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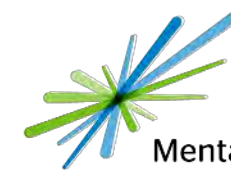
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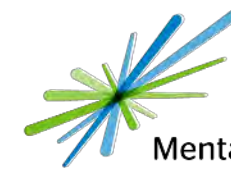
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# Myths and facts: Suicide Prevention in the Workplace

Centre for Suicide Prevention

November 21<sup>st</sup>, 2017



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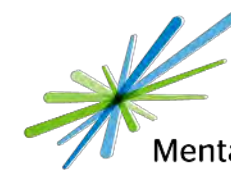
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## Speakers:



**Hilary Sirman, B.A.(Hons.)/B.Ed, MPA**

Director of Impact and Engagement  
Centre for Suicide Prevention



**Robert Olson, B.A., M.LIS**

Librarian / Writer  
Centre for Suicide Prevention



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# Suicide Prevention in the Workplace

Mental Health Commission of Canada Webinar

*November 2017*

**Hilary Sirman**, B.A.(Hons.)/B.Ed, MPA  
Director, Impact & Engagement

**Robert Olson**, B.A., M.LIS  
Librarian & Writer

# Welcome

**You may be thinking...**

*Does the state of the economy affect the rate of suicide?*

*I'm concerned about my colleague at work...what should I say?*

*I'm stressed out at work and not sure I can take much more...*

# Agenda

## Overview

- **Suicide Myths and Facts (“101”)**
- **The Workplace and Suicide**
  - Warning signs
  - Stats and facts
  - After a co-worker’s suicide
- **Centre for Suicide Prevention**
  - Education and training
  - Resources

# What do we know about Suicide?

101



**More men die by suicide  
than women.**

# FACT

*Male suicide rates are historically higher in Canada.*

In Canada, the ratio of male to female suicide is approximately 3:1.

2013: Male suicide rate in Canada was 17.4 as compared to the female rate of 5.7 for the same year.

*Health Canada 2010:* Suicide rate for First Nations male youth (age 15-24) is 126 per 100,000 compared to 35 per 100,000 for First Nations females.

**Teenagers are the most common  
age group to die by suicide.**

A close-up, black and white photograph of an elderly man's face, showing his eyes, nose, and mouth. The lighting is dramatic, with one side of his face in shadow. The word "MYTH" is overlaid in large, white, bold, sans-serif capital letters on the right side of his face.

# MYTH

*Males aged 40-65 have the highest number of suicides.*

**The suicide rate is higher  
during the holidays.**



# MYTH

*The suicide rate is fairly consistent throughout the year.*

*It rises slightly after the holidays in January  
and peaks in early spring.*

**Depression is present in at least  
50% of all suicides.**

# FACT

A silhouette of a person standing on a dark, rocky ridge against a dramatic sunset sky. The sun is low on the horizon, creating a bright orange and yellow glow that filters through scattered clouds. The overall mood is contemplative and somber.

*Those suffering from depression are at 25X greater risk for suicide than the general population.*



**Globally, more people die  
by suicide than in war and  
homicide combined.**

# FACT

*Over 800,000 people die by suicide each year, while 500,000 die by war and homicide.*

**Asking someone if they are suicidal  
may put the idea in their mind.**

# MYTH

*Talking with someone who may be at risk for suicide reduces the risk they may attempt.*

