



CIASP IMPACT REPORT 2025

Construction Industry Alliance for Suicide Prevention

LETTER FROM THE EXECUTIVE DIRECTOR



Dear Industry Colleagues,

The Construction Industry Alliance for Suicide Prevention was founded on a simple but powerful belief: that every life in our workforce matters, and that together we can create a culture where seeking help is a sign of strength, not stigma.

This year's Impact Report reflects the collective determination of contractors, unions, associations, educators, safety professionals, and industry partners who refused to look away from the realities facing our workforce. Instead, you leaned in. You invested in training. You opened conversations that were once unthinkable on jobsites. You equipped leaders with tools to recognize warning signs. You made mental health a core component of safety. And most importantly, you helped save lives.

Our progress is real, measurable, and encouraging. It is also a reminder that our work is far from finished. The construction industry remains disproportionately affected by suicide, and the responsibility to change that trajectory belongs to all of us. This report highlights not only what we achieved in 2025, but also how we are building the foundation for a future where every worker feels valued, supported, and connected.

I am profoundly grateful to every organization and individual who contributed to this mission over the past year. Your commitment is reshaping our industry's culture and proving that meaningful change is possible when we act with compassion, courage, and unity.

Thank you for standing with us. Thank you for believing that our industry can and must do better. And thank you for helping us move closer to a world where every construction worker goes home safe in every sense of the word.



— Sonya Bohmann,
Executive Director

OUR MISSION & FOCUS

Mission: To provide resources and support for suicide prevention, mental wellness, and safety in construction.

Vision: A zero suicide industry

Values: We are:

- By the Industry, For the Industry
- Labor Agnostic
- Apolitical
- Built on Integrity
- Mission Focused

Core Areas of Impact:

- Suicide prevention in the construction industry
- Mental health education and awareness
- Training and workforce development
- Industry partnerships and alliances
- Culture of care and safe messaging
- Advocacy and systems-level change



OUR BOARD:



JAMIE BECKER

Chairperson
Laborers' Health & Safety
Fund of North America



KRISTY DOMBOSKI

Vice-Chairperson
Construction Financial
Management Association



MICHELLE WALKER

Treasurer
SSC Underground



NAZIA SHAH

Secretary
AGC of America



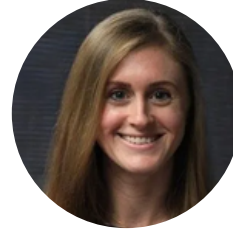
JUSTIN AZBILL

At-Large Director
Mission Mindset Inc.



STUART BINSTOCK

At-Large Director
Binstock Consulting



JESSICA BUNTING

At-Large Director
The Center for Construction
Research and Training



ZULQ MALIK

At-Large Director
SMARTBUILD Construction
Solutions



Ricky Reams

At-Large Director
Murphy Contracting



FRANK TRUJILLO

At-Large Director
T.A. Loving Company



WES WHEELER

At-Large Director
National Electrical Contractors
Association



JOSEPH WHITEMAN

At-Large Director
American Society of Concrete
Contractors



JOE XAVIER

At-Large Director
Associated Builders
& Contractors



YEAR AT A GLANCE

Podcasts Produced	18
Articles Published	17
Webinars Hosted	5
Conferences Attended	19
Panel Discussions	7
Presentations Delivered	75
People Trained	20,000
STAND Up Pledges	345
Board Members	13
Active Committees	5



THOUGHT LEADERSHIP & EDUCATION

- Podcast
- Articles & Media
- Awards & Recognition





ABOVE & BELOW

a C I A S P p o d c a s t

Launched in 2025, Above and Below brings real, unfiltered conversations about mental health and suicide prevention to the construction industry. Hosted by Sonya Bohmann and Zulq Malik, the show explores the stories, challenges, and solutions shaping a safer, more supportive culture.

In its first year, we released 18 episodes featuring powerful conversations with industry leaders, mental health professionals, tradespeople, and advocates.

YOUR CO-HOSTS



**Sonya
Bohmann**



**Zulq
Malik**

18
EPISODES

FEATURED GUESTS:

- Jessica Hallahan ● Giovanni Cautillo ● Andrew Theokas
- Stephen Dummit ● Jason Scholl ● Monique Lewis ● Loretta Mulberry
- McKay Daniels ● Michelle Walker ● Nicholas DeJesse ● Ismet Dalipi
- Paul Lawson ● Scott Wiesner ● Greg Wuestner ● Hayley Emerson
- Cal Beyer ● Dr Elyse Dubb ● Ted Ma ● Nick Williams ● Kwame Ben Eden
- Dr. John Gaal ● Kathy Martin

ARTICLES & MEDIA

Turner



PRISM

PHCP PROS

YOUR PROFESSIONAL PLUMBING, HEATING, COOLING & PIPING COMMUNITY

EHS Today.

