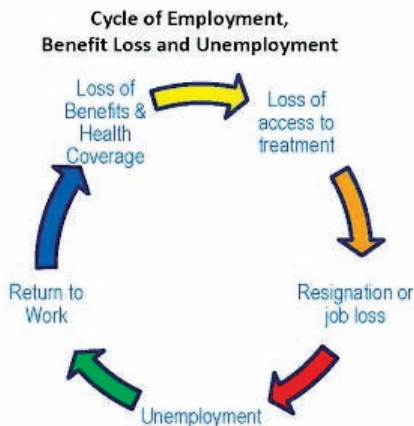


MISSION: To empower persons affected by mental illness and their family members to achieve a better quality of life by providing them with mutual support, practical information, referral, advocacy and educational resources.

Mental Health in the Workplace



“My mental condition was horribly debilitating for many years. I had no reason to get out of bed in the morning. . . . I had no direction and no purpose. Now, when my feet hit the floor, I get to go to work every day and practice my passion.”

– Stephanie Joseph, CPA, Office Administrator NAMI, Montgomery County.

Ask 100 different people what work means to them, and you are likely to get 100 different responses. It can simply mean a source of income; it can provide a purpose; it can create order in life; it can be an opportunity for creativity and building something new; it can be a chance to help others.

People with mental illness work successfully in a range of professions: at artists, scientists, farmers, engineers, lawyers, construction, workers, chefs. Look anywhere and you will find people with mental illness leading and innovating.

Yet, the reality in America is that many

people with mental illness are either unemployed or underemployed. Bouts of illness, difficulty concentrating, trouble communicating with co-workers, medical appointments and absences from work can make getting and keeping a job difficult. Stigma and discrimination can also be great barriers to overcome.

NAMI just released a report, *Road to Recovery: Employment and Mental Illness*, which explores the current state of mental illness and employment in the United States. It examines the reasons for low unemployment rates among people with mental health conditions, and describes the most effective supported employment programs that have been developed to date. The report is also a call to action for policymakers and advocates. It includes policy recommendations and model legislation that leaders could use to make supported employment programs available to the people who need them.

Almost 80 percent of the nearly 7 million individuals served by the public mental health system in this country are unemployed. About 60 to 70 percent of these same people want to work and would work if they had appropriate support. The current employment support systems we have in place are simply not effective for most people with mental health conditions. It is time for a change.

Continued on page 2

Raising Awareness of Mental Illness in the Workplace

How do companies raise awareness of mental illness? In anticipation of spring training, we turn to a baseball metaphor. Due to the stigma associated with mental illness or lack of human resource personnel, some companies may throw a curve ball, skirting the issues at hand. The preferable approach would be to throw a hard fastball down the middle: educating employees about warning signs, mental health diagnosis, and finding help and support for yourself, a loved one or a friend. Throughout this newsletter, you will see how EY, Kaufman Container and Progressive Insurance hit it out of the ballpark.

EY r u ok?: Company-Wide initiative Brings Mental Health to the Forefront

In May 2017, EY hosted ‘r u ok?’, a mental health and substance use awareness workshop, for its Cleveland area employees. We sat down with EY staff members to talk about their program.

NAMI GC: What was the impetus of the workshop?

EY: *EY developed a mental illness and addictions awareness campaign in October, 2016 to address the negative stigma of these conditions in the workplace, and highlight the advantages of seeking and offering help. The workshop was part of a national campaign delivered in the*

Continued on page 4

NEWS & NOTES FROM EXECUTIVE DIRECTOR – SUMMER TO FALL

OVER THE WINTER(??) AND INTO THE WORKPLACE

We're almost through the best & worst times of the winter and near to spring, so we'll be warming you up with our winter newsletter now. This edition highlights a very important subject to us: Mental Illness in the Workplace. Work is often so much a key for one's mental health and our mental health is important for the workplace as well, for employers and co-workers. One of the important issues for so many who come to our support groups and courses, for both individuals and family members, is in either keeping a job or finding one. Stigma keeps some employers from hiring and self-stigma may keep one from going to look for and or interview for work.

