

## Definitions of Well-Being & Mental Health at Work

**Well-Being** An integrative concept that characterizes quality of life with respect to an individual's health and work-related environmental, organizational, and psychosocial factors. Well-being is the experience of positive perceptions and the presence of constructive conditions at work, and beyond that enables workers to thrive and achieve their full potential. (CDC, 2018)

**Mental Health** includes our emotional, psychological, and social well-being. It affects how we think, feel, and act, and helps determine how we handle stress, relate to others, and make choices. (SAMHSA, 2024)

What are some examples of Tier 1 (general) and Tier 2 (targeted; after incidents) mental health and well-being supports & services within workplaces?

## "It's a Kākou Thing"

### Statewide Landscape Analysis

Your information will help improve mental health services, guide program development, inform policymakers, and track trends and challenges.

### How to kōkua (help):

1

**Talk story** for about 45 mins. with our staff

2

**Gather and share** any documents you think might explain and provide further info.

3

**Stay connected** with us via our newsletter to see how we can partner more.



### Two different ways to submit your documents:



Send an email to [owr.sowb@hawaii.gov](mailto:owr.sowb@hawaii.gov) with the attachments. Ensure your subject line includes "SOWB" and your department; or



We can email you a link to a One Drive folder where you can upload your documents (e.g., contracts, strategic plans, program announcements, policies)



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Office of Wellness and Resilience  
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*Our resilience is rooted in our wellness.*

### Timeline and Objectives

Per Act 106, OWR will administer the Project by the following timeline:

**Phase 1** Through Dec. 31, 2025: Complete landscape assessment of existing Tier 1 and Tier 2 mental health support services available to state and county employees serving as first responders, health care providers and public school employees.

**Phase 2** Through Dec. 31, 2027: Enhance existing services and develop new culturally grounded, community-informed well-being programs.

### Core Project Components

- 1 Landscape assessment
- 2 Culturally grounded and community-informed well-being programming
- 3 Track/measure aggregate mental health trends across all served populations

The **State of Well-Being Project** is an initiative established by the legislature in 2023 within the Office of Wellness and Resilience (OWR). It's designed to assess and enhance system-wide (Tier 1) and targeted (Tier 2) mental health support services for “key stakeholder” communities.

### Project Scope

The initiative encompasses critical state and county public service sectors, including “key stakeholders” as defined in Act 106:

- First Responders (e.g., police, firefighters, sheriffs)
- Healthcare Providers (e.g., Hawai'i Health Systems Corporation facilities, Hawai'i State Hospital, Maui Community Health Centers)
- Public Schools

### Your Participation is Key!

**Our team is actively building partnerships with key state and county staff to conduct interviews and gather other crucial insights (e.g., surveys). We value your expertise and perspective and look forward to engaging with you in this collaborative process to strengthen our shared work!**

**For more information, please contact the Office of Wellness and Resilience at [owr.sowb@hawaii.gov](mailto:owr.sowb@hawaii.gov)**



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## Office of Wellness and Resilience (OWR)

We address one of the underlying causes of some of Hawai'i's most pressing issues, and that's trauma.

Our **kuleana** is to strengthen our state service systems, using hope-centered principles as strategies to make Hawai'i a trauma-informed state. We break down barriers that impact the well-being of Hawai'i's people—from keiki to kūpuna.

In July 2022, Gov. David Ige signed Senate Bill 2482, creating the nation's first statewide-legislated Office of Wellness and Resilience (Act 291). The Office was founded in January 2023 with Gov. Josh Green, M.D.'s appointment of Tia L.R. Hartsock as its inaugural director.

## Our Focus Areas

### Policy Highlights

A lot of our work is centered on collaborative policy-making. For example, we convene a number of working groups, including the Mālama 'Ohana Working Group (Act 86) and Peer Support Specialists Working Group (Act 88), and continue to coordinate the long-term mental health and well-being response to the Maui wildfires.

The State of Well-Being Project is an initiative established by the legislature in 2023 within OWR (Act 106). It's designed to assess and enhance mental health support services for "key stakeholder" communities, including police, firefighters, healthcare providers and public schools.



#### Data & Assessment:

Working with expert entities to inform well-being and quality of life policy to increase wellness and resilience statewide.



#### Policy & Program Development:

Assessing and advocating policy and administrative needs to create trauma-informed state departments.



#### Partnership & Collaboration:

Serving as convener, facilitator and coordinator to promote engagement around relevant issues.



#### Training & Technical Assistance:

Guided by Gov. Josh Green, M.D.'s executive order No. 24-01, we're collaborating with state agencies to mitigate the impact of trauma both in the community and our workforce.



We want to hear from you. Let's talk story!  
Contact Us - 📞 1-808-586-0805 | 🌐 [owr.hawaii.gov](https://owr.hawaii.gov)

◀ Scan the QR Code to learn more!

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