

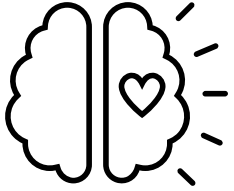
May Mental Health Awareness Month

# Courage to Go Forward

**Healthy Campus-  
Mental Health Subcommittee**

Program Summary





## Mental Health Subcommittee

### Description:

Elevate mental health awareness and support at USC

### Goals:

1. **Increase awareness, knowledge of, and sensitivity towards** mental health issues in the USC community
2. **Educate the community** about all existing mental health resources both on and off campus
3. **Provide meaningful programming** to create avenues for open communication about mental health across USC workplace settings
4. **Identify barriers to accessing services**, reduce stigma associated with mental health services, and find solutions to common barriers, with a special focus on underrepresented community members
5. **Advocate for policies** to improve access to quality mental health and well-being services for all employees

### Co-leads:



#### **Cynthia Ryan, Ph.D.**

Associate Director, Clinical Services  
USC WorkWell Center



#### **Chantal Young, Ph.D.**

Director, KSOM Office of Well-being; Director, Medical Student Well-being; Assistant Professor of Clinical Medical Education & Psychiatry  
Keck School of Medicine

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## Executive Summary

In support of May Mental Health Awareness Month, the USC WorkWell Center's Healthy Campus Mental Health subcommittee hosted a 5-week webinar series for USC faculty and staff to elevate mental health awareness and support at USC.

The goal of the series was to raise awareness about mental health, reduce stigma, and provide support and community. Our esteemed speakers shared their expertise around this very important topic, communicated support resources, and engaged the audience in conversation and sharing.

### KEY OUTCOMES

- **96% were very satisfied or satisfied** with the overall program.
- Participants reported experiencing the following changes as a result of participating in the program:
  - **44% incorporated healthy habits into daily routine**
  - **40% improved work-life balance**
  - **38% integrated mindfulness practices into daily routine**
  - **36% improved sense of belonging at USC**
  - **30% reduced stress at work**

### BEHAVIORAL OUTCOMES

- **96% strongly agree/agree that** as a result of participating in the program, they improved their knowledge and/or skills.
- **86% strongly agree/agree** they have applied the new knowledge and/or skills they learned from the program in their daily life.
- **88% strongly agree/agree** that they are better prepared to navigate a mental health issue, as a result of the program.

### PARTICIPATION

- **500 employees** participated in the program.
- **86% staff, 13% faculty**

## Mental Health Awareness Month – “Courage to Go Forward”

### Program Summary



#### PURPOSE

To support mental health and well-being among USC faculty and staff.



#### DESCRIPTION

A 5-week webinar series for USC faculty and staff to elevate mental health awareness and support at USC. The series began May 3<sup>rd</sup> and ended May 31<sup>st</sup>, 2023.



