







- May 1989 - brother
- July 1989 - father




- May 1989 - brother
- July 1989 - father
- November 1989 - twin sons

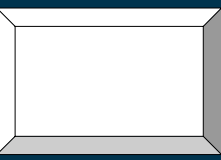
- May 1989 - brother
- July 1989 - father
- November 1989 - twin sons
- July 31, 1993 - brother

- May 1989 - brother
- July 1989 - father
- November 1989 - twin sons
- July 31, 1993 - brother
- January 1997 - mother

Left Alone!



- May 1989 - brother
- July 1989 - father
- November 1989 - twin sons
- July 31, 1993 - brother
- January 1997 - mother

There have been some terrible times.

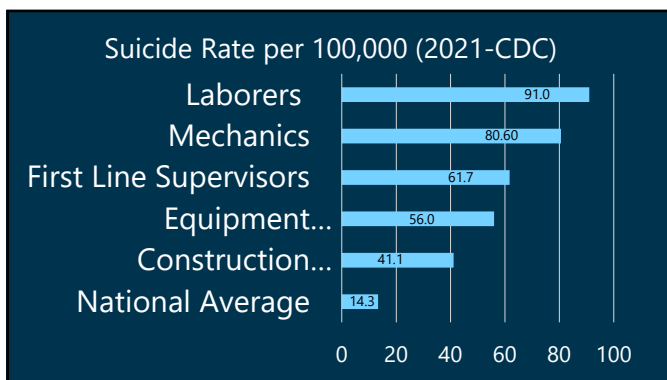
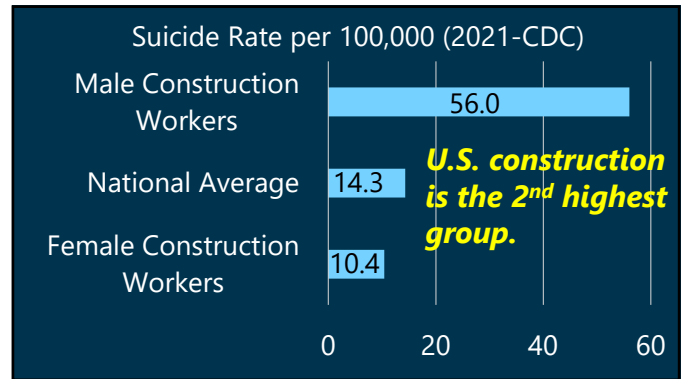
2007



Statistics
!

What Do The Numbers Say?

www.vincehafeli.com



Stats – 2021 U.S. Bureau of Labor Statistics & Centers for Disease Control

- Construction-related fatalities = 951 (2 to 3 per day)
- Construction and mining/extraction deaths by suicide = 4,813 (*10 to 15 per day*) (*Expected to be under-reported by as much as 50%*).

WHY SHOULD YOU CARE?

- **Mental Health Impacts**
 - Profit
 - Health Care Costs
 - Production
 - Quality
 - Recruitment
 - Retention
 - Morale
 - **Safety**

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Transformation
!

What Does Transformational Leadership Look Like in Discussing Mental Health, Suicide, and Addiction?

How do we make a difference?

www.vincehafeli.com




The Transformational Leadership Journey?

Safety Day
January 3, 2022

Safety Day
July 22, 2022

September 5-9 Was Construction Suicide Awareness Week



Mark, died by suicide on September 3, 2015. Mark was the office clown and always had us laughing.



- In 2022, 49,476 in the US died by suicide (Up 2.6% from '21)
- Nationally
 - We lose one American every 11 minutes to suicide.
 - Statistically, every two hours, we lose a construction worker to suicide.

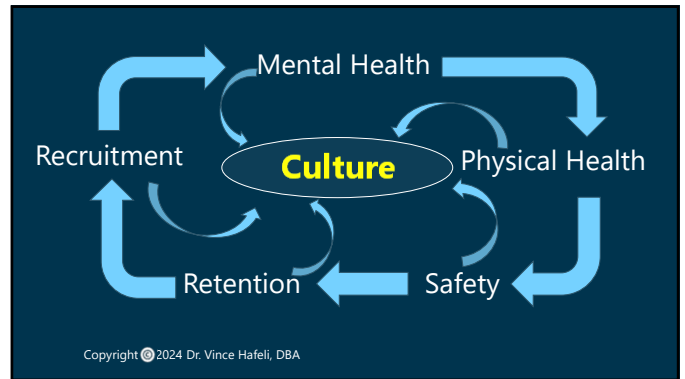
What Is "Killing" Our Construction Workforce?

- Fatality rate is 9.4/100,00*
- Suicide rate is 53.3/100,000**
- Overdose rate is 162.6/100,000**

* U.S. Bureau of Labor Statistics
** Centers for Disease Control

Takeaways

- Mental health does not equate to mental illness.
- Warning signs.
- If you have concerns, ask.



How Do We Address These Topics?

1. Keep it *simple*.
2. Leadership acknowledges the issue.
3. Build a network team.
4. Learn what tools you have in your EAP.
5. When appropriate, add to your EAP, if necessary.



Tools to Assist

Phase 1



My Personal Story



TEDx Talks

University of Mississippi



Aberystwyth Wales



Dr. Margaret Rutherford

