



**DFW/BGH**  
**LONE STAR**  
**DEPRESSION**  
**CHALLENGE**

**Depression Advisory Group Meeting (*virtual*)**

**April 7, 2022**

**11 am – 12 pm**



# Mental Health Is A Top Priority For Employers

**The COVID-19 pandemic has exacerbated the ongoing mental health crisis in America.**

- **Pre-COVID** : 1 in 10 adults reported symptoms of anxiety or depression.
- **Height of COVID:** 4 in 10 adults reported anxiety and/or depression symptoms—a four-fold increase
- **Post-COVID:** 2 of 3 employees report “Return to Work Anxiety”

**Employers are particularly concerned about the toll this is taking on employees:**

- Disruptions in work & family life, social isolation, fear of COVID and of job-loss have had a devastating impact on employees’ mental and emotional health, manifesting as anxiety, depression & addiction, also suicide—the #2 cause of death for 15-44 age groups.
- Depression causes an estimated 200 million lost workdays a year, at a cost to employers of approximately \$44 billion in lost productivity each year.
- Depression also contributes mightily to the cost and severity of chronic conditions.

**Benefits executives are tasked with designing robust benefits programs to support employees’ mental health and well-being.**



# Overview of Lone Star Depression Challenge Project

- **3-year Partnership with MMHPI**
- **LSDC Project Goals:**
  1. Support employee mental health
  2. Reduce depression and its stigma in the workplace
  3. Promote testing for depression & encourage treatment
  4. Improve access to quality MH treatment, including telehealth
- **LSDC Project Components (4)**
  1. General Membership Educational Programs
  2. LSDC Employer Case Studies
  - 3. Depression Management Toolkit**
  4. Stakeholder Communications



# Depression Advisory Group Members

## DFWBGH Employers

- Michelle Brookes, Southwest Airlines
- Andrea Cockrell, City of Plano
- Michelle Gifford, City of Plano
- Liz Kiertscher, Garland-ISD
- Angela Martin-Terry, Mary Kay, Inc.
- Alice McAbee, Amentum
- Rebecca McNeal, Neiman Marcus Group
- Kari Jo Zika, DFW Airport Board

## DFWBGH Project Leaders

- Marianne Fazen, PhD, Executive Director
- Marc Chappell, Project Director
- Jandis Price, Project Manager

## MH Consultants

- Kembre Roberts, PhD, Lockton Dunning Benefits
- Abinue Fortingo, MPH, Brown & Brown
- Kelly Polinski, MPH, Brown & Brown
- Lauren Kelly, Magellan Health
- Shannon Schaul, PsychHub
- Liz Bibeau, HUB

## MH Subject Experts

- Frank Webster, MD, BCBS-TX
- Siu Po Becker, MD, Willis Towers Watson
- Joel Axler, MD, Brown & Brown
- Carly Hoffman, MA, LPCC, Mercer
- Kacie Kelly, MMHPI
- Shari Salvador, ComPsych



# Depression Advisory Group Goal: Develop Depression Management Toolkit

## Toolkit Components

1. Employee education resources to recognize symptoms, reduce stigma, improve access to treatment (*Include “best-in-class” examples*)
2. Depression-related data collection & analysis re prevalence, utilization, costs, absenteeism, etc. (*Include “best-in-class” examples*)
3. Examine benefits strategies, programs & resources to support employees with depression (*Include “best-in-class” examples*)
4. Review employee communications strategies (*Include “best-in-class” examples*)



# Identify/Invite 2-3 Employers for LSDC Employer Case Studies

## ➤ Form LSDC Employer Case Study Teams:

- Benefits Manager
- Benefits Consultant
- Health Plan Account Manager
- EAP Representative
- Others (?)

## ➤ Schedule Introductory Planning Meeting