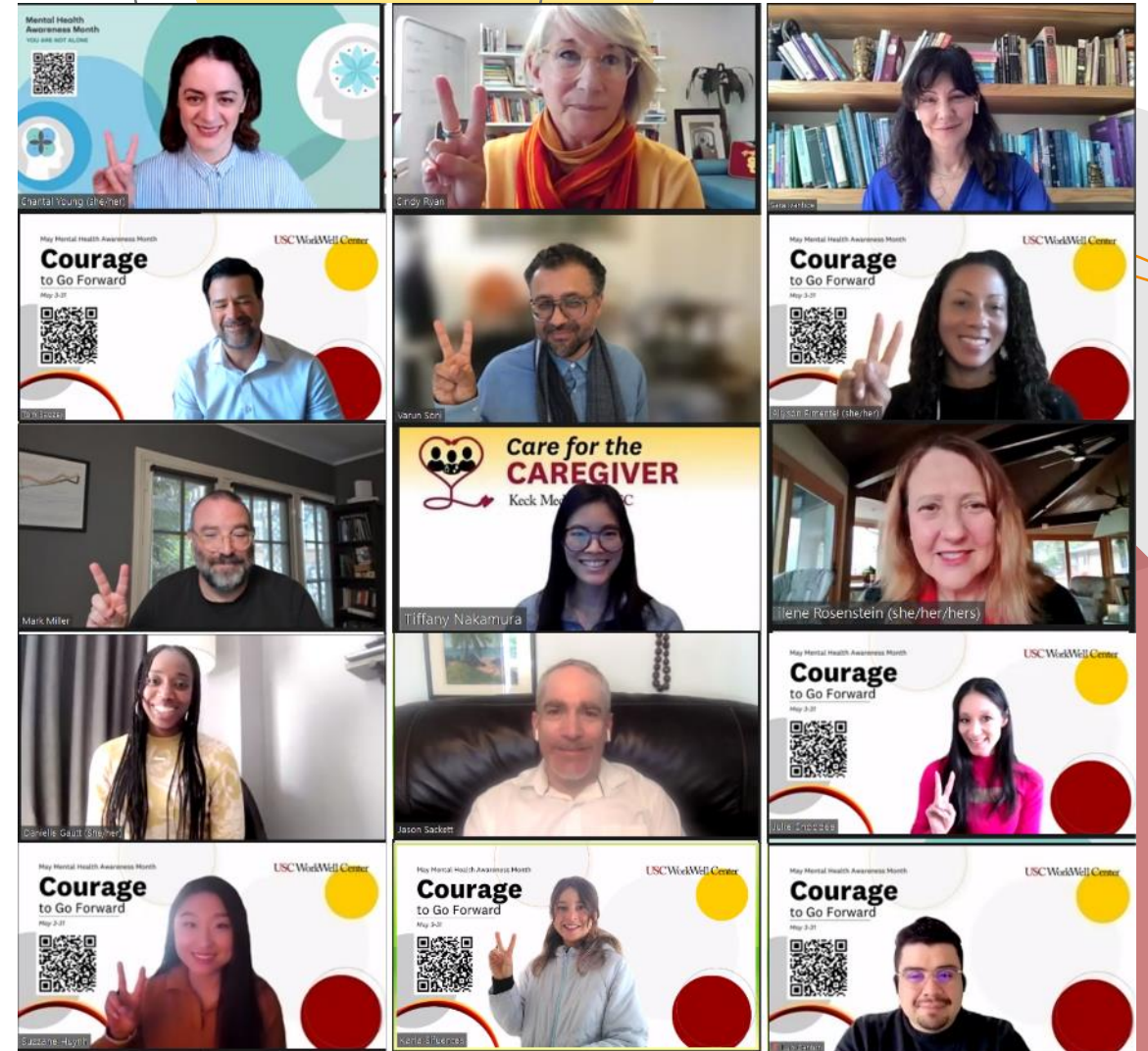
#### PROGRAM COMPONENTS

- Webinar via zoom
- Information sharing
- Interactive discussions, chat, polling, and Q&A
- Experiential learning



#### PROMOTIONS

WorkWell listserv, Employee Gateway, USC Events Calendar, partner announcements, etc.





