



The State of Mental Health

Taking Stock During a Crisis

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EXECUTIVE SUMMARY

In considering how best to support our teams and their mental health needs during these extraordinary circumstances, we must first understand the complex layers in which we are experiencing this crisis. To truly unpack and cope with the impacts on our mental health, we must examine the intersectionality of these layers. While this guide explores statistical and qualitative analyses of the psychological, emotional and mental health effects of being in a pandemic, there is something deeper at stake. Our lives are affected by this crisis in ways none of us have ever experienced before. We are navigating through circumstances that are overwhelming, and for which most of us feel unprepared. Above all, this guide is about checking in with ourselves, acknowledging the pain we feel in order to seek out methods for self-care and care for our teams, families, and communities.

Part I of this guide addresses the ways in which the COVID-19 crisis has elicited a state of prolonged stress and versions of grief that have profound impacts on our mental health. These are uncertain times, and with uncertainty comes chronic and sustained stress. Uncertainty also brings anxiety as well as the loss of “normalcy” and reliable expectations. Stress and grief have both psychological and physiological impacts on the body and mind. For individuals living with pre-existing mental health needs, such as anxiety and panic disorders, this experience is further intensified by the psychological and emotional impacts of the COVID-19 crisis.



For individuals from marginalized communities, not only is seeking support for mental health issues often stigmatized within their communities, but they are experiencing compounding mental health effects as a result of coronavirus-related stress and the subtle discrimination often experienced on regular basis. As diverse employees, daily life even under “normal” circumstances can trigger or exacerbate anxiety due to how we might be perceived or treated, and whether we are safe to voice our needs and concerns. Recognizing how all these factors overlap and intersect for each of us in unique ways allows us to move forward and utilize tools to better help ourselves and each other through this time.

Part II of this guide addresses ways to check in with your team and create an environment where employees feel safe and secure enough to address psychological, mental and emotional needs. This guide provides tools, resources and actionable strategies for working through the mental health impacts of the COVID-19 crisis. For more information, please visit our resource, www.inclusiveatwork.com or contact us directly at Diversity@interpublic.com.

