

The Zoom Interface

The screenshot shows the Zoom Webinar interface with several key elements and annotations:

- Header:** "Zoom Webinar" title bar, "You are viewing David Terry's screen", and "View Options" dropdown.
- Main Content:** TTC Technology Transfer Centers logo, "Thank you for joining us today!", and "You will not be on video during today's session".
- Q&A Window:** A "Question and Answer" window is open, showing a question: "This is a test question!". It includes buttons for "All questions (1)" and "My questions (1)". Annotations explain that users can switch between questions and use the Q&A feature to ask questions of the host and presenters.
- Chat Window:** A "Zoom Webinar Chat" window is open on the right. It shows a "To: All panelists" field and a message: "Your text can only be seen by panelists". Annotations explain that the chat feature allows users to talk with other people and that the "To" field indicates who will receive the message.
- Bottom Bar:** Contains "Audio Settings", "Chat", "Raise Hand", "Q&A", and "Leave" buttons. Annotations point to "Click Here to adjust your audio settings" and "Click here to leave the session".
- Audio Settings Panel:** A "Select a Speaker" panel is visible, showing "Speakers (Realtek(R) Audio)" selected.

All attendees are muted. Today's session will be recorded.

Advanced Skills in Supported Employment Webinar Series Session 1: Inclusive Work Cultures- Assessing for Fit

Joni Dolce, MS, CRC

Department of Psychiatric Rehabilitation and
Counseling Professions

Rutgers School of Health Professions

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Mental Health Technology Transfer Center
Funded by SAMHSA

**Northeast and Caribbean
Region 2**

**General Mental
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Feedback about this training will assist us in developing future trainings that are relevant to your professional needs. Therefore, your feedback counts!



Northeast and Caribbean (HHS Region 2)

MHTTC

Mental Health Technology Transfer Center Network

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Video Recording Information

Please Note:

We will be recording this webinar and posting it to our website along with the presentation slides and any relevant resources.

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At the time of this presentation, Miriam Delphin-Rittmon served as Assistant Secretary for Mental Health and Substance Use at SAMHSA. The opinions expressed herein are the views of the speakers, and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

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Your Interactions With Us

Question and Answers

- Q & A will occur at the end of the call.
- Type your questions in the Q & A feature in Zoom located on the task bar (hover over task bar).
- Note: your question is visible to all participants.

Chat and Polls

- Throughout the webinar, we will be asking for your input.
- Use the Chat or Poll features in Zoom located on the task bar.
- You can control who can see your chat comments.

A woman with dark, curly hair and a nose ring is looking out a window. The view outside shows a tall building and some greenery under a blue sky with clouds. The window frame is visible on the left.

988

SUICIDE
& CRISIS
LIFELINE

For people experiencing:

- Suicide, mental health, substance use crisis
- Emotional distress
- People concerned about someone in crisis

The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

STRENGTHS-BASED
AND HOPEFUL

INCLUSIVE AND
ACCEPTING OF
DIVERSE CULTURES,
GENDERS,
PERSPECTIVES,
AND EXPERIENCES

HEALING-CENTERED AND
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS
PARTICIPATING IN THEIR
OWN JOURNEYS

PERSON-FIRST AND
FREE OF LABELS

NON-JUDGMENTAL AND
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR
AND UNDERSTANDABLE

CONSISTENT WITH
OUR ACTIONS,
POLICIES, AND PRODUCTS

Meet Today's Presenter

Joni Dolce
Rutgers University
Assistant Professor



Objectives

01

Identify features of workplaces that are inclusive of individuals with mental health conditions.