The Malaysian Reserve

JOIN THE REAL CONVERSATION

GROUND BREAK



CAROLINAS



CONSTRUCTION DIVE

FOR Construction PROS.com®



BlueCross BlueShield of Illinois

roi-nj.com

THE KANSAS CITY STAR.

NAHB®

National Association
of Home Builders

Safety+Health

an nsc publication

Construction EquipmentGuide.com

AWARDS & RECOGNITION



**Construction
Working
Minds Media
Award**

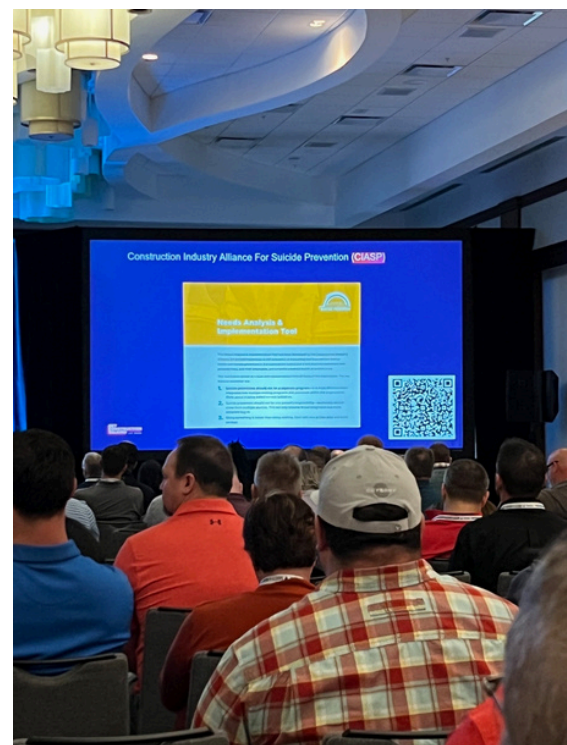


**ECC Awards
Spirit of
ECC
Award**



**Best
Podcast
(Building PA
Podcast)**





TRAINING & WORKFORCE DEVELOPMENT

CIASP delivered and supported training programs designed to equip individuals and organizations with practical tools to recognize risk, respond appropriately, and foster supportive environments.

Trainings Delivered:

Mental Health First Aid (MHFA) trained	50+
MHFA classes offered free to the industry	4
LivingWorks Licenses	52
Upgraded our free mental health screening tool	



PRESENTATIONS:

CIASP delivered presentations across conferences, organizations, and industry events.



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS



NEW PROGRAMMING

- Webinar Series
- Mental Health Toolkits
- Banner Fundraising Program
- Behind the Hard Hat
- New Resources
- Pathway Model

Pathway Model:

The pathway model is a comprehensive tool that allows any company/organization to use both CIASP and curated industry resources to develop their own mental health and wellness program.

CIASP PATHWAYS

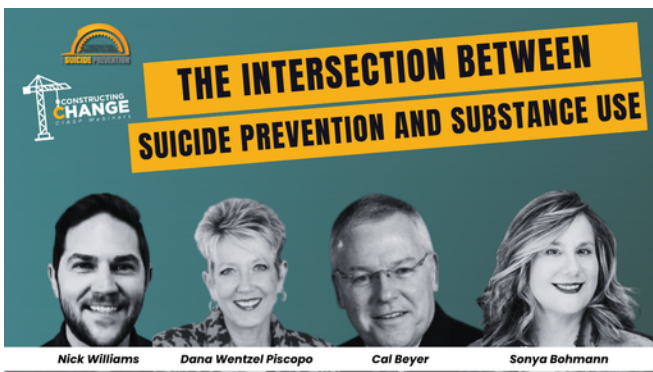
The Construction Industry Alliance for Suicide Prevention created a pathway for any company large, medium, or small to access free resources and create your own mental health and suicide prevention program.

The Pathway begins with taking the Standup Pledge to STANDup to Suicide Prevention in Construction. After the pledge move along the path towards the Needs Analysis. Following the STAND methodology determine what resources you have in place and what resources you need for your program. Once complete (this document is used to refer back as you are building your program), enter the Building Site and begin Building your Program. You may come in at Crisis/Incident having just experienced a loss, or Awareness as you start to construct your program. There is not a one size fits all process and allows your company to build what and where is needed.