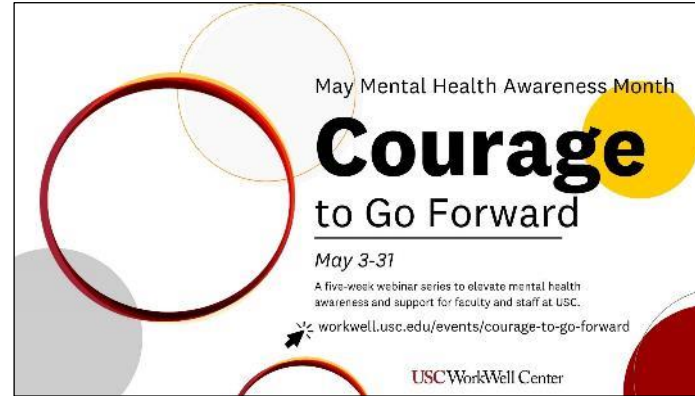
## Program Materials



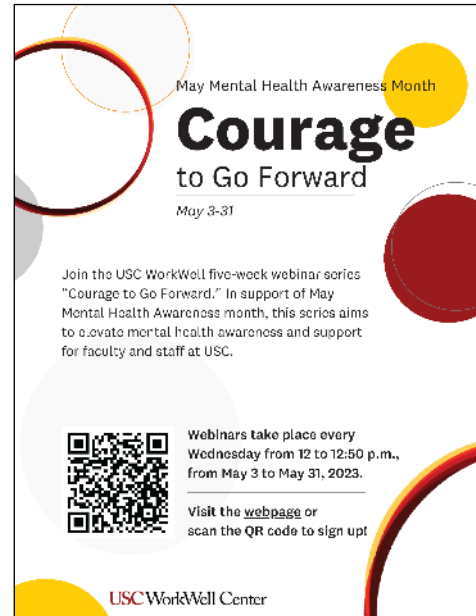
Zoom Background



Facebook Post



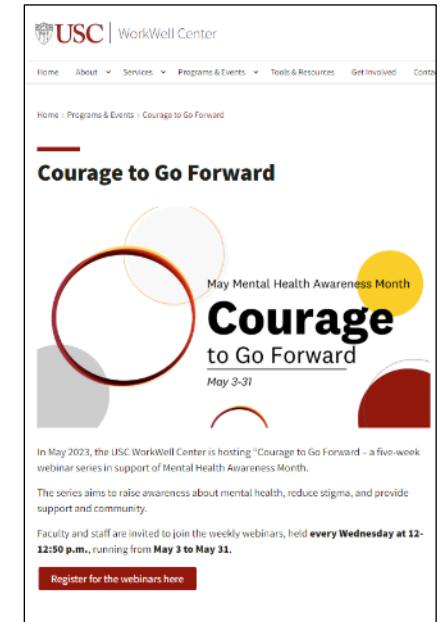
Digital Screen Assets



Flyer



Instagram Post



Web Page

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## Mental Health Awareness Month Speakers and Topics

### **Week 1: Courage to Go Forward**

Wednesday, May 3, 12–12:50 p.m.

This kick-off session will highlight the many benefits and support resources available to USC faculty and staff to improve mental health and well-being and will include small group discussions.

Presenters: Felicia A. Washington, Chantal Young, Cynthia Ryan

### **Week 2: Move Forward**

Wednesday, May 10, 12–12:50 p.m.

The relationship between movement and mental health has been well-documented. This week learn about the latest research on the benefits of exercise on mental health and well-being and how you can take advantage of USC's current programs and resources to strengthen your mind-body connection.

Presenters: Tom Badzey, Sara Ivanhoe, Julie Chobdee

### **Week 3: Spirit Moves**

Wednesday, May 17, 12–12:50 p.m.

Approach your mental health holistically by leaning into spiritual resources for faculty and staff. First, we will highlight the latest research on the positive effects of meditation on mental health and well-being. Then, join us for a meditation session led by Mindful USC, and learn how USC can support your spiritual journey.

Presenters: Lara Hilton, Varun Soni, Mark Miller, Allyson Pimental

### **Week 4: Community Moves**

Wednesday, May 24, 12–12:50 p.m.

USC provides a culture of care and community to our students, faculty, and staff in support of their mental health journey. Learn ways to create peer support and a sense of belonging, build inclusion, and get involved in these efforts.

Presenters: Tiffany Nakamura, Dara Weinraub, Ilene Rosenstein

### **Week 5: Coming Forward**

Wednesday, May 31, 12–12:50 p.m.

Discover practical strategies for promoting psychological safety and belonging in your teams, strategies for finding the right therapist, and ways to incorporate compassion and self-care as you go forward and we conclude the series.