02

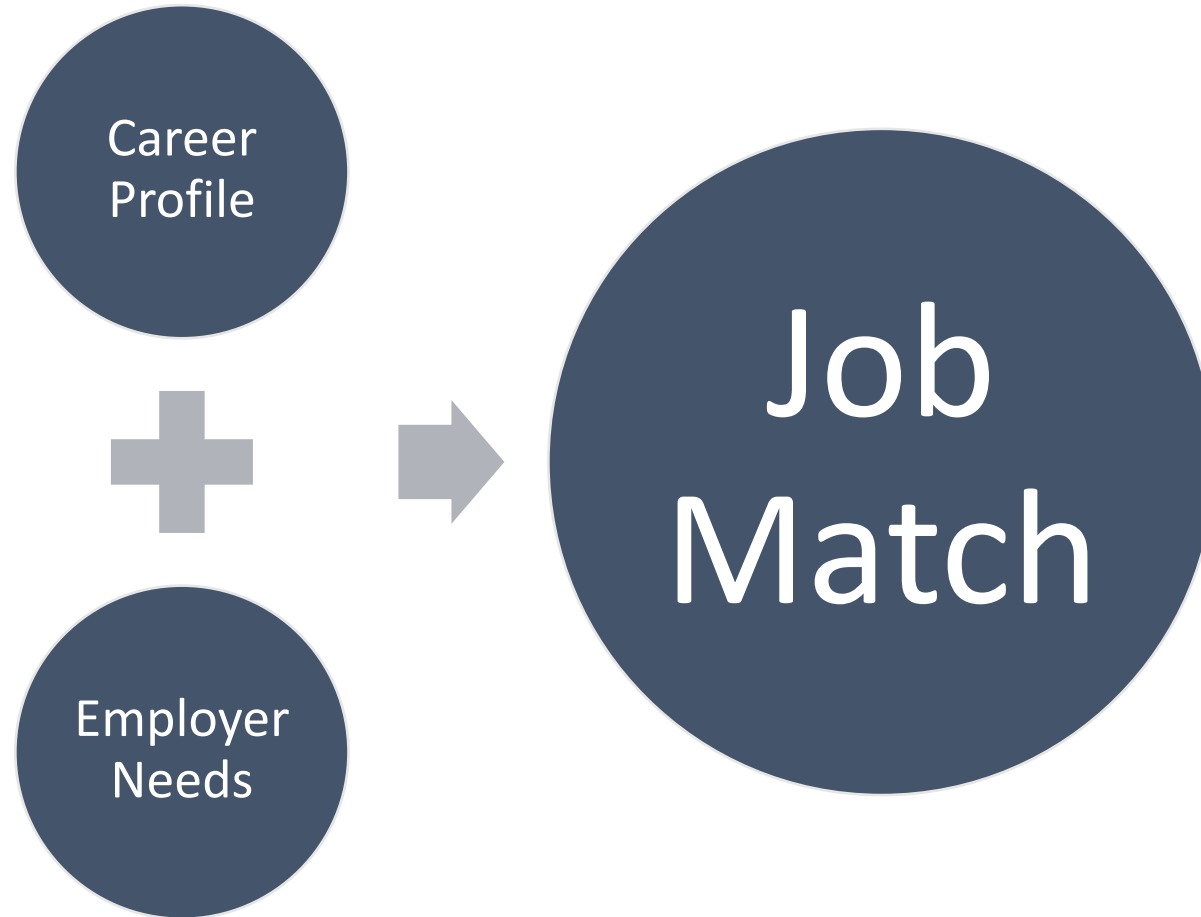
Describe methods to assess work culture.

03

Conduct a work culture analysis.