We wanted to highlight this topic because it's so critical for so many to sustain themselves to have a decent job to go to. For employers there are many reasons to ensure the (mental) health of their workers, and productivity is

a critical one. As it does in the larger culture, stigma often gets in the way in the workplace. It's not easy to function well with major depression or a wave of mania while at work. We hope the articles inside the newsletter will help you to look at this important issue that we all face.

VALERIA HARPER: FRIEND TO NAMI, ADVOCATE FOR THE MENTALLY ILL AND THEIR FAMILIES



Valeria Harper

All of us at NAMI were so saddened to hear that Valeria Harper died on January 9th. Many of you might remember her at the NAMIWalk 2017 when she spoke so eloquently on our behalf that day, as both leader of the ADAMSHS board and as an advocate for mentally ill & families. Ms. Harper began as CEO of the ADAMHS board this past August, but goes back with NAMI

and independent employment programs. Both have been proven through research to help improve opportunities to find and keep employment.

Assertive Community Treatment (ACT) is a team-based system that provides intensive support services to people with serious mental illness in the community whenever and wherever they are needed 24/7. Every ACT team should include a vocational specialist. ACT has a proven track record of helping people find and keep employment.

When we invest in programs that work, we invest in real lives, in real people, in real success and real recovery.

This post first appeared on NAMI's Blog on Jul. 14, 2014.

many years when she would come out to NAMI Cuyahoga County and NAMI Metro for site visits and to help staff to develop programs. Ms. Harper spent 35 years in the behavioral health system. She played many roles in those 35 years in her work with both the ADAMHS board and for other organizations in social services. In the written tribute to Valeria at her funeral, it stated "...her desire to cultivate and educate, and her loving heart encouraged many of us to overcome the adversity we face..." For as long as I have known her, and longer, she was always trying to help NAMI to build and improve its programs. We will all miss her, as a wonderful colleague to each of us, and more importantly as the gifted and loving person she will be remembered as. I would like to see NAMI GC name one of the awards we present at our Annual Meeting in Valeria's honor.

NEW MEMBERS SELECTED TO NAMI BOARD

Mark K. Norris, JD was elected to the board on November and was referred to us by Business Volunteers Unlimited. His interest in volunteering is based on "... wanting to give back in a long term



Mark K. Norris, JD

environment rather than just volunteering." Mark has an interest in both mental health awareness and understanding the larger impact on the community. He wrote, "Mental health treatment and awareness are issues that I support whole heartedly". His wife worked at Lutheran Hospital's Mood Disorders Clinic for over 5 years and [they] have a number of friends who work in the mental health field. Mark works as an attorney for the Benesch, Friedlander, Coplan & Aronoff law firm as a litigator.

Edna Fuentes Casiano, MSSA, LSW, was

Continued from page 1

The good news is that there are employment programs that have been studied, tested, and shown to help people with mental illness choose, get and keep a job.

Individual Placement and Support (IPS) Supported Employment is a system that focuses on rapid placement in competitive employment and in jobs that match an individual's talents and interests. IPS has a strong evidence-base shown to significantly improve the opportunities for people with mental illness to find and keep employment.

Clubhouses are community centers open to anyone with a mental illness. Clubhouses offer a variety of employment services including transitional employment



Edna Fuentes Casiano, MSSA, LSW

elected to the board on January 16th, 2018. A volunteer for NAMI GC, Ms. Fuentes-Casiano worked on the Multicultural Outreach Committee several years ago, and has also served as a teacher at community education events. Edna has worked for the past 12 years at the CWRU University Hospitals Case Medical Center Department of Psychiatry as a Researcher in several capacities working with individuals with schizophrenia and bipolar disorder. She also works with veterans as a Research Assistant at the VA center. In her application she wrote that her interest in being on the board stems from both her professional experience in the field of mental health, how she sees disparities with minority groups especially Hispanics, and that she has a family member that suffers from mental illness.

