

2021 - 2023

SONY GLOBAL SOCIAL JUSTICE FUND GRANT PROGRAM

**WORKPLACE
WELLNESS & THE
SOUNDTRACK OF
MENTAL HEALTH
OUTCOMES REPORT**

**Silence
the ~~Shame~~**



ELIMINATING MENTAL HEALTH STIGMA



Mental Health as a Social Justice Matter: Addressing Disparities and Breaking Barriers

Access to mental health care and support is not equally distributed within society, making mental health a social justice issue. Marginalized communities such as low-income individuals, ethnic and racial minorities, LGBTQ+ persons, and people with disabilities often face hurdles when seeking mental health services. This lack of access can lead to disparities in mental health outcomes, which can result in cycles of poverty and discrimination. To combat these issues, it is necessary to advocate for equal access to mental health care and challenge the stigma and discrimination that often prevent individuals from seeking help. By addressing these disparities, we can work towards creating a more equitable and just society for all.

The Soundtrack of Mental Health is a workplace wellness training series that caters to artists, creatives, and executives in the music industry. Sponsored by the Sony Music Publishing Global Social Justice Fund, the program aims to address mental health disparities and support at-risk populations to mitigate the impact of mental illness. The series focuses on culturally responsive mental health literacy and wellness practices for artists, songwriters, employees, and the wider music industry. The program includes nine distinct wellness seminars that cover important topics such as mental health, trauma, addiction, stress management, grief & loss, and suicide in the workplace.

ABOUT THE PROGRAM

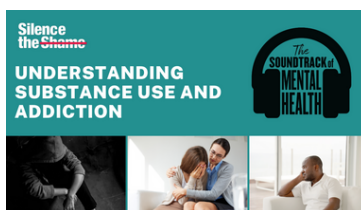
SEMINAR DESCRIPTIONS

Each mental health education seminar explores mental health, defines mental crisis signs and symptoms, reviews behavioral health resources, and promotes healthy living. In addition, each seminar has unique learning objectives, interventions, and treatment resources.



UNDERSTANDING MENTAL HEALTH

This seminar reviews mental health stigma in the workplace, identifying signs and symptoms of mental health conditions, and effective treatment and recovery options.



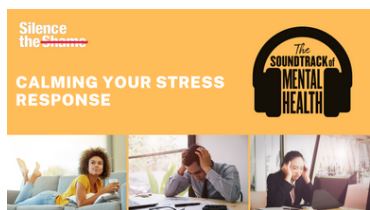
UNDERSTANDING SUBSTANCE USE AND ADDICTION

This seminar defines substance use disorders, addiction, and effective treatment strategies and resources to support loved ones.



MANAGING THE IMPACT OF TRAUMA

This seminar explores trauma-related symptoms and the impact they have on daily life. It will also promote trauma-informed strategies for mental and physical wellness.



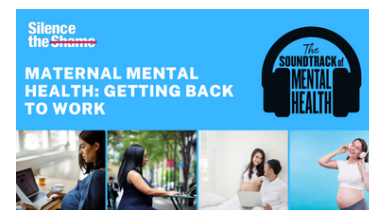
CALMING THE STRESS RESPONSE

This seminar explores the stress response and offer strategies to practice self-care and enhance feelings of well-being.



KEEPING THE BEAT: LIFESTYLE MANAGEMENT STRATEGIES

This seminar provides practical guidance on preparing for significant life changes such as becoming a caregiver, employment changes, or retirement.



MATERNAL MENTAL HEALTH: GETTING BACK TO WORK

This seminar reviews perinatal mood and anxiety disorders, early intervention supports, and practical tips for returning to work.



COMPLICATED GRIEF, SUICIDE LOSS, AND SURVIVOR'S GUILT

This seminar explains complicated grief and suicide bereavement, providing strategies for processing loss and alleviating survivors' guilt.



SUICIDE AWARENESS IN THE WORKPLACE

This seminar defines suicidality and stigma, response to suicide, and supporting survivors of suicide attempts in the workplace.

