

HEALTH WEALTH CAREER

MENTAL HEALTH - BREAKING THE CULTURE OF SILENCE FOR LGBT+ EMPLOYEES

NOVEMBER 2018

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TODAY'S SPEAKERS



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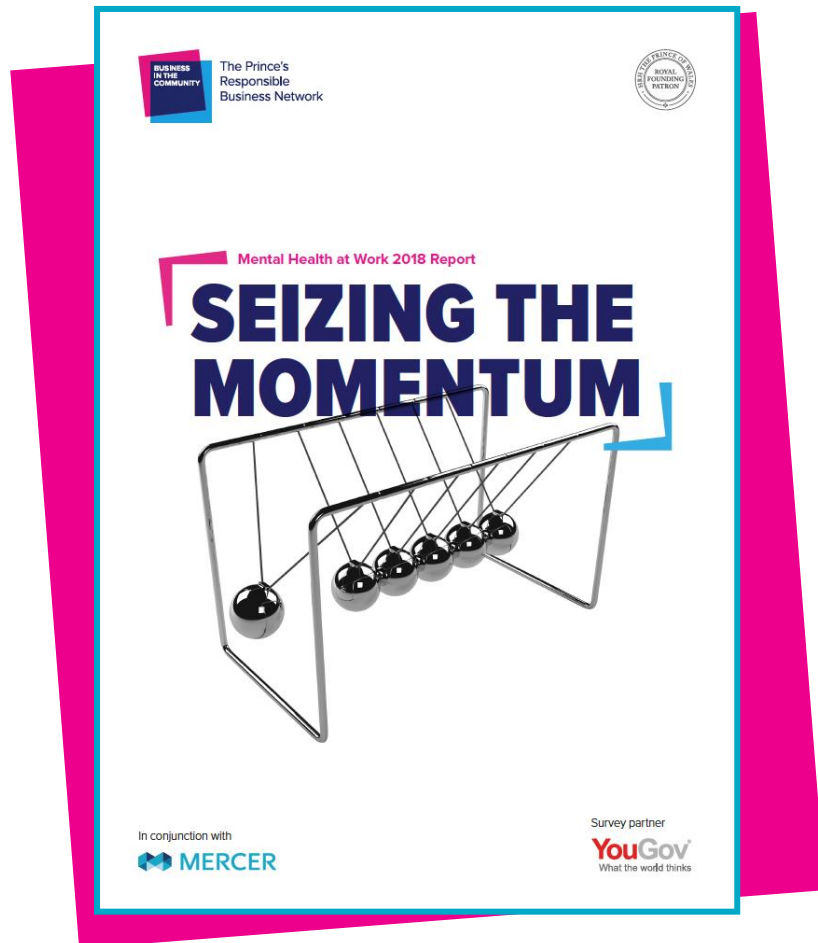
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AGENDA

- 1 The Mental Health at Work 2018 Report
- 2 LGBT+ statistics
- 3 James' story
- 4 How to break the culture of silence
- 5 Q&A

THE MENTAL HEALTH AT WORK 2018 REPORT



- **Business in the Community**
 - The Prince's Responsible Business Network
- **Survey background**
 - established in 2016
 - in association with YouGov
 - over 4,000 participants
- **2018 updates**
 - additional focus on financial wellbeing and LGBT+

LGBT+ STATISTICS

81%

of LGBT + employees
have experienced a
mental health
condition

46%

of LGBT+ employees
have been formally
diagnosed with a
mental health
condition

72%

of LGBT + employees
have experienced
mental health issues as
a result of work

Compared to

60%

of all employees

33%

of all employees

61%

of all employees

SOURCE: Mental Health at Work Report 2018, BiTC

LGBT+ STATISTICS

28%

of LGBT+ owners, CEOs, managing directors and board members have been encouraged to hide that they are LGBT+

Compared to

9%

of all LGBT+ employees

26%

of LGBT+ employees say that they have hidden or disguised that they are LGBT+ at work because they were afraid of discrimination

This rises to

35%

of those aged 18 to 29

26%

of LGBT+ employees feel uncomfortable about being open about their sexual orientation at work

9%

feel that they did not get a job or promotion in the last year because they are LGBT+

SOURCE: Mental Health at Work Report 2018, BiTC

JAMES' STORY



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HOW TO BREAK THE CULTURE OF SILENCE

INCLUSIVE
CULTURE

SUPPORT
NETWORKS



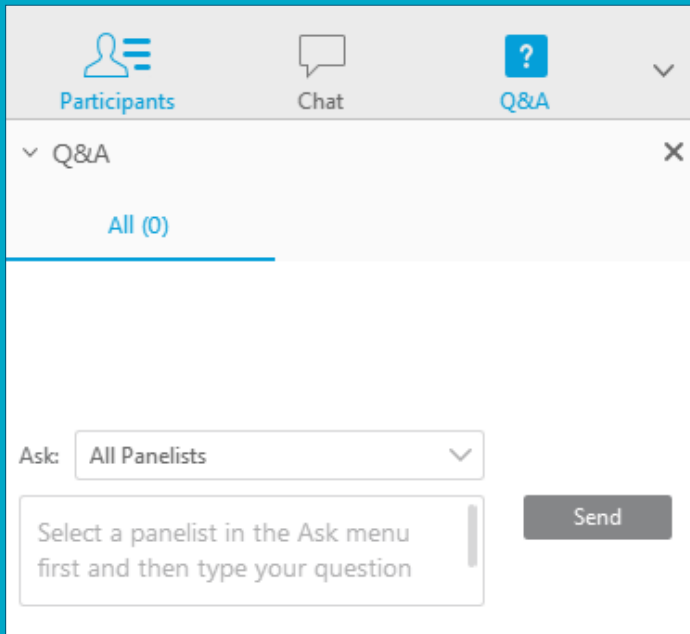
WHOLE
PERSON
APPROACH

ROLE
MODELS

QUESTIONS?

Please type your questions in the Q&A section of the toolbar and we will do our best to answer as many questions as we have time for.

To submit a question while in full-screen mode, go to the floating panel at the bottom of your screen, click the circle which contains the three dots and select Q&A. Please make sure you send questions to "all panelists."



The screenshot shows a toolbar with three icons: a person icon labeled 'Participants', a speech bubble icon labeled 'Chat', and a question mark icon labeled 'Q&A'. Below the toolbar is a floating panel titled 'Q&A' with a close button (X). The panel shows 'All (0)' questions. At the bottom of the panel, there is an 'Ask:' dropdown menu set to 'All Panelists', a text input field with the placeholder text 'Select a panelist in the Ask menu first and then type your question', and a 'Send' button.

FEEDBACK

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