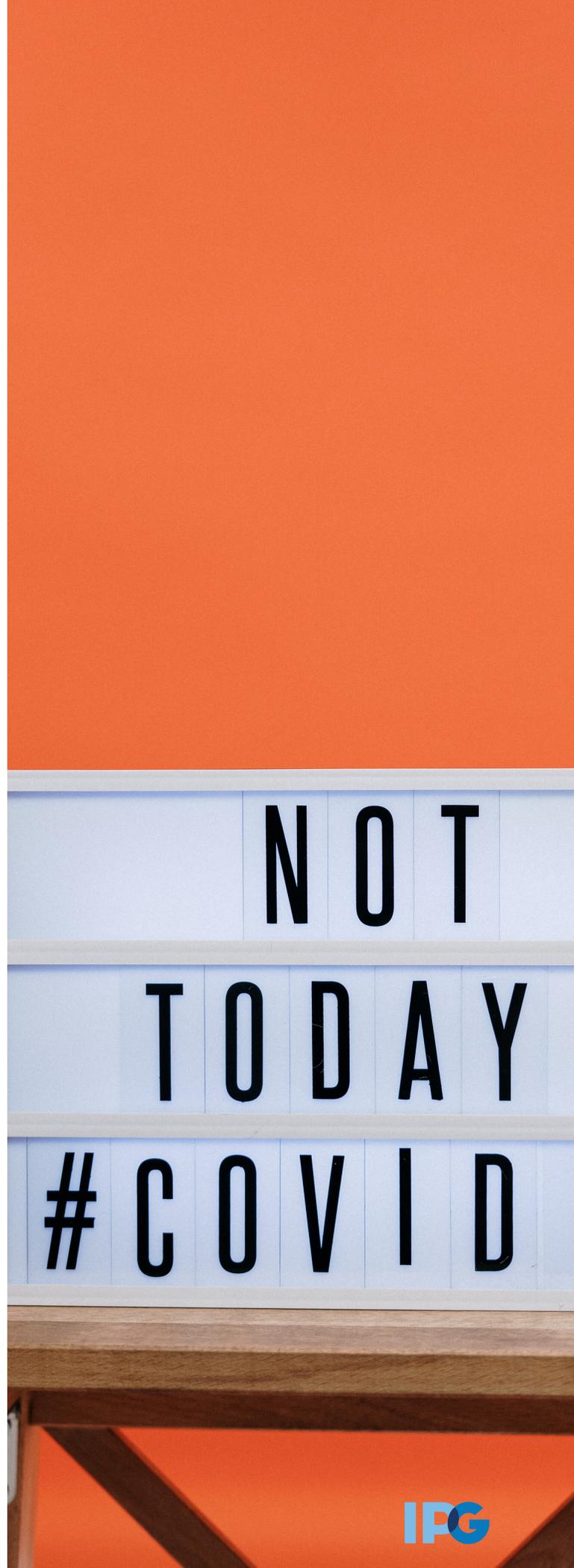


PART I: PSYCHOLOGICAL AND MENTAL HEALTH IMPACTS OF THE COVID-19 CRISIS

Stress and Grief

For most of us it's been weeks - even months since our daily lives have felt anything resembling "normal." Our routines that once included commuting to work, dinners with family or friends and gathering socially with co-workers are now relegated entirely to our homes. This loss of normalcy and familiarity is taking an emotional and psychological toll, whether we recognize it or not. The feelings most of us are experiencing come in the form of chronic stress and grief. In some cases, we are grieving the lives of those lost during this pandemic. In others, we are grieving the lives we came to know as our own. We are grieving the loss of connection, the loss of autonomy and the loss of financial and economic stability.

There are many layers to the ways in which we experience grief, and it's vital that we acknowledge them. When experiencing grief, naming and understanding the emotional toll it takes is an important first step toward recovery and well-being.



In their groundbreaking work, "Grief and Grieving," Elisabeth Kübler-Ross and David Kessler explain that grief often comes in stages:

- Denial
- Anger
- Bargaining
- Sadness
- Acceptance

Denial:

This virus won't affect me. (we saw a lot of this early on)

Anger:

You're making me stay home and taking away my activities.

Bargaining:

Okay, if I social distance for two weeks everything will be better, right?

Sadness:

I don't know when this will end.

Acceptance:

This is happening; I have to figure out how to proceed.

We gain value from understanding these stages of grief and the impact they have on us emotional and psychologically. The more we understand about our own process of grieving during times of uncertainty, the closer we get to regaining control of our own well-being.

"Acceptance, as you might imagine, is where the power lies. We find control in acceptance. I can wash my hands. I can keep a safe distance. I can learn how to work virtually."

DAVID KESSLER



The impact of prolonged stress:

When we experience grief, another major obstacle to psychological and emotional well-being is prolonged stress. Stress can be a sneaky companion to grief because symptoms often mask themselves as personal shortcomings, which can have a vicious-cycle effect.

Symptoms of prolonged and chronic stress include:

- Feeling tired more easily/often
- Having trouble focusing
- Feeling blocked creatively
- Feeling unmotivated (especially toward future-based goals)
- Feeling flakey or inconsistent – the list goes on

It's critical that we recognize these as symptoms of stress; not personal failures.

When there's no business that's usual:

Acknowledging that these symptoms are temporary, and not due to our own inadequacies, may help ease the burden of performing in a “business-as-usual” capacity during this crisis. When we experience symptoms of prolonged stress, the best possible thing to do is recognize that these feelings are not your fault, they will not last forever, and there are resources and actions you can take to help mitigate them.

