

Calm for Business has been selected to provide mental health and well-being resources to Columbus Public Health employees. The introduction of this highly acclaimed program shows our commitment to prioritizing the mental health and well-being of our employees. While we know that not all of our employees take advantage of our EAP (Employee Assistance Program), research shows that they would be more willing to use Calm in the comfort of their own home, at their desk or share the features with their friends and family. Through this grant, my team and I have been actively engaging with our employees and attentively listening to their preferences and needs. By implementing Calm, we show our employees that their voices shape the initiatives and support systems we provide which is something that hasn't happened at CPH in a very long time.

This is supported under Strategy A1 of the Public Health Infrastructure Grant. From our CDC Grants Management Officer, Damond Barnes, "Strategy A1 reflects the following" Under the strategy, recipients can fill vacancies and create new positions, and they can retain staff who are on term appointments, whom they wish to extend employment. Recipients can also make significant new investments in workforce engagement, well-being, and other related programs and services, to assist with retention and help improve emotional, mental, and physical health outcomes of the workforce." The subscription itself is allowable and the proposed costs are reasonable. This request has been approved."

We began researching mental health apps for employees back in July 2023. I have been in contact with multiple companies including Talkspace, Sanvello, Mindshift, happify, Moodfit and Headspace. Three of them were way beyond our price range, one of which was double the cost of Calm and only for one year. One company would need access to our networks which is not allowable through City guidelines and the other relied on virtual therapy sessions and required insurance information which is not what we were looking for in an app. Calm is the only vendor that provides the services we were after and the only provider that gives each user 5 additional licenses to share with family and friends. In addition, they provide a multitude of services that will be beneficial to our employees. The Calm app is also reflective of the inclusive missions that employees of Columbus Public Health strive to achieve in their daily work by being offered in 6 languages other than English and more languages in progress. We also have the option to provide a link to our EAP program and highlight their services should employees want to receive in-person assistance.

Lastly, the customer service that Calm has provided has been unparalleled. They have been wonderful to work with and answered my magnitude of questions. Unlike other companies, they will set us up with a Customer Success Rep that will guide us through the rollout and use of the app. They will provide unlimited resources to use to promote employee well-being and the app. They will create custom email templates for us to promote events at CPH as well as days like World Mental Health Day, Public Health Week and more. With Calm, there is no integration with the network. Users are provided access with their email address and can access the features of Calm through a smartphone, smartwatch or visiting a website. Calm does not track any employee information which is something the other apps did. Calm is simple to use and the exercises are easy to follow. The team at Calm truly wants to help its users.

We have chosen Calm for Business as our preferred vendor due to its exceptional standing as the highest-rated mental health app. With over 100 million downloads, Calm has demonstrated widespread user satisfaction and trust. The extensive user base signifies the app's effectiveness in delivering mental health and well-being solutions. Additionally, our positive experience with Calm's customer service further solidifies our decision. Their commitment to excellent customer support ensures that our team will have the necessary assistance and guidance, contributing to a seamless and effective integration of Calm into our business environment.