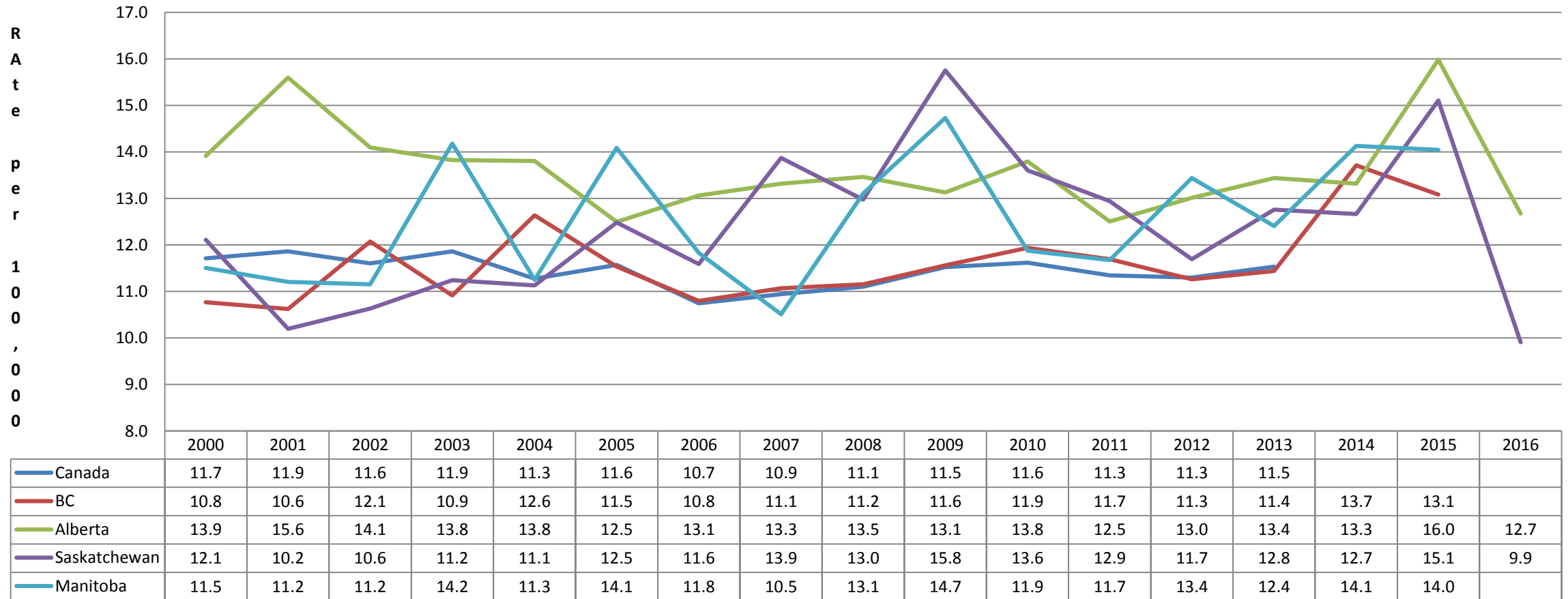
# Suicide across Canada (rates per 100,000)



	<u>2014</u>	<u>2015</u>	<u>2016</u>
◦ <b>Nunavut</b>	<b>75.0</b>	<b>87.6</b>	<b>86.3</b>
◦ NWT	29.4	24.7	-
◦ Yukon	21.7	18.7	29.3
◦ <b>New Brunswick</b>	<b>16.0</b>	-	-
◦ Manitoba	14.1	14.0	-
◦ BC	13.7	13.1	-
◦ Quebec	13.7	14.2	-
◦ <b>Alberta</b>	<b>13.3</b>	<b>16.0</b>	<b>12.7</b>
◦ NFLD & Labrador	13.0	-	-
◦ Saskatchewan	12.7	15.1	9.9
◦ <b>Nova Scotia</b>	<b>11.9</b>	<b>14.4</b>	<b>14.1</b>
◦ Ontario	9.7	9.7	-
◦ PEI	8.9	7.5	-