You're not alone in this. We are all experiencing the effects of prolonged stress, heightened anxiety and grief. For some, the grief being felt is the incomparable loss of loved ones, for others, it's the unbearable loss of connection and physical contact.

Whatever your unique situation, knowing that you are not alone in the grieving process may not solve everything, but hopefully, it will help ease the burden of maintaining an illusion of normalcy.

Up next

In the rest of this guide, you'll find more specific experiences of stress and grief during this uncertain time, including the experiences of people with pre-existing mental health conditions and people who experience marginalization, as well as action tactics for how to work through these issues.

Action Strategies

Name feelings of grief

When we name our feelings – whether a stage of grief or a symptom of chronic stress – it helps us move past it. It's always easier to manage your feelings when you have a clearer sense of what your feelings are and where they're coming from.

Define short-term goals

As we're all in a state of uncertainty right now, setting short-term achievable goals will be more encouraging than trying to make progress on long-term goals. Set small-scale wins for yourself and celebrate each one!

Check in with yourself regularly

Just as naming feelings helps you manage them, checking in with yourself regularly can help you identify if/when those feelings change. Set an alarm for a time in the afternoon, take a moment to ask yourself: What am I feeling right now? As you sit calmly and assess, take note of feelings that are tied to things in the world that you cannot control. Give yourself permission to release those feelings so you can focus on the things you can have an impact on.

Find resources through the Employee Assistance Program (EAP)

IPG's Employee Assistance Program exists to offer employees support with various psychological and emotional needs. Find out more about the EAP in Part II of this guide, or call 1-800-833-8707 or visit myccaonline.com (Company code: IPGUS)

Talkspace

Communicate through text or live video with a licensed therapist online or via the Talkspace app. It's private, confidential and covered under your behavioral health benefit. Learn more in Part II of this guide.

The Numbers

- 1 in 5 U.S. adults experience mental illness each year. This is irrespective of race, creed, or color.
- 1 in 25 U.S. adults experience serious mental illness each year.
- 1 in 6 U.S. youth aged 6-17 experience a mental health disorder each year.
- 50% of all lifetime mental illness begins by age 14, and 75% by age 24.

From <https://www.nami.org/mhstats>

“In 2017, 18.9% of adults (46.6 million people) had a mental illness. That rate was higher among people of two or more races at 28.6%, non-Hispanic whites at 20.4% and Native Hawaiian and Pacific Islanders at 19.4%.”

From <https://www.minorityhealth.hhs.gov/omh/content.aspx?ID=9447>

“Mental health problems are common. One in four people will experience poor mental health at some point in their lives.”

FROM: [HTTPS://WWW.RETHINK.ORG/ADVICE-AND-INFORMATION/ABOUT-MENTAL-ILLNESS/LEARN-MORE-ABOUT-SYMPTOMS/WORRIED-ABOUT-YOUR-MENTAL-HEALTH/](https://www.rethink.org/advice-and-information/about-mental-illness/learn-more-about-symptoms/worried-about-your-mental-health/)



PRE-EXISTING MENTAL HEALTH CONDITIONS

Though on the surface it appears as though the COVID-19 crisis created a dramatic need for mental health support, in truth, these gaps in support for folks living with mental health conditions existed long before COVID-19. The infrastructure for accessing resources and support for mental health is broken, and the current crisis we find ourselves in is bringing these problems to light.

For example, as symptoms of chronic stress increase, and there is also a growing need to evaluate how we respond, individuals living with clinical anxiety, panic disorders, post-traumatic stress disorder (PTSD), obsessive-compulsive disorder (OCD), and other mental health impairments experience these conditions on a regular basis.

The COVID-19 crisis is likely to trigger intensified levels of stress for these individuals and impede focus and concentration to an even greater degree. Mental Health America explains, “Just as individuals with pre-existing physical illness are more likely to get physically ill from the coronavirus, people whose mental health is compromised are at greater risk of experiencing worsening mental illness as a result of the coronavirus – no matter what their mental illness may be.”



