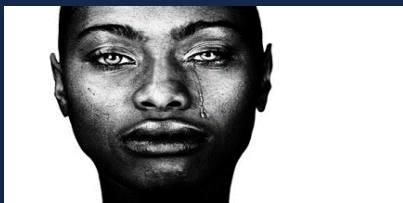


Breaking The Silence About Mental Health



Dr. Keith Dempsey
April 17, 2023

Clap you hands everybody....



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NECA Phone Call



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What I learned!



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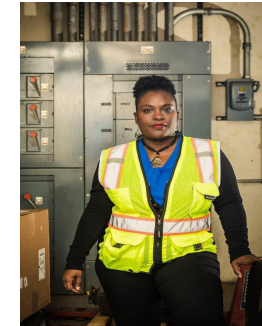
Women and Future Leaders

- The goal was to create a unique forum for future thinking.
- Support for professional development of women working in the electrical industry and increase their presence in a male dominated.
- Less than 5% of this industry is comprised of women.
- This industry is emotionally taxing and mental health issues are not readily explored.



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Tonya Hicks – Electrical Worker



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Tonya Hicks, CEO

- Power Solutions
- Challenged traditional ways of thinking
- Operations in Singapore and the Netherlands
- Experienced tough times in a male dominated field
- Tremendous toll on mental health



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Silent Crisis

- Your industry has the highest rates of stress, anxiety and depression.
- Most dangerous job, yet accidental death rates on the job pale in comparison to suicide.
- We have to ask 'why'.



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It is, what it is!



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Marvin Gaye



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What's Going On?

- 2020
- COVID19
- George Floyd / Brianna Taylor
- Protests
- Houseless / Jobless
- Isolation / Lockdown



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Still Going On!

- Delta & Omicron
- Racial/Political Tension
- Job Stress
- Grief / Anxiety / Depression / Trauma
- Houselessness
- Discrimination



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It's time to talk!



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Kool Keith, President EMWC

- "Mental health is not something we talk about in our communities and we need to break the silence in order to heal...."
- "We can't ignore the cuts of life and expect the bleeding to stop".
- He took a risk.



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A Million Little Things



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Danger in Silence

- We create narratives (honey crunch)
- Fear of what one might think (Meds; Ben Simmons)
- We don't seek the wisdom in the room (15 minute Q & A)
- It is, what it is



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Not!

Struggling with mental health is not a sign of weakness. It is not an indicator you are crazy. It is not a sign that God doesn't love you. It is a human experience that we should not be ashamed of. Most of us are ashamed because of the response we receive from our community.



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Stigma

- A mark of disgrace associated with a particular circumstance.
- Stigma includes exclusion, labeling / stereo typing & discrimination.



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Men and Stigma

- Be tough
- Anger is okay
- John Henryism
- Daddy said.....



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A Million Little Things



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Women and Stigma

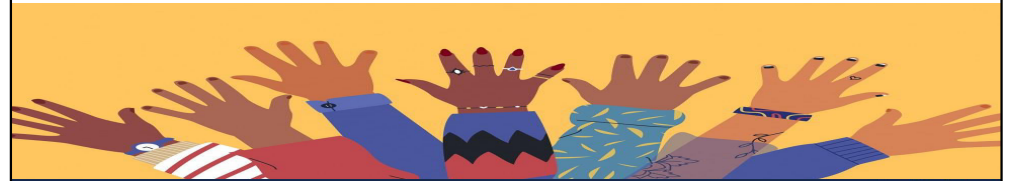
- Can't be too emotional / unstable
- Not trustworthy
- Dependent on others
- Strong Black woman
- Rigidity



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Stigma and People of Color

- Folks of color need to talk
- Were are the counselors of color
- History has compromised safety
- PCC Story



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Face IT, To Fix It



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A Million Little Things



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Know, we don't know

- Inherently we all want to do well.
- Remain curious
- Identified problematic behavior does not tell the story.
- We need to talk, but we also need to listen.



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Set the Table

- Create a supportive environment.
- Make opportunities to discuss issues.
- Providing the resources.
- Providing leadership and advocacy.



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