

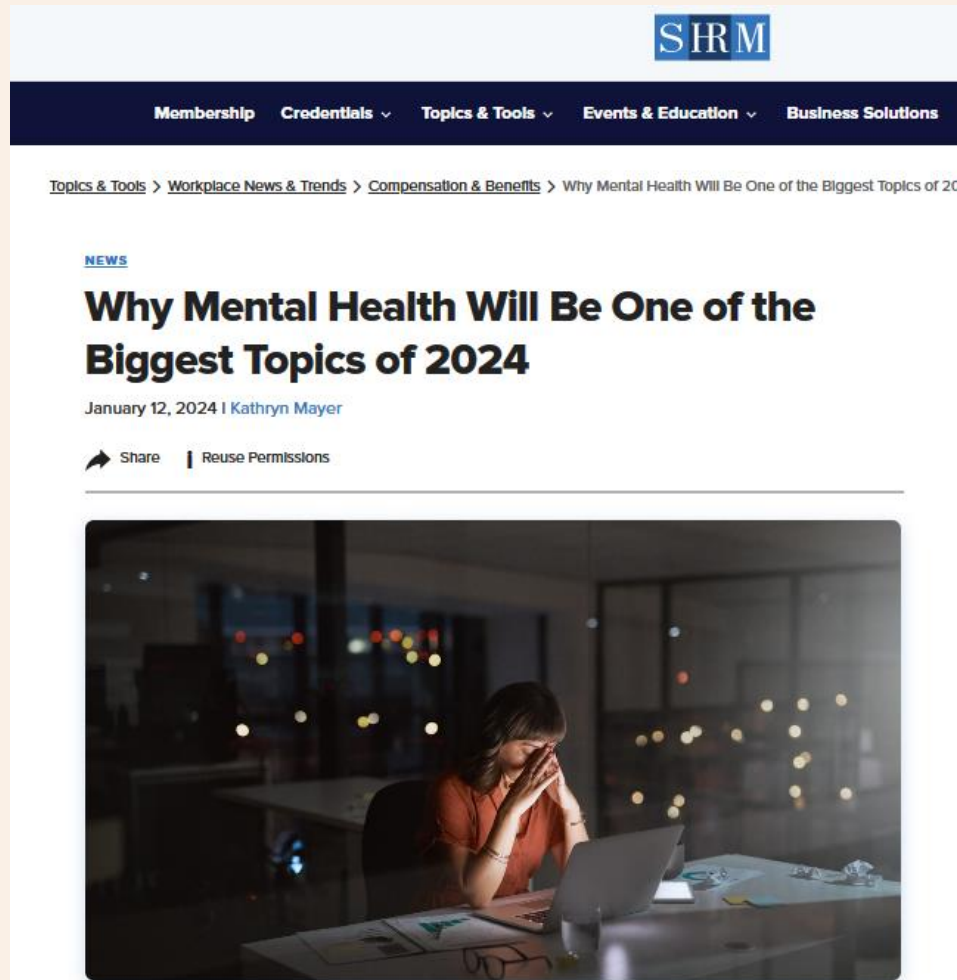


Mental Health Matters in the Drinks Industry

May 22, 2024

Women
OF THE
VINE & SPIRITS®

Everybody's Talking About Mental Health at Work



The image is a screenshot of a webpage from the Society for Human Resource Management (SHRM). At the top, the SHRM logo is visible in a blue box. Below it is a dark blue navigation bar with white text for 'Membership', 'Credentials', 'Topics & Tools', 'Events & Education', and 'Business Solutions'. A breadcrumb trail reads: 'Topics & Tools > Workplace News & Trends > Compensation & Benefits > Why Mental Health Will Be One of the Biggest Topics of 2024'. The main content area has a 'NEWS' tag in blue. The article title is 'Why Mental Health Will Be One of the Biggest Topics of 2024' in bold black text. Below the title is the date 'January 12, 2024' and the author 'Kathryn Mayer'. There are 'Share' and 'Reuse Permissions' links. At the bottom of the article preview is a photograph of a woman in a red top sitting at a desk at night, looking stressed with her hand to her face while working on a laptop. The background shows a city skyline at night through a window.

“There’s no question that **employee burnout and mental health issues have been a continuous problem over the past several years.** But despite various employer investments in benefits to troubleshoot stress and improve emotional well-being, employees are still dealing with significant anxiety.

