DEI + AEC: Mental Health in the Workplace

Keyona King-Tsikata, MPH, Senior Director, Health Equity & Access Team

Health Equity & Access Team, Public Interest Directorate

January 2023
Goal for today

- Name It
- Discuss How it Operates
- Best Practices

Strategies to Act
Mental health refers to a person's overall psychological and emotional well-being. It includes factors such as the ability to manage emotions, cope with stress, and form positive relationships. When a person's mental health is poor, they may experience symptoms such as depression, anxiety, and other emotional or psychological difficulties.
EDI + Climate/Culture + Mental Health

**EDI and Mental Health Disparities**
People from marginalized communities are more likely to experience mental health issues due to the cumulative effects of systemic discrimination and bias. Therefore, addressing EDI can help to reduce mental health disparities for these groups.

**Creating a Supportive Environment**
A workplace that prioritizes EDI can help to create a more inclusive and supportive environment for all employees. This can lead to improved mental health and well-being for employees from diverse backgrounds.

**Improved Culture and Climate...**
When employees feel that they belong, are valued, and are treated with respect and fairness, they are more likely to be engaged and productive.

...**Improved employee engagement, retention, and recruitment**
An organization that prioritizes EDI is more likely to retain and attract diverse talent, which can help to create a more innovative and dynamic workplace.
More on Mental Health....

Multifaceted Areas of Mental Health

- Stress
- Anxiety
- Mood/Depression
- Eating Disorders
- Substance Use & Abuse
- Attention Deficit
- Hyperactivity
- Obsessive Compulsive
- PTSD
- Impulse Control
- Personality
Mental Health in the Workplace Matters

Our Nation’s Current Workplace Landscape

Recent surveys suggest...

76% of U.S. workers reported at least one symptom of a mental health condition.

Source: Mind Share Partners’ 2021 Mental Health at Work Report

84% of respondents said their workplace conditions had contributed to at least one mental health challenge.

Source: Mind Share Partners’ 2021 Mental Health at Work Report

81% of workers reported that they will be looking for workplaces that support mental health in the future.

Source: APA’s 2022 Work and Well-being Survey results
Mental Health in the Workplace Matters

- Leading cause of disability in the workplace
- $200 Billion on lost productivity annually
- EAP Utilization <5%
- Evolving labor force and options
  - Technology Advances
  - More options for Gig labor force
  - Generational Differences in the labor force
    - 35% Millennials
    - 33% Gen Xers
    - 25% Boomers
    - 5% Post Millennials
    - 2% Other (Silent/Greatest)
Sound Familiar...

High-Stress Work Environment

Long Working hours

Isolation and lack of support

Fear of job loss

Lack of Work Life Balance

Mental Health in AEC
Resources and Best Practices


- Protection from Harm
- Connection & Community
- Work-Life Harmony
- Mattering at Work
- Opportunity for Growth
Your Role...

LEARN

EDUCATE

ADVOCATE

ELEVATE
Questions?

Contact me Keyona King-Tsikata
ktk@apa.org or on LinkedIn