



## **Resolution in Support of Growing Resiliency in Michigan Workplaces by Addressing Mental Health**

Whereas, the coronavirus-19 pandemic has shone a spotlight on how mental health and trauma of Michigan residents has an impact at workplaces and businesses, as higher rates of Michigan workers report experiencing high levels of stress and anxiety than ever before;

Whereas, a workgroup convened by the Michigan Department of Labor and Economic Opportunity (LEO), at the direction of Governor Whitmer, found that mental health issues are causing a range of disruptions in the workplace, from exhaustion and burnout to even more serious symptoms of depression, such as substance abuse and suicidality. On the other hand, in places where employees believe that their employers care about their well-being, employees experience stronger engagement, less absenteeism, lower turnover, and other benefits;

Whereas, investing in mental health and safety is critical to build strong individuals, strong workplaces, a strong workforce, strong communities, and stronger economic development; and

Whereas, the Michigan Workforce Development Board (“MWDB”) is charged, in part, with the development and expansion of strategies for meeting the needs of employers, workers, and jobseekers, and those who have the potential to return to the workplace, particularly through industry or sector partnerships related to in-demand industry sectors and occupations.

**Therefore, the Michigan Workforce Development Board resolves** that Michigan’s workforce development system should prioritize strategies for improving the ability of businesses to support the mental health and well-being of employees.

The State of Michigan and Department of Labor and Economic Opportunity should act on the recommendations released by the mental health workgroup in their report “Workplace Mental Health,” including:

1. Identifying the workplace challenges and opportunities that exist within specific industry clusters,
2. Identifying evidence-based practices from across the country,
3. Creating resources, including data and information, that the state could provide to businesses in support of improving workplace environments’ ability to foster good mental health,
4. Tracking progress on improving mental health in the workplace,
5. Developing policies that will help businesses provide adequate mental health support, including through the State’s procurement or grant process, and
6. Partnering with the Department of Health and Human Services when appropriate to maximize impact.

Furthermore, the MWDB advocates for policies and procedures that can support improvements in mental health and well-being for Michigan’s workers, helping the state’s businesses and economy to emerge from the pandemic with new strength, adaptability, and resilience.