CONSULTANTS SELECTED TO ASSIST WITH STRATEGIC PLANNING

The board selected MCS Consultants to provide consultation for facilitation of our Strategic Plan which will begin in April. MCS includes consultants Marlene Stoiber-Burrows, PhD, and Elsie Day, JD, both who have extensive experience in a variety of creative and interesting projects with human service providers, including strategic planning. Ms. Day worked on a project for NAMI GC back in 2010-2011 assisting us with

the development of a client/management database supporting quality improvement in NAMI GC's operations. In 2008-09 both Marlene and Elsie worked together to assist the Cuyahoga County Community Mental Health Board and the Alcohol and Drug Addictions Services Board of Cuyahoga County merge to establish of the Alcohol, Drug Addiction, & Mental Health Services Board of Cuyahoga County. The plan is expected to take six months to complete.

ANNUAL MEETING IN MAY-SOCIAL MEDIA AND MENTAL ILLNESS

This year's annual meeting will focus on the topic of the impact of social media on mental health/illness. What power does social media have on us? What about all of our devices ("smart" phones, iPads) which seem so seductively useful? How does stigma play out in the social media environment? Can we stop the train of technology from running away with us? Our hope is that we can provide an open forum including Q and A with a panel of experts so the audience can participate as well, offering their views and personal experience on this subject that affects us all. The Annual Meeting is set for May 10th at the Holiday Inn in Independence.

MAJOR SUPPORT FOR NAMI CLEVELAND COMES FROM THE FOLLOWING ORGANIZATIONS

- ADAMHS Board of Cuyahoga County
- George W. Codrington Charitable Foundation

- Community Shares of Greater Cleveland
- Community West Foundation
- William Winfield Baker Foundation
- Ingalls Foundation
- Jewish Federation of Cleveland (Selected Donors)
- Lundbeck
- Margaret Clark Morgan Foundation
- Sally and John Morley Fund (Cleveland Foundation)
- Mt. Sinai Healthcare Foundation
- Elizabeth Ring Mather & William Gwinn Mather Fund
- Edwin D. Northrup Fund (PNC)
- William and Dorothy O'Neill Foundation
- Stolier Family Foundation
- Talty Charitable Trust
- Ridgecliff Foundation
- William Weiss Foundation
- Woodruff Foundation

FUNDING PROVIDED BY THESE GENEROUS ORGANIZATIONS MAKES IT POSSIBLE FOR NAMI GC TO OFFER ITS PROGRAMS AT NO COST TO PARTICIPANTS!!!!!!

Wishing you all the best from all of us at NAMI GC!!!!



Michael February 2018

Progressive Insurance Hosts Mental Health Panel

In December, NAMI GC Program Director Marsha Mitchell-Blanks (far left) and NAMI GC Volunteer Ben Seeley (near left) join Progressive Human Resources Chrissy Glavac and Aetna's Kevin Meehan as presenters at a mental health awareness program hosted by Progressive Insurance in Mayfield Heights. More than 500 Progressive employees attended in person or online at their desks and learned about different mental conditions, symptoms and warning signs. Our Community Education Coordinator Ellen Riehm also provided attendees with an overview NAMI GC resources.



Continued from page 1

Cleveland office and other EY offices across the US.

NAMI GC: Why now?

EY: We recognize that mental illness and substance use is a common problem in homes across the US. These problems are not isolated at home – they are brought to the workplace. Mental illnesses, including substance use disorders and other addictions, are known to affect one out of four individuals in any given year. Additionally, the World Health Organization attributes depression to be a major contributor to disease and the leading cause of disability worldwide. Mental illness covers close to 300 separate diagnoses, ranging in complexity. Needless to say, it is impacting our people and their families across the country. The campaign is about getting our people to the internal and external resources that can help.

NAMI GC: What were the components of the program?

