

## Black Workers

Black workers are more likely to be diagnosed with a mental health issue. Causes include individual and institutional racism, inequality and social disadvantage in areas such as housing, education, employment, education, health and the criminal justice system.

Source: Mental Health Foundation

## Disabled Workers

Mental health problems among people with a disability are often overlooked, underdiagnosed and left untreated as a result of poor understanding and awareness, especially for those with a learning disability.

Source: Mental Health Foundation

## LGBT+ Workers

The higher prevalence of mental ill health among members of the LGBT+ community can be attributed to a range of factors such as discrimination, isolation and homophobia. This can lead to members of the LGBT community feeling dissatisfied with health services, with mental health services most often perceived to be discriminatory.

Source: Mental Health Foundation

## Women Workers

Research suggests that women experiencing domestic abuse are more likely to experience a mental health problem, while women with mental health problems are more likely to be domestically abused, with 30-60% of women with a mental health problem having experienced domestic violence.

Source: Mental Health Foundation

## Mental Health at Work

1 in 4 people will experience a mental health issue or condition at some point in their lives. Mental Health does not discriminate. It doesn't care about your age, gender, ethnicity, sexual orientation or your gender identity, whether you are disabled or not. Mental health issues or conditions can happen at any time in our lives – understanding the issues facing people with mental health issues or conditions can go some way in ensuring that all workplaces are fully inclusively.

## The Intersectionality of Mental Health

When supporting members at work, it is important to recognise the importance that intersectionality plays and recognise that people do not always only belong to a single group.

For example, a black woman will experience mental health discrimination and support differently than a disabled man.

Understanding equality issues is critical to supporting individuals.

**WORLD MENTAL HEALTH DAY 10 / 10 / 18**