



UPDATE

SUMMER 2021

Treatment • Growth • Recovery

Working to Overcome Adversity

A recent email from a parent inspires this edition of Rose Hill's UPDATE Newsletter. In the note a mother writes, "My son has a difficult time holding a job, and usually is let go after a hospital stay, because he was unavailable to work." She went on to explain that her son was having a hard time getting and keeping a job, and she hoped Rose Hill Center would help. This may be less likely to happen to someone with a physical disability as most of us know those individuals are protected by The Americans with Disabilities Act (ADA).

Rose Hill is Part of the Solution

Research shows that employment is one of the key factors that influence an individual's feelings of self-worth and dignity. One of the reasons Rose Hill residents are so successful when returning to the community is because of the therapeutic work program. Meaningful daily activity on Rose Hill's campus offers many of the benefits of paid employment including emotional well-being, social connections, a sense of achievement and belonging, an opportunity to contribute to the community, and greater meaning and purpose to life. As residents move through treatment, they transfer the skills learned on campus to the greater community, many obtaining paid employment while still in the Residential or Transitional Living Programs. Rose Hill's Transitional Living Program Case Manager, Amy Pisoni recalled one resident who enjoyed working on Rose Hill's animal care team, and volunteering with equine therapy animals. Today, this former resident continues to volunteer at the Humane Society many years after her discharge.



Mental Illness IS Covered by the ADA

This summer marks the 31st anniversary of the ADA, which was designed to protect individuals with disabilities, and to ensure equal treatment to people with physical and mental disabilities. To date, this well-intentioned action has fallen short when it comes to helping people with mental illness. In fact, research done by the National Alliance on Mental illness (NAMI) shows that despite a strong desire to work, unemployment rates for people with mental illness are among the highest in the country (nearly 80%). Many more are underemployed, holding part-time or temporary positions. Moreover, a 2013 study concluded that smaller employers may be less likely to hire someone with a mental illness because they do not know the costs involved in making reasonable accommodations.

Similar to employees with physical disabilities, **employees with mental impairments are entitled to reasonable accommodations**, which may include changes to workplace policies, procedures or practices; leaves of absence; or physical changes to the workplace. In addition, a supervisor may be required to adjust the way he/she interacts with an employee as a reasonable accommodation. An employee must disclose their mental health disability to access these accommodations. And, in order to provide accommodations an employer may request medical documentation regarding the employee's mental health condition and any functional limitations. For example, an employer that receives a doctor's slip that provides that the employee needs time off for stress could request additional medical documentation regarding the employee's medical condition and clarification on the leave requested. The level of detail is limited, but may still cause an employee to feel stigmatized.

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Rose Hill Center is a comprehensive and effective residential treatment and rehabilitation program for adults with serious mental illnesses. Rose Hill provides medication support, education, and training to help people from all over the country achieve their highest level of independence.

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UPDATE Newsletter

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A Hope-Filled Life

By Steve Lindsay



As everyday human beings, we are all faced with enormous challenges from time to time. In some cases, each job requires a certain level of responsibility, a strong amount of dedication, and a great dose of effort. It takes a special person to fully realize the value of a hard day's work such as recognition and credibility. However, life isn't always fair and forgiving for some people, and this important factor relates to loved ones with disabilities.

Many disabled workers continue to struggle with limited capabilities and the high degree of discrimination, despite the long-standing support of The Americans with Disabilities Act. My own experience dealing with mental illness and stigma has been replaced by success and satisfaction. I am keenly aware of the resilience and respect within the disabled community and advocate for inclusion whenever I can.

Today, I live a busy lifestyle filled with hope, purpose and structure. Plus, my long-term commitment as a Rose Hill Center graduate and my volunteer duties at Genesis House (a community-based support clubhouse in Fowlerville, Michigan) has paved the way to a bright future, including a possible peer support specialist position in Livingston County. Both Rose Hill Center and Genesis House are my true sources of inspiration.

Living with a mental illness is never easy, but our lives should be limitless without boundaries. Our lives are magical and meaningful. In truth, our lives matter.

Michigan Mental Health provided by NAMI Michigan



1,469,000 adults in Michigan have a mental health condition. That's more than 7x the population of Grand Rapids.

More than half of people with a mental health condition in the U.S. did not receive any treatment in the last year.

Of the 421,000 adults in Michigan who did not receive needed mental health care, 38% did not because of cost.

Michiganders are over 5x more likely to be forced out of network for mental health care than for primary health care, making it more difficult to find care and less affordable due to high out-of-pocket costs. 5.8% of people in the state are uninsured.



4,224,425 people in Michigan live in a community that does not have enough mental health professionals.