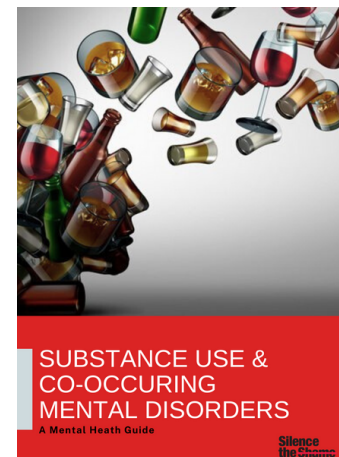
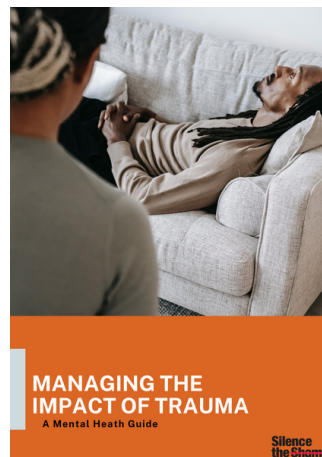
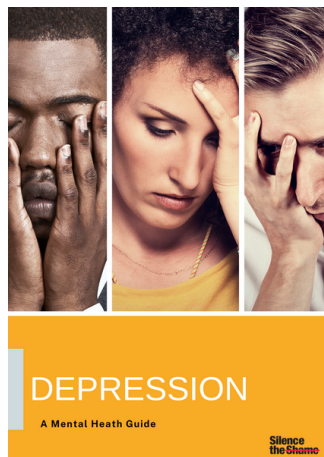
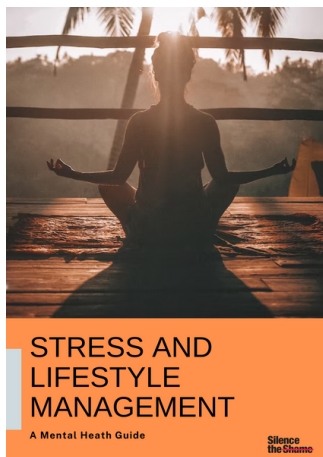
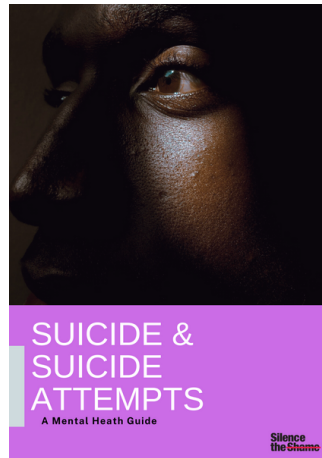


BUILDING HEALTHY RELATIONSHIPS FOR MENTAL HEALTH

This seminar teaches effective communication skills and provides strategies for building and maintaining healthy relationships with friends and colleagues.

MENTAL HEALTH RESOURCES

We understand the importance of offering additional resources for attendees to reference and share with others. Below, you'll find a set of mental health resources that participants can access after each seminar. Additionally, we provide a companion guide for every topic discussed, presenting essential seminar information in an easily understandable format.



Mental Health amongst those in the Music Industry
Silence the Shame

73% of independent musicians battle with stress, anxiety and depression

120% of musicians reported having suicidal thought, almost four times the general population

50% of Musicians struggle with depression compared with the 25% of the general population who struggle with depression

As stress and responsibility grows for these individuals in the music industry, many are unable to manage a healthy mindset and consider stepping back from the music industry and prioritizing their mental health. With only 10% of individuals in the industry believe it is helping the mental health of musicians, change needs to occur to help these musicians struggling with mental health.

As musicians fame grows, so do their stressors:
Loneliness Poor eating habits Exposure to drugs and alcohol
Fear Strain on relationships

End the Stigmatization and Get Help:
@silencetheshame www.silencetheshame.com Text 741741

Episode: Stigmatization and Mental Health



PROGRAM IMPACT



40

**SEMINARS
HOSTED**

1.6K

**INDIVIDUALS
TRAINED**

15+

**COUNTRIES
REACHED**

GLOBAL MENTAL HEALTH AWARENESS

STS has successfully conducted seminars and Fireside Chats in various communities across different regions. These include the US, Australia, New Zealand, Asia, and the Middle East. The countries covered by these efforts were Singapore, Malaysia, Thailand, Vietnam, Philippines, Indonesia, Korea, Dubai, China, Hong Kong, Taiwan, and India.