It's a misconception that mental health conditions are not considered disabilities. According to the ADA, disability is defined as a physical or mental impairment substantially limiting major life activities. Mental health conditions are also more common than most people think. Anxiety that reaches levels where your sleep or work are impacted might be reason to seek professional support.

Don't let stigma stop you

There is generally a lot of stigma around mental health conditions, as well as reaching out to health care professionals, especially for people of color and people from religious communities. However, stigma isn't always just external. Often, we internalize stigma and mistakenly believe our conditions are signs of personal weakness, or that we should be able to treat or control them without help. The Mayo Clinic recommends, "seeking counseling, educating yourself about your condition and connecting with others who have mental illness [to] help you gain self-esteem and overcome destructive self-judgment."

Don't go it alone

While having anxiety and experiencing symptoms right now is expected, if it is keeping you from working, taking care of daily activities, sleeping, and generally functioning, it might be a problem to discuss with a health care professional. Though it may feel daunting to seek treatment, now more than ever is the time to set fear and judgment aside to find treatment that can provide relief by identifying and reducing symptoms and improve overall well-being.

Free resource for support

IPG's Employee Assistance Program (EAP) provides employees and their families with access to mental health resources. These services are available whether you have a diagnosis or not, if you or a family member are experiencing symptoms that are impacting your daily life and interfering with your work.



Action Strategies

Take breaks from the news

Feeling worn out or overly anxious when reading the news is common during this time. Taking regular breaks from the influx of information is important in order to check in with yourself and remind yourself that you are still here and doing your best. Turn off push notifications from news sources to limit triggering distractions, try subscribing to a newsletter instead of scrolling through endless feeds, and avoid reading difficult news when you first wake up.

Stretch & breathe

While it may seem simplistic, the exercise of deep breathing and stretching your body has a significant impact on your mental wellbeing. Taking six deep, belly breaths - and holding them in for four to five seconds in between - can reset your nervous system and slow your heart rate.

Make sure you have enough medications on hand (ask for extended supply)

If you take medication regularly, make sure you have enough stocked up to last you at least a month. If you can, ask your doctor to prescribe an extended supply so you can minimize the stress of going to the pharmacy and risking exposure.

Find resources through the EAP

EAP exists to offer employees support through various psychological and emotional needs. Find out more about the EAP in Part II of this guide, or Call 1-800-833-8707 or visit myccaonline.com (Company code: IPGUS)

The Numbers

- In the United States, almost half of adults (46.4%) will experience a mental illness during their lifetime.
- Five percent of adults (18 or older) experience a mental illness in any one year, equivalent to 43.8 million people.
- Of adults in the United States with any mental disorder in a one-year period, 14.4% have one disorder, 5.8% have two disorders and 6% have three or more.
- Half of all mental disorders begin by age 14 and three-quarters by age 24.
- In the United States, only 41% of the people who had a mental disorder in the past year received professional health care or other services.

From <https://www.mentalhealthfirstaid.org/2019/02/5-surprising-mental-health-statistics/>



MARGINALIZATION AND SUBTLE DISCRIMINATION

As diverse employees, daily life even under “normal” circumstances can trigger or exacerbate anxiety due to how we might be perceived or treated, and whether we are safe to voice our needs and concerns. Members of certain racial and ethnic groups, as well as older employees, people with disabilities, non-binary and transgender people are groups especially likely to have difficulty finding support during times of crisis. This is largely because the necessary foundations for a supportive ecosystem were not there to begin with. If they had been in place, there would already be intervention measures for people in social categories who regularly experience being “on guard” as well as the effects of subtle discrimination. It’s important to recognize how all these factors overlap and intersect for each person in unique ways; this allows us to move forward and utilize tools to better help ourselves and each other through this time.

