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MENTAL HEALTH & SUBSTANCE ABUSE IN THE WORKPLACE

Retaining & Creating a Diverse Workforce



Brianne Lott, Consultant, Disability Solutions

Bonnie Neville, Residential Support Specialist, Ability Beyond Disability



TODAY'S AGENDA

What to Expect

- Introductions
- ILG Feud
- Why is this Important?
- Media
- Personal examples
- Best Practices/Ideas
- Q&A/Wrap Up





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THE PEOPLE

Brianne Lott

- ❑ Consultant with Disability Solutions @Ability Beyond
- ❑ Certified Rehabilitation Counselor with 19+ years of experience
- ❑ Professional & personal experience with mental illness & addictions

Bonnie Neville

- ❑ Residential Support Specialist with Ability Beyond
- ❑ Professional & personal experience with mental illness & addictions
- ❑ Sober for 10 years





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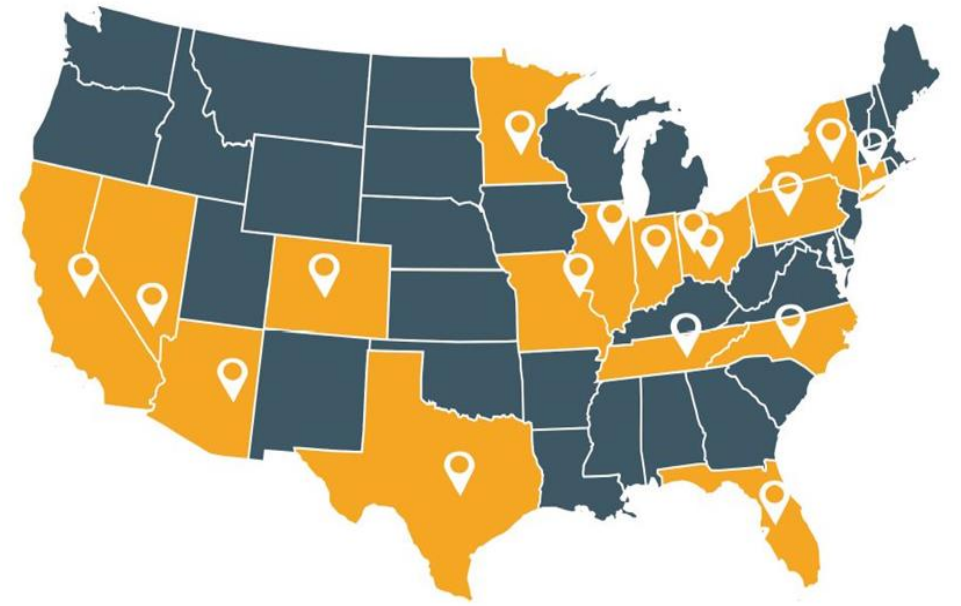
Ability Beyond Disability

- ❑ 60+ years working with corporations to
 - ❑ Employ individuals with disabilities
 - ❑ Employ veterans with disabilities

Team of Consultants

- ❑ Working with leading corporations globally

THE BUSINESS



Focus on

- ❑ Strategy development
- ❑ Partnership development
- ❑ Recruitment
- ❑ Training
- ❑ Compliance
- ❑ Human resources



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ILG FEUD

1 Question + 2 Teams + 10 Answers =
Prizes & Bragging Rights



DISABILITY SOLUTIONS
@ABILITY BEYOND



Example #1

If Batman got married, name someone he knows that probably would not get an invitation.

207

JOKER	58	
2		
3		
PENGUIN	11	

10

HIS PARENTS

SUBMIT

NO ANSWER

MENU

Example #2



Name something that get's passed around



A Joint?



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Example #3



Common Myths About People with Mental Disorders

Only adults	10	Violent/unpredictable	10
Can't prevent	10	Can't work	10
Personality flaw/weakness	10	Look different than others	10
Childish/silly	10	Can't recover	10
All severe/look alike	10	Not intelligent	10



WHY IS THIS IMPORTANT?



In the U.S.

