# Table of Contents

Letter from Our President & CEO .................................. 3  
About Palm Health Foundation .................................. 4  
Our Community Health Campaigns .......................... 5  
**Brain Health in the Workplace** .......................... 6  
Health Leaders Assess Employee Wellness .................. 7  
The Cost Benefit of Investing in Mental Health .............. 8  
Creating a Culture of Health .................................. 9  
COVID-19 Specific Tips for a Healthier Workplace .......... 10  
Free Employer Programs and Resources ...................... 11  
Train the Brain 2021 ............................................. 13  
The Brain Health Innovation Fund at Palm Health Foundation .. 14
Dear Community Partners,

Palm Health Foundation is focusing many of its resources on improving brain health in Palm Beach County because we know that our overall health and wellbeing is intimately connected to the good health of our brains. We established *Train the Brain*, with a goal to encourage residents to adopt good brain health habits into their daily routines.

During the 2018 campaign, the foundation partnered with Quantum Foundation and Leadership Palm Beach County’s Breakthroughs Summit to encourage 100 human resources professionals to complete Mental Health First Aid training, an 8-hour course that teaches participants how to help individuals who may be experiencing a mental health crisis and connect them to appropriate resources. We were pleased that more than 100 participants completed the course, but were extremely concerned to learn how significant mental health issues are in the workplace.

Palm Health Foundation is committed to “practicing what we preach.” Many of our staff and board members have completed Mental Health First Aid training. During the COVID-19 pandemic, we maintained a workplace culture of wellness by holding virtual staff check-ins and mindfulness exercises, during which staff were encouraged to share openly about their mental health and emotions.

I am proud to offer our *Train the Brain* Wellness Kit to our community and beyond. This comprehensive kit provides resources, statistics and ideas for businesses, non-profit organizations and civic groups to bring better brain health to the workplace.

We hope you will use this wellness kit to help advance brain health in workplaces everywhere.

Patrick McNamara, President and CEO
Palm Health Foundation

Even if you are not currently a member of the workforce, you can participate. If you would like to start a brain health routine, you can use these materials for your own personal growth or to launch a campaign in your school, place of worship, civic group or neighborhood.
About Palm Health Foundation

**Who We Are:** Palm Health Foundation is Palm Beach County’s community foundation for health. With the support of donors, we build strong community partnerships, advocate for our most vulnerable neighbors and inspire innovative solutions to lead change for better health now and for generations to come. We believe everyone should be afforded a fair and just opportunity for a longer and healthier life.

**Our Work:** Palm Health Foundation’s charitable funds support:

- **Building a culture of health:** We support community health initiatives that promote the adoption of healthy lifestyles and tackle the social, economic and environmental factors that impact health in our neighborhoods.

- **Advancing brain health:** We inspire unique partnerships and innovative networks between brain science, community members and care settings to make Palm Beach County a national leader in promoting brain health.

- **Strengthening health professions:** We provide scholarships for nursing and other health-related fields including the mental and behavioral health professions, with a goal to improve quality of care through training and education.

**Our History:** Palm Health Foundation was created in 2001 as the successor to the Good Samaritan and St. Mary’s Medical Center Foundations. Since its inception, the foundation has invested more than $85 million in Palm Beach County while growing its assets to more than $100 million.
Our Community Health Campaigns

Palm Health Foundation provides information on critical health issues affecting Palm Beach County residents and offers practical solutions to addressing them with our community health campaigns. Each community health campaign encourages residents to adopt healthy behaviors into their daily lives to bring them closer to achieving their full health potential. Throughout the campaigns, residents are invited to participate in a variety of free activities and events that provide health education, fun and encouragement to continue the journey toward better health.

*Train the Brain*, annually takes place during the month of October. The goal of *Train the Brain* is to help Palm Beach County residents understand that **taking care of the brain is just as important as taking care of the body.** With information and resources provided, participants are invited to make changes in their thinking and integrate self-care into their daily routines to bring them closer to achieving their full health potential.