Emotional tax and why it matters

When people from marginalized communities are singled out or excluded because of their race, gender identity, sexual orientation and/or ethnicity on a regular basis, they can become “on guard” more often than individuals who do not experience marginalization. This takes an emotional and psychological toll, otherwise known as an emotional tax. [Catalyst.org](https://www.catalyst.org/insights/emotional-tax/) defines emotional tax as, “the combination of feeling different from peers at work because of gender, race, and/or ethnicity and the associated effects on health, well-being, and ability to thrive at work.”

These experiences are often especially acute for people of color who are at higher risk of receiving unfair treatment, being stereotyped, or being the subject of microaggressions. The Catalyst study, "Emotional Tax" offers some examples:

- "I work from home, so none of my callers can see me. Based on the sound of my voice they assume I am a young, Caucasian female, and so they are very comfortable making very racist comments against different nationalities. I have to pretend that I am not offended, and I am encouraged by my superiors to suppress my true identity."
- "I usually feel on guard during meetings. I believe not only my race but [also] my position as an assistant [leads] people to dismiss me and believe that I am not as quick as my co-workers."

Subtle yet harmful

In addition to emotional tax, people from marginalized communities often experience additional layers of stress and anxiety in the workplace relative to their identities due to subtle discrimination. Subtle discrimination, (as opposed to overt discrimination) can be harder to pinpoint and address and therefore the psychological impacts are pervasive and underlying. In their work, "Not So Subtle: Effects of Subtle Discrimination," authors Kristen P. Jones, Chad I. Peddie, Veronica L. Gilrane, Eden B. King, and Alexis L. Gray explain instances of subtle discrimination that frequently occur in the workplace and are often difficult to detect and/or report.

Q: What is subtle discrimination?

A: Subtle discrimination encompasses behaviors that are seemingly normal, natural, or acceptable.

Examples of subtle discrimination:

- People acted as if they were better than you
- Others expected your work to be inferior
- Others reacted to you as if they are afraid or intimidated
- Being mistaken for someone who serves others, or is at a lower level than you actually are

Subtle forms of discrimination are particularly damaging due to their frequency and the chronic nature of their impact relative to overt discriminatory behavior.

Subtle forms of discrimination are particularly damaging due their frequency and the chronic nature of their impact relative to overt discriminatory behavior.

These factors, compounded by the increasingly stressful crisis we find ourselves in, point to significant reasons why individuals from marginalized communities are likely experiencing trauma-level mental health and psychological impacts. For example, in the transgender community, especially amongst youth, there are high rates of depression, anxiety, and suicide due to lack of acceptance, harassment, and persistent mis-gendering. In this situation, a transgender employee currently living at home with intolerant family members would be at even higher risk. This experience, added to daily instances of unintentional mis-gendering by coworkers, can severely impact the psychological wellness of that individual.

In addition to these experiences, the act of reaching out for support, or even acknowledging mental health conditions is often stigmatized within communities of color. The purpose of this guide is to emphasize the importance of self-care and to share insights into accessible ways in which we can seek help and support. **If you or someone you know is in a situation like those described here, the best thing you can do is reach out and check in on them (yourself included!).** Supporting coworkers from marginalized communities can be as simple as letting them know you're there for them. Advocate to your supervisors for mental health days off from work. Create a group chat and research new ways to advocate on behalf of your most vulnerable team members.

Action Strategies

Leverage social support

Remember, you are not alone! If you're experiencing any of the stressors described above, seek out a virtual community. As a result of being home, there are more resources, webinars and online communities available for marginalized folks than ever before. See below in Part II for a list of resources.

Find an accountability and support buddy

If you know of a coworker or someone close to you who is a strong ally or has similar experiences to you, consider asking them to be your "accountability buddy" who you check in with regularly. Knowing you're in this together makes it easier to tackle some of the harder issues as a team.

Communicate with your team

Reach out to your team and express some of the issues you're dealing with. Especially if it pertains to your emotional or psychological state, there may be ways to address or even resolve some of the problems you're facing.