In 2025, CIASP launched the Constructing Change webinar series to elevate critical conversations around mental health, suicide prevention, and culture change in the construction industry. Through five sessions, the series convened industry leaders and subject-matter experts for thoughtful dialogue, practical insights, and shared learning—reinforcing CIASP’s role as a trusted convener and catalyst for change.



MENTAL HEALTH TOOLKITS



Week 1

- Give: [Toolbox talk: S - STAND](#)
- Distribute: Hard Hat Stickers
- Social Media: Share graphic in the week one folder. Here is some copy you can use to accompany the graphic. Don't forget to tag us!

Week 2

- Give: [Toolbox talk: T - TRAINING](#)
- Complete, Print & Share Your Local Resource Guide (provided in the week 2 folder)
- Discover the Livingworks training.

Week 3

- Give: [Toolbox talk: A - AWARENESS](#)
- Distribute Wallet Cards
- Print & Display "[Know the Warning Signs](#)" Poster around job site(s)
- Share on social media: Share 'Warning Signs' graphic in the week three folder. Here is some copy you can use to accompany the graphic. Don't forget to tag us!

Week 4

- Give: [Toolbox talk: N-Normalize](#)
- Distribute Coins
- Share on social media: Share 'Language Matters' graphic in the week four folder. Here is some copy you can use to accompany the graphic. Don't forget to tag us!

Week 5

- Give: [Toolbox talk: D-DECREASE](#)
- Share Additional Resources:
- Share on social media: Share 'Stress & Resilience' graphics in the week five folder. Here is some copy you can use to accompany the graphic. Don't forget to tag us!



Total
distributed
toolkits:
100

BANNER FUNDRAISING PROGRAM

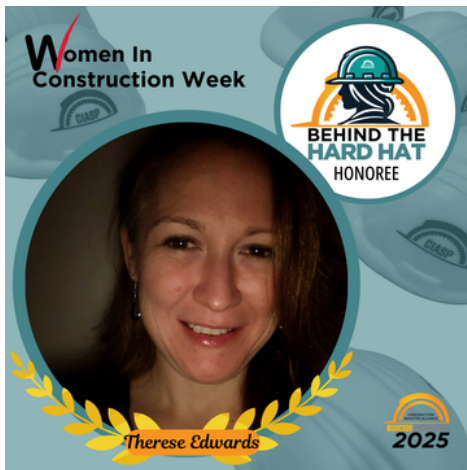
New initiative launched
by our Fundraising
Committee in 2025.





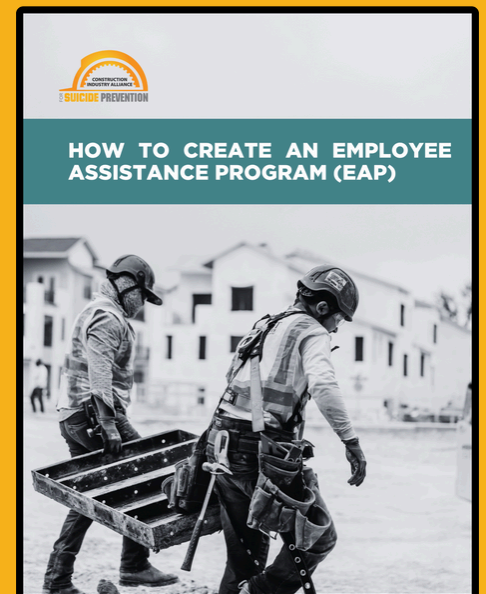
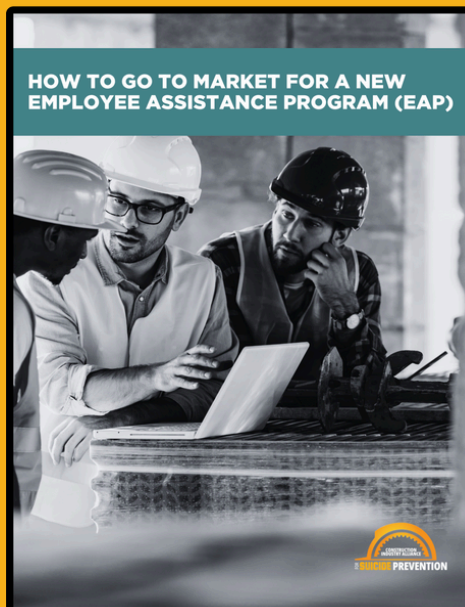
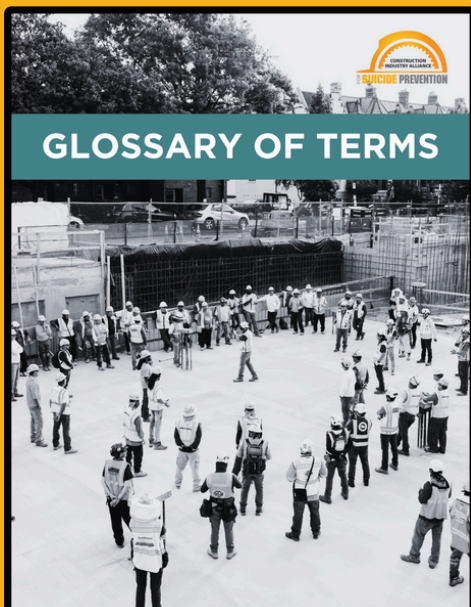
**BEHIND THE
HARD HAT**

