Implementation of an Intervention to Reduce Mental Health Stigma in Healthcare Workers

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Background and Purpose

- Common among healthcare workers: burnout, anxiety, depression, and other mental health issues
- Care-seeking and ongoing treatment participation hindered by mental health stigma; major barrier
- Workplace interventions: promote mental health, raise awareness of mental illness, reduce stigma; likely improve employee and organizational health

The purpose of this DNP project is to plan, implement, and evaluate a unit-based intervention to reduce mental health stigma among healthcare workers

Methods

- **Theory**: Goffman’s theory of Stigma
- **Translational framework**: John Hopkins Evidence-based practice model
- **Setting/Sample**: Oncology and Ortho-spine unit in a not-for-profit healthcare center in Southeastern U.S; Staff who provide direct patient care
- **Pre/post test study design with convenience sample using the Opening Minds Stigma Scale for Health Care Providers (OMS-HC)**

<table>
<thead>
<tr>
<th>Sample Characteristics</th>
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<tbody>
<tr>
<td>7 CNAs 19%</td>
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<tr>
<td>21 RNs 57%</td>
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<tr>
<td>Other 24%</td>
</tr>
</tbody>
</table>

Results

**Table 1: OMHS-CH Pre/Post Questionnaire**

<table>
<thead>
<tr>
<th>OMHS-HC</th>
<th>N</th>
<th>Min.</th>
<th>Max.</th>
<th>Mean</th>
<th>Median</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-</td>
<td>37</td>
<td>35</td>
<td>59</td>
<td>47.08</td>
<td>54</td>
<td>5.81</td>
</tr>
<tr>
<td>Post-</td>
<td>37</td>
<td>36</td>
<td>51</td>
<td>44.56</td>
<td>45</td>
<td>3.79</td>
</tr>
</tbody>
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**Implementation**

- 5–10-minute mental health reflection added to recurring monthly staff meeting
- Topics: mental health literacy, mental health stigma, self-care, and organizational resources
- Informational flyers posted in unit breakrooms, bathrooms, and other approved locations

**Discussion**

- Intervention was feasible and acceptable; no significant difference between pre/post intervention
- Increasing awareness of self-health for HPs can create an opportunity for individuals to learn more and want to seek treatment

**References**