



## Minnesota Construction Industry Alliance

### Mental Health & Wellbeing Commitment

This commitment acknowledges the critical importance of mental health and well-being across the construction industry. These principles serve as essential guidelines for creating a supportive and healthy work environment, with everyone empowered to contribute to meaningful change:

- Mental Health Training and Education:** Promoting awareness of mental health by providing education and training on how to recognize signs of mental health challenges and how to respond, including the intersection of physical health and mental health.
- Mental Health Advocacy:** Advocating for mental health industry wide by raising awareness about the importance of mental well-being and destigmatizing mental health concerns.
- Supportive Work Culture:** Encouraging open discussions about mental health and creating a supportive environment that values and prioritizes mental well-being.
- Mental Health Resources and Support:** Ensuring that industry workers have access to mental health support services, such as counseling, therapy, and hotlines, either through company programs, partnerships with external organizations, or other means.
- Privacy:** Establishing procedures that allow workers, supervisors, and managers to report mental health concerns with privacy and confidentiality as compliance regulations apply.
- Mental Health Considerations with Projects:** Including mental health considerations as a factor in project planning and delivery.
- Workloads and Schedules:** To the extent practical, working towards consistency and stability of work for construction industry workers, including project parameters that are flexible and timelines that are more stable and predictable.
- Regular Evaluation and Improvement:** Establishing mechanisms for monitoring the effectiveness of mental health initiatives, collecting feedback from workers, adapting to future needs and changes and evaluating the impact on overall well-being and productivity.
- Collaboration and Communication:** Fostering collaboration between stakeholders, sharing best practices, learning from past successes and failures, adapting to future changes, and maintaining open communication channels to address mental health concerns proactively.

Signing this commitment signifies a united effort and shared responsibility to foster an industry that values and protects the well-being of everyone within Minnesota's construction community.