

PRESENTS:

THE IMPORTANCE OF AWARENESS

By Divya Sharma, PENTAC Outreach
Coordinator

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Recovery Awareness Month

Every Person. Every Family. Every Community.

This past September was National Recovery Month. National Recovery Month reinforces the positive message that behavioral health is essential to overall health, prevention works, treatment is effective, and people can and do recover. The resilient recovery community comes together to honor those working towards recovery for all.

The goal throughout September is to come together, celebrate individuals in recovery, and offer hope to those who are struggling.

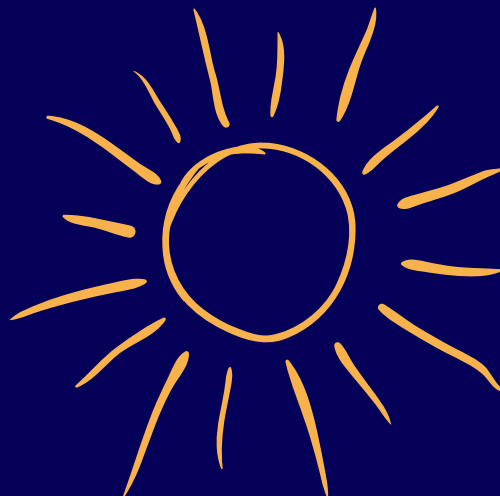
The 2022 National Recovery Month theme was “Recovery is For Everyone: Every Person, Every Family, Every Community”. This theme presents the reaffirming message that no one is alone in the journey through recovery. Everyone's journey is different, but we are all in this together.

The path to recovery from mental illness not only includes getting better but achieving a full and satisfying life. It is sufficient to say that the road to recovery is not always linear; there are ups and downs, new discoveries and setbacks. Over time, it is possible to look back and see how far we have really come. Whether we reach a new positive milestone or face a setback, we see that we have reclaimed a piece of our lives and we draw new strength from it. The journey to full recovery may be arduous, but in the end, positive changes surely shine through.

Recovery Month Quotes

“Forget past mistakes. Forget failures. Forget about everything except what you’re going to do now – and do it.”
– William Durant

It’s easy to get caught up in guilt and shame. Working through and past those feelings means moving forward and focusing on the now. You can’t change what you did or didn’t do in the past but do have the power to change right now.



Fall seven times, stand up eight.
– Japanese proverb

The recovery process can sometimes be a day-by-day journey that takes hard work and dedication on a daily basis. Because some days will be harder than others, it’s important to find your motivation and self-awareness each day. Work for today and take tomorrow as it comes. Today, we celebrate standing up again.

Employer & Employee Mental Health Awareness

As pandemic restrictions are eased, more employees are returning to the office and their physical workplaces. As this is the case, it is incredibly important that employers are aware and vigilant in responding to the mental health needs of their employees and team. One in five U.S. adults aged 18 or older, or 52.9 million people, live with some form of mental illness, according to 2020 data from the National Institute of Mental Health. More than 14 million, or 5.6 percent of all U.S. adults, live with serious mental illness, according to the data. Less than half of adults with any mental illness sought treatment in 2020. Research strongly supports the need for employers to make workplace mental health a high priority issue.

These numbers easily reveal that there is a need for support and accommodation within the workplace. Gone are the days of telling a worker to just “get over it” or “snap out of it and come back tomorrow ready to work” as was common among older generations. (Grob,2022).

Although the stigma surrounding mental health is still prevalent, the attitudes around mental health and wellness are changing, with younger generations more open and attuned to such issues. Employers may want to respond to employees’ mental health issues and provide an environment where their employees can not only succeed but thrive.

Ultimately, unless employees consider their organizational culture to be one that is accepting and supportive of mental health issues, they are going to be hesitant to talk about them. A workplace culture that promotes supervisor support and provides a safe space to have honest discussions will work towards destigmatizing mental health and will encourage employees to get the help they need to be high performers. (Attridge,2008)

Here are some steps that employers and organizations can take to create a more accommodating and inclusive culture!



