



Welcome to Thrive in Your Workplace's Panel:

“How to Foster Anti-Racist Workplace Practices for Mental Health”

About Thrive in Your Workplace

Thrive in Your Workplace is a public-private partnership that **helps local employers integrate mental health support** at the workplace. We work with employers from across sectors **to offer customized workplace mental health recommendations** and implement workplace mental health practices.

Our goals are to **promote employee mental health and access to mental healthcare.**

Today's Panel

- Explores the intersection of mental health and diversity, equity and inclusion
- Brings together industry leaders to discuss how their organizations have responded to recent examples of racial injustice
- Identifies anti-racist policies to create equitable and supportive workplaces

Housekeeping & ground rules

- Your video and audio will be off during the panel
- Please use the chat for questions to the panel about the topic of today's conversation
 - We will hold dedicated time for Q&A at end of panel discussion
- Be respectful and civil
- Anyone not adhering to these ground rules will be removed from the conversation

Antiracist

"No one becomes 'not racist,' despite a tendency by Americans to identify themselves that way. We can only strive to be 'antiracist' on a daily basis, to continually rededicate ourselves to the lifelong task of overcoming our country's racist heritage."

- Ibram X. Kendi

New York Times Book Review, May 29, 2020

Racism is a socially-transmitted disease

- Background and cultural environment
- Personal experiences
- Biased media representations
- Social experiences
- Repeated exposure to stereotypical associations and prejudices which become automated in our long-term memory



Factors increasing bias, prejudice, and racism common at work

- Time pressure
- Vague or confusing situations
- Too much information at once (“cognitive overload”)
- Lack of attention being paid to the task
- Positions of privilege related to hierarchy or identity

You are a “good person”

If you are participating in today’s presentation, some part, if not all of you, does not want to have bias, prejudice, or racism:

- You desire to work in a “diverse” work setting
- You want to feel safe to be your best employee at work
- You do not want to cause others to feel unsafe
- In short, you value diversity

Valuing diversity is
insufficient



Culture is a **silent** participant in every interaction

Manifestations of discrimination and bias at work

- Questionable hiring practices
- Lack of diversity
- Unequal pay, and overlooked or denied promotions
- Demeaning and alienating communication
- Unsubstantiated discipline and retaliation
- Negative changes in workload
- Unfair promotions or assignment of work
- Assumptions regarding employees' abilities
- Disparate application of discipline or policies
- References to age, race, gender, etc.
- Unequal compensation or benefits

Discrimination at work can lead to mental health challenges

- Self-blame and decrease self-esteem
- Somatic symptoms
- Depression
- Anxiety
- Trauma
- Shame
- Fear

Impact of "non-racist" work environments

False sense of
fairness

Bias and blind
spots

Presenteeism

High turnover

Tense work
environment

Burn-out

**HOW DO WE FOSTER ANTI-RACIST WORKPLACE PRACTICES
FOR MENTAL HEALTH?**

Our Panelists

[Caprice Jenerson](#)

- Chief Equity & Inclusion Officer
- New York Legal Assistance Group

[Michael Baptiste](#)

- Director of Diversity, Equity & Inclusion
- Justworks

[Raël Nelson James](#)

- Director, Diversity, Equity and Inclusion
- The Bridgespan Group

PANEL DISCUSSION

Resources

Interested in learning more about workplace mental health?

Contact us at twp@thrive.nyc.gov to schedule a consult and/or visit our website (<https://thrivenyc.cityofnewyork.us/workplace>) to access toolkits, training and webinars.

If you or a loved one are looking for mental health support, help is available:

New Yorkers can visit the [ThriveNYC Resource Guide to Mental Health Services to Access While at Home](#) for regularly updated resources, including services tailored to the needs of aging New Yorkers, veterans, students and young people harmed by violence, crime, or abuse.

Follow [@MentalHealthNYC](#) for the latest updates.