

# DEI AMA

## Mental health & well-being

with Annabel Battersby & Laura Smith

October 24, 2024

Ask questions and sign up for upcoming Q&As at  
[www.bit.ly/DEI\\_Questions](http://www.bit.ly/DEI_Questions)



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Questions.



Annabel Battersby  
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Our  
Insight.



Laura Smith  
VALIDEI

# 01

## DEI Defined

So, what is DEI, anyway?

### **Diversity**

Meaningful **differences**

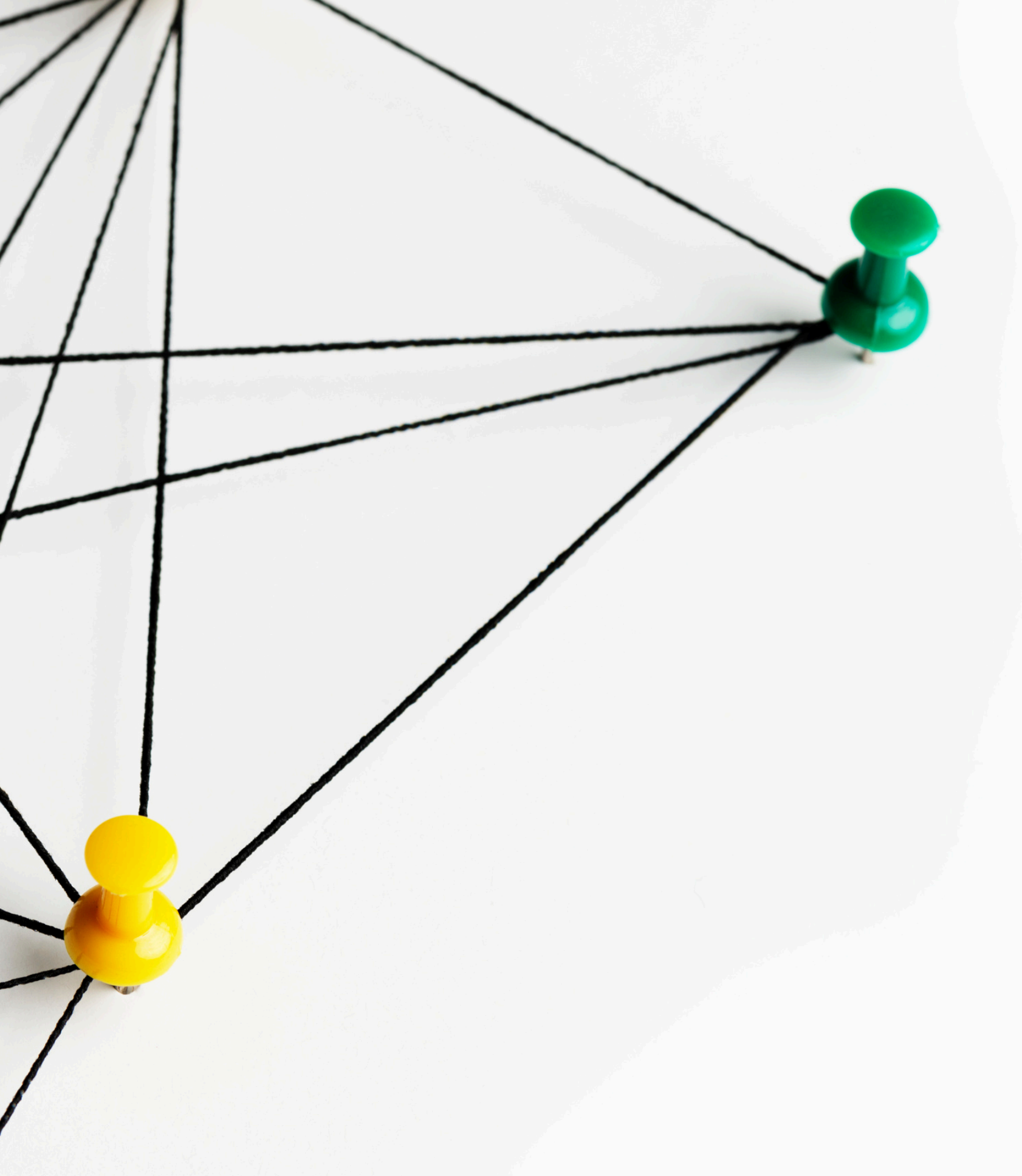
### **Equity**

Not always “equality,” but instead **fairness**

### **Inclusion**

The **experiences** that people have and perceive





# 02

**What's the  
connection between  
DEI and mental  
health?**



- Inclusion **reduces feelings of isolation and alienation**, improving well-being.
- Workplace discrimination, inequity in opportunities or compensation, microaggressions, and exclusion are key contributors to **stress, anxiety, depression**, and **burnout**
- Equitable policies **improve access** to mental health services and relevant support for underserved groups
- Decreasing workplace toxicity fosters better **collaboration** and a culture of **support**.



