



May . . . National Mental Health Awareness Month

CFMA VOS
May 20, 2021

Presenters

David James, CCIFP, CPA
(Retired)

Former CFO

FNF Construction, Inc.

Michelle Walker, CCIFP, SPHR

V.P. of Finance &
Administration

SSC Underground



Agenda

- ◆ State of the Union – Covid 19
- ◆ A Bit of History
- ◆ Why Construction; Risks; Leadership
- ◆ Integration into your Companies
- ◆ Resources
- ◆ Q&A



State of the Union – Covid 19 impacts

- ◆ 4 in 10 adults report anxiety/depression
- ◆ impacts on mental health & well being
- ◆ difficulty sleeping / eating
- ◆ increase alcohol/drug usage



Those most impacted

- ◆ People who lost jobs
- ◆ People of color
- ◆ Essential workers



Suicide Impact – A Complex Subject and Reporting

- ◆ Mixed bag – CDC suicide data not available
- ◆ Crisis Response Network reporting 6% decline in suicide deaths nationally
- ◆ Awareness and resource utilization has grown
- ◆ Experts expecting a delayed impact



AZ Status

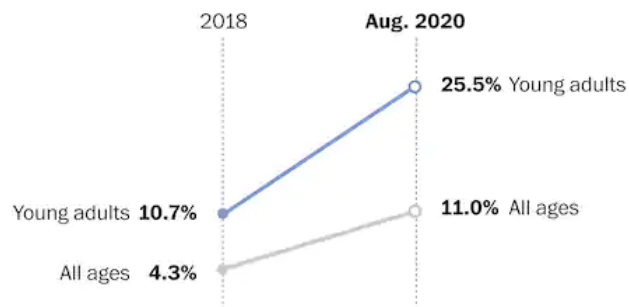
◆ 2019 Suicide Stats

- ◆ Leading cause of death for ages 10-14
- ◆ Nearly 1,500 AZ suicide deaths
- ◆ Similar to National; AZ 2020 numbers not available
- ◆ Pima County reports 67% increase in suicides 2020 over 2019



Suicidal thoughts increase during pandemic

The number of people who said they have seriously considered suicide in the past 30 days has increased most dramatically among the youngest adults (ages 18 to 24).



Source: Centers for Disease Control and Prevention

AARON STECKELBERG AND WILLIAM WAN/THE WASHINGTON POST



Where We Began

- ◆ CFMA Regional Conference in 2015
- ◆ Cal Beyer our “founder”
- ◆ First SP Summit
- ◆ Then came CIASP



