



National Business  
& Disability Council  
at The Viscardi Center

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# Mental Wellness: Employer Strategies to Foster a Healthy, Productive Workplace During Uncertain Times

National Business & Disability  
Council (NBDC) at The Viscardi  
Center

# Mental Wellness: Employer Strategies to Foster a Healthy, Productive Workplace During Uncertain Times



**Christina Eisenberg**  
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**National Business &**  
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**The Viscardi Center**



# National Business & Disability Council (NBDC) at The Viscardi Center

- Member-Driven organization focused on:
  - Workforce
  - Consumers
  - Community
- Programs and services supporting organizations of all sizes and government agencies in the enhancement of disability-inclusion efforts
- In-person and online trainings, consultations, assistance with talent acquisition of qualified candidates with disabilities, support with physical and digital accessibility, and more
- Visit us at [www.NBDC.com](http://www.NBDC.com) to learn more



# Housekeeping

- For audio call: **415-655-0045**
  - Access code: **668 016 235#**
- Contact WebEx tech support at 1-866-229-3239
- Submit questions via Q&A window
- Having trouble posting to the Q&A window? Email [NBDCinfo@viscardicenter.org](mailto:NBDCinfo@viscardicenter.org)
- Live captioning is located at the bottom right of the screen in the "Multimedia Viewer" window
- Receive 1.0 general recertification credit hours through the HR Certification Institute (HRCI) and the Society for Human Resource Management (SHRM) (via email following the event)

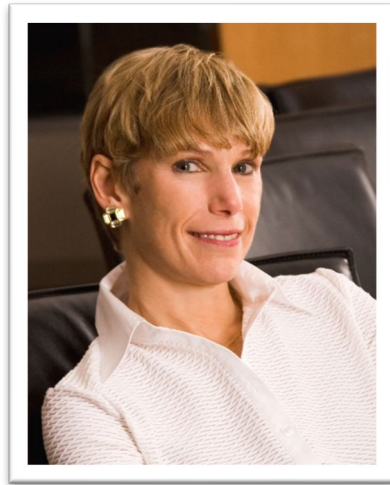


# Audience Assessment Question

On a scale of one to five (1 = very little understanding and 5 = extensive understanding), how would you rate your understanding of fostering a productive workplace for mental wellness in uncertain times?



# Mental Wellness: Employer Strategies to Foster a Healthy, Productive Workplace During Uncertain Times



**Lori Golden**  
**Abilities Strategy Leader**  
**Ernst & Young**



# Leader/team communications build trust and belonging

- Top of the house: frequent interactive webcasts, videos, emails from EY Global Chairman and CEO, Americas Chairman and CEO
  - Business and people issues
  - Frank, personal, express gratitude, caring
  - “Superheroes” shout-outs, social media recognition
- Leaders prepped on:
  - Resources to support our people
  - Keeping team members engaged, building community
  - Showing appreciation, celebrating acts of kindness
- Regional/BU leader/teams
  - Webcasts, videos, emails, blogs
  - Open “office” hours
  - “Everything but work” team drop-ins



# Two key portals aggregate info for supporting EY people and families

- Centralized website, suite of tools, resources, benefits, trainings for EY people and families
  - Categories — physical, emotional, financial, social
  - Combines custom EY materials, external resources, vendor info, articles, training, apps
  - Referrals and consultation by phone, video, chat
- Comprehensive COVID-19 site
  - Updated daily with latest external/EY information
  - Features new/enhanced offerings
  - Increased focus on families/caregiving; mental health; virtual teaming and engagement





# We're especially focused on supporting physical and emotional health

Physical well-being offerings include:

- Guidance on home office ergonomics and discounts
- Virtual workouts; reimbursement for exercise equipment
- Virtual doctor's visits; specialist second-opinion virtual consults
- Mobile app for improving sleep
- Webcasts, articles, training, info re: nutrition, fitness, etc.

Emotional well-being offerings include:

- Free 24-7 one—on-one counseling; therapist referrals plus free sessions
- Mobile app for building emotional resilience
- Daily group counseling sessions
- Mindfulness class/daily drop-in sessions/site
- EY We Care training materials; COVID-19 anxiety/coping tips
- Virtual volunteering opportunities



# And on promoting family and self care ...

- Extended backup child/adult care
- Daily caregiver support drop-in sessions
- Talking to children about COVID-19
- Elder/adults with disabilities/special needs care
- Caring for someone with COVID-19 at home
- Keeping your family well/safe during COVID-19
  - Sensible precautions
  - Recognizing symptoms/when to call your doctor
  - Testing and treatment
  - Links to various employee resource groups
  - Links to external expert resources: WHO, CDC, etc.



# Contact Information

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# Audience Questions



# Takeaways

1. Leader messaging/empathy/openness is the foundation for building trust, safety
2. Supporting the workforce means supporting them as professionals, family members and members of the community
3. Training and info isn't enough; build an eco-system of physical, emotional, financial and social supports



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