NAMI Michigan is part of NAMI, National Alliance on Mental Illness, the nation's largest grassroots mental health organization dedicated to building better lives for the millions of American affected by mental illness. Learn how you can help at: namimi.org

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Employment is Important

The problem of unemployment goes much deeper than economic need for individuals with mental illness. A job loss often results in social isolation and depression. When unemployment continues, family conflict, substance use, and chronic illness often follow. Rose Hill's benefit coordinator, Krista Klas, explains that when entering the work force again, **many persons with disabilities are concerned with employers questioning the gaps in their employment history as indicated on their resume.** Often there are large gaps in employment due to receiving mental health services or having a mental break.

Persons with disabilities have a difficult time explaining these gaps without divulging their mental illness history.

Also, the system can be difficult to understand and navigate. The rules are different for Supplemental Security Income (SSI), Social Security Disability Insurance (SSDI) and Medicaid in regards to paid employment. **There are many programs available to persons with disabilities who are working, but these programs are not well published and require much research and paperwork.** Case workers at the state and federal level are often very difficult to reach due to large caseloads, making it difficult to receive assistance or even ask questions. This often leaves the disabled person frustrated and confused.

Ways That You Can Help

Prejudice, stereotyping, and discrimination all culminate in the stigmatization of individuals with mental illness and directly affects quality of life. **One of the leading causes of discrimination in all parts of society against people with mental illness is related to stigma.** Stigmatizing behaviors, which are reinforced by the media, can take the form of fear and avoidance. The Media contributes to the widespread disdain held by some and is implicated in much of the social marginalization experienced by mentally ill workers.

By questioning what you see on TV and in movies you may start to recognize your own stereotypes and stigmatizing behaviors. By advocating for people with mental illness in the workplace you can help to educate others on this topic. Lastly, by supporting programs like local Clubhouses, Supported Employment and applicable legislation, you will improve employment options for people with mental illness who want to work.

Hard Work Pays Off

By Rochelle Rothwell

As the president and CEO of Rose Hill I spend much of my day concerned with business decisions, profit and loss statements, budgets, and the like. A concern that I share with many business owners and for-profit organizations is finding and keeping competent employees. **I can appreciate the need to make accommodations for my employees, as I see this as an opportunity to improve productivity and create a more engaged workforce.** Building a culture of understanding and valuing workers, promoting teamwork, and providing the necessary improvements to help people do their jobs will benefit businesses in the long run.



In the short run, however, individuals with mental illness must be able to obtain jobs and keep them long enough to build a partnership with their employer. Rose Hill's therapeutic work program is a tangible example of how to accomplish this. I am proud of the work our support staff and clinicians do to help prepare our residents for a successful re-integration to community life. I am proud too of the residents who are working hard to accomplish these goals. **Because recovery is hard work - 5 days a week, residents not only participate in group and individual therapy - they work!** Rose Hill's therapeutic work program offers residents a hands-on experience of holding a job, meaningful daily activity designed to build self-esteem, universal work skills, and social connectedness.

When residents arrive at Rose Hill, many have never held a job successfully. Some have had bad experiences in the workplace and are reluctant to the idea of working. Building skills helps to build self-efficacy and confidence that stay with our graduates long after their discharge. Our community support clients (Rose Hill graduates) that continue to receive services after discharge let us know this program works. **The many success stories that are shared with me from our alumni are proof that people with mental illness can and do recover.**



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Mental Illness - The Great Equalizer

By Dan Kelly

Dear Friends:

Rose Hill's programming has always included a work component because of the obvious benefits of a work ordered day: structure; purpose; independence and financial security. In a society that values these qualities, people with mental illness can feel left out. This is just not acceptable! We would never discriminate against or stigmatize people with hearing loss, poor sight, or any other medical disability. Yet an illness that affects 1 out of every 5 Americans is treated with fear and misunderstanding in the workplace.



It is often said that mental illness is the great equalizer because it can affect any family or person. If this is the case, why is residential treatment not equally accessible? Why won't health insurance companies provide the same coverage they do for other illnesses, like stroke and heart disease?

Rose Hill is dedicated to help as many people with serious mental illness as possible to recover and go on to lead independent lives. However, not everyone can afford treatment at Rose Hill. Accordingly, we have established a financial assistance program to provide grants to individuals and families who, despite the sacrifices they are willing to make, would otherwise be unable to afford the full cost of treatment. During the past year, Rose Hill has responded to an unprecedented number of requests for financial assistance. **And, with the support of our donors and the Rose Hill Foundation, we are projecting that we will provide over \$1,000,000 in financial assistance in 2021.**

That is where you can help. Unless otherwise specified, your gift to the Foundation will be added to our financial assistance fund to help change someone's life! Help us help those who want the many benefits of a work ordered day to develop the skills, confidence, self-worth and the opportunity to live an independent and fulfilling life.

Sincerely,

Dan Kelly