## What's the connection between DEI and mental health?



# 03

**How can we make  
our well-being  
program more  
inclusive?**





# Inclusive Well-Being Basics

## What YOU can do

### ● Listen & learn

- Via 1:1s, observations, surveys, or focus groups, understand the specific needs of the people you're serving.

### ● Support diversity

- Provide relevant flexible support options, mental health services, and clear information - in relevant languages and formats for your people

### ● Iterate & integrate

- Get feedback and get better, learning from what people use and communicate.



# 04

**But what if  
leadership or key  
employees don't  
understand?**

## **Connect the dots**

Draw the lines between the topic and their goals, between what they're doing and what you're asking. How does it connect?

## **Let the people speak.**

Gather testimonials and feedback from various employees to show the real-world effects of well-being on inclusion and mental health.

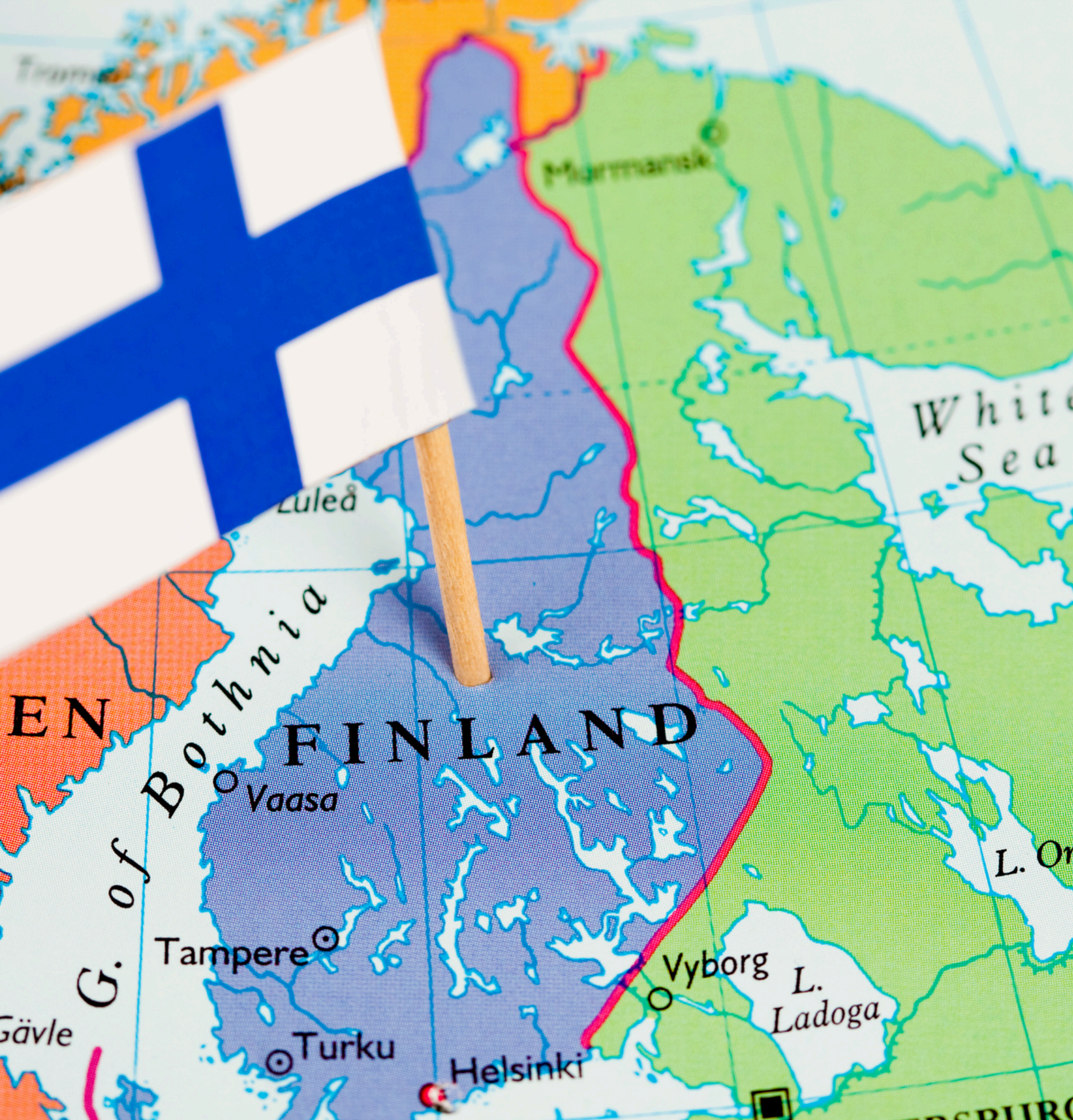
## **Start small.**

Find the most **meaningful** low-cost & simple-to-implement change possible. Communicate and track the reception to and impact of this. Use this as a prototype to expand more broadly.