- ❑ 18.1% experience mental illness over their lifetime
- ❑ 8.4% (20.2 million) diagnosed with a substance abuse disorder (past year)
- ❑ 7.9 million adults have both, known as co-occurring disorders
- ❑ 80% unemployment rate for people with mental illness
- ❑ Substance abuse problems among
 - ❑ Employed = 9%
 - ❑ Unemployed = 17%



ILLUSTRATION: DOMINIC V. ARATARI/CONMONEY

Mental Disorders by the Numbers

- ❑ Anxiety Disorder – 18%
- ❑ Depressive Disorder – 6.6%
 - ❑ 2nd leading cause of disability in the world
- ❑ Bipolar Disorder – 2.6%
- ❑ Obsessive-Compulsive Disorder (OCD) – 1.2%
- ❑ Post Traumatic Stress Disorder (PTSD) – up to 7.7 million adults



Substance Abuse Disorders by the Numbers

- ❑ Alcohol Use Disorder (AUD)
 - ❑ 52.7% currently drink alcohol
 - ❑ Of those, about 9.5% have an AUD
- ❑ Cannabis Use Disorder (CUD)
 - ❑ 22.2 million people (ages 12 and up) used within the last month
 - ❑ Of those, about 19% have a CUD
- ❑ Stimulant Use Disorder (cocaine, methamphetamines & prescriptions)
 - ❑ Nearly 2 million people (ages 12 and up)
- ❑ Opioid Use Disorder (prescription & heroin)
 - ❑ Estimated 2.5 million
 - ❑ Since 1999 overdoses have increased
 - ❑ 265% for men
 - ❑ 400% for women

RETURN ON INVESTMENT

Financial Impact

- ❑ Alcohol Use Disorders account for ~500 million lost work days/year
 - ❑ Costs U.S. Economy ~\$240 billion annually
- ❑ Substance Use Disorders cost the U.S. Economy ~\$276 million/year
- ❑ Mental health issues can negatively impact productivity, physical health, attendance, etc.
- ❑ Mental illness causes more lost workdays and impairment than arthritis, asthma, back pain, diabetes, and heart disease



RETURN ON INVESTMENT

Bottom Line

- ❑ 80% of employees treated reported increased work efficacy
- ❑ Assistance & support can increase attendance & productivity
- ❑ Reducing stigma & increasing treatment positively impacts physical health, lowering healthcare costs
- ❑ Positive culture = increased retention & attracts potential employees
- ❑ Compliance



I ❤️ my job



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Lucille Bluth

- Matriarch
- Selfish
- Clueless
- Funny

ALCOHOLISM



Peter Russo

- Politician
- Portrayed as weak
- Pawn
- Murdered

POLYSUBSTANCE DEPENDENCE



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Whip Whitaker

- Commercial Pilot
- Saved most passengers
- Hero?
- Alcoholic
- Abuses cocaine
- In denial

STIMULANT USE DISORDER



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Lynette Scavo

- ❑ Former executive
- ❑ Wife
- ❑ Mother of multiple children
- ❑ Stole & abused son's Adderall

OPIOID USE DISORDER



Dr. Greg House

- ❑ Maverick doctor
- ❑ Intelligent
- ❑ Quirky
- ❑ Physical disability required use of cane
- ❑ Addicted to Vicodin
- ❑ Illegally obtained prescriptions
- ❑ Worked under suspended/restricted license

POST TRAUMATIC STRESS DISORDER

Walter Sobchak

- ❑ Friend of The Dude
- ❑ Vietnam Vet
 - ❑ Saw his friend die
- ❑ Defender of rules
- ❑ “Dabbled” in pacifism
- ❑ Inappropriate reactions
- ❑ Not coping well with divorce



BIPOLAR DISORDER



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Pat Solitano

- ❑ Former teacher
- ❑ Spent time in hospital
- ❑ Divorced
- ❑ Lives with parents
- ❑ Good support system

CO-OCCURRING DISORDERS

Elliot Alderson

- ❑ Computer Programmer
- ❑ Single, loner
- ❑ Anxiety Disorder
- ❑ Dissociative Identity Disorder
- ❑ Stimulant Use Disorder
- ❑ Opioid Use Disorder
- ❑ Brought down world financial market