DIVERSITY, EQUITY & INCLUSION MENTAL HEALTH EDUCATION

Our goal to make mental health education more accessible globally led us to prioritize research on best translating our content. In our efforts to better understand the culture surrounding mental health among Latino communities, we reached out to Dr. Pierluigi Mancini, a renowned author and consultant. He revealed some key insights into the stigma that surrounds mental health in Latino communities. While there has been an increase in awareness of its importance, this depends heavily on social class. Dr. Mancini noted that communities in lower social classes or living in poverty tend to have less education about mental health and, therefore, are more likely to stigmatize mental health services.

To overcome this challenge, STS will collaborate with culturally competent translators and behavioral health clinicians to properly tailor our STMH curriculum for global markets.

GLOBAL MENTAL HEALTH

General Mental Health of New Zealanders

1 in 5 New Zealanders experience mental health disorders

19.7% Seek Mental Health treatment

1 general psychiatrist per 18,000 patients

1 child/adolescent psychiatrist per 70,000 patients

15% of new Zealanders present with anxiety

1 in 10 individuals diagnosed with PTSD

New Zealand has the **4th highest** rate of suicide

17% have been diagnosed with a mood disorder

1 in 7 will experience depression in their lifetime

84% of individuals with mental health disorders experience discrimination from society

~650 individuals die by suicide each year

~5,000 patients visit the ER due to a suicide attempt each year

What you need to know about Mental Health in Australia

1 in 7 individuals present with depressive feelings but **10%** will be diagnosed with depression-related conditions

45% individuals in Australia will experience mental health in their lifetime

13.1% suffer with an anxiety disorder

9% Australians receive clinical mental health treatment

85% Australians who present with mental illness stated they **did not** feel the need to receive treatment

Suicide is the number one leading cause of death amongst individuals **ages 15 to 44**

65,000 Australians take try to take their lives each year

11.5% Present with **one** disorder

8.5% Present with **more than one** disorder

9 Australians die by suicide every day

20% of individuals who die by suicide are **Female**

75% of individuals who die by suicide are **Male**

General Mental Health Statistics of Latin America

Silence the Shame

16% of the population suffer with mental health

5% of the adult population suffer from Depression

16% of the mental health population suffer with Anxiety

PTSD is very common amongst Latin Americans in result of discrimination and social cultural stressors

173 Million individuals in China Suffer with mental health in their lifetime

15 Million, seek out treatment for their mental health

Only **2.3%** of the countries budgets goes to mental health resources

Psychiatric hospitals are scares

Erase the Stigma: Individuals who seek mental health are seen as:

- Can't perform same duties as others
- That they are dangerous
- Incapable of getting better
- That they are aggressive

The Stigma frightens individuals from seeking help, worsening their Mental Health

Suicide Rates:

6.33 Individuals die by suicide per **1,000** individuals in Latin America

18.9% seriously consider attempting suicide

4.1% of suicide attempts resulted in an injury that required medical attention

15.2% have made a plan to attempt suicide

11.3% of individuals have attempted suicide

Treatment: **3.3** psychiatric beds per **10,000** individuals

34% Individuals with mental health illnesses receive treatment

47.6% of them are in psychiatric hospitals

16.8% in general hospitals

Mental Health of Individuals Living in China

Eliminate the Mental Health Stigma

Traditionally, Mental health is not addressed in Chinese society

Psychology, counseling and psychiatry is considered a new field in china

Mental Health has been more recognized in the past five years

This included mental health issues like anxiety depression and alcohol abuse

Over a 12 month period, a **9.3%** prevalence rate is shown for individuals in China and appears to continue to rise

9.3% Prevalence Rate

Suicidal Rates

9.7 out of **100,000** individuals die by suicide each year

45% of suicidal cases consists of individuals over the age of 65

Per 100,000 individuals:

9.8% Males

6.3% Females

8.10% Died by Suicide

Mental Health is prevalent in China: Assessing **56,679** individuals Anxiety, Depression and Acute Stress were presented

31.6% Anxiety

27.9% Depression

24.4% Acute Stress

PROGRAM OUTCOMES EVALUATION RESULTS



PARTICIPANT REVIEWS

THANK YOU FOR PACKAGING THIS MATERIAL IN AN ACCESSIBLE AND EMPATHETIC WAY.