EY: Building on EY's culture of caring, the program is a guide on how to have a conversation about wellbeing in the workplace. It provides a 4-step process for identifying an issue and ways in which to get help by: Noticing changes in behavior, asking if someone was okay, listening to gain perspective and acting to move the individual towards getting support. We created an integrated communications plan that included the placement of articles in our national newsletter, training materials and a brochure to build awareness about the various signs of potential mental illness and substance use behaviors. The articles featured personal stories and videos of EY profes-

sionals impacted by their own condition or that of a loved one or colleague. The videos were very impactful because they shared heartfelt stories about EY people coming together to support one another in time of need.

NAMI GC: How many people attended the Cleveland workshop?

EY: Approximately 100 staff and partners attended. In general, the numbers vary office to office. In total, we've presented to over 1,000 individuals in [XX] office locations across the country, and our road show continues to grow. The material has also been presented at forums dealing with workplace wellness or other mental health initiatives outside of EY.

NAMI GC: EY is a global organization. Will this model be replicated at other business centers?

EY: EY's culture of caring is strong across the globe. However EY Assist, our internal Employee Assistance and Work/life program, is only delivered in the US. A few of our offices outside the US organization were interested in their own campaign and have partnered with us on knowledge sharing. The conversation and benefits provided in other parts of the world need to be sensitive to the differences in cultural understanding from country to country. We are happy to support those conversations by sharing our model and approach for their own customization.

NAMI GC: What are the next steps for the EY mental health and substance use awareness campaign?

EY: We are in the process of refreshing the program and developing a 2.0 ver-

sion. The focus will be on substance use and abuse as the opioid crisis and alcohol use are prominent in the US. If it is happening to the community, it can happen at EY and we'd like to provide guidance and support to anyone of our people living with these conditions or dealing with the impact of a loved one's use. We will continue the model of in-person presentations and partnering with NAMI and nationally known substance use programs to bring this story to our people in Cleveland and across the US. The materials from the past 18-months will also be refreshed to include more timely data and materials on mental illness and substance use.

NAMI GC: What would you recommend to other companies wanting to help raise awareness of mental health in their organizations?

EY: Get buy-in from leadership and get as many people involved in the trainings as possible. The responsibility to support our people falls on leaders, human resources and peers, not solely the EAP and benefits team. We also teamed with EY's Disability and Inclusiveness (D&I) champions. They were integral to our local promotions across the country, setting up workshops and finding sponsors to share their support of the program. The Cleveland D&I Access Abilities group chose to make NAMI and mental health awareness one of their key initiatives this year. Our D&I leadership team and champions really promoted the campaign on their own, with very little help from the EY Assist team. Their commitment and enthusiasm to help fight the stigma promote and grow the NAMI Walks team in the Cleveland office made it a real success.

Kaufmann Container Presents Lunch and Learn

Last summer Kaufmann Container invited NAMI GC's Ellen Riehm to their Cleveland facility for a lunchtime pro-

gram. Ellen shared with the employees, of this longtime NAMIWalks sponsor, how our support groups and educational programs make help reduce stigma associated with mental illness and help people living with a mental health



condition and their family members move forward.

Art Journaling/Creative Music Support Groups Have New Locations & Times

Please note that our Art Therapy and Creative Music support groups are now meeting at Signature Health's new location in Maple Hts. The address is:

21100 Southgate Park Blvd.,
Maple Heights, OH 44137

Accessible RTA bus lines include 40, 41, 41F and 90F

The *Art Journaling support group* meets the first Monday of each month from **2:30 pm to 4:30 pm**. The next meeting is February 5.

The *Creative Music support group* meets the first

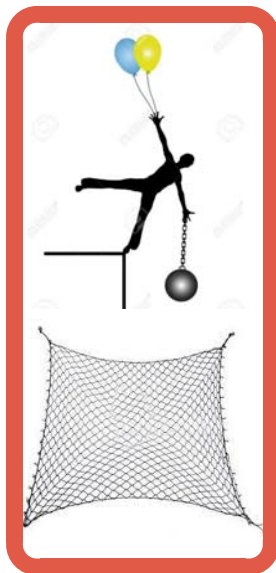
Wednesday of each month from **2:30 pm to 4 pm**. The next meeting is February 7.

