

The Ripple Effect:

A Conversation Guide For The Workplace

The Ripple Effect data from The Kids Mental Health Foundation clearly shows that some parents are making job decisions based on their children's mental health. In order to best support parents and caregivers in your organization, consider hosting an open discussion on the topic. Whether you have an established Employee Resource Group focused on families or you have never brought your caregivers together before, you can use this guide to start the conversation.

Before the session, make sure to prepare the following:

- Establish 2-3 leaders from within the organization to speak about this topic. Look for leaders who don't typically take on extra unpaid labor in the workplace, or determine a way to compensate them if possible.
- Review the family-focused benefits you already offer, and bring reminder communications into the session. Many parents or caregivers may not realize they have access to these benefits, and reminders never hurt!
- Communicate that the session will be confidential. This will help parents open up about their real concerns.
- Review the [Do's and don'ts of talking about child mental health](#), to ensure that you are breaking – rather than reinforcing – stigmas with your words.
- Consider a short survey before or during the session to get a baseline for how your organization's caregivers are doing. This could include questions about employee engagement, perception or needs as caregivers.


During the session, follow these tips and conversation prompts:

- Remind the group about confidentiality of what's discussed.
- Allow parents and caregivers to introduce themselves; in the entire group for sessions with fewer than 30 participants, or for sessions with more than 30 attendees, break them into small groups.
- If putting caregivers into small groups, segment them according to their oldest child's age and use the following guidelines:
 - Baby (ages 0-2)
 - Preschool (ages 3-5)
 - Elementary School (ages 6-10)
 - Middle School (ages 11-14)
 - High School (ages 15-18)
 - College/Adult (ages 18+)

Conversation Prompts:

Conversation Starters

What information would you find helpful, and how often do you want to gather to discuss and learn?



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Conversation Starters


How are your children doing with their mental health overall?



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Reminder (if applicable): here are the benefits we make available to parents and caregivers that could benefit a child/dependent's mental health.



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What have you found to be helpful for your child's mental health? Share resources, ideas, books, influencers, etc.



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Conversation Starters

When it comes to work, is there anything that would help you more as a parent or caregiver, as it relates to children and mental health?



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How is your own mental health faring?
Are you getting the support you need?



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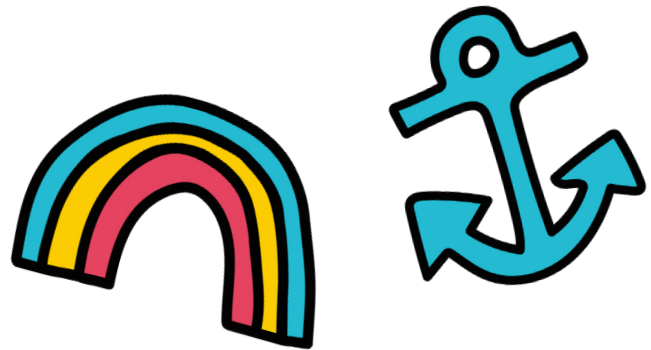
Are there other employee resource groups or groups who would benefit from joining a discussion on child and family mental health?



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After the session, here are considerations for follow-up:

- Give your employees a “next step” or resource they can contact afterward, such as HR, a mentor group, or an external resource if they are struggling.
- Encourage all attendees to follow along for free child mental health resources by following #KidsMentalHealthFoundation on social media or signing up for their weekly emails at [TheKidsMentalHealthFoundation.org](https://www.thekidsmentalhealthfoundation.org).
- For any crisis needs or discussions that arise, direct employees to call or text the [Suicide & Crisis Lifeline](https://www.suicideline.org) at 988 or text the [Crisis Text Line](https://www.crisistextline.org) by texting “START” to 741-741. If there is an immediate safety concern, go to the nearest emergency room.
- Schedule a demo to learn more about The Kids Mental Health Foundation’s resource, [Bloom: Supporting You in Growing Kids’ Mental Well-Being](https://www.bloom.org).



About The Kids Mental Health Foundation™

The Kids Mental Health Foundation is the leading organization promoting mental health for children in the United States. To achieve its vision to build a world where mental health is a vital part of every child’s upbringing, more than 1,000 mental health professionals and researchers at Nationwide Children’s Hospital, in partnership with other trusted experts, provide real-world knowledge and expertise to power the Foundation’s free educational videos, guides and curriculum. Launched in 2018 as The On Our Sleeves Movement for Children’s Mental Health, the organization recently expanded its mission as The Kids Mental Health Foundation to reflect the belief that emotional and physical wellbeing should be treated the same. To date, more than 15 million people have engaged with the Foundation’s materials, empowering parents, caregivers, educators, coaches and employers.