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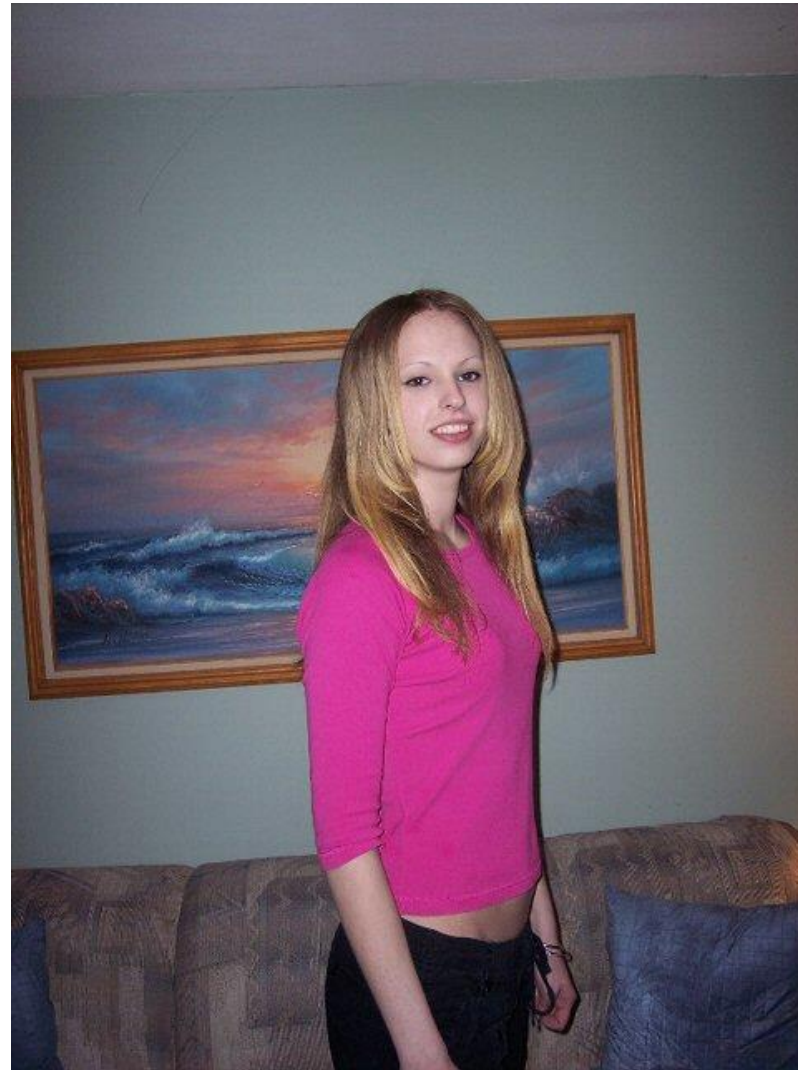
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BONNIE

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BONNIE



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I will adopt Best Practices
I will adopt Best Practices
I will adopt Best Practices
I will adopt Best Practices
I will adopt Best Practices
I will adopt Best Practices
I will adopt Best Practices
I will adopt Best Practices
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EMPLOYER OF CHOICE

Retention

- Recognizing the signs
- Be approachable
- Culture of support
- Employee Assistance Program
- Flexible schedule



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EMPLOYER OF CHOICE

Sourcing

- New pipeline
- Identifying talent
- Compliance
- Word of mouth





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BRINGING IT HOME

Do You Have Questions? We Have Answers!

- How can this work for my company?
- What about company policy?
- Next steps?
- Other?





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спасибо
 danke 謝謝
 ngiyabonga
 teşekkür ederim
 dank je
 tapadh leat
 gracias
 mochchakkeram
 bedankt
 hvala
 maururu
 thank you
 go raibh maith agat
 dziękuje
 sagolun
 sukriya
 kop khun krap
 arigato
 takk
 dakujem
 obrigado
 terima kasih
 감사합니다
 grazie
 mercii
 мерси