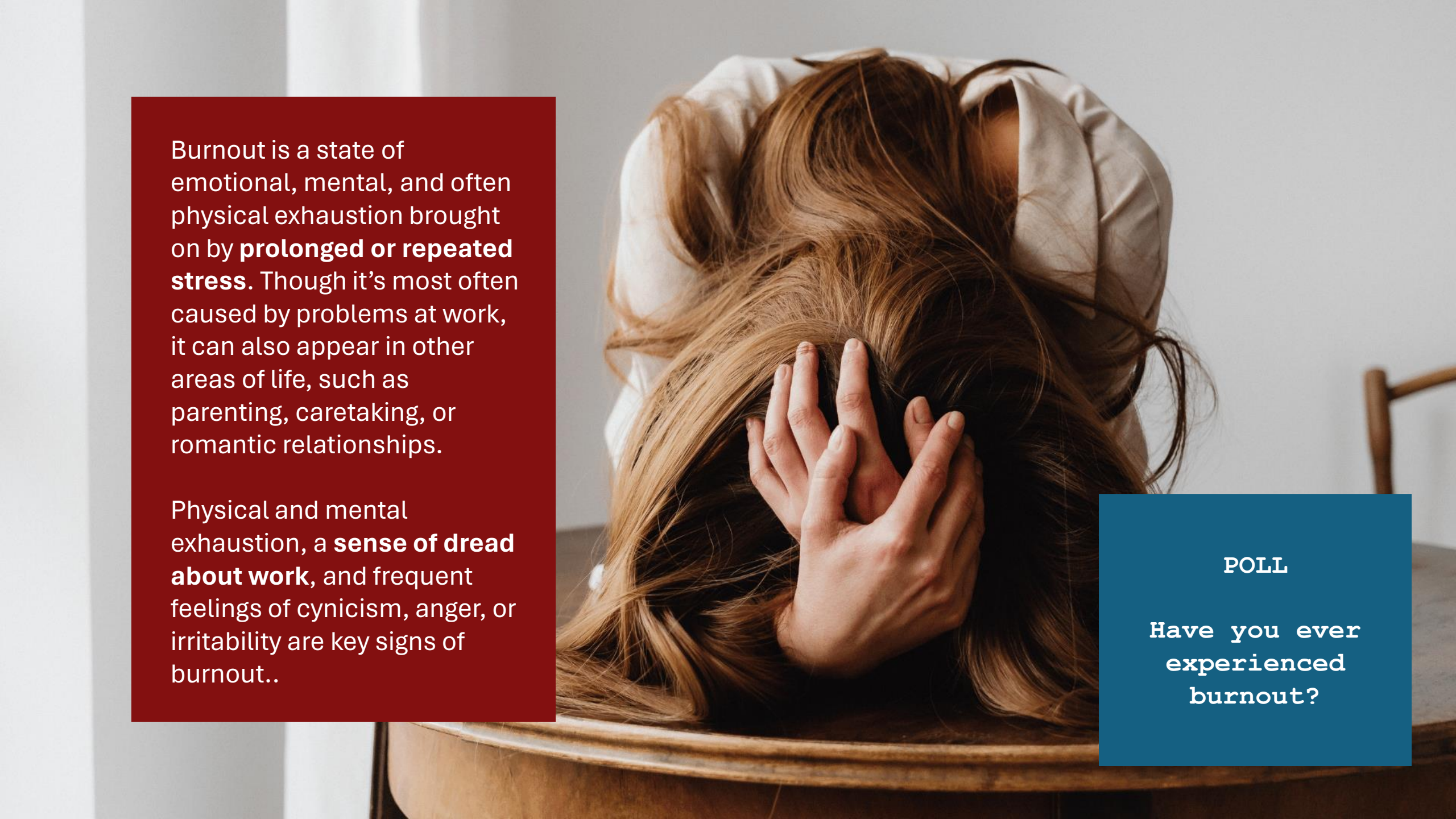
Well over half of employees (57 percent) are experiencing at least moderate levels of burnout, according to a recent report from Aflac. Meanwhile, **employees’ confidence in how much their employers care about them has declined significantly:** 48 percent said they have confidence in their employers caring about them in 2023—down from 56 percent in 2022 and 59 percent in 2021.”

Society for Human Resource Management (SHRM)

Workplace Mental Health Statistics

A **NAMI (National Alliance on Mental Illness)-Ipsos poll** conducted in January 2024, and focused on full-time workers employed at companies with at least 100 employees, found that **most Americans believe it's appropriate to talk about mental health at work.**

- **74%** of full-time employees in the U.S. say it is appropriate to discuss mental health concerns at work, **but only 58%** say they feel comfortable sharing about their mental health at work.
- While most workers are comfortable sharing about their mental health at work, they are **significantly less comfortable talking about this** than other aspects of their life or who they are.
- **83% of employees agree mental health and well-being training** is, or would be, important in creating a positive workplace culture. Most also say various types of mental health training would be helpful for mental health support at work.
- **The vast majority of employees (92%)** say mental healthcare coverage is important to creating a positive workplace culture. This sentiment is held regardless of gender, age, stage in career or managerial status.
- A **higher share of female employees** and employees under age 50 report experiencing feelings of burnout this past year. 54% of mid-level employees say the same, compared to just 40% of entry-level employees.