CFMA vs. CIASP

CFMA

- ◆ Chapters & Member Focus

CIASP

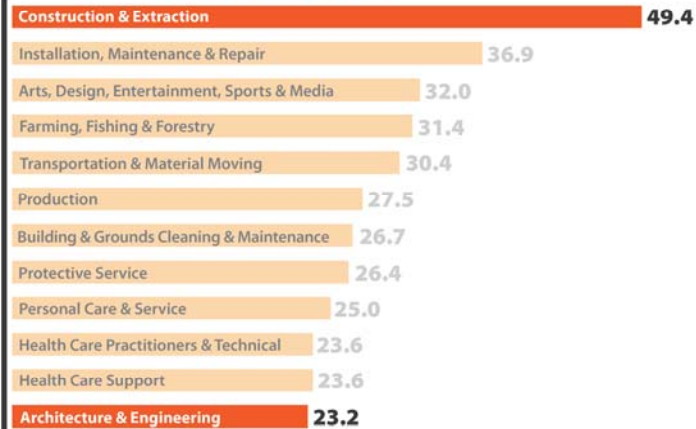
- ◆ Industry / Association Focus



STANDUP

FOR SUICIDE PREVENTION

TOP 12 OCCUPATIONAL GROUPS WITH THE HIGHEST RATES OF SUICIDE

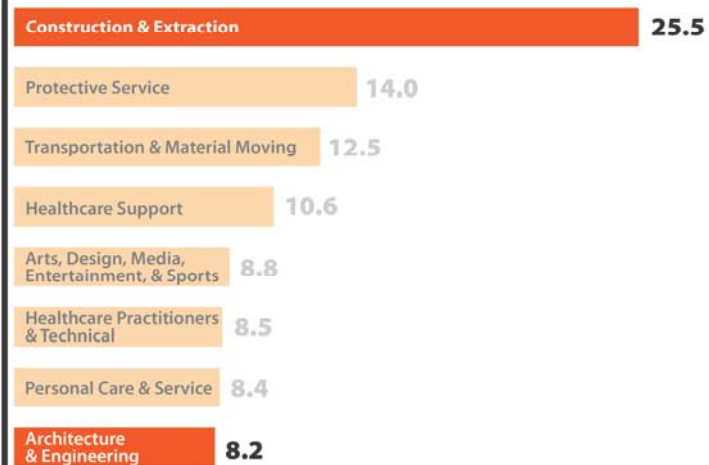


Source: "Suicide Rates by Industry and Occupation — National Violent Death Reporting System, 32 States, 2016" <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6903a1-H.pdf>, January 24, 2020.

STANDUP

FOR SUICIDE PREVENTION

TOP 8 FEMALE OCCUPATIONAL GROUPS WITH THE HIGHEST RATES OF SUICIDE



Source: "Suicide Rates by Industry and Occupation — National Violent Death Reporting System, 32 States, 2016" <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6903a1-H.pdf>, January 24, 2020.

SUICIDE RATE BY CONSTRUCTION TRADE



Source: "Suicide Rates by Industry and Occupation — National Violent Death Reporting System, 32 States, 2016" <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm6903a1-H.pdf>, January 24, 2020.



Construction Industry Risk Factors



Construction Industry Risk Factors

1. Tough guy culture
2. Chronic pain
3. Sleep problems
4. Isolation/Separation
5. Layoffs
6. Prevalent drug & alcohol abuse
7. High pressure
8. Lethal means
9. Use of Behavioral Health Care
10. Leadership training
11. Skills gap
12. Veterans



What are the warning signs?

◆ Workplace performance:



What are the warning signs?

◆ Co-workers, Friends & Family May Notice:



STANDUP
FOR SUICIDE PREVENTION



Leadership – It is a TEAM effort!



STANDUP
FOR SUICIDE PREVENTION



Organizational Role: Leadership

- Be bold!
- Establish caring company culture
- Share lived experience, stories of hope
- Commitment to Zero Suicide
- Promote Social Networks



Organizational Role: Safety

- Safety meetings
- Tool box talks
- THA/JHA
- Site safety review/audits
- Training
- Broaden Zero Accidents to Zero Suicides



Organizational Role: Managers/Foremen/Superintendents

- Supervisory Training including:
 - Relationship building with employees
 - Identifying and dealing productively with disciplinary issues (using as a learning/building opportunity, not destructive)
 - Importance of teams/bonds – creating peer support systems – considering in dispatch/scheduling
- Promote “My Brother’s Keeper” mentality – watching out for each other



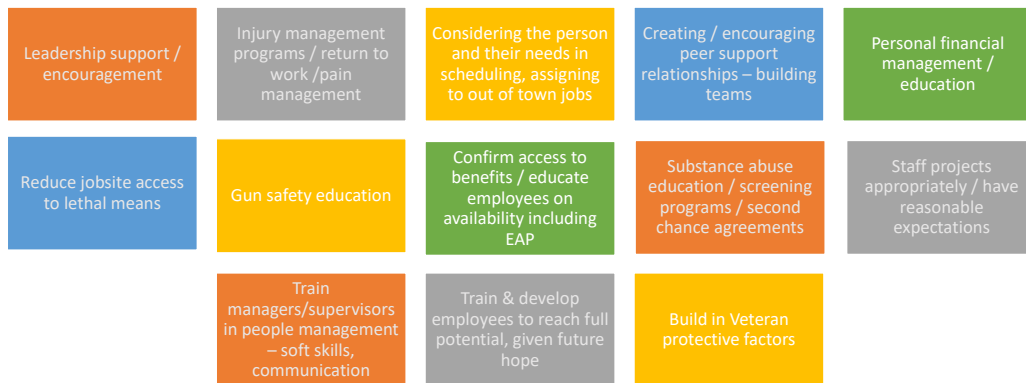
Organizational Role: Human Resources

HR is a key policy department and critical to SP culture!