Educate supervisors to feel comfortable discussing mental health and providing guidance.



Encourage supervisors to reach out to employees regularly to check in. Creating an “open door” policy can help in this regard.



Encourage employees to talk to their supervisors about potential stressors and any help they may need to be successful.



Ask employees for their feedback on supervisory support and overall organizational support.



Incorporate employee feedback into workplace policies and practices.



Provide recognition to employees for their work.



Provide mental health care resources.



Actively promote mental health care resources during employee orientation.

If you are an employer who is looking for assistance or guidance as it pertains to employee mental health, know that PENTAC can help! You can fill out a Technical Assistance form [here](#), or email us at pentac@peersupportfl.org

August Quotes 2022

"One day my story
will become someone
else's survival guide."

"I am Proud of all the hard days
I have survived"

"I am Safe. Everything
is okay"

"Changing the way you look
at things changes the world
you're looking at."
- Poshmark

"Spend time with people
who are good for your
mental health." 😊

"Success usually comes to those
who are too busy to be looking
for it."
- Henry David Thoreau

"At your absolute best
you still won't be good
enough for the wrong person.
At your worst, you'll still
be worth it to the right
person."
- Karen Salmansohn

"Real change, enduring change,
happens one step at a time"
- Ruth Bader Ginsburg

"Should you ever find yourself the victim
of other people's bitterness (smallness, or
insecurities) remember things could
be worse....
You could be them."

"Not all storms come to disrupt your life,
Some to clear your path"

"There is hope, even
when your brain
tells you there isn't."
- John Green

"You don't have to be positive
all the time. It's perfectly okay
to feel sad, angry, annoyed,
frustrated, scared and anxious.
Having feelings doesn't make you a
negative person. It makes you human."
- Lori Deschene ♥

"Worrying about what others think
is only a distraction to living
courageously"

"A River of compassion washes
away my anger and replaces it
with Love"

"I am stronger than any tough
times"

"Choose people who choose you."

Take a look to see
how PSCFL
encourages mental
wellness in the
workplace!

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National Disability Employment Awareness Month

National Disability Employment Awareness Month (NDEAM), acknowledges, celebrates and commemorates the contributions of employees with disabilities. It raises awareness of employment-related issues unique to people with disabilities and is celebrated annually in October. The theme for 2022 is "Disability: Part of the Equity Equation," which acknowledges the vital role people with disabilities bring to workforce diversity and inclusion.

Diversity, equity, and inclusion are pillars of a successful, modern workplace. At any and every workplace, employees and prospective new hires alike should feel that they have an equal opportunity to work and grow their careers. (Daniel, 2022)

Though the working world has made great strides in terms of accessibility, there is still a long way to go; improving visibility for professionals with physical and mental disadvantages and creating more welcoming and supportive work environments are essential (Daniel, 2022)

Having a disability does not bar workers from achieving amazing results and being assets to organizations, and it is vital for the workforce to both understand the struggles and potential of these individuals.

Though October is a time to spotlight these causes, it is important to be aware of these issues and respect and support these employees year-round. In an ideal world, NDEAM is simply the highlight and starting point for empowering and backing disabled professionals.



Hispanic Heritage Month Spotlight

From September 15 to October 15, National Hispanic Heritage Month is a celebration that honors the cultural contributions, and identities of Hispanic and Latino people in the United States. People use this celebration to show the importance of Hispanics in the U.S. by donating to Hispanic charities, eating food from any of the countries that are being celebrated, learning from their cultures and honoring influential Hispanics who have made an impact on society.



During Hispanic Heritage month, it is important that we shed light on the multitude of mental health experiences within the Hispanic and Latinx communities, including those who identify as Afro-Latinx, Black, Indigenous, and more, as well as the disproportionate inequities they face due to systemic barriers and historical adversity. Mental health is one of the areas that require more attention. Data from behavioral psychologists estimate that around 34% of Hispanic/Latinx adults with mental illness receive treatment each year. A recent study done by SAMHSA found that individuals who identified as Hispanic/Latinx saw a sharp increase of depression and suicidal ideation between the age range of 18 and 25. Contrastingly individuals 50 years and older saw a significant decline in the same areas. (MHA,2020)

Social Connectedness

In today's age, we live busy lives, trying to strike a balance between work, school, hobbies, self-care and more. As a result our social connections can often be neglected. But connecting with others is more important than you might think. Social connection can lower anxiety and depression, help us regulate our emotions, lead to higher self-esteem and empathy, and improve our immune systems. By neglecting our need to connect, we put our health at risk.

