



# Catalyzing & Unleashing a Movement

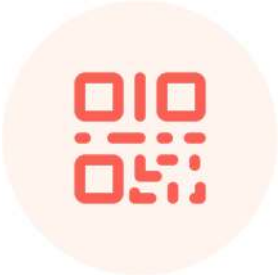
Construction Working Minds Summit  
May 18, 2022



HOLMES  
MURPHY.

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Join at [slido.com](https://www.slido.com)  
**#2874196**

ⓘ Start presenting to display the joining instructions on this slide.

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## Audience Q&A Session

ⓘ Start presenting to display the audience questions on this slide.

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**In 1-2 words, describe how  
you're feeling about  
today's Summit**

ⓘ Start presenting to display the poll results on this slide.

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**What is your experience with mental health & suicide prevention events or Summits?**

ⓘ Start presenting to display the poll results on this slide.

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**Did you fly or drive to today's Summit?**

ⓘ Start presenting to display the poll results on this slide.

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**Which best describes your current employment?**

ⓘ Start presenting to display the poll results on this slide.

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**How well is mental health & suicide prevention integrated into your organization's Safety, Health & Wellness programs and practices?**

ⓘ Start presenting to display the poll results on this slide.

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**How well is mental health and suicide prevention integrated into your organization's HR & Employee Benefits (health & welfare) programs & practices?**

ⓘ Start presenting to display the poll results on this slide.

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**What elements comprise your organization's well-being program?**

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## Bob VandePol

- Critical Incident Response
- 9/11 Ground Zero Boots on the Ground
- 2003 Mentoring on Critical Incident Response & Psychological First Aid
- CFMA -- Post-Katrina & 2009 article
- Appointed me to Workplace Task Force of the National Action Alliance for Suicide Prevention



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## Sally Spencer-Thomas

- Co-Chair with Bob VandePol on Workplace Task Force
- My First Impressions:
  - Extraordinary vision, values & vigor.
  - Unprecedented urgency and action-orientation
- Social Impact Entrepreneur



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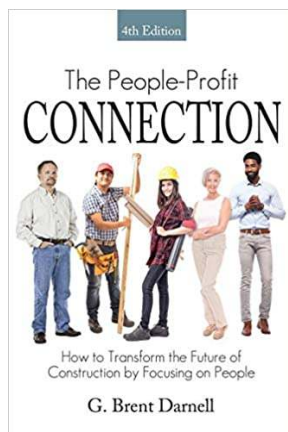
# Industry Activation Strategy

## Umbrella of National Action Alliance for Suicide Prevention



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# Brent Darnell: EQ & Alpha Males



<https://www.enr.com/articles/7272-g-brent-darnell-transforming-alpha-males>



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## Mates in Construction (est. 2008)



Jorgen Gullestrup



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## 2015 Blueprint: Workplace Suicide Prevention



**A CONSTRUCTION INDUSTRY BLUEPRINT:**

**Suicide Prevention in the Workplace**



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# Construction Financial Management Association



- 1<sup>st</sup> article on suicide prevention – Nov 2015
- 1<sup>st</sup> Conference Presentation – June 2016
- Board-level support – June 2016
- Launched CIASP in October 2016

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## David James & Michelle Walker (CFMA)



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<https://www.constructionworkingminds.org/>



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## Lived Experience – Voices of Survivors



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## SMOHIT-SMART MAP

### SMART Members Assistance Program (MAP)

2014 Inaugural Mental Health Conference

<https://www.smohit.org/services/smartmap/>



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## RK Industries

### A Construction Company Embraces Frank Talk About Mental Health To Reduce Suicide

December 12, 2019 · 5:00 AM ET



<https://www.npr.org/sections/health-shots/2019/12/12/783300736/a-construction-company-embraces-frank-talk-about-mental-health-to-reduce-suicide>



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## Forbes.com (May 21, 2016)

### What Construction Workers Could Teach Other Industries About Mental Health Awareness

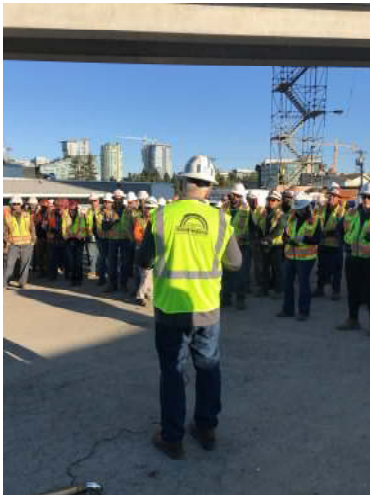


<https://www.forbes.com/sites/amymorin/2016/05/21/what-construction-workers-could-teach-other-industries-about-mental-health-awareness/?sh=160b910712d2>