Making the Job Match

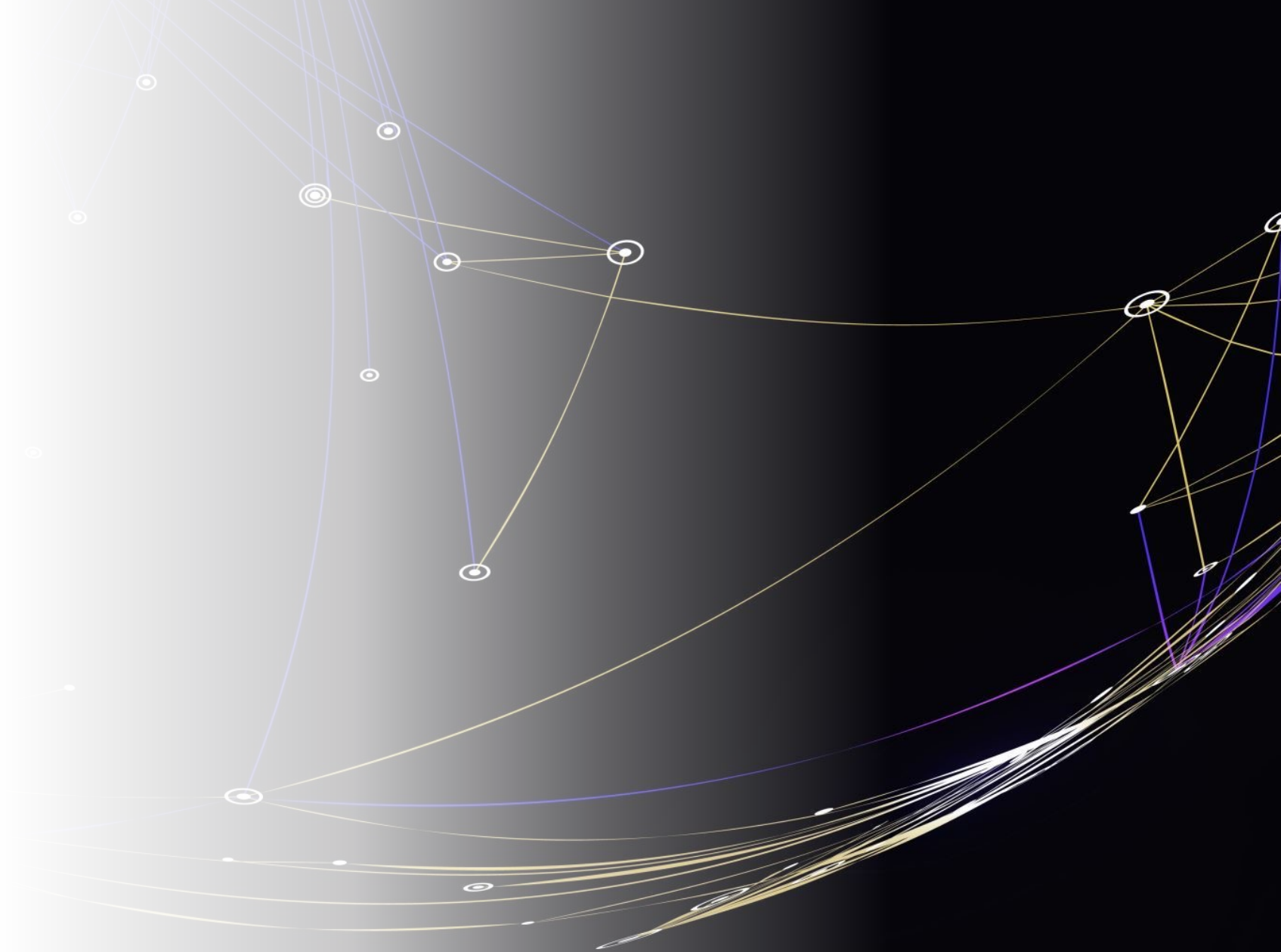





What is work culture?

As we view the video, how do these employees define work culture?

- <https://youtu.be/stxliDxoJgg>



A photograph of three business professionals in an office. In the foreground, a man with a beard, wearing a white shirt, is seen from the side, looking towards the right. Behind him, a woman with blonde hair, wearing a blue blazer over a yellow top, is smiling broadly at the camera while working on a laptop. In the background, another woman with dark hair in a bun, wearing a grey top, is also smiling and working. The office environment includes computer monitors, desks, and a small potted plant on the desk in the foreground.

Why is
understanding
work culture
important?

Iwanaga et al., 2021

Jopwell

What makes a work culture inclusive?