Our inherent need for human connection doesn't mean that every introvert must become a social butterfly. Having human connections can look different for each person. And if you're not sure where to start in finding meaningful connection, that's okay.

Here are some helpful tips
to increase your social
connections!

- Join a new club, or try out a group activity
- Reach out to an old friend you've lost touch with
- Volunteer for a cause you care about
- Eat lunch in a communal space
- Introduce yourself to your neighbors
- Ask someone for help when you need it
- Do a random act of kindness

Check out our Resource Library!



OUR RESOURCE LIBRARY
CONTAINS VARIOUS INTERACTIVE
TOOLKITS, GUIDES, ARTICLES
AND VIDEOS THAT ALL FALL
UNDER OUR FOCUS AREAS!

READ BELOW TO SEE A SMALL
SNIPPET OF CONTENT INCLUDED
IN THE LIBRARY!

CLICK [HERE](#) TO BE REDIRECTED
TO OUR LIBRARY!

5 Common Mental Health Challenges in the Workplace

By Paul Bergeron
September 22, 2021

You can't see mental health challenges, but they are happening all around you. Speaking during a session at the recent SHRM Annual Conference & Expo 2021, Andrea Sides Herron, SHRM-CP, told the plight of her sister, who has struggled with mental health issues for nearly her entire life. Then COVID-19 made them worse. Herron's sister initially hid how she was feeling from friends and family, but eventually the warning signs became clearly visible and she asked for help. Mental health issues are affecting people in your office, too, Herron said. Pre-pandemic, 1 in 5 people in the U.S. had some form of mental disorder; the numbers have skyrocketed since then.

Identifying Employees Who Are Experiencing Mental Health Challenges

"Many of you are being squished by mental illness," Herron said. "You have more than you can handle."

One way HR teams and supervisors can identify staff members experiencing mental health challenges, she said, is by paying attention to each person's base lines. What is the person's typical behavior? Learning this becomes more difficult with remote workers, she said, but there are signs that should cause concern.

"Have you noticed that a person's appearance has shifted?" she asked. "Are they choosing not to have their camera on during videoconference meetings when they usually did? Is there evidence that they're drinking too much or [have] picked up smoking again? Maybe they've told you about the 12 Amazon deliveries that show up at their house each day. These are signs."

Herron, a seasoned HR executive, author and host of the HR Scoop podcast, advised HR and managers to be careful when reacting or responding to an employee's changed behavior. "Do not add to the shame that can come with mental health's stigma," she said.

 **SHRM RESOURCE HUB PAGE**

Mental Health (www.shrm.org/ResourcesAndTools/Pages/mental-health.aspx)

Feedback

DEAF TO DEAF PEER SUPPORT AND TRAINING IS ESSENTIAL AND MOST EFFECTIVE

Currently the Deaf and Hard of Hearing communities have little access to existing training, mentors, or mental health peer support environments. When a Deaf or Hard of Hearing person attends a training that is being provided in English with ASL interpretation, communication access issues and complexities may not be addressed.

Hearing training formats and curriculum materials are not directly translatable linguistically or culturally for the Deaf and Hard of Hearing communities. Unlike in the hearing world, where information is conveyed with the written and spoken word or word-heavy PowerPoints, communication in the Deaf and Hard of Hearing communities often conveys concepts through sharing stories, experiences, and multiple examples, using pictures or visuals with few written words, role plays, facial expressions, and body posture.