*Train the Brain* addresses many areas of brain health, including workplace wellness. Palm Health Foundation knows that building a culture of health—a culture that supports physical, mental, social, and spiritual health—not only benefits employees and their family members in countless ways, it also benefits business. When employees work in places where leadership encourages them to eat well, move more, maintain work/life balance and find joy at work and outside of work, the results extend well beyond better health.
According to a report commissioned by the American Heart Association in 2019, roughly 76% of employees who were polled indicated they have struggled with at least one issue that adversely affected their mental health. For businesses, this results in lost productivity, decreased bottom lines and poor quality of life for employees.

This wellness kit offers resources, information and ideas for employers to adopt wellness practices into their organizational culture.
Health Leaders Assess Employee Wellness

In 2020, Mental Health America surveyed over 5,000 employees across 17 industries to learn about the mental health challenges that people experienced in varied workplace environments during the COVID-19 pandemic. The survey resulted in the *Mind the Workplace 2021 Report*, which explains that employees felt unsupported, stressed and overwhelmed in 2020. According to the report, “Nine in 10 employees report that their workplace stress affects their mental health, but only 2 in 5 employees are receiving the support they need to help manage stress.”

According to the report, 80% of employees feel emotionally drained from their work and 25% are cynical toward their job and colleagues. More than half of surveyed employees reported actively looking for another job in a climate where job creation was low.

The American Heart Association also convened a CEO Roundtable in 2019 to address mental health in the workplace. Drawn from their extensive report titled *Mental Health: A Workforce Crisis* they found the following through a national poll of employees:

- Roughly 3 in 4 employees (76%) indicate they have struggled with at least one issue that affected their mental health.
- About 2 in 5 employees (42%) answered “yes” when asked if they have ever been diagnosed with a mental health disorder.
- Although many were willing to divulge their disorder in this confidential survey, 63% of those diagnosed with a disorder say they have not disclosed it to their employer.
- Nearly 9 in 10 survey respondents agree that employers have a responsibility to support mental health. Although more than 8 in 10 employees say their employers provide at least one mental health offering, they also say those employers can do more.

“The economic costs of mental illness will be more than cancer, diabetes, and respiratory ailments put together.”

— Director, U.S. National Institute of Mental Health at the World Economic Forum, January 2015.
The Cost Benefit of Investing in Mental Health

“What mental health is something we all have, just like physical health. And just like physical health, mental health can sit anywhere on a scale from good to bad. It’s a commonly accepted fact that adults spend roughly one-third of their lives at work. That’s a significant amount of time, within which we are likely to experience a spectrum of physical and mental health.”


What are the costs in dollars and lives?

Recent data substantiates the enormity of issues in the workplace and the ramifications in dollars and cents and quality of lives.

- Data published by the National Alliance on Mental Illness reports that serious mental illness costs America up to $193.2 billion in lost earnings per year.

- The National Business Group on Health estimates that in 2018, 41% of missed work days by employees were attributed to mental health issues. Depression is thought to count for up to 400 million lost work days annually.

- The National Alliance on Mental Illness also reports that 1 in 5 Americans experience mental illness in a year that can affect their productivity during their prime working years and has a tremendous effect on their ability to fully participate at work and in life.

- The World Health Organization has estimated that every $1 invested into the treatment and support of mental health disorders sees a return of $4 in improved health and productivity.

Based on the numbers above, investing in training, education and treatment for better brain health is clearly a no-brainer. Employees will benefit, and in turn, so will the business.

There is a clear cost benefit for the treatment of mental and addiction disorders, due in part to their high prevalence and enormous cost impact to business, but also because of the effectiveness of treatment. Over a dozen critical reviews and meta-analyses have been conducted in the last 25 years to examine the cost-benefit question. This body of knowledge provides substantial evidence that providing mental health treatment offsets or reduces the subsequent use of medical care services and their associated health care and disabilities.

— Center for Workplace Mental Health
Creating a Culture of Health

Many workplaces dramatically changed during the COVID-19 pandemic. Employees experienced new work-related stressors due to many factors, including shifts in office environments, lack of proper technology and equipment for remote work, loss of childcare, home-schooling while working and responsibilities to ill family members. According to the Mind the Workplace 2021 Report, employees that were less likely to search for other jobs during the pandemic were those who felt acknowledged and accepted at their workplace.

Businesses that note the state of employee wellness in their organizations, and create a safe space for those with mental illness, retain employees better.