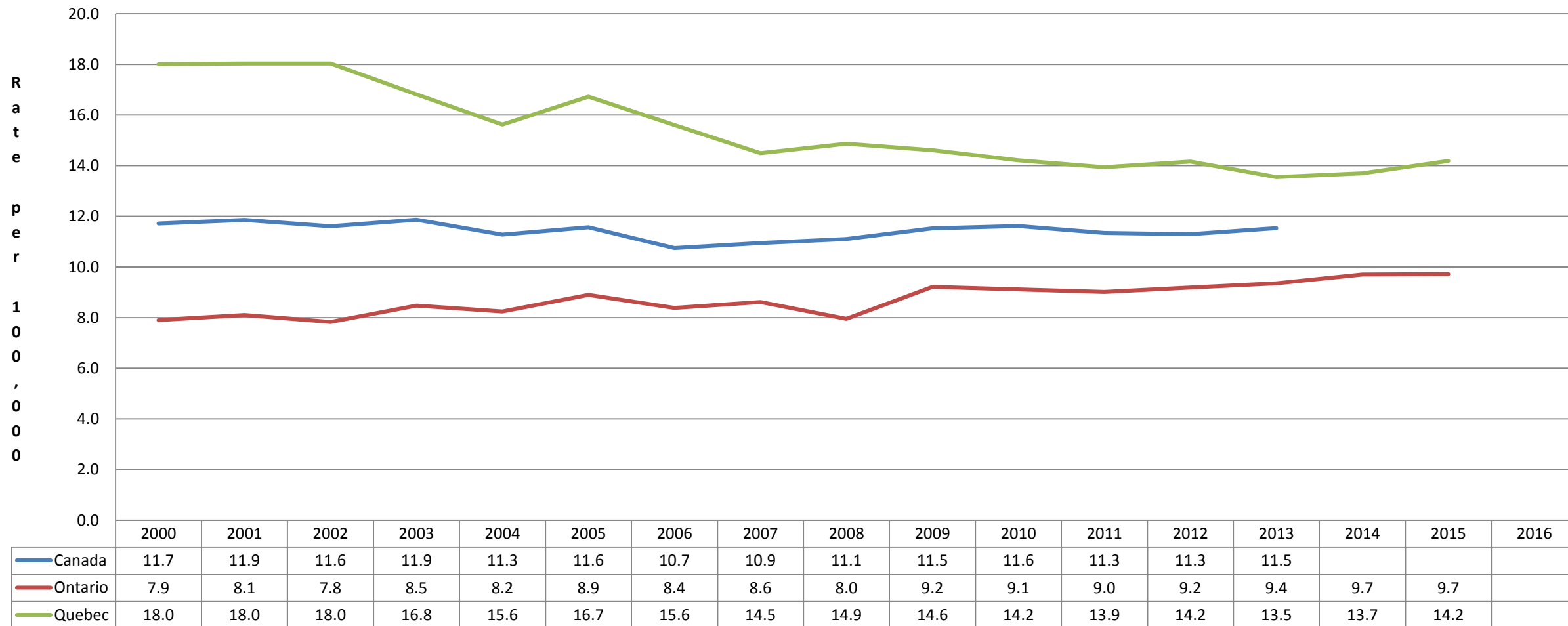
# Western Canada: Alberta 16.0 (2015)

Suicide Rates Western Provinces & Canada



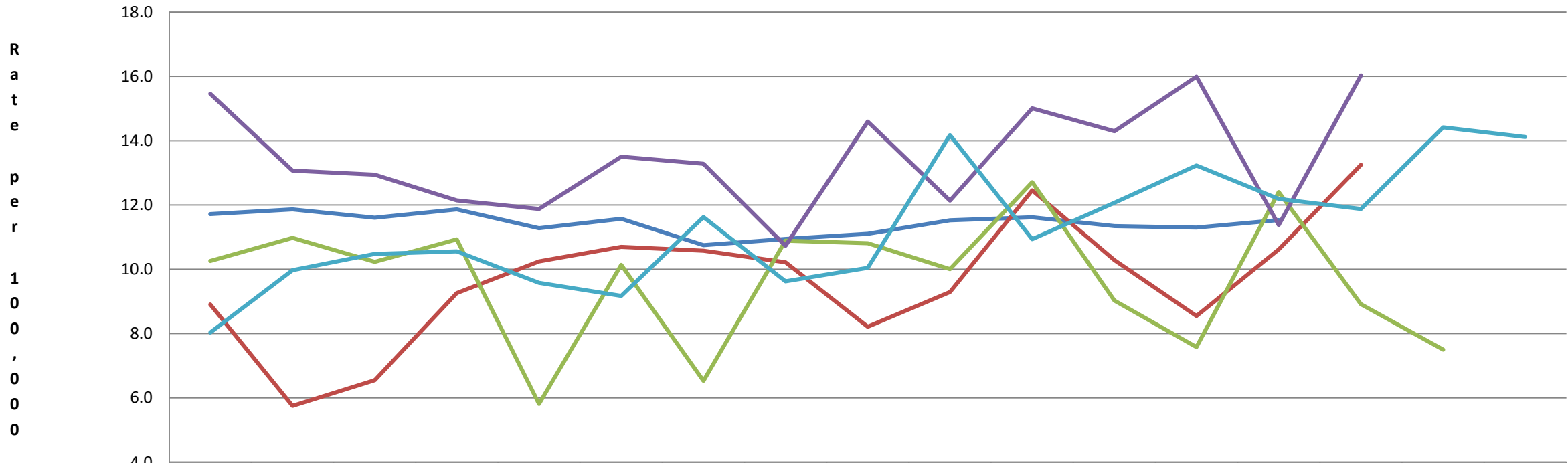
# Central Canada: Quebec 14.2 (2015)