Presenters: Cynthia Ryan, Tobi Fishel, Jason Sackett, Danielle Gautt

Register and learn more at  
[workwell.usc.edu/events/courage-to-go-forward](https://workwell.usc.edu/events/courage-to-go-forward)



## Mental Health Awareness Month Participation

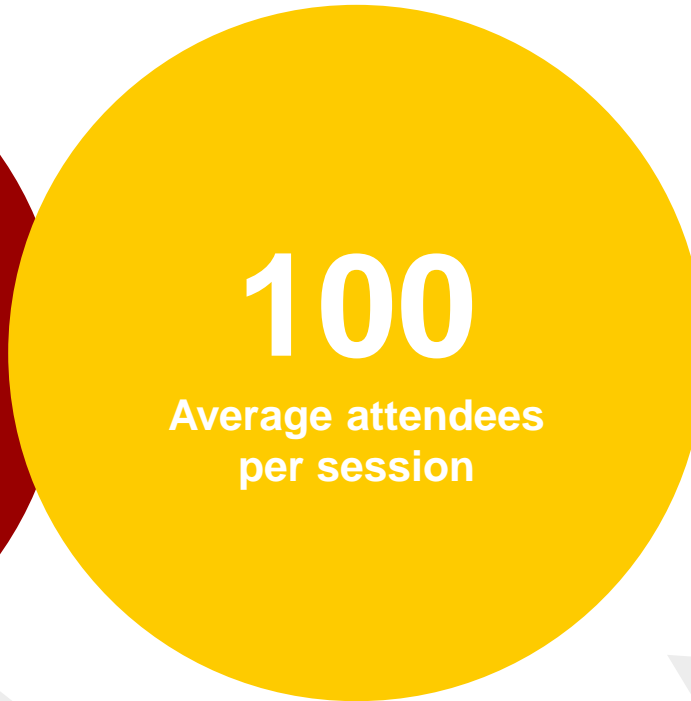
### By the numbers

This program needs to be much longer or quarterly. There is a large volume of information to review and discover.

I always learn something new when attending WorkWell center sessions. thank you for all you do



"As someone who did not grow up with mental wellness discussions at the dinner table, I am so grateful for having a space on-campus/at work to learn about how to support myself and others. Thank you..."



Loved the content which is extremely underrated and underutilized. Please make this mandatory for all managers and admins.

Thank you for hosting, This is such an important task, and it is truly such a key indicator in how the university values the employees' whole self. Thank you!!!

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## Mental Health Awareness Month Evaluation