"When we needed a role play to demonstrate 'peer support' we decided to show two Deaf people, talking about how to handle a family party. Many of us grew up in families who didn't learn sign language. We could gesture about things, but you can't really talk about feelings or ideas. Being the one person left out in a group is a familiar kind of pain."





Calendar of Events

All times are Eastern

PENTAC Offerings

CRPS Overview & Exam Study Sessions

- Conducted monthly to help individuals learn about the CRPS profession and aid applicants in preparing to take the state exam.

Employer Mental Health Awareness Series- 5 parts

- Employers will learn how to attract, support, retain, and promote employees living with mental health challenges.

Entrepreneur Speaker Series

- Monthly peer entrepreneur speakers from all of the United States share their recovery story and journey into entrepreneurship. Presentation and Q&A

Entrepreneur Workshop Series- 6 parts

- Six 2-hour workshops for the aspiring entrepreneur. Learn foundational skills that can help you get ready to launch your own business. Application only.

Families Engaged

- Parents & caregivers of youth who are living with a diagnosis will learn how to best support their youth loved one by being involved in their care.

Health Equity Series- 5 parts

- Take a look at the drivers and impact of health inequities on people of color. Learn how racial justice and mental health movements relate to peer support.

Supervision Series- 3 parts

- A skill-building framework for effective peer support supervision with an understanding of best practices of both peer services and supervision.

Youth-Introduction to Advisory & Mentoring- 2parts

- Youth will explore advocacy and mentoring topics as well as create their own advocacy plan. Interactive workshop.

Youth- Learning to Love Yourself

- Elementary aged children in grades 3- 5, accompanied by a caregiver, will learn the basics of understanding and processing emotions.

Youth- Learning About Self-Talk & Coping Skills

- Middle school aged children accompanied by a caregiver will learn to recognize their stressors, their warning signs, and how to articulate asking for help.

Youth- Conversations About Mental Health

- Teens in 9-12th grades with caregiver permission will learn how to talk to others about mental health, how to check in with themselves and others, and use coping tools.

7/7/22- Entrepreneur Speaker Series
12noon-1pm: any audience

7/15/22- CRPS Overview & Exam Study
3:30-5pm: prospective & current CRPS applicants

8/2/22- Entrepreneur Workshop Series
TBA: By application only

8/4/22- Entrepreneur Speaker Series
12noon-1pm- any audience

8/9/22- CRPS Overview & Exam Study
5:30-7pm: prospective & current CRPS applicants

9/1/22- Entrepreneur Speaker Series
12noon-1pm: any audience

9/16/22- CRPS Overview & Exam Study
3:30-5pm: CRPS/NCPS applicants

9/29/22- Supervision- Part 1
1-2:30pm- peer supervisors

10/6/22- Entrepreneur Speaker Series
12noon-1pm: Any audience

10/11/22- CRPS Overview & Exam Study
ON-DEMAND: NCPS/CRPS applicants

10/13/22- Supervision - Part 2
1-2:30pm: peer supervisors

10/27/22- Supervision - Part 3
1-2:30pm: peer supervisors

11/3/22- Entrepreneur Speaker Series
12noon-1pm: Any audience

11/18/22- CRPS Overview & Exam Study
3:30-5pm: NCPS/ CRPS applicants

12/1/22- Entrepreneur Speaker Series
12noon-1pm: Any audience

12/13/22- CRPS Overview & Exam Study
5:30-7pm: NCPS/ CRPS applicants

For More info and to register
Visit the Training & Events tab at

www.peersupportfl.org

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WE WANT TO HEAR FROM YOU!



What is your take on peer leadership? What do you believe needs to happen for more peers to become leaders? Send us your thoughts!

If you are a peer entrepreneur, we would appreciate the opportunity to connect with you, book you for our Entrepreneurship Speaker Series, and even feature your organization in our newsletter!

Give us a call at (877) 280-7337 or email us at pentac@peersupportfl.org

KEEP UP WITH PENTAC!

- Sign up [here](#) to get PENTAC updates! Keep up to date with our newsletters and upcoming national trainings and events!
- Feel free to contact us at pentac@peersupportfl.org if you have any questions!