

# Driving behavioral health access and impact



EMPLOYER  
PODCAST SERIES



Welcome to our podcast series where we take on key challenges facing workforces today, and what we can do as a society, together, to address them. [Listen to the podcast here.](#)

## How we can do more to support employee mental health, together

Behavioral health conversations are growing support and shrinking stigma, but too many people still struggle to find the help they need. In fact, **an estimated 50%–70% of those living with a mental health condition don't receive treatment.**\* Hear industry experts Dr. Monica Berner and Dr. Eric Arzubi discuss the signs of progress in mental health care and dive into critical topics and solutions, including:

- The declining stigma around mental health conditions
- The growing importance of telehealth options to improve access and efficiency
- The impact of the growing shortage of mental health care providers
- Prioritizing an internal plan to provide effective, ongoing mental health support

We've made great strides in behavioral health care, but that doesn't mean our work is done. Integrated, adaptive support makes it easier to do more for employees, wherever they are. To learn more, read [our latest behavioral health white paper](#) or reach out to your plan representative today.

\* Mental Health America, "The State of Mental Health in America," 2023



**BlueCross BlueShield**  
Illinois • Montana • New Mexico • Oklahoma • Texas

Blue Cross and Blue Shield of Illinois, Montana, New Mexico, Oklahoma, and Texas, Divisions of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association

## Employer Action Steps

- 1** Be mindful of the workplace environment and culture you're fostering. Your employees spend a large portion of time at work, so it's important to make sure you create a culture that is positive, validating and supportive.
- 2** When working to improve mental health support, ensure there is a specific team or individual tasked with leading and owning efforts. Having this kind of internal champion is key to making a noticeable difference.
- 3** Once leadership around mental health care is established, make sure to provide them with the necessary resources to create tangible change and address the problem holistically.
- 4** Collect data and track improvements relating to these efforts. Having data helps you and leadership see and improve on the progress you make.