Inclusive Workplace Culture

“Indicates a climate in which **respect, equity, and positive recognition of differences** are all cultivated.”

Work Culture Areas

Leadership

Management

Workplace
practices

Policies and
philosophies

People

Mission, Vision,
and Values

Work
Environment

Communications

[Work culture analysis - Google Docs](#)

Worksite Features

- Social customs
- Stories and roles
- Language
- Social activities
- Workspace
- Power and influence
- Style of leadership
- Tone of interactions
- Gathering places
- Celebrations
- Company image

How people interact on the job

- Joking
- Teasing
- Helping with work
- Chatting casually
- Discussing work tasks
- Having coffee or meals together
- Discussing personal life
- Asking for or giving personal advice
- Teaching a work task

Features of an Inclusive Workplace Culture

Representation

Receptivity

Fairness



Learning about a company's workplace practices and culture

1. Online Research
2. Company's Employees
3. Company's Values
4. Questions During the Interview
5. Network with Connections
6. Employee Benefits

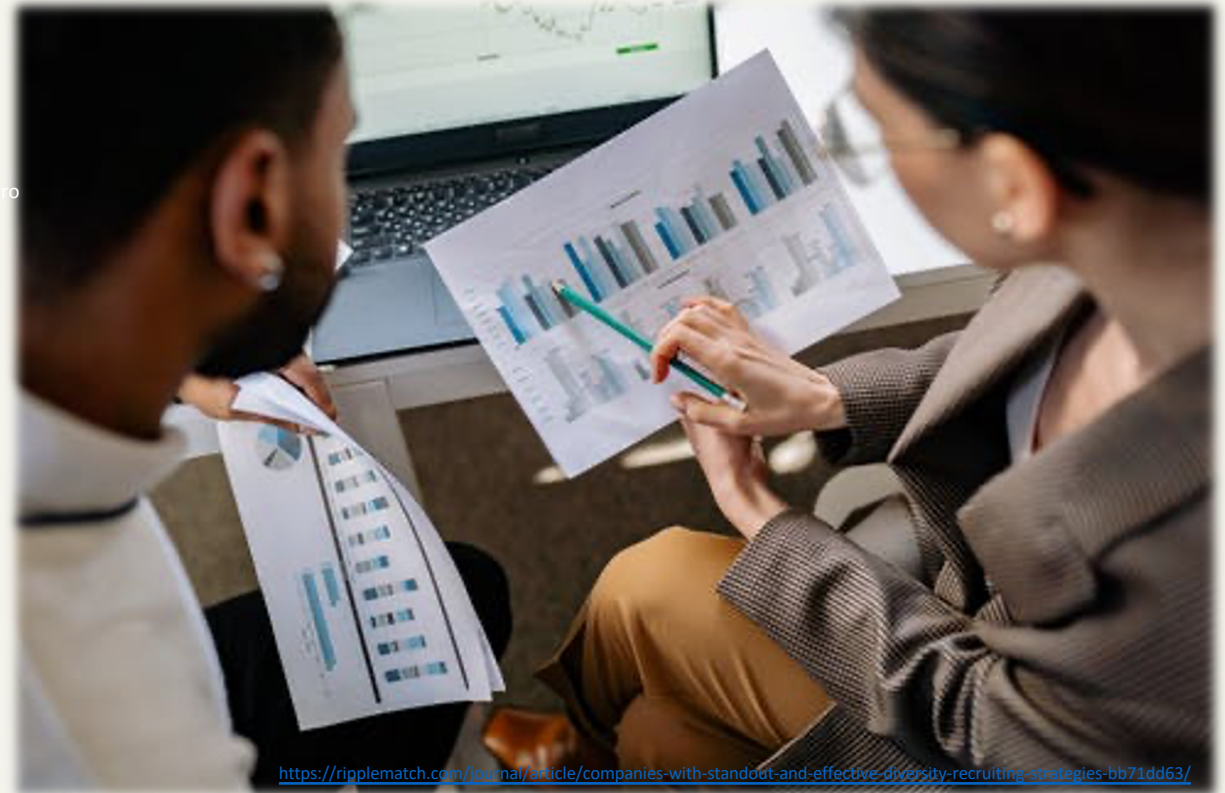
<https://www.thebalancecareers.com/how-to-tell-if-a-company-values-diversity-and-inclusion-4770190>