- Job/personal conduct
- Drug & alcohol
- Safety violations
- Attendance



Create a Caring Culture



GET HELP

Know who to contact if you or someone you know is at risk of suicide

GET INFORMED

Learn why construction is the most at-risk industry for suicide deaths

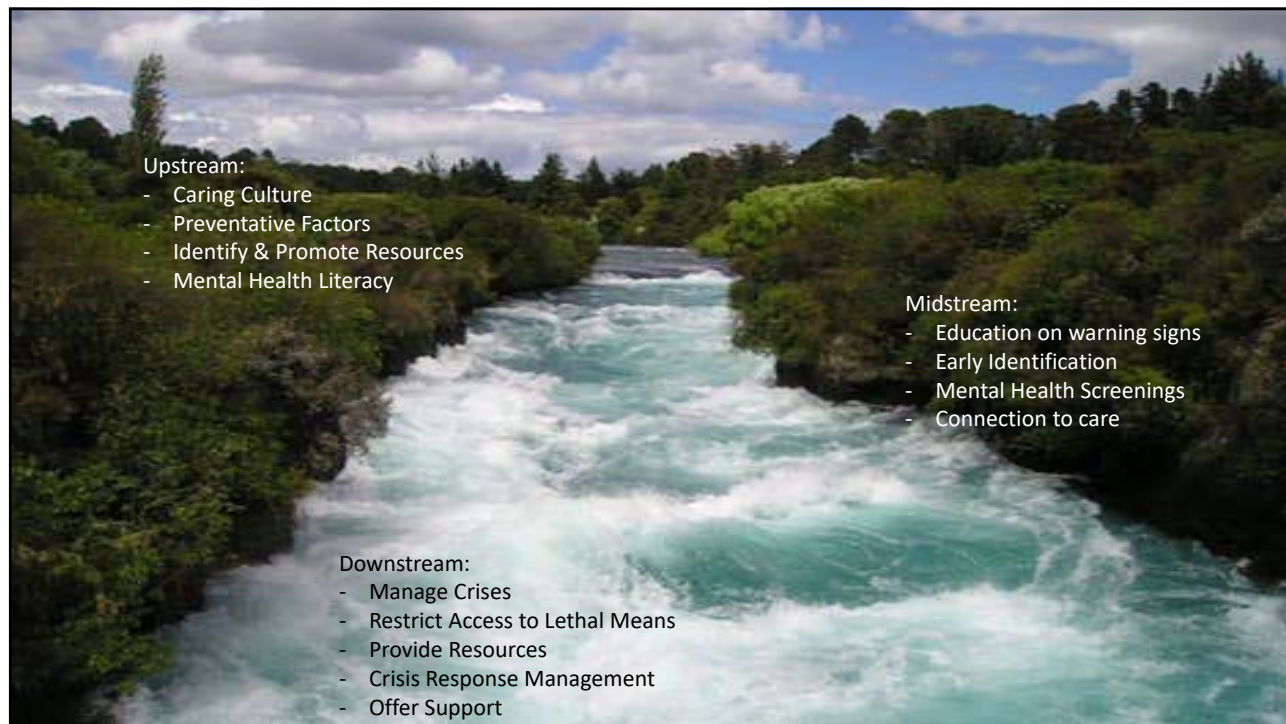
GET STARTED

Pledge to STAND UP for suicide prevention and address it as a health and safety priority

WE ALL
STAND
STRONGER
TOGETHER

INFORMATION & RESOURCES AT
preventconstructionssuicide.com

THE NATIONAL SUICIDE PREVENTION LIFELINE
1.800.273.TALK (8255) or
suicidepreventionlifeline.org



www.cfma.org/suicideprevention

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Suicide Prevention Resources

The construction industry has the highest number of suicides and the highest suicide rate of any industry. Contractors, unions, project owners, and industry service providers all have a role to play in addressing suicide prevention. The mental well-being of a company's workforce is equally as important as their physical well-being. If not properly addressed, mental health issues can lead to decreased productivity, increased absenteeism, and even suicide.