The Numbers

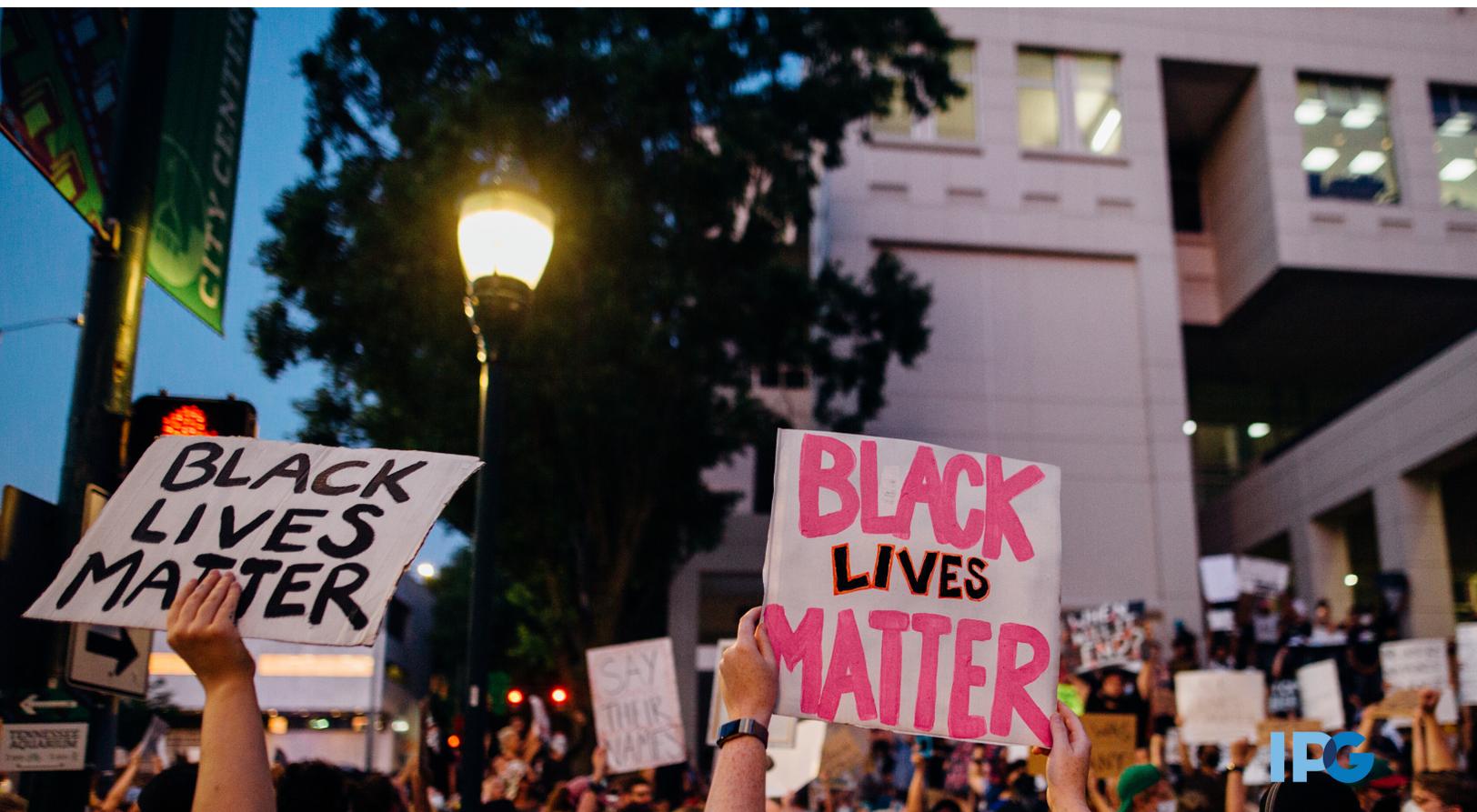
- “According to the National Alliance on Mental Illness, the risk of a mental health condition, like depression, anxiety disorders, or post-traumatic stress disorder, is almost three times as high for youth and adults who identify [within the LGBTQIA+ community.]” From <https://www.mentalhelp.net/mental-health-in-the-lgbt-community>.
- Over 40% of Asian, Black, Latinx, and multiracial respondents report being on guard because they anticipate racial/ethnic bias. Women and men cite this reason at similar frequencies.
- Multiracial women (58%), who identify as two or more of Asian, Black, and Latinx, are the most likely to be on guard due to their race/ethnicity. From <https://www.catalyst.org/wp-content/uploads/2019/02/emotionaltax.pdf>



