



Your DE&I Business and Lifestyle Brief

October 2024

Black History Month: Whitewashed Narratives of Mental Health

Once again we find ourselves in October with Black History Month (BHM) having firmly landed in the UK. This year the theme is reclaiming narratives, marking a significant shift towards recognising and correcting the narratives of Black history and culture.

With this in mind, the Equality Leaders team wanted to focus specifically on racialised communities and their lived experience of mental health support. People from ethnic minority communities are more likely to experience a mental health problem, less likely to receive support, and have poorer outcomes from services.

In fact research by the mental health charity [Mind](#), revealed that:

- Only 1 in 3 people felt comfortable talking about their thoughts and feelings.
- 1 in 3 people said they had experienced stigma and/or discrimination from a healthcare professional.
- More than 1 in 3 were unsure where to start and what kind of support to seek for their mental health.

Furthermore, NHS England [2016](#) and [2021](#) reports highlight that:

- Despite higher prevalence, Black adults have the lowest mental health treatment rate of any ethnic group, at 6%
- A disproportionate number of people from Black, Asian and Minority Ethnic communities are detained under the Mental Health Act. Rates of detention for Black or Black British groups are over 4 times those of white groups.

There are deep-rooted racial inequalities within the mental health system and this must change. Our Brief brings you research insights and curated resources to support your learning and deepen your understanding of these deep-seated issues.

Insights



Race and Mental Health

Ethnic minority communities feel othered with mental health services



Talking about mental health in the Black British community

Jade, 23, asked other young Black people about their experiences of mental



Race and Mental Health at Work

Racism, discrimination and structural inequalities intersect with mental health and have an impact

perceived to be designed through a Western lens. The support feels service and symptom-led, rather than a holistic approach that values the wider lived experiences. There exist stigmas within some communities too, with mental health issues seen as bringing shame to the family, culture and community. Read [here](#).

health, asking for help, and growing up Black in Britain. Racism and discrimination are two factors that can impact people's mental health. Young Black people are also at risk of being treated as an adult when they are not. Read [here](#).

on the mental health of people of colour in the workplace. This toolkit explores how we can understand the links between racism, inequality, and wellbeing. It also offers a step-by-step guide for employers looking to create a workplace that promotes wellbeing for all. Read [here](#).

What Our Clients Have To Say

”

“Equality Leaders has been our partner in advancing our workplace's dialogue on race. Their guidance has empowered us to navigate these conversations with sensitivity and purpose. Additionally, they've played an instrumental role in helping us shape our events, ensuring they resonate with everyone and making sure it's clear how each individual can take concrete actions towards meaningful change.”

- Elena Mancini, Marketing Lead Cheez-It EU, Kellanova



Upcoming Events

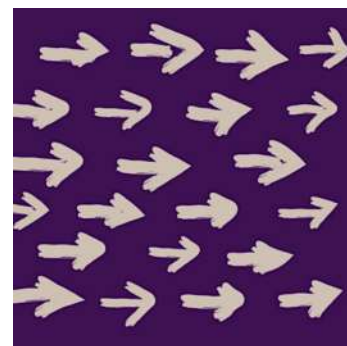


The Coast is Queer Literature Festival | 10-13 October 2024



Disability Visibility: Tackling Underrepresentation in Leadership | 19 November

Our panel of disabled leaders share their unique career paths into leadership and showcase how they are challenging exclusionary norms to unlock opportunities for those to follow. With a 27% disability employment gap in the UK, redressing these gaps are crucial.



The Power of Allyship: The Anti-Racist Ally - Your Role

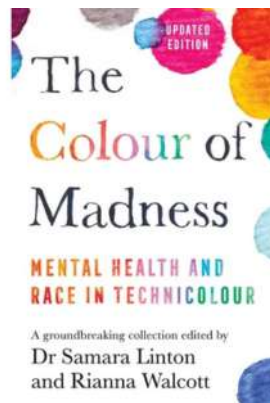
Join the CIPD for a transformative session for professionals dedicated to understanding and advancing anti-racism in their workplaces and broader communities. 2020 and the recent UK unrest has taught us that we need strong communities committed to

The Festival creates a space for queer readers, writers and allies to come together in a grassroots celebration of the written word, bringing together authors and poets, performers, scriptwriters, activists and audiences to celebrate queer lives and writing. [Book here.](#)

[Save the date.](#)

advocating for one another. [Register here.](#)

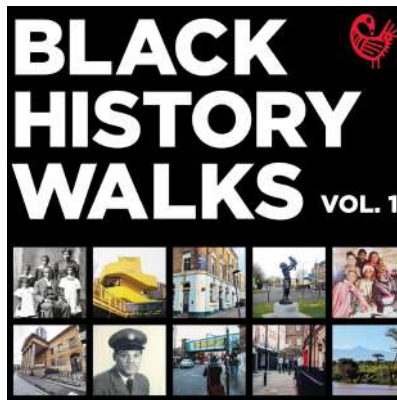
EL Recommends



Read

The Colour of Madness

This groundbreaking anthology amplifies the voices of people of colour, showcasing over seventy contributors sharing their stories, essays, poetry, short fiction and artwork. A vital and timely tribute to all those whose lives have been impacted by medical inequalities, this collection seeks to disrupt the whitewashed narrative of mental health in Britain. Buy [here.](#)



Visit

Black History Walks

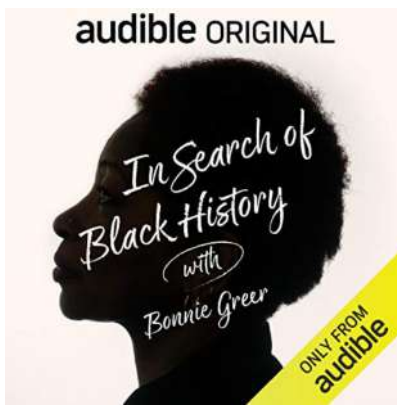
Black History Walks offer walking tours, educational talks and films in London. They work with museums, schools, communities and universities to deliver a diverse and engaging programme of educational experiences for students, sightseers, businesses, film fans and anyone with an interest in history and learning. [Book.](#)



Watch

David Harewood: Psychosis and Me

At 23 years old, David Harewood had a psychotic breakdown and was sectioned. In this film, David lets viewers into the realities of experiencing a psychotic breakdown, opening up in a way he has never done before. David traces his steps, meeting young people living with psychosis and the NHS professionals who treat them. Watch [here.](#)



Listen In Search of Black History

From the earliest glimmerings of modern humanity, up to the present day, Bonnie Greer uncovers the lives of people of African descent that don't fit with the accepted history of Western Civilisation we've traditionally been taught. From saints, to philosophers, to warrior women and king's heralds - these people's lives have been lost, hidden and distorted down the centuries. Listen [here](#).

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