This is why CFMA has been deeply involved in suicide prevention since the first article on the topic, written by Cal Beyer and Dr. Sally Spencer-Thomas, was published in *CFMA Building Profits* in 2015. Since the **Construction Industry Alliance for Suicide Prevention (CIASP)** started as a CFMA task force in 2016, it has garnered support from contractors, unions, associations, and mental health organizations across the country.

April 2016 saw CFMA's Valley of the Sun Chapter hosting the first regional summit on the topic, spurring on other CFMA Chapters to undertake similar initiatives. In 2018, the CIASP became a separate 501(c)(3) organization with its own governing body. And, in July 2019, the CIASP hired an association management company to handle its day-to-day operations - a major step in transitioning to an independent organization.


Building Profits
CQPP
Connection Café
Financial Benchmark
State Tax Law Guides
Peer Groups
CFMA Reference Guide
Suicide Prevention
Career Center
Find a Service Provider

an industry imperative for safety priority.
 ing with mental health





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Construction Industry Alliance for Suicide Prevention
www.preventconstructionsuicide.com




NATIONAL
**SUICIDE
PREVENTION
LIFELINE**
1-800-273-TALK (8255)
suicidepreventionlifeline.org




CRISIS TEXT LINE |
Text HELLO to 741741
Free, 24/7, Confidential




Free flyers & posters ready to print & display




What construction owners & supervisors must ask to create cultures promoting mental health awareness & suicide prevention





How to implement upstream, midstream & downstream tactics to help save lives



Uniting the Construction Industry Behind Suicide Prevention



Evaluate & build mental health promotion & suicide prevention into the workplace



FOR **SUICIDE PREVENTION**
preventconstructionsuicide.com

Take the pledge, download resources, order supplies, access free training and screening tool at www.preventconstructionsuicide.com





@THE_CIASP



in. CIASP



Know How to Respond: TASC

Tune in	Ask	State	Connect
Tune in: When you notice or sense that a person may need help, focus your attention on them for warning signs	Ask: Ask if they are thinking about suicide clearly, directly & calmly – and without judgement	State: State that suicide is serious and that connecting to help is important	Connect: Connect the person to a helping resource who knows suicide first-aid skills



www.preventconstructionsuicide.com/Training



QUICK LINKS

Build Awareness
COVID-19 Resources
Get help
Needs Analysis and Integration
Resources
Shop for CIASP Products
Take the Pledge to STAND UP
Toolbox Talks

GET HELP - GET INFORMED - RESOURCES - TAKE THE PLEDGE - ABOUT - DONATE - CONTACT US



LIVINGWORKS

As many people struggle with stress and anxiety during the COVID-19 crisis, suicide prevention skills are more needed than ever. At the same time, many in the suicide prevention field—from charities to community workshop trainers—are struggling financially.

The Construction Industry Alliance for Suicide Prevention and LivingWorks are here to help. Here's what we're doing in these challenging times:

We are offering the 60-90-minute LivingWorks Start online suicide prevention training at **no cost to you**. Have each person wanting the training fill out the form for [LivingWorks Start](https://livingworksstart.com) and we will respond with additional information to email. Stakeholders, if you would like to register 10 or more members of your team for this training please contact CIASP@constructionalliance.org for additional information.

SUICIDE PREVENTION... ARE YOUR EMPLOYEES READY?

Which do you think you're more likely to encounter on a construction site—someone who needs CPR, or someone who needs a suicide intervention? Many are surprised to learn that it's suicide intervention.

What can we do to help? The good news is that virtually anyone can learn basic skills to recognize the signs of suicide and take action to prevent it.

To help your employees learn these life-saving skills, CIASP has partnered with LivingWorks to provide you with discounted access to LivingWorks Start, an online training program. Accessible from any computer or mobile device, this quick, powerful program teaches people what to look out for and how to connect someone to help.

Benefits of LivingWorks Start training:



Thank you to these VOS Member Companies for Taking the Pledge!

- FNF
- Haydon
- Jenco
- Jokake
- Kortman
- Loven
- McCarthy
- SSC Underground
- Sun Valley
- Sunland
- Willmeng
- Hagen Business Systems
- Marsh & McLennan SW
- RSM



Thanks for attending!

Spread the word within your company and to your clients

Q & A ????

