

### URAC'S FOCUS AREA

### WHAT URAC LOOKS AT

#### MENTAL HEALTH STRATEGY



Your organization's overall strategy on mental health – who creates it and how it's implemented.

#### LEADERSHIP INVOLVEMENT



The role of leadership in implementing mental health strategy for responding to external events.

#### ORGANIZATIONAL CULTURE



How a culture of mental health exists in your organization, including with team members and stakeholders.

#### WORKFORCE ENGAGEMENT



How your organization outlines processes for all staff to be involved with mental health at work.

#### WORK DESIGN AND ENVIRONMENT



How work is designed to ensure the mental health needs of your staff are met.

#### COMMUNICATIONS



The variety of channels, recipients and content your organization communicates about mental health.

#### TRAINING



What training exists for all stakeholders of your organization.

#### RESOURCES AND BENEFITS



Access and availability of mental health benefits and how those benefits are shared across the organization.

#### RELATED EMPLOYEE PRACTICES



Mental health integration in evaluation, training, DEIB initiatives, staffing and recognition.

#### MEASURING, MONITORING AND REPORTING



Organization measures and reports effectiveness of mental health resources, strategies and outcomes.