### Session Evaluation Rates

**Session 1:**  
**n = 75**

**Session 2:**  
**n = 59**

**Session 3:**  
**n = 47**

**Session 4:**  
**n = 41**

**Session 5:**  
**n = 18**

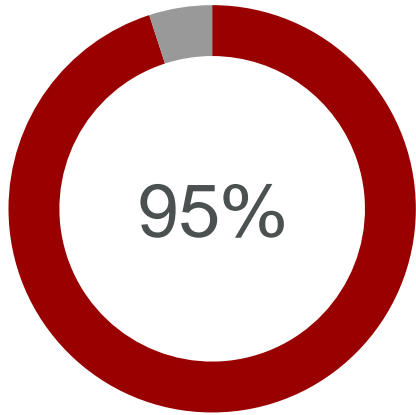
### Series Evaluation Rate

**Series:**  
**n = 50**

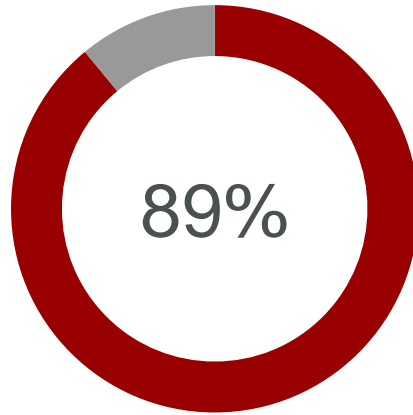


## Mental Health Awareness Month Outcomes

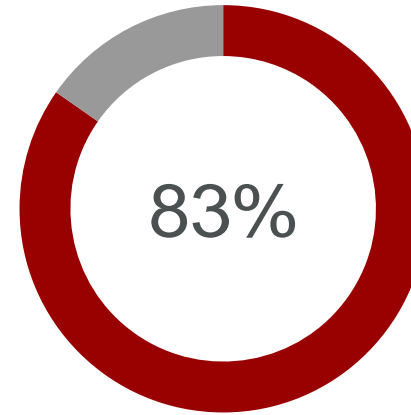
Average of outcomes based on post-session surveys



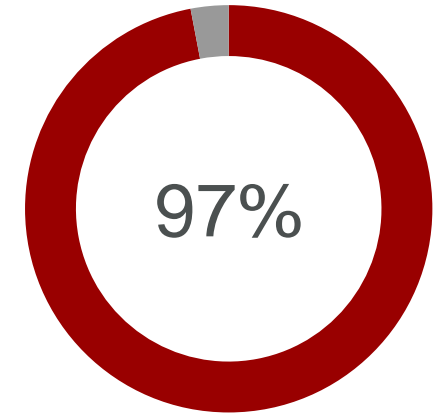
95% strongly agree/agree the program **enhanced their knowledge and skills.**



89% strongly agree/agree that as a result of participating in the program, they are **confident in their ability to apply knowledge/skills in daily life.**



83% strongly agree/agree that it is **likely they will make a behavior change** as a result of attending the program.

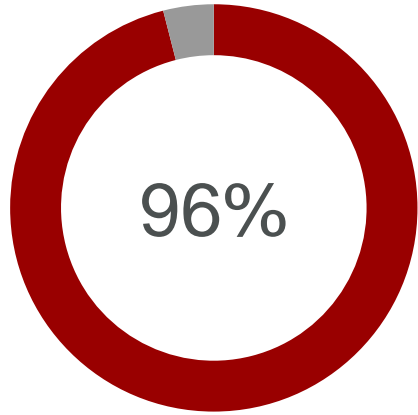


97% were **very satisfied/satisfied** with the program.

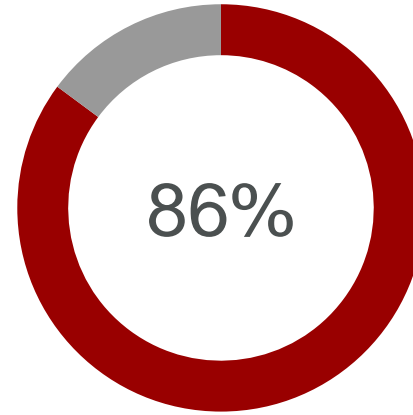
*This session was very useful to take a moment of our day to be mindful, validated the importance of mindfulness and how we can care for ourselves as well as supporting others around us.*

## Mental Health Awareness Month Outcomes

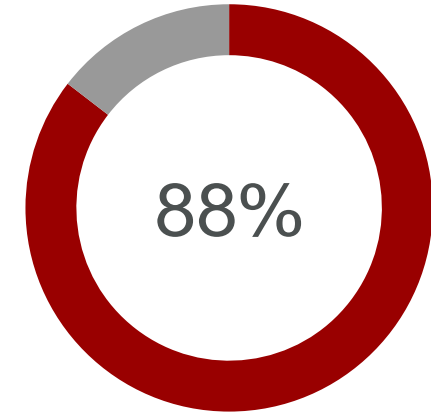
Outcomes based on post-program survey



96% strongly agree/agree that as a result of participating in the program, they **improved their knowledge and/or skills**.



86% strongly agree/agree they **have applied the new knowledge and/or skills** they learned from the program in their daily life.



