond.
- The Johns Hopkins Center for Public Health Preparedness has created a mental health first-aid training model called RAPID, or Reflective Listening, Assessment, Prioritization, Intervention, and Disposition.



A consideration

- **Incentivize** builders and real estate developers to create affordable, humane, and safe housing options through new construction or repair of existing properties.
- **Create work environments** that meet the health and safety needs of employees and address financial insecurity concerns. Long-term planning should include worker protection policies associated with health and wealth, including those for essential workers.



Reinforce your workplace culture with a written mental health policy.

- A written workplace mental health policy articulates your company's commitment to preventing and addressing mental health issues among your employees. It's an important way to communicate your values, establish company norms, break stigma and prioritize transparency in benefits, treatment, care and support options. Be sure to request employee feedback as you draft your policy and consult legal counsel before finalizing. And build in timelines to revisit the policy as members of your workforce and their psychological needs shift over time.
- Reiterate your company's view that mental health is as important as physical health, as well as your commitment to identifying and mitigating workplace stressors.
- Offer support for employees who face mental health challenges, along with an overview of your company's mental health benefits and resources, including health insurance coverage, EAPs and other support options.
- Articulate steps your company is taking to create a psychologically safe workplace in collaboration with managers, employees and health experts.
- Offer steps you're taking to prioritize equity and address the unique needs of disproportionately impacted workforce populations.
- Provide an overview of your company's mental health leave policies, which may include paid mental health days, paid time off for therapy or mental health appointments, sick leave for mental health reasons, flexible use of vacation time, additional unpaid or administrative leave for treatment or recovery, etc.
- Communicate employee rights and **reasonable accommodations** under the American Disabilities Act and the Family Medical Leave Act.
- Commit to company norms that support psychological safety and mental well-being (e.g. open door policy, designated break spaces, flexible work policies, etc.).
- Prohibit discrimination of employees who experience mental health conditions and articulate a process to safely report violations.
- Set standards for employee education and manager training on workplace mental health.
- Set clear expectations about what employees should expect from managers or leadership if they disclose a mental health-related difficulty or a documented condition, as well as expectations following a mental health leave of absence.

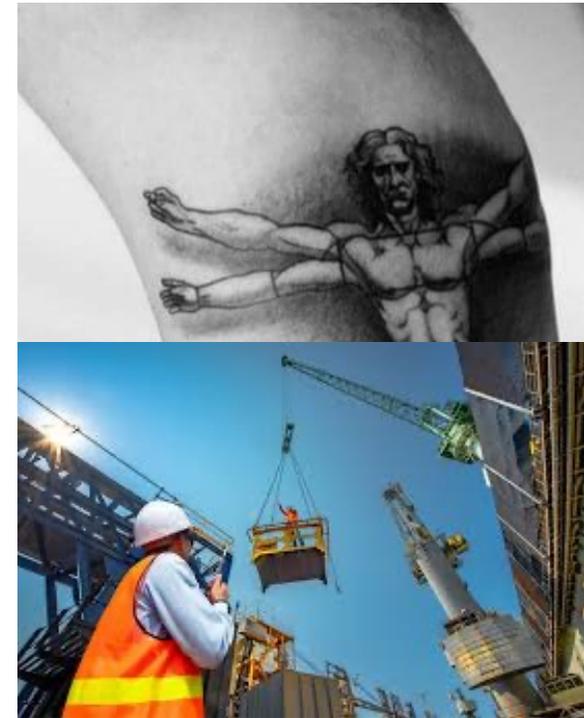
Embrace authenticity in the workplace

- When employees do not feel psychologically safe or accepted for their identities in the workplace, they may feel pressured to “code-switch”—or adjust their style of speech, appearance or behavior in order to conform and be accepted by the dominant work culture.
- Code-switching can take a toll on mental health when employees have to routinely and consciously monitor their speech and behavior. Inviting people to be their whole, authentic selves in the workplace can reduce stress, as well as promote social connection and greater engagement with the job.



Marcus Vitruvius Pollio - 1st Century B.C.

