

4th Annual

One Mind at Work Global Forum

Empowering Employers:
Advancing Brain Health in the Workplace

September 9-10, 2020



Meeting Summary

Background

The 2020 One Mind at Work Global Forum, *Empowering Employers: Advancing Brain Health in the Workplace* attracted the largest audience and included the fullest agenda to date. In recognition of the current environment, the summit was held virtually and attracted speakers and attendees from a variety of industries and professions to share their insights. We compiled a recap of four key themes that we felt resonated most with attendees and that were also woven through the panel discussions, regardless of topic. Additionally, we will compile a comprehensive summary of the event within the next few weeks.

Key Themes

Foster Connection in the Current Environment:

The theme of connection came up many times throughout all sessions of the event. Employers continue to face with the direct threat of COVID-19 and its impact on the mental health of employees. To combat the “second pandemic” of mental health challenges, leaders are working to foster a connection with their employees and promote connection within their organizational culture. Keynote speaker and One Mind at Work co-founder Patrick Kennedy acknowledged the “common struggle” collective narrative and many speakers described how these uncertain times make everyone more vulnerable. However, this vulnerability allows individuals to grow closer by sharing experiences. Several panelists mentioned the psychological contract between employee and employer and its importance to an organizational culture of wellbeing. Fostering connections, sharing personal stories, and building meaningful connections continues to be a key priority that positively impacts the mental health of all.

Support Diversity in the Workplace:

It was evident throughout the week that educating leadership, managers, and employees to ensure they are not perpetuating negative stereotypes about cognitive variance, neurodiversity, and diversity as a whole, was a key theme. In this era of anxiety, building workplaces that are accepting and informed on diversity is key. We heard from countless attendees that combating and addressing racial trauma and systemic racism continues to be important and essential to all organizations. Microsoft Chairman John Thompson spoke to the power of “listening more than talking”, and on the need to grow the diversity of an organization in order to support the evolution of company culture.

Utilize Digital Tools to Improve Mental Health:

The theme of effectively utilizing technology to improve mental health was heavily referenced in the 2020 virtual event. Throughout the forum, we experienced different digital showcases from innovative companies sharing insights and technology. Particularly now, digital solutions to mental health are important because they provide quick, effective, and novel solutions to individuals at the click of a button. As a testament to this theme, panelists pointed to solutions like virtual counseling and care being increasingly accepted by users and providers. We also

heard that as we increase reliance on technology and digital health tools, we need to be sure that we address and do not exacerbate the digital divide. There was much dialogue on the best practices of digital mental health solutions including the use of evidence-based tools, making technology easily accessible, and effectively measuring mental health through a combination of data points to help guide effective interventions.

Focus on Reducing Mental Health-Related Discrimination:

Nearly every speaker at the forum discussed stigma and discrimination and the negative effects it has on organizations and individuals. To effectively overcome stigma, employers need to build trust and culture within their organization and leaders need to champion empathy and compassion. Stigma is a form of discrimination and the theme and need to talk openly about mental health was echoed again and again throughout the event. This period of economic uncertainty has amplified the issue of discrimination as it pertains to mental health because of the perceived risk of lost job security or opportunity for disclosing a mental health challenge.

Thank You for Attending the 4th Annual One Mind at Work Global Forum!

On behalf of the entire [One Mind at Work](#) team, we want to extend our sincere appreciation, for your contribution to the 4th annual convening. Each year, our goal is to construct a thought-provoking and productive agenda that impacts each member of our diverse audience. If you are not yet a member of One Mind at Work and are interested in joining please contact Connor McLaughlin at connor.mclaughlin@onemind.org or visit www.onemindatwork.org

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