88% strongly agree/agree that they **are better prepared to navigate a mental health issue**, as a result of the program.



*We sometimes don't realize how important mental health is. Thank you for making these sessions available to all.*



Mental Health Awareness Month Outcomes

Participants reported experiencing the following changes as a result of participating in the program:

44%	INCORPORATED HEALTHY HABITS INTO DAILY ROUTINE	40%	IMPROVED WORK-LIFE BALANCE	38%	INTEGRATED MINDFULNESS PRACTICES INTO DAILY ROUTINE
36%	IMPROVED SENSE OF BELONGING AT USC	30%	REDUCED STRESS AT WORK	30%	IMPROVED OVERALL HEALTH AND WELL-BEING
28%	INCREASED FEELINGS OF PSYCHOLOGICAL SAFETY	26%	IMPROVED ATTENTION AND FOCUS	22%	INCREASED ENGAGEMENT AND SATISFACTION WITH WORK
18%	IMPROVED WORKPLACE RELATIONSHIPS	16%	IMPROVED PERSONAL RELATIONSHIPS	14%	INCREASED PHYSICAL ACTIVITY
12%	IMPROVED SLEEP QUALITY	9%	INCREASED ENERGY	8%	REDUCED STRESS AT HOME
6%	IMPROVED PRODUCTIVITY AT WORK	4%	IMPROVED EATING HABITS	0%	NONE OF THE ABOVE



**Thank you to  
all presenters!**



## Facilitators and Barriers

Top 3 facilitators or barriers participants experienced when engaging in the new behavior:

1

**Motivation and personal beliefs** (9 mentions) – participants noted that their motivation was a barrier to starting and sustaining a behavior change.

2

**Time constraints and competing demands** (6 mentions) – participants expressed that their personal or work-related responsibilities did not allow them to set time aside to start a new behavior.

3

**Team support and departmental dynamics** (4 mentions) – participants also mentioned that unsupportive team environment inhibit behavior change.

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**In participants' own words and with permission**

**Resources**

*"My main takeaway from this series was the resources available. There's definitely a lot to explore, but not everyone knows about it."*

**Accessibility**

*"Excellent. Especially love the idea that if I can't make the session, I can listen at home. The recordings allow us also to go back and re-listen if necessary."*

**Future**

*"Good sessions with great speakers, looking forward to more info in the future."*

**Appreciation**

*"I appreciate that this program was developed and executed. I plan to attend all sessions in the future. Thank you all for being so insightful, really paying attention to detail and resourcing valuable speakers."*

**Tips**

*"4-7-8 breathing exercise calms me down significantly, I also shared it with my husband."*

**Mindfulness**

*"Having practiced mindfulness for some time now, this information was a good review and emphasis on being attentive to your emotions and knowing that it will soon pass. Thank you for a wonderful session with a good variety of speakers and topics."*

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## Comments, Suggestions, and Feedback

### Gratitude and Taking Action

*"I had no idea there was a Health and Wellbeing Resource Directory until this event! Mental health is such an important pillar of our lives, and as someone who did not grow up with mental wellness discussions at the dinner table, I am so grateful for having a space on-campus/at work to learn about how to support myself and others..."*

*"As the meeting ended, I printed the take the stairs poster with my CIO's approval. Hope to help others and spread the word on your services to staff."*

### Thank You

*"Thank you for prioritizing community and personal health and wellness. It was great to hear about your approaches and recommendations for supporting ourselves and each other."*

*"I appreciate these events...sometimes we need to change habits that no longer work and attending these workshops help give alternatives."*