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## Lakeside Industries (2014)



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## WA State Capital – Feb 2019



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## January 2016: White House Event

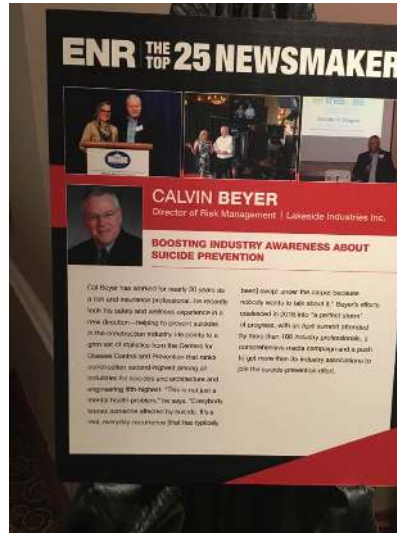
- Sally invited a small group of leaders from various sectors to speak:
  - Manny Almaguer, Denver FD
  - John Coppedge, formerly Denver PD
  - John Morrissey, Kenosha (WI) PD
  - Joe Conrad, Cactus (Man Therapy)
  - Chris Carlough, SMART Union
  - Dr. Mark Jones then of Union Pacific now Northpoint Recovery
  - Cal Beyer, then Lakeside Industries



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# ENR Top 25 Newsmaker 2016



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# NAHB Leadership: 2015-2016

## Opioids in the Home Building Industry: Making it Your Business

<https://www.nahb.org/advocacy/industry-issues/safety-and-health/opioids-in-the-home-building-industry>



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**Estamos todos juntos en esto.**  
Y juntos, podemos eliminar el estigma en la salud mental.

**ESTÉ PENDIENTE DE LAS SIGUIENTES SEÑALES DE ADVERTENCIA:**

- Aumento de impuntualidad y ausentismo
- Disminución de productividad
- Disminución de autoestima
- Aislamiento de los compañeros
- Agitación y aumento de conflicto con compañeros de trabajo
- Disminución en la capacidad de resolver problemas
- Abuso de sustancias legales e ilícitas
- Aumento de accidentes, tener incidentes y sufrir lesiones
- Aumento de sentimientos de apatía

Estadísticamente los trabajadores de construcción tienen más riesgo de tener problemas de salud mental que cualquier otra profesión. Si usted o alguien que usted conoce se siente deprimido o tiene comportamientos suicidas, usted no está solo. Hay otras personas en nuestra industria que se sienten igual, y lo que es más importante, hay otras personas que lo pueden ayudar. Si necesita ayuda urgente, por favor contacte inmediatamente a la Línea Nacional de Prevención del Suicidio (Línea de Vida Nacional para la Prevención del Suicidio).

**CONSTRUYENDO UNA INDUSTRIA CON CERO SUICIDIOS.**  
ASOCIADOS DE LA LISTA PARA LA PREVENCIÓN DEL SUICIDIO Y PROMOCIÓN DE SALUD MENTAL

**NATIONAL SUICIDE PREVENTION LIFELINE**  
1-800-273-TALK (8255)  
suicidepreventionlifeline.org

**CS DZ**

*Construction Industry Alliance for Suicide Prevention (CIASP)*  
[www.preventconstructionsuicide.com](http://www.preventconstructionsuicide.com)

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# TAUC Leadership (2016-2017)

**THE CONSTRUCTION USER**  
A Publication of The Association of Union Constructors | [www.tauc.org](http://www.tauc.org) | Spring 2015

**CONFRONTING THE OPIOID CRISIS**  
What Contractors Can Do Today

**TAUC**  
The Association of Union Constructors

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## NABTU Opioids Task Force (2017)

North America Building Trades Union (NABTU)

- Umbrella organization of 14 national and international unions in the United States,
- Represents approx. 3M construction workers plus dependents on benefits plans

Examples: Representative Unions addressing substance misuse and substance use disorders:

- SMART's Member Assistance Program
- IUPAT's Helping Hands
- IUOE's "It's Time to Get Uncomfortable" peer training



**Source:**

<https://journals.sagepub.com/doi/full/10.1177/10482911211030177>



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## 2017 IRMI Horizon Award



2016 GARY E. BIRD HORIZON AWARD PRESENTED TO THE  
CONSTRUCTION SUBCOMMITTEE OF THE WORKPLACE  
TASK FORCE; NATIONAL ALLIANCE FOR SUICIDE  
PREVENTION

<https://www.irmi.com/about/press-releases/2016-gary-e.-bird-horizon-award-presented-to-the-construction-subcommittee-of-the-workplace-task-force-national-alliance-for-suicide-prevention>



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## LHSFNA Lifelines & Other Health Promotions

Laborers' Health and Safety Fund of North America

### Lifelines Archive

<https://www.lhsfna.org/lifelines-archive/>



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## IUPAT Helping Hand Program



WORKING TOGETHER  
TO SAVE LIVES

In conjunction with Bob Swanson &  
Finishing Contractors Association

Comprehensive program including  
substance misuse and SUD Treatment &  
recovery AND suicide prevention

<https://iupathelpinghand.org/>



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## AGC of MA Opioid Stand-Down June 5, 2019



together we  
can  
stop  
this deadly  
epidemic

AGC MA  
OPIOID STAND DOWN KIT  
& SAFETY MANUAL



[https://chambermaster.blob.core.windows.net/userfiles/UserFiles/chambers/9382/CMS/Opioid\\_Resource\\_Page/AGC-Opioid-Standdown-Kit\\_2019-ONLY\(1\).pdf](https://chambermaster.blob.core.windows.net/userfiles/UserFiles/chambers/9382/CMS/Opioid_Resource_Page/AGC-Opioid-Standdown-Kit_2019-ONLY(1).pdf)



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## NIOSH Total Worker Health

### NIOSH *Total Worker Health*<sup>®</sup> Program



Source: <https://www.cdc.gov/niosh/twh/default.html>



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## IOUE MAP



[https://www.niehs.nih.gov/news/events/pastmtg/hazmat/assets/2019/wtp\\_spring\\_19\\_zimmer.pdf](https://www.niehs.nih.gov/news/events/pastmtg/hazmat/assets/2019/wtp_spring_19_zimmer.pdf)



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## NW LIUNA & LECET (Laborers)

- Initial 25,000 Pocket Packets of Wallet cards and hard hat stickers
- Additional 50k packets, including Tribal and First Nations in Canada & US



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## AGC of MO



Please contact [Brandon Anderson](#) (636.887.5207).



[https://www.agcmo.org/WCM/Safety/Suicide Prevention in Construction Industry/WCM/Nav Items/Member Resources/Safety/Suicide Prevention in Construction Industry.aspx?hkey=3b314f31-d3d3-491c-8cd0-f417dbf57a70](https://www.agcmo.org/WCM/Safety/Suicide%20Prevention%20in%20Construction%20Industry/WCM/Nav%20Items/Member%20Resources/Safety/Suicide%20Prevention%20in%20Construction%20Industry.aspx?hkey=3b314f31-d3d3-491c-8cd0-f417dbf57a70)

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## Construction Users Round Table (CURT)

- Plenary topic February 2020
- Quarterly articles in The VOICE since 2020 through present
- Webinar series



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# Construction Wellbeing Model



Integrated model focused on wellbeing strategies, tools, and outcomes:

- ✓ Workplace
- ✓ Workforce
- ✓ Worker
- ✓ Worksite
- ✓ Work Tasks
- ✓ Work Group

Source: <https://www.csdz.com/service/construction-wellbeing-model/>

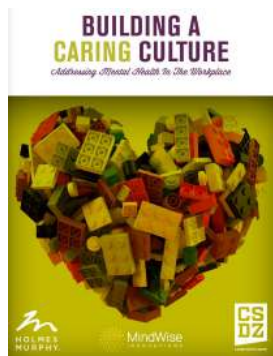
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# Building a Caring Culture Whitepapers

## General Workplaces



Download:

<https://think.holmesmurphy.com/WC-WP-Building-A-Caring-Culture-General-Brochure--Form.html>

## Construction and Related Industries



Download:

<https://think.holmesmurphy.com/WC-WP-Building-A-Caring-Culture-Brochure--Form-v3.html>



