Stress & anxiety is the top mental health issue for employees, followed closely by burnout. 65% increased MH budget, 78% increased focus on MH, 91% expanded programs & benefits, 30% added staffing. While the majority of members are increasing their investment in mental health, most are looking towards outside resources to provide support. Caregivers, BIPOC employees and single parents are considered to be the most at risk for mental health issues.

Most members expanded multiple MH supports but few expanded paid leave. Women and caregivers utilized MH supports the most, especially EAP offerings and mindfulness & coaching.

Leadership is perceived to have an overwhelmingly positive impact on mental health efforts but leaders are still reluctant to discuss their own mental health.