*"Very nice program to have, appreciate this being on an employers' radar"*

*"I love that we are dedicating time and space for this very important topic."*

### Suggestions

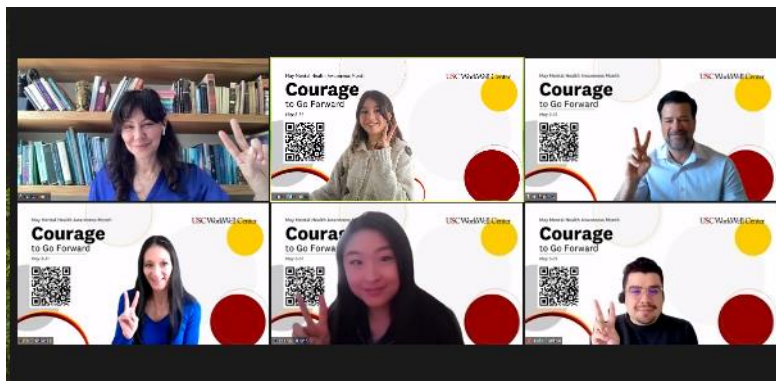
*"It would be wonderful to find self-help resources in areas around LA County where locations are scarce."*

*"It [would] be great to have some panels of USC staff and faculty where they share what they do for wellness too."*

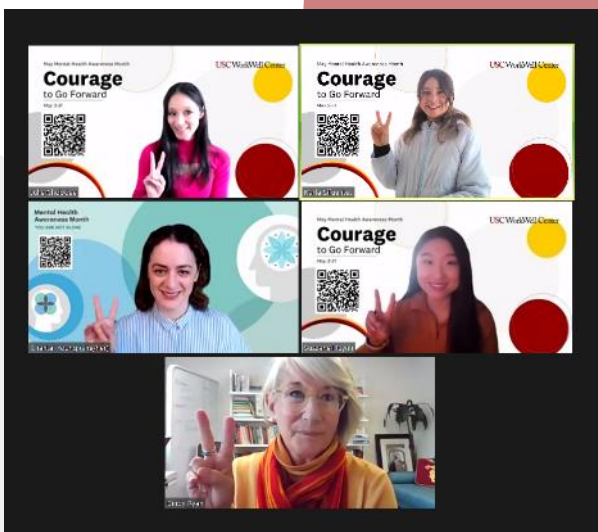
*"I think it would be a strong shift to have a specific session that highlights the importance of leadership and management, and the role they play in creating a supportive work environment. A lot of the sessions focused on what you can do as an individual, but when you already feel lost or alone, it's empowering to learn about what leaders can do to set a tone of inclusion."*



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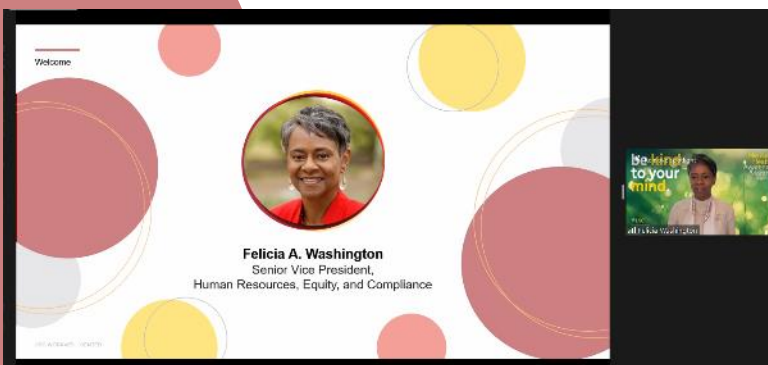
## Session 2