EXCELLENT FROM START TO FINISH! GREAT CONTENT AND EXCELLENT TAKEAWAYS!

THIS WEBINAR WAS PACKED WITH USEFUL INFORMATION AND RESOURCES.

I AM NOW ABLE TO RECOGNIZE THE WARNING SIGNS THAT I HAVE SOMETIMES IGNORED REGARDING MY MENTAL HEALTH

ONE OF THE BEST SESSIONS I HAVE ATTENDED! GREAT, COMPREHENSIVE TRAINING!

THOROUGHLY ENJOYED THE INFORMATION AND HEARING FROM PUBLIC FIGURES WHO SPOKE UP IN SUPPORT.

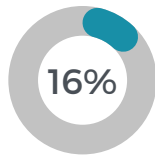
THIS WAS MY FIRST TRAINING ON MENTAL HEALTH. I WAS REALLY LOOKING FORWARD IT AND WAS VERY IMPRESSED WITH THE CLARITY AND SIMPLICITY OF THE INFORMATION GIVEN

SURVEY RESULTS

The training sessions were relevant to my needs.

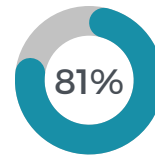


Very Much

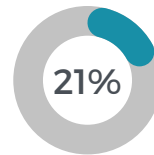


Somewhat

The training enhanced my knowledge and skills in educating other on mental health and wellness.



Very Much

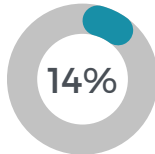


Somewhat

I expect to use the knowledge and skills gained from this training.

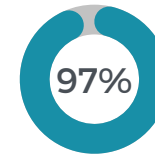


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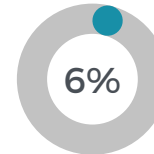


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I would recommend this training course.

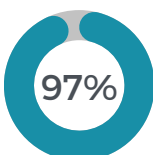


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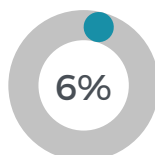


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The presenter was well prepared.

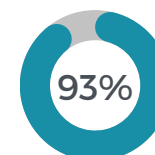


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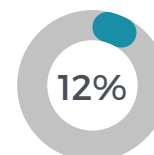


Somewhat

The training was well organized.



Very Much



Somewhat

N=319; Averages shown



SUSTAINABILITY

WORKPLACE WELLNESS TRAINING-OF-TRAINERS (TOT)

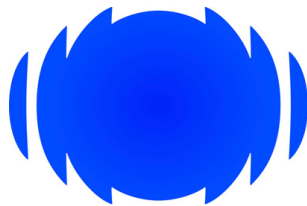
STS created a Training of Trainers (ToT) model to expand their seminars nationally, recruiting 17 licensed behavioral health clinicians and advocates to equip them with skills to transfer their expertise to community members. The ToT focused on developing training skills, instructional techniques, facilitation abilities, and other competencies and allowed facilitators to gain hands-on experience by completing a seminar virtually for a national audience. By the end of 2023, 12 out of 17 facilitators will have completed at least one community seminar, with 10 based in Georgia, three in Pennsylvania, and others representing Michigan, Illinois, and South Carolina.

STRATEGIC PARTNERSHIPS

Creating strategic partnerships has been essential for sustaining this program's success. These partnerships enable us to access new funding opportunities, expand our reach, and enhance program outcomes. Through collaboration and mutual support, we have provided The STMH through Sony Music Publishing Group, National Football League Players Association (NFLPA), Music Cares, Regional HeadStart, Beyond12, State and Federal Departments, Music Companies, Recording Studios, and MORE!



Thank you to our sponsor!



**SONY MUSIC
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