- De Architectura established a system of ratios for the construction of 'perfect' buildings that exhibited Vitruvius' three necessary principles of durability, usefulness, and beauty.
- As Vitruvius believed that good architecture was in essence a continuation of the laws of nature, he demonstrated that his system applied to the formation of natural structures, including humans.
- The planning of buildings depends upon symmetry. It arises from proportion. For without symmetry and proportion no building can have a regular plan; that is, it must have an exact proportion worked out after the fashion of the human body



Understanding Trauma Informed Design



Equity Lens

- Designers of the built environment

Reason

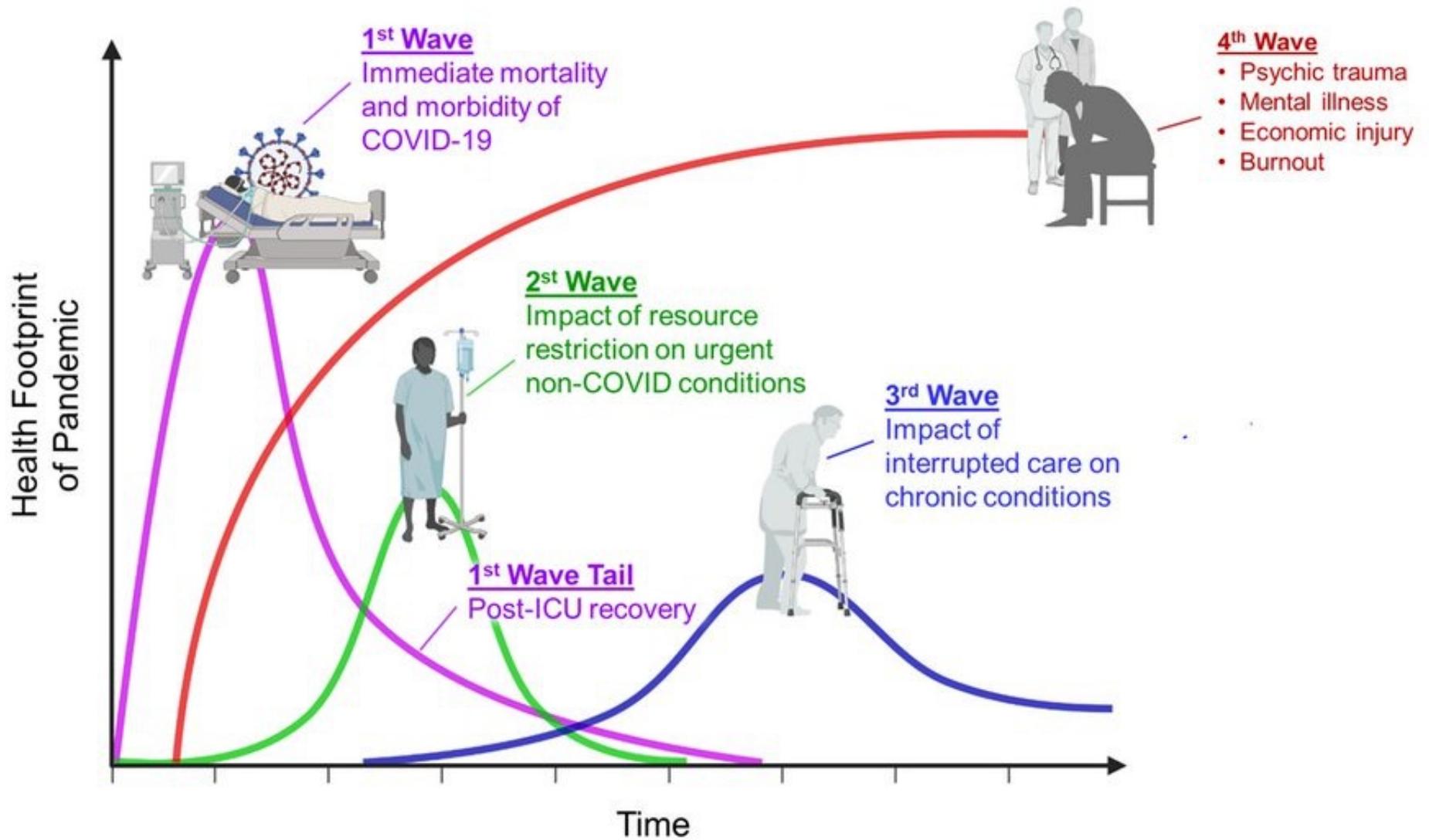
- Each individual is unique and has different perspectives influenced by psychology, neuroscience, physiology, and cultural factors.

Vision

- Built environment spaces that are uniquely designed to ensure that each individual feels a sense of safety, respect, connection, control, dignity, and joy.
- Support and healing designs that are relevant for different populations

High-Level Summary

- Considers and establishes contexts of future residents: environmental context (includes historical, institutional, economic), cultural context, and the lived experience of individuals.



Resources

- [Workplace Mental Health Playbook](#)
- <https://www.mentalhealthfirstaid.org>
- <https://nationalmentalhealthresponse.org/resources/rethinking-workforce>
- <https://www.mentalhealth.gov>
- https://www.cdc.gov/mmwr/volumes/70/wr/mm7048a6.htm?s_cid=mm7048a6_w
- <https://debeaumont.org/wp-content/uploads/2020/08/mental-health-action-guide.pdf>