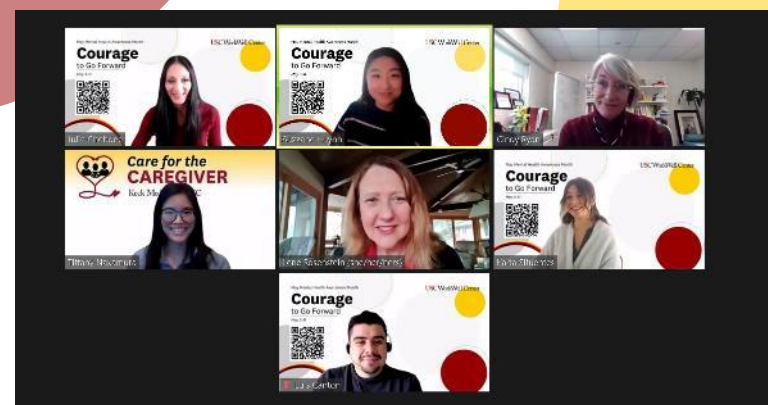
## Session 1



## Session 3



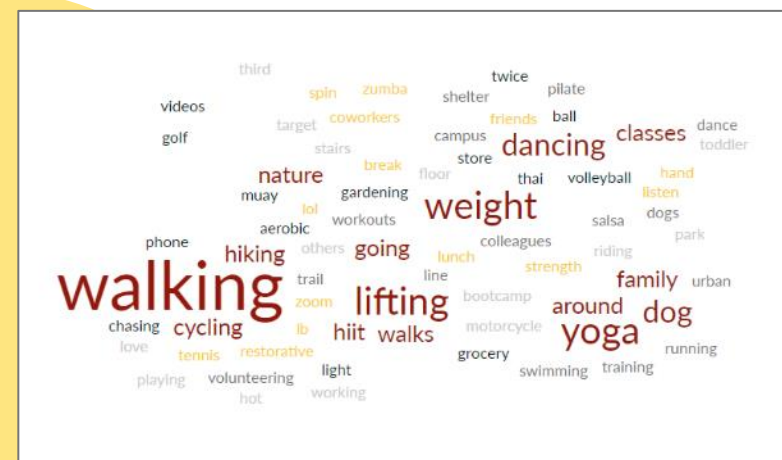
## Session 1



## Session 4



## Session 5



## Session 2

## Mental Health Subcommittee Work Group Members

### Mental Health Awareness Month Planning Committee:

- Amy Yeu
- Eleni Yokas
- Julie Chobdee
- Maria Juliani
- Marylou Valenciano
- Michelle Tam
- Shirley Saker

### Thank You Mental Health Subcommittee members!

- |                          |                            |                       |                          |
|--------------------------|----------------------------|-----------------------|--------------------------|
| • Alice Chen             | • Eleni Yokas              | • Kristine Moe        | • Patricia Hoen          |
| • Alison Hill            | • Ellen Krause             | • Kyra Guy            | • Renee Almassizadeh     |
| • Amy Yeu                | • Elliot Law               | • Laura Escobar       | • Rita Ghougasian        |
| • Angelica Al Janabi     | • Elyn Saks                | • Linda Yaron Weston  | • Robin Stroud           |
| • Brent Blair            | • Griselda Isabel Hagmaier | • Lorena Duran        | • Rowan Bayne            |
| • Carey Li               | • Heather Robinson         | • Lorena Rivera       | • Samantha Chilton       |
| • Chantal Young          | • Jacqueline Chavez        | • Luisana Suchilt     | • Sara Ivanhoe           |
| • Cheryl Xu              | • Jenebah Marie Lewis      | • Marcos Briano       | • Shirley Saker          |
| • Christine Dennis       | • Jessica Singer           | • Maria Juliani       | • Sonja Castaneda-Cudney |
| • Christopher Schnieders | • Johana Ocampo            | • Marlen Ibarra-Ortiz | • Su-Min (Amy) Yeu       |
| • Cynthia Ryan           | • Juliana Calhoun          | • Marylou Valenciano  | • Suzzane Huynh          |
| • Delmer Geovany Garcia  | • Julie Chobdee            | • Megan Tran          | • Vindhya Avvari         |
| • Diane Ellis            | • Kathrin Rising           | • Michelle Tam        | • Zhilei (Julie) Shen    |
| • Elen Melkonian         | • Kelsey Vukic             | • Nick Malos          |                          |
|                          | • Kim Goodman              | • Olivia Wills        |                          |

## Contact Us



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