## **Educate & incentivize.**

Provide training - and rewards - for sustained momentum and positive outcomes.





# 05

**How can Finnish companies support better mental health options for immigrants?**



# Supporting immigrant mental health

## Corporate Sponsorship of Psychotherapy Training

### Current Issue

- Finland faces a lack of culturally and linguistically diverse psychotherapists, with only **less than 5%** of foreign-trained psychotherapists gaining registration.
- **16% of Helsinki's population** are foreign-language speakers, but there's minimal access to therapists from similar backgrounds.

### PPF's Initiative

- University of Jyväskylä will launch an **English-language psychotherapy training program in 2025** for foreign-trained mental health professionals.
- Program duration: **3-4 years**, with 6 study weeks / year.
- Upon completion, graduates will become registered psychotherapists, eligible to provide subsidized therapy (via KELA, insurance, etc.).

### Sponsorship Opportunity

- Costs for participants range from **€6,000 to €8,000 per year** (covering course fees, personal therapy, and supervision).
- Companies can help by sponsoring a migrant therapist's training, contributing to both mental health equity and diverse workforces in Finland.



# 06

**How have  
companies taken  
this beyond just a  
conversation?**





# Beyond talk

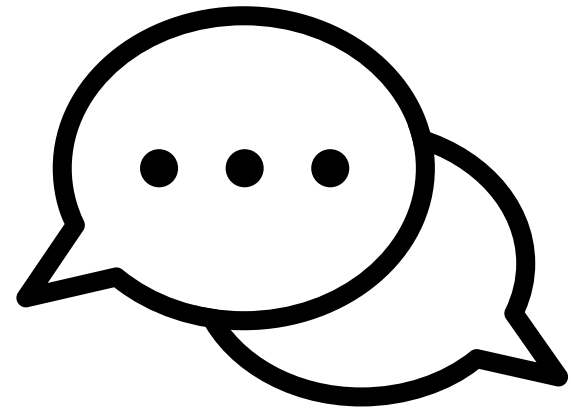
## An immigrant-led example

1. Found their organizational North Star
2. Defined their goals and values
3. Looked at where they were as an organization
4. Identified misalignments
5. Set DEI goals to reach their organizational goals
6. Defining clear targets, tasks, owners & accountability, metrics, and resources
7. Integrating it into their communication & ways of working

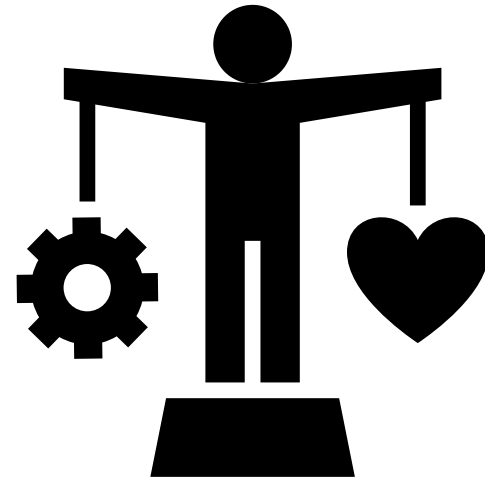




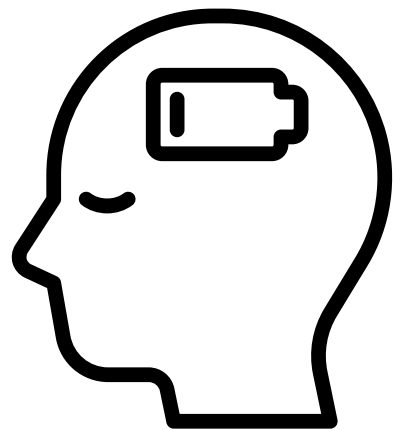
## Lead by Example



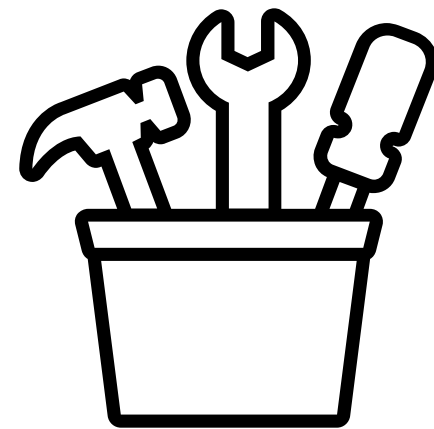
Encourage conversation



Promote work-life balance



Recognize & address burnout



Offer supportive resources

# 07

**How can I support  
well-being and  
positive mental  
health on my team?**





**You'll  
never  
know if  
you  
don't  
ask.**



# Thank You

You can sign up - and ask questions in advance -  
for any of our upcoming webinars here:  
**[www.bit.ly/DEI\\_AMA](http://www.bit.ly/DEI_AMA)**

**Feel free to share your learnings on social  
media and to tag us, if you found this useful!**