Also, our *Poetry support group* is looking for new poets. The group meets the fourth Wednesday of the month, from **8:30 pm to 9:30 pm**, at St. Martin's Episcopal Church 6295 Chagrin River Road, Chagrin Falls, OH. The Poetry support group follows the Chagrin Falls Peer Support Group that meets every Wednesday at 7 to 8:30 pm.

Please note that all of these groups are for people living with a mental health diagnosis.

Did you know that NAMI GC offers more than 20 support groups for wellness and families? To find one that suits your needs, contact Kari Kepic at 216-875-7776 or kkepic@namicleveland.org.

Looking for family members of people with bipolar disorder



WE ARE CONDUCTING A RESEARCH STUDY TO TEST OUT DIFFERENT WAYS TO HELP YOU MANAGE STRESS AND STAY HEALTHY. STUDY INVOLVES:

- 3 DATA COLLECTION INTERVIEWS OVER 12 MONTHS, EACH LASTING 45 - 60 MINUTES
- POSSIBLE INTERVENTION TO TEST STRESS REDUCTION METHOD
- FAMILY MEMBER WITH BIPOLAR DISORDER NOT ASKED TO SUPPLY INFORMATION FOR THE STUDY
- COMPENSATION FOR YOUR TIME

Please call 216-368-8848 or email caregiver@case.edu for more information. Thank you!





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NAMI Greater Cleveland is grateful for these generous donations received from October 1, 2017 – December 31, 2017

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NAMI Gets Four Stars from Charity Navigator

NAMI has received a 4-star rating from Charity Navigator. This rating shows that NAMI adheres to best practices and fulfills our mission in a financially efficient way.



“NAMI’s exceptional 4-star rating sets it apart from its peers and demonstrates its trustworthiness to the public,” according to Michael Thatcher, President & CEO of Charity Navigator. “Only a quarter of charities rated by Charity Navigator receive the distinction of our 4-star rating.”

It’s important to NAMI that our donors trust we’re using their donations wisely to improve the lives of those with mental illness. Our new rating proves our good governance and financial accountability.

Are You a Member?

As a member of NAMI Greater Cleveland, you will receive the following benefits:

- Receive current and pertinent information through our quarterly newsletter
- Become a member of NAMI Ohio and receive their publication News Briefs
- Become a member of NAMI National and receive their publication The Advocate
- Be eligible for discounts on selected workshops and conferences
- Ability to vote for Board Members and changes to policies and procedures
- Become a part of the solution, by helping to change public perceptions regarding mental illness through supporting our important advocacy and public education initiatives.

Join today! Go to www.nami.org/Get-Involved/Join or call 217-875-7776.

NAMI National Convention

The NAMI National Convention is one of the largest annual gatherings of mental health advocates in the nation. The 2018 NAMI National Convention will convene at the Sheraton New Orleans on Canal St. in the heart of New Orleans!

This year’s theme “Live. Learn. Share hope.” describes the NAMI experience. Our collective voice spreads hope that recovery is possible and families can be whole again.

The NAMI National Convention connects people affected by mental illness who are looking for resources, research and support. Attendees include individuals with mental illness, family members, caregivers, advocates, policy-makers, educators, researchers, clinicians and press.



5 Great Reasons To Attend

- Learn from experts who share exciting research, tools and treatment options
- Hear powerful stories and make connections with people you can relate to
- Deepen your recovery toolbox with advanced support and coping methods
- Earn continuing education credits as a licensed counselor, social worker or registered nurse
- Develop NAMI leadership skills that can take the NAMI movement to the next level

For more information or to register go to <https://www.nami.org/convention>.

NAMI Ohio Conference: Fulfilling the Promise

May 4-5, 2018
Hyatt Regency Columbus
350 N High Street
Columbus, OH 43215

For more information or to register go to <http://www.namiohio.org/>.



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