We can't move forward without acknowledging that what is happening in the United States, and around the world with the killing of Mr. George Floyd, insert a manifestation of the Black experience in America starting when the first Africans were unwillingly brought to Virginia in 1619.

Protests, marches, social unrest and uprisings among the oppressed have been a part of the human condition throughout history. The bedrock of social unrest to create significant change is what many people believe is meant when Dr. Martin Luther King said, "The arc of the moral universe is long, but it bends toward justice." However, what remains relatively unknown are the impacts of what it takes to eradicate systematic racism, public macroaggressions and workplace micro-aggressions to bend the arc of justice in the midst of a global pandemic and in the age of social media. Each on their own is a monumental headwind. The convergence of them can leave you overwhelmed and looking for answers to questions you may have never posed to yourself or anyone in your family or circle of friends, let alone your office colleagues, agency and IPG families.

What is known is that there are strong links to PTSD, depression and anxiety for individuals in areas with ongoing unrest and uncertainty whether they actively participate or not. Constant streams of information and updates, chanting and shouting drifting through neighborhoods across the world seeking justice, violence, clashing against protestors and helicopters circling at all hours, take a wartime psychological toll. The reality is that political unrest to demand change shakes an entire community, even those not directly taking part, and especially those who are in the fight now, or have been for decades.



The growing unrest in response to violent and racist actions taken by police against the Black community have disproportionate impacts on the mental health of people of color in the United States. There is a reason *Audre Lorde* wrote in her work, *A Burst of Light and Other Essays*, "Caring for myself is not self-indulgence. It is self-preservation, and that is an act of political warfare." Lorde wrote these words because she understood the psychological toll protests and other forms of political unrest take, especially on the people most affected by the circumstances catalyzing the protests in the first place. Taking time for self-care and self-preservation are vital in order to maintain the fight for justice.

In Part II of this guide, you'll find additional resources for Black employees to find support, community and therapy, as well as resources for allies to contribute, donate and educate themselves. Additionally, we will be creating a specific addendum to reflect additional needs as they relate to current and past events that are presenting continuing trauma as a result of this ongoing crisis.