24 Companies With Standout and Effective Diversity Recruiting Strategies

Danielle Agugliaro

Danielle Agugliaro



<https://ripplematch.com/journal/article/companies-with-standout-and-effective-diversity-recruiting-strategies-bb71dd63/>

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Activity

Using your current or a past employment setting, describe the bolded areas of work culture:

- Leadership
- Management
- **Workplace practices**
- Policies and philosophies
- **People**
- Mission, Vision, and Values of the Organization
- **Work Environment**
- **Communications**

[Work culture analysis - Google Docs](#)

Let's review

People

- What are the types of interactions between co-workers? Between supervisors and co-workers?
- Are they collaborative or independent? Are they task oriented or social? Describe how they are collaborative and/or independent; task oriented or social.
- In what ways do co-workers support each other? What are some additional questions you might want to ask?

Work environment

- What is hanging in offices/common areas?
- How about virtual areas/workspaces?
- Are there open areas or private offices? Are these areas cluttered or neat?
- What are the physical and/or virtual signs of inclusivity?

Let's review

Workplace practices

- How are employees recruited, selected, and trained?
Describe the ongoing training and development.
- What are the opportunities for advancement?
- How is wellness addressed and work/life balance (paid time off for leave/sick days)?

Communications

- What is the manner of communication, including the type, degree, and frequency between co-workers and between leaders and employees?
- How transparent is the organization in sharing information?

- Understanding workplace culture helps with job matching
- Inclusive workplaces include features beyond diversity

S U M M A R Y

Questions or Comments?



Work Culture Resource

- Examples of Great Company Culture by Melina Theodorou

<https://www.careeraddict.com/best-company-culture>

Resources

Individual Placement and Support Employment Center

<https://ipsworks.org/>

IPS Principles

<https://ipsworks.org/index.php/documents/ips-practice-and-principles/>

Best and Promising Practices Library: Supported Employment Fact Sheet

<https://mhttcnetwork.org/centers/global-mhttc/best-and-promising-practices-bpp-fact-sheet-library>

Northeast and Caribbean MHTTC Supported Employment page:

<https://mhttcnetwork.org/centers/northeast-caribbean-mhttc/supported-employment-se>

Wisconsin Department of Health and Services: Individual Placement and Support

<https://www.dhs.wisconsin.gov/ips/index.htm>

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Evaluation Information

The MHTTC Network is funded through SAMHSA to provide this training. As part of receiving this funding we are required to submit data related to the quality of this event.

At the end of today's training please take a moment to complete a **brief** survey about today's training.



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**Please allow 14 business days for all recordings to be made available.*

Certificate of Completion

A Certificate of Completion will automatically be emailed to all online participants within 7 days of webinar broadcast.

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Phone: (908) 889-2552

Email: northeastcaribbean@mhttcnetwork.org

Website: <https://mhttcnetwork.org/centers/northeast-caribbean-mhttc/home>

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SAMHSA
Substance Abuse and Mental Health
Services Administration



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The purpose of the MHTTC Network is technology transfer - disseminating and implementing evidence-based practices for mental disorders into the field.

Funded by the Substance Abuse and Mental Health Services Administration (SAMHSA), the MHTTC Network includes 10 Regional Centers, a National American Indian and Alaska Native Center, a National Hispanic and Latino Center, and a Network Coordinating Office.

Our collaborative network supports resource development and dissemination, training and technical assistance, and workforce development for the mental health field. We work with systems, organizations, and treatment practitioners involved in the delivery of mental health services to strengthen their capacity to deliver effective evidence-based practices to individuals. Our services cover the full continuum spanning mental illness prevention, treatment, and recovery support.

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