Burnout is a state of emotional, mental, and often physical exhaustion brought on by **prolonged or repeated stress**. Though it's most often caused by problems at work, it can also appear in other areas of life, such as parenting, caretaking, or romantic relationships.

Physical and mental exhaustion, a **sense of dread about work**, and frequent feelings of cynicism, anger, or irritability are key signs of burnout..

POLL

Have you ever
experienced
burnout?

A person is seen from behind, standing on a beach with their arms raised in a gesture of triumph or joy. The background is a vibrant sunset over the ocean, with the sun low on the horizon, casting a warm, golden glow across the sky and water. The person's silhouette is dark against the bright light of the sunset.

Discussion

What coping mechanisms or tools do you utilize to help avoid burnout?

If you lead a team, how do you best support the wellness of your colleagues?

National Mental Health Statistics

- In 2022, **23.1% of U.S. adults (59.3 million) experienced a mental health condition**
- More than **one in five women in the U.S. experienced a mental health condition in the last year.** Certain mental health conditions, like depression and bipolar disorder, affect more women than men
- The prevalence of any mental illness was **higher among women (27.2%)** than men (18.1%) in 2021
- Young adults ages 18 to 25 in the U.S. experience the highest rates of mental illness (36.2%), followed by **those ages 26 to 49 (29.4%) and adults ages 50 and over (13.9%)**
- **50.2% of adults who identify as lesbian, gay or bisexual (LGB)** experienced a mental health condition in 2020
- **Anxiety disorders** such as generalized anxiety, obsessive-compulsive disorder and panic disorder are some of the **most commonly diagnosed mental health conditions** in the U.S., affecting 42.5 million adults
- **Depression:** 21 million U.S. adults are living with depression, while 3.7 million people ages 12 to 17 experience major depression and 2.5 million people ages 12 to 17 experience severe depression
- Over **four times as many men** as women die by suicide in the U.S
- Suicide rates **increased by 36%** between 2000 to 2021

POLL

Has your work been negatively impacted by mental illness, either your own or a colleague's?



A woman with long braids is sitting in a meditative pose on a mat in a modern office. She has her eyes closed and her hands pressed together in a prayer position. The background shows a desk with a computer monitor, a chair, and several potted plants.

Discussion

What tools do you use
for maintaining good
mental health?



Discussion

What tools do you use to support employee wellness within your teams?

Tools for Managing Mental Health

- Asking for help
- Self-care practices
- Boundary setting
- Creating a supportive professional circle
- Individual or group therapy
- Medication
- Natural remedies or supplements
- Exercise
- Dietary changes
- Using Mindfulness/meditation/ breathwork practices to thwart burnout
- Speaking openly about mental illness to destigmatize shame
- Pet therapy
- Spending time in nature
- Watching comedy shows or kid's films



Tips for Supporting Employee Mental Health

- Establish ERGs/BRGs (Employee Resource Groups/Business Resource Groups)
- Provide your employees with Employee Assistance Programs in addition to a traditional healthcare package
- Normalizing PTO and Sick Days
- DE&I policies and education — Creating an Inclusive Workplace for all to thrive
- Mentorship & Sponsorship Opportunities
- Check Ins with your team – One-on-ones throughout the year
- Invest in training and development
- Team building exercises



A blurred background of a bar with various bottles and glasses. The lighting is warm and dim, creating a bokeh effect with the lights. The bottles are of various shapes and sizes, some containing amber-colored liquids. The overall atmosphere is that of a busy, dimly lit bar.

Drinks Industry Mental Health Resources

Industry Mental Health Resources

86 Harassment

<https://www.86harassment.com/>

Promoting a safer and more respectful workplace environment in the beverage alcohol and hospitality industries.

WOTVS EAP Program

<https://www.womenofthevine.com/cpages/eap>

Another Round Another Rally

<https://anotherroundanotherally.org/>

Financial & educational resources, including access to therapists in virtual group settings

United States Bartenders Guild & USBG National Charity Foundation

<https://www.usbg.org/> / <https://www.usbgfoundation.org/>

National guild for bartenders with resources & emergency grants

Including partnership with WOTVS on Hospitality Assistance

Program for members <https://www.wotvsfoundation.org/assistance-program>

Behind You

<https://southernsmoke.org/mental-health/>

Free counseling for hospitality workers in certain states

Ben's Friends

<https://www.bensfriendshope.com/>

Support group for hospitality professionals, in-person & virtual

The Healthtender

<https://www.thehealthtender.com/>

Resources & consulting for physical/mental health for bartenders

SAFE Bar Network

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

Trainings to prevent harm in bars and restaurants