Resources for Black Mental Health

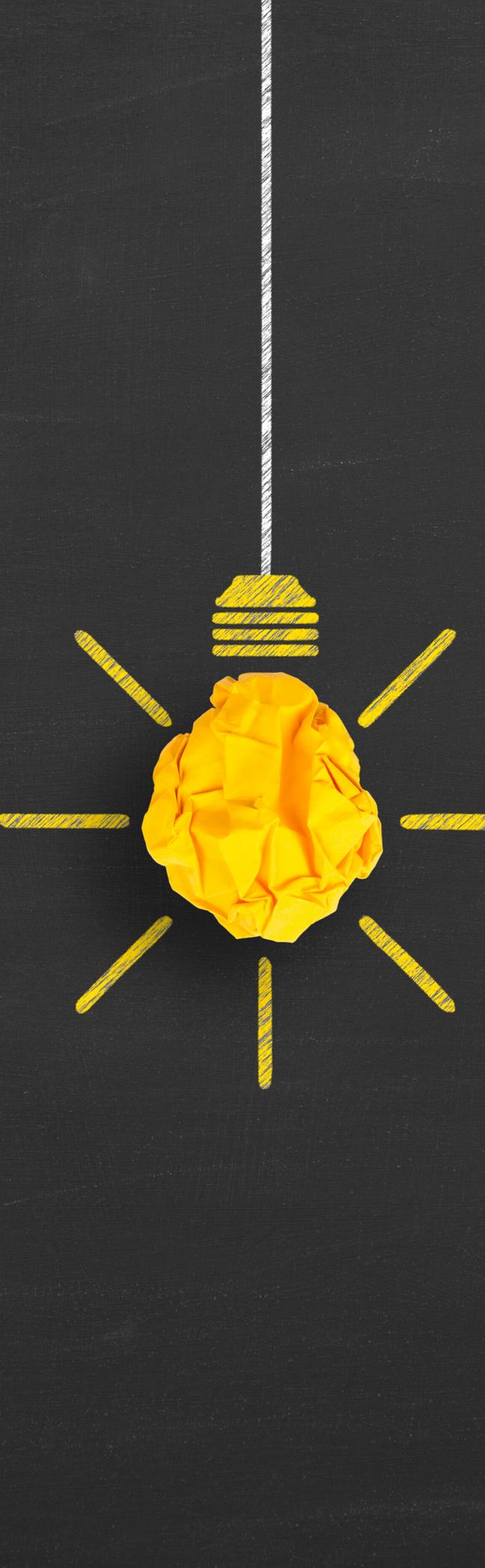
- **Therapy For Black Girls – Powered by Vivd** - Topicals brandskincare covering free therapy sessions
- **Inclusive Therapists Directory**
- **Shine Text** - Black owned anxiety healing motivational text platform
- **Heal Haus**
- **The Boris Lawrence Henson Foundation** - A Directory of Mental Health Providers and Programs serving the African-American Community
- **Betterhelp & Thoughtful Human** - If you need support, please use this opportunity to receive one FREE month of therapy from a BetterHelp licensed therapists.* You will be matched with a therapist and can access therapy anytime, anywhere via messaging, chat, phone, or video sessions.

For Allies: Donate

- **Loveland Therapy Fund** - Loveland Therapy Fund recipients will have access to a comprehensive list of mental health professionals across the country providing high quality, culturally competent services to Black women and girls.
- **Ethel's Club** - The first social and wellness membership club designed to celebrate people of color. You deserve a space that centers you. So pull up. Let your shoulders drop. Take a deep breath. Welcome to your second home, a space for you to find your people, to heal, to be inspired, and to thrive.
- **Other Bail Funds Across the United States**

- **Boris Lawrence Henson Foundation** - The COVID-19 Free Virtual Therapy Support campaign was developed to cover the cost for virtual or tele-therapy services by licensed, culturally competent clinicians in our network for up to five (5) sessions. This campaign is exclusive to individuals and families experiencing a life-changing event(s) related to or triggered by the COVID-19 pandemic.





PART II: CHECKING IN

Psychological Safety

One of the most important ways to support your team as we all navigate these complicated times is creating an environment of psychological safety. An environment that offers psychological safety for teams is one in which teams feel empowered to focus on goals rather than self-preservation and are encouraged to speak up without fear of retribution. It's an environment where every member of the team feels they belong. There are many actions teams, and most important team leaders, can take to create an environment where all employees feel safe to take risks, share vulnerabilities, make mistakes, and embrace change.

It's unfortunately common in times when anxiety runs high that teams lack clear communication, which in turn leads to a further erosion of well-being. As our partners at Gartner explain, "During a disruption such as COVID-19, the quality that two-way communication can have a direct impact on not just an employee's ability to perform, but also the physical and emotional well-being of the employee." Before this crisis, many people of difference were fearful of authentic self disclosure, and felt pressure to assimilate, worrying that our concerns or perspectives might be shut down or dismissed. Some