Suicide Rates Central Canada & Canada



# Maritimes: New Brunswick 16.0 (2014)

Suicide Rates Maritime Provinces & Canada

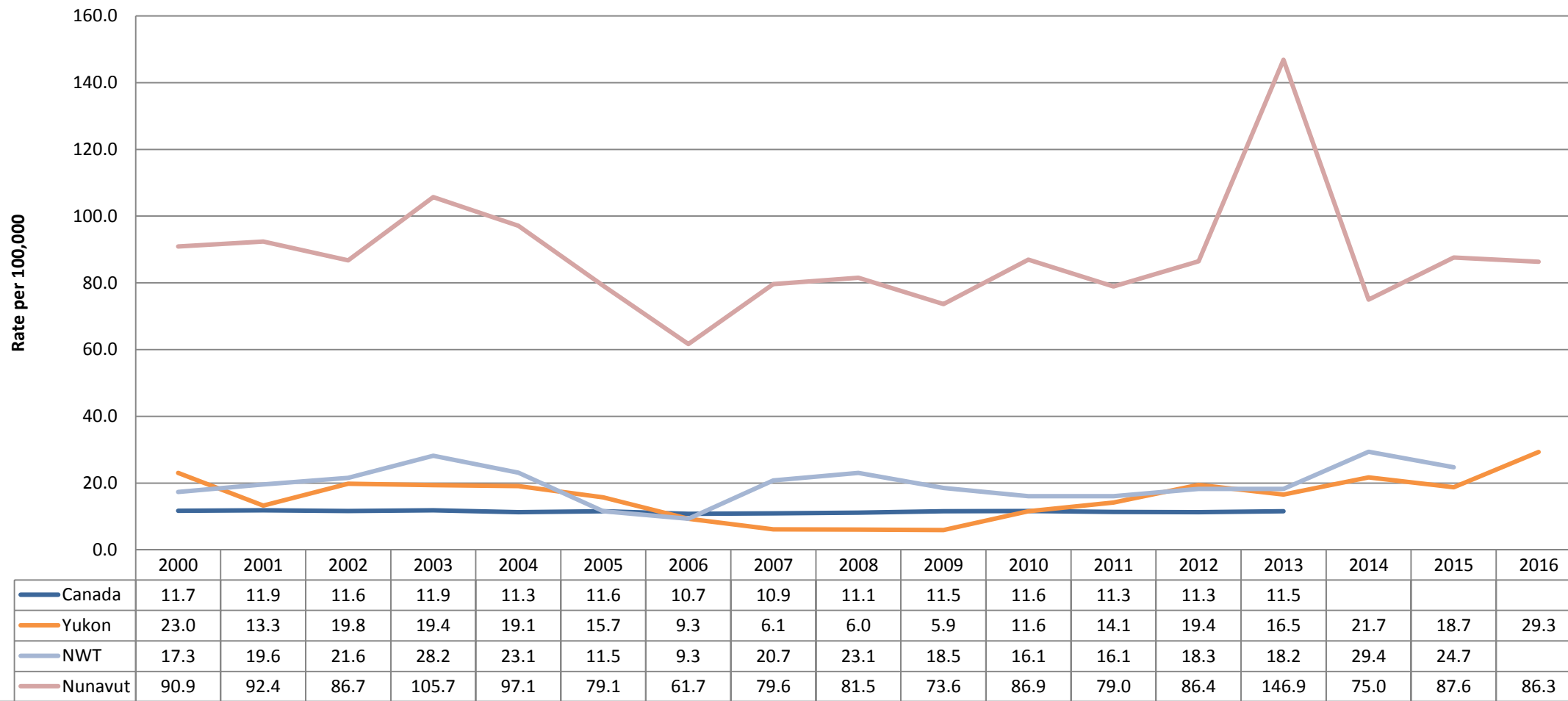


	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Canada	11.7	11.9	11.6	11.9	11.3	11.6	10.7	10.9	11.1	11.5	11.6	11.3	11.3	11.5			
Newfoundland	8.9	5.7	6.5	9.3	10.2	10.7	10.6	10.2	8.2	9.3	12.5	10.3	8.5	10.6	13.2		
PEI	10.3	11.0	10.2	10.9	5.8	10.1	6.5	10.9	10.8	10.0	12.7	9.0	7.6	12.4	8.9	7.5	
New Brunswick	15.5	13.1	12.9	12.1	11.9	13.5	13.3	10.7	14.6	12.1	15.0	14.3	16.0	11.4	16.0		
Nova Scotia	8.0	10.0	10.5	10.6	9.6	9.2	11.6	9.6	10.0	14.2	10.9	12.1	13.2	12.2	11.9	14.4	14.1



# Territories: Nunavut 87.6 (2015)

Suicide Rates Territories, Nunavut & Canada



# The Workplace and Suicide



- **Warning Signs:**

- Happiness after a period of depression.
- Acting more aggressive or stressed out than usual.
- Fatigue comments.
- “Burden” comments.
- Absenteeism.
- “Presenteeism”.