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# Workplace Suicide Prevention

9 National Guidelines for Workplace Suicide Prevention



<https://workplacesuicideprevention.com/>



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# Associated Builders & Contractors (ABC)



## Total Human Health Resources For Leadership

 ABC Total Human Health Toolkit

 ABC Total Human Health Assessment



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## Ironworkers & IMPACT

- Webinar series
- Annual Conferences
- Website resources
- Wallet Cards (PDFs)
- Contractors: [https://www.impact-net.org/docs/default-source/default-document-library/66430\\_impact\\_revised\\_v2\\_guide\\_contractors.pdf?sfvrsn=c37b9e95\\_0](https://www.impact-net.org/docs/default-source/default-document-library/66430_impact_revised_v2_guide_contractors.pdf?sfvrsn=c37b9e95_0)
- Unions: [https://www.impact-net.org/docs/default-source/default-document-library/66430\\_impact\\_revised\\_v1\\_guide\\_local\\_unions.pdf?sfvrsn=5e17a73f\\_0](https://www.impact-net.org/docs/default-source/default-document-library/66430_impact_revised_v1_guide_local_unions.pdf?sfvrsn=5e17a73f_0)



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## United Brotherhood of Carpenters & Joiners

- St. Louis Apprenticeship; John Gaal
- SW Regional Council; Frank Hawk
- Pacific Northwest Carpenters Institute; Mike Hawes
- International Leadership Team
- International Training Center creating online course



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## 2 Tuff 2 Talk



<https://2tuff2talk.com/2-tuff-2-talk>

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## Heat & Frost Mechanical Insulators LMCT

- Webinar series:
  - Leadership
  - Locals & contractors
  - Apprenticeship Coordinators
- National distribution of wallet cards
- Apprenticeship Conference



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# 2021 Construction Safety Week



**BE PRESENT. BE FOCUSED. BE SAFE.**



Source: <https://www.constructionsafetyweek.com/>



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## ENGINEERING NEWS-RECORD (ENR) 8/3/2021 COVER STORY



Associations, contractors, unions and other organizations have created a proliferation of hardhat stickers, wallet cards, posters, placards and other messaging to boost mental health awareness and suicide prevention.



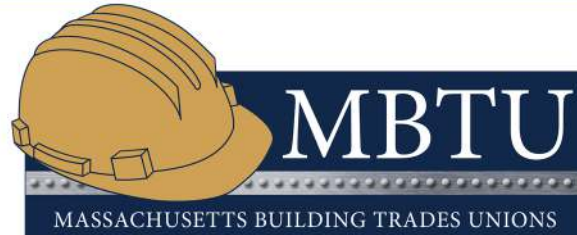
Source: <https://www.enr.com/articles/52163-safety-advocates-see-strength-in-numbers-to-combat-suicide-and-substance-misuse>

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## MA Building Trades Union Recovery Resources



### Weekly Schedule Of Recovery Meetings

*Open to All Building Trades Union Members and Dependents*

<https://massbuildingtrades.org/recovery/>



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## WTW I-Beam



### Construction industry video series

Ideal Body Environment And Mind

Kudos to John Oppenheim in SE Region for his work with SAVE non-profit on the 5-part video series



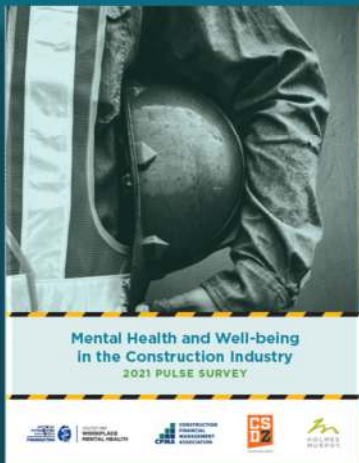
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# MO/KAN Suicide Prevention Stand-Down

- Sept 6-10, 2021
- OSHA Region 7 - AGC MO – Builders Association of KC – Washington University - ASSP



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This pulse survey was conducted to better understand mental health experiences and needs in the construction industry. The questions focused in four key areas:

Leadership Engagement



Raising Mental Health Awareness



Creating a Mentally Healthy Organizational Culture



Enhancing Access to Services and Supports

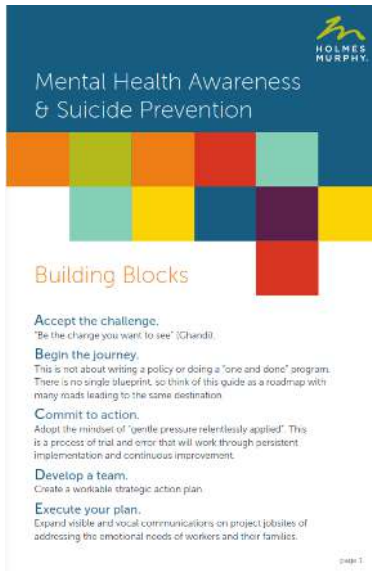


[www.workplacementalhealth.org/constructionsurveyreport](http://www.workplacementalhealth.org/constructionsurveyreport)



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## 13 Quick Start Action Steps



- Describes steps for employers to take to incorporate mental health and suicide prevention into:
  - HR (recruiting, onboarding, retention, training, etc.)
  - Employee Benefits
  - Safety, Health & Wellness
- Downloadable PDF version:  
<https://think.holmesmurphy.com/WC-WP-Mental-Health-Awareness-and-Suicide-Prevention-Brochure-Form.html>



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## Construction Suicide Prevention Partnership



**Download Take Action Guide**

[https://cdn.ymaws.com/www.safestates.org/resource/resmgr/business/C\\_SPP\\_NotToday\\_Interactive\\_Ac.pdf](https://cdn.ymaws.com/www.safestates.org/resource/resmgr/business/C_SPP_NotToday_Interactive_Ac.pdf)



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# 2022 Construction Safety Week



**CONNECTED. SUPPORTED. SAFE.**

**UNITED IN SAFETY**

**Mental Health Resources:** <https://www.constructionsafetyweek.com/mental-health-resources/>

**Source:** <https://www.constructionsafetyweek.com/>



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# OSHA Directorate of Construction

- Tim Irving
- Involved when in Boston
- Provided key link for CIASP when he moved to Wash DC
- Key support

**Suicide Prevention**  
5 Things You Should Know

Suicide is a leading cause of death among working-age adults in the United States. It deeply impacts workers, families, and communities. Fortunately, like other workplace fatalities, suicides can be prevented. Below are 5 things to know about preventing suicide.

- 1 BE AWARE**  
Everyone can help prevent suicide. Mental health and suicide are often talked about separately, but work is designed for your actions can make a difference. When you work closely with others, you may notice when something is wrong.
- 2 PAY ATTENTION**  
There is no single cause for suicide, but there are warning signs. Changes in behavior, mood, or mood what they say may signal someone is at risk. Take those signs seriously. It could save a life.
- 3 ASK "ARE YOU OKAY?"**  
If you are concerned about a coworker, talk with them privately and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), the human resources (HR) department, or a mental health professional.
- 4 STAY WITH THEM AND GET HELP**  
If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the National Suicide Prevention Lifeline.
- 5 LEARN MORE**  
Suicide prevention resources are available.
  - Call the National Suicide Prevention Lifeline at 1-800-273-8255 (or text "TALK" to 741-741)
  - Visit the American Foundation for Suicide Prevention ([www.afsp.org](https://www.afsp.org)) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.

OSHA 1-800-321-OSHA (6742)  
TTY: 1-877-699-5627  
[www.osha-slc.gov](https://www.osha-slc.gov)



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## 2021 Best Practices Guide: Mandi Kime



### Best-Practices Guide for Mental-Health Intervention in Construction

MANDI KIME, CHST, M.S., B.A., B.S.  
CENTRAL WASHINGTON UNIVERSITY

<https://www.agcwa.com/wp-content/uploads/2021/08/Mental-Health-Best-Practices-Guide-Construction-FINAL.pdf>



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## ENR Top 25 Newsmakers 2021



Sally Spencer-Thomas



Dave Argus  
Karas & Karas

Photo Credits: ENR digital magazine



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## AGC of America

- Supporter of CIASP
- Kudos Kevin Cannon, National Safety Leader
- 2017 National Safety Committee Presentation (Denver)
- Regular coverage 2020-2022
- June 2021 Executive Leadership Council
- Launching Mental Health & Suicide Prevention Task Force
  - 86 persons on formation call
  - Co-Chairs: Brandon Anderson (AGC of MO) & Mandi Kime (AGC of WA)



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## The Story is NOT Over... Write the next Chapter

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## Contact Information

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