There are many simple ways to start turning around workplace culture quickly. The workplace is an optimal setting to create a culture of health because:

• Communication structures are already in place.
• Programs and policies come from one central team.
• Social support networks are available.
• Employers can offer incentives to reinforce healthy behaviors.
• Employers can use data to track progress and measure the effects.

Tips for a Healthier Workplace:

The growing conversation around workplace health and wellness is influencing how companies build benefit plans. U.S. Chamber Vice President of Health Policy, Katie Mahoney, sat down with four health and wellness experts at the U.S. Chamber of Commerce Foundation’s Ignite Wellness Summit to break down what works when it comes to wellness at the office. Here are three tips to maintaining a healthy and happy workforce:

1. Remove the stigma around mental health.
   A whopping 91% of millennials and Gen Z employees want employers to pay more attention to mental health. The modern employee needs a safe space to talk about mental health at work and access to care and support — on and off the clock.

2. Health and wellness starts at the top.
   Embedding health and wellness practices into organizational culture is an integral part of building healthy, productive work environments. Promoting these practices at the leadership level integrates balance and wellness into the rest of the organization.

3. Data drives wellness.
   If companies want to see a return on investment, employee feedback should be a key factor in the implementation process. Monitoring health and wellness initiatives through surveys and data collection helps improve the work environment over time. It is important to ask employees about health and wellness if a business wants to have an effective campaign.
COVID-19 Specific Tips for a Healthier Workplace

WorkplaceMentalHealth.org offers helpful tips for supporting employees in building resiliency, managing stress and feeling supported. They suggest addressing four key areas, represented by the acronym LEAD.

Leadership
Leadership should talk openly about mental health and share personal coping mechanisms, provide reassurance, and offer empathy to employees.

Effective Communication
HR and leadership should regularly check in with employees about their work and lives, provide resources for self-care, and support through listening.

Adapt to Change
Be open to restructuring organizational practices, policies and procedures in light of changing work environments. Be flexible and ready to receive employee suggestions, and foster connection between employees by creating peer support networks.

Double Down on Access to Care
Make sure your employees know what care is available to them through your benefits program, and promote resources that destigmatize mental illness and promote ways to address it.

Read more information on LEAD and valuable workplace wellness tips at workplacementalhealth.org/Employer-Resources/Employee-Mental-Health-Well-being-During-Beyond-CO
Free Employer Programs & Resources

The following programs are resources that are specifically developed for application in the workplace and are available free of charge:

**Mental Health First Aid:**
A national program that teaches participants skills to respond to the signs of mental health conditions and substance use disorders.
www.mentalhealthfirstaid.org/

**ICU Program:**
An anti-stigma campaign designed to foster a workplace culture that supports emotional health.
www.workplacementalhealth.org

**#IWILLLISTEN:**
An award-winning social media-based public service campaign designed to create awareness of the prevalence of mental illnesses and reduce the stigma associated with them.
www.iwilllisten.org

**Right Direction**
Right Direction offers employers a wealth of free, turnkey resources that can educate employees on the signs and symptoms of depression.
www.rightdirectionforme.com
Learn from the Best Workplaces

There are organizations across the country that understand the tremendous return on investment when their employees are supported, healthy, confident and happy. Here are several outstanding examples of organizations that have implemented workplace wellness programs that support better brain health:

Prudential Financial

- Monitors the effect of supervisors on worker well-being, especially when supervisors change
- Conducts ongoing, anonymous surveys to learn about attitudes toward managers, senior executives and the company as a whole
- Normalizes discussion of mental health by having senior leadership share personal stories in video messages

TiER1 Performance Solutions

- Focuses on 6 key health issues: depression, anxiety, obsessive-compulsive disorder, schizophrenia, bipolar disorder and addictions as part of its Start the Conversation about Mental Illness awareness campaign
- Provides resources to assess risk, find information and get help or support using multiple formats to increase visibility and engagement; information is provided as infographics, e-mails, weekly table tents with reflections and challenges and videos

Beehive PR

- Maintains the “InZone,” a dedicated quiet room that is not connected to a wireless internet signal, which gives employees a place to recharge
- Combines professional and personal growth opportunities through goal-setting, one-on-one coaching, development sessions and biannual retreats

Tripler Army Medical Center

- Requires resiliency training to reduce burnout and increase skills in empathy and compassion for staff members who are in caregiver roles
- Training sessions mix classroom-style lectures, role-playing, yoga and improvisational comedy to touch on multiple learning styles

