Mental health challenges impact us all, but these impacts are compounded for people also experiencing stigma and discrimination as a result of intersecting identities (race, gender, class, ability, sexuality etc.).

**KEY TERMS**

- **Intersectionality**: The interconnected nature of social categorizations such as race, class, disability, sexual orientation, and gender as they apply to a given individual or group. Intersecting identities can create interdependent systems of discrimination and disadvantage.

- **Positionality**: The social, cultural and political context that makes up one’s identity. It describes how this identity influences, and potentially biases, your understanding and outlook of the world. Identities and personal experiences vary within social and/or cultural groups.

- **Microaggressions**: Everyday verbal, behavioral or environmental indignities, slights, put-downs and insults (intentional or unintentional) that can cause ongoing stress and trauma.

**IDENTITY AND MENTAL HEALTH**

Frequency of mental health problems and negative health outcomes are experienced by marginalized communities.

**WHY?**

Ex. 47% of Canadians with disabilities not working. *Attribution and environmental barriers play a big role in inability to return to work.

**EXAMPLES**

- Capitalism
- Patriarchy
- Education
- Health Care
- Race
- Gender identity & expression

**WORKPLACE DISABILITY & ACCOMMODATION**

- 795K # of Canadians with disabilities not working.
- 47% Est. workplace disability claims related to mental illness.

**PROTECTIVE FACTORS**

- Connection to a peer group
- Chronic disease prevention for those with mental illnesses

**Social Determinants of Health**: The conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems that shape and influence health outcomes. These include economic policies and systems, development agendas, social norms, social policies and political systems.

**For Managers & Leaders**

- Supportive communities
- Reconnection to traditional practices and medicines
- Social support

**Research demonstrates that psychologically safe leadership contributes to:**

- Increased engagement
- Employee retention
- Increased creativity and learning
- More connected and resilient teams

**Next Steps & Future Action**

1. Read UBC’s **Intersectional Approaches to Mental Health: A Facilitator’s Guide** for more info and data references.
2. Use UBC’s **Activating Inclusion Toolkit** to incorporate equity, diversity and inclusion into your planning, initiatives, policies and systems.
3. Access consulting services from UBC’s **Equity and Inclusion Office** or **Workplace Wellbeing team**.