- **Immediate Action Warning Signs:**

- Talking about wanting to die or killing oneself.
- Looking for a way to kill oneself or having a plan.
  - *If someone is exhibiting these signs at work, call 9-1-1.*

# Statistics and Facts



- **\$6 billion** in productivity costs in Canada due to poor mental health in 2011. (Mental Health Commission of Canada, 2013).
- **For every 1%** increase in the unemployment rate there is a **0.79%** increase in the suicide rate. (Stuckler, et al., 2009).
- **\$1.7 million US** average cost of one suicide. (Suicide Prevention Resource Center, 2015).
- **\$811 million estimation** of direct and indirect costs of suicide in Alberta in 2015. (Anielski, 2015).
- **70% of all suicide deaths** in Canada are among working aged adults (ages 30-64). (Mustard, et al., 2010).

# Suicide Prevention At Work

Help save  
a life!

*Helping someone who may be suicidal*

## Prevention measures:

- Promotion of mental health within the organization.
- Access to mental health supports through work (EFAP and HR dept, etc).
- Suicide prevention awareness and training.
- Culture where help-seeking is supported.

## How to talk to a co-worker:

- **Mention** you have noticed changes in behaviour and that you are concerned...
- **Ask** directly: “***Are you thinking about suicide?***”, and if they have a plan.
- **Connect** them with resources within your organization or in the community.

# After a Suicide



- Postvention is critical prevention.
- **Appropriate and swift response.**
- **Immediately after a suicide, leadership should:**
  - **respond** to family and communicate to colleagues.
- **In days and weeks following:**
  - **identify** employees most impacted and ensure they receive grief support.
- **In months and years following:**
  - **ensure** preventative measures are put in place.

# Learnings from Workplaces



- Not just “HR’s problem”.
- Employees are open to information.
- Everyone in your organization will know someone affected by suicide.
- Stigma and “survivor guilt” may prevent employees from reaching out for help.
  - Discuss this openly.
  - Create a culture where employees’ emotional and mental safety are as valued as their physical.

# We educate for life

---

*Equipping Canadians to respond to people at risk of suicide since 1981.*

# You can help

**Educate yourself. Take a workshop.**

**Create a culture where employees' psychological safety and well-being is as valued as their physical safety.**

**Workshops provide the following skills for suicide prevention:**

- Identify the signs
- Actively listen
- Discuss suicide directly
- Connect people to help



# Workshops for Workplaces

**safeTALK**



***Suicide Alertness for Everyone***

A half-day workshop to learn the signs and how to get help for someone at risk of suicide.

**ASIST**



***Applied Suicide Intervention Skills Training***

Suicide first-aid. A two-day skills based workshop for intervening with a person at risk of suicide.

# Free Web Resources – 24/7 access

## Resources

[www.suicideinfo.ca](http://www.suicideinfo.ca)

### Free to print, download and share:

- Posters
- Pamphlets
- Help cards
- Infographics
- Videos
- Toolkits
- Statistics
- Database of 45,000+ documents

# Other Resources

## Links to resources mentioned in this presentation:

- The Workplace and Suicide Prevention Toolkit: <https://www.suicideinfo.ca/resource/workplace-suicide-prevention/>
- Suicide Statistics: <https://www.suicideinfo.ca/resource-type/statistics/>
- safeTALK: <https://www.suicideinfo.ca/workshop/safe-talk/>
- ASIST: <https://www.suicideinfo.ca/workshop/asist/>



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# Thank you

## Suicide prevention is everyone's business.

*Keep in touch...*

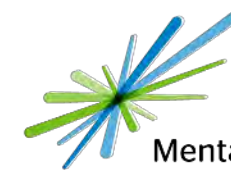
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**Canadian Mental  
Health Association**  
*Mental health for all*

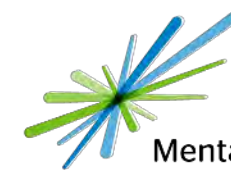


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# Questions ?





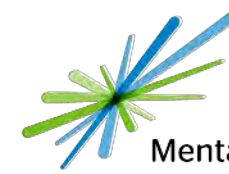
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You will receive an e-mail shortly with a satisfaction survey.





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# Thank you!

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