Women In Construction Week



ALL **NEW** RESOURCES

- EAP Resources
 - How to Create an EAP
 - How to Audit Your Current EAP
 - How to Go to Market with a New EAP
- Glossary of Terms
- Warm Hand Off Plan
- Holiday Mindset Risks in Construction
- Safe Messaging Guidelines
- Micro-learnings with Culture Coach International



PARTNERSHIPS & ALLIANCES



In 2025, CIASP proudly joined OSHA as an official Alliance Program Member—a major milestone in our mission to integrate mental health and suicide prevention into the foundation of construction safety. Through this partnership, we've collaborated with OSHA and other industry leaders to advance education, resources, and awareness at a national level. Together, we're building a safer, more supportive construction workforce.



Advisory and Collaborative Groups

- Building Hope Through Action Advisory Committee (NY Office of Mental Health)
- Canadian Office of Mental Health on the Advisory Committee

ORGANIZATIONAL GROWTH & INFRASTRUCTURE

Governance and Leadership

13

Board members

Committees:

- Executive Committee
- Fundraising
- Marketing and Website
- Education
- Pathway

Operational Advancements

- Website refresh
- Marketing strategy updates
- Controller position outsourced
- Audited financial statements completed for two years; work is underway on the third.



Lauterbach & Amen, LLP

CERTIFIED PUBLIC ACCOUNTANTS



The **NONPROFIT** accounting specialists®

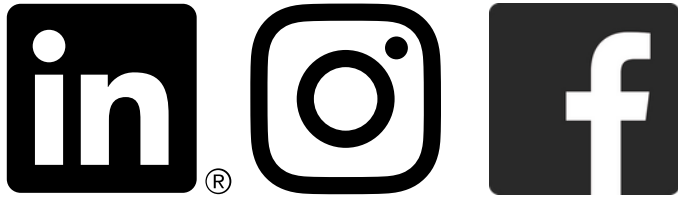


OLIVE STREET
DESIGN



Glatz
Management Services

MARKETING, AWARENESS, & DIGITAL ENGAGEMENT



8249

Total followers
on social media

1767



in 2025

423.72K

Total
Impressions

123.5k



in 2025

28.27K

Total
Interactions

6976



in 2025

Video and Media Production

Mental health video shoots completed: engaged with and in production on a lived experience video series with Turner Construction to be released in 2026



FUNDRAISING AND COMMUNITY SUPPORT

\$430k

Funds raised in 2025





OUTCOMES & INDUSTRY IMPACT

Over the past year, CIASP continued to build trust and credibility across the construction industry by showing up consistently, partnering strategically, and delivering practical resources. The organization's work reflects a growing recognition that suicide prevention and mental health are essential components of safety, leadership, and workforce sustainability.

Looking Ahead

Priorities for the Coming Year

- Turner Videos
- Pathway Expansion
- Sponsorships & Fundraising
- Donor Engagement

Planned Initiatives

- Trainings and Education Programs
- Content and Resource Development
- Expanded Partnerships & Outreach
- Industry Events & Campaigns



APPRECIATION & CALL TO ACTION

CIASP is grateful to its board members, partners, volunteers, donors, and industry allies who continue to support this work. Progress is possible because of shared commitment and collaboration.

Get Involved

- Partner with CIASP
- Support training and education efforts
- Share CIASP resources
- Join the movement toward a safer, more supportive construction industry



DONATE



**TAKE THE
PLEDGE**



**EXPLORE
RESOURCES**



**CONNECT
ON SOCIAL**

www.preventconstructionsuicide.com