Certified Angus Beef

- Provides free wellness consultations by an on-site clinical psychologist; employees do not have to take leave to access these services
- Holds lunchtime learning sessions to reduce stigma about mental health and the services available to employees
- Offers quarterly guided imagery relaxation sessions to teach stress management strategies

Houston Texans

- Provides comprehensive and integrated physical, mental and behavioral health insurance coverage, including round-the-clock access to employee assistance program (EAP) services
- Extends EAP access to anyone living in an employee’s home, with dedicated programming for those who are caring for children or elderly parents
Palm Health Foundation envisions Palm Beach County as a hub for advancing brain health. This hub will develop by connecting scientific research, community supports and quality care. To reach this goal, the foundation is supporting local efforts that deepen the community’s knowledge of brain health, including the impact that brain research will have on residents’ wellness and longevity.

Throughout October 2021, the foundation will promote information that relates scientific research to practical brain health tips that can help build a better brain.

**Train the Brain’s Call-to-Action**

Join Palm Health Foundation for dynamic events where you’ll learn how cutting-edge research is changing what we know about the brain and how to keep it healthy.

- Visit [www.PalmHealthFoundation.org](http://www.PalmHealthFoundation.org) to view events happening in October, 2021.
- Follow Palm Health Foundation on Facebook, Instagram, Twitter and LinkedIn for weekly brain health tips in October!
Palm Health Foundation is leading the charge to advance brain health locally and shining a light on what we know is possible. With your support, we are:

**Funding Mental Health First Aid**
Just as CPR helps you assist an individual having a heart attack, this program helps everyday citizens identify and assist someone experiencing a mental health related crisis.

**Hosting Train the Brain**
The month-long messaging campaign with free events designed to help residents understand that taking care of the brain is just as important as taking care of the body.

**Responding to the opioid crisis in Palm Beach County.**
Palm Health Foundation convened 80 stakeholders to spearhead a 100-Day Challenge to address the crisis.

**Sponsoring the FAU Brain Institute’s Brainy Days**
A speaker series featuring top neuroscientists from around the country on timely, relevant topics like Alzheimer’s Disease and Autism.

**Promoting Mental Health in the Workplace**
Through the development and dissemination of a Workplace Wellness Toolkit featuring local and national resources for employers.

**Improving our system of care with partners**
By commissioning a study by seasoned experts to achieve greater impact through our local mental health system of care for children and families.

**Supporting BeWellPBC**
A behavioral health movement that is engaging the community’s residents, systems and sectors in meaningful ways to address the county’s behavioral health needs.
Our 2021 goals for the Brain Health Innovation Fund

The Brain Health Innovation Fund is designed to propel Palm Beach County into being a national leader in brain health innovation by strengthening the local bonds between scientific research, community supports and quality care. Through donations and matching support from the foundation, the fund will support:

- A community-based research project on mitigating the effects of toxic stress
- A project to increase provision of pediatric integrated care for behavioral disorders
- Support the launch of the FAU Brain Institute’s Program in Computational Brain Science and Health, which will develop breakthroughs in research on brain disorders, ultimately leading to improved care
- A machine learning data model that will detect early cognitive decline for better brain health

Palm Health Foundation’s role in improving the health of our community would not be possible without the generosity of our donors.

People give to the foundation for many reasons:

- To memorialize a loved one
- To continue a family tradition of philanthropy
- To simplify giving
- To ensure the future success of organizations they care about.

Consider making a gift today to the Brain Health Innovation Fund or contact us to create your own named charitable giving fund for health. 100% of our support stays here in Palm Beach County to better the health of residents today and for generations to come.

Contact Carrie Browne,
Director of Philanthropy
561-837-2281 or carrieb@phfpbc.org
Palm Health Foundation is Palm Beach County’s community foundation for health. With the support of donors and a focus on results, the foundation builds strong community partnerships, respects diverse opinions, advocates for its most vulnerable neighbors and inspires innovative solutions to lead change for better health now and for generations to come.

The foundation supports health equity for Palm Beach County residents of all backgrounds, heritage, education, incomes and states of well-being. Palm Health Foundation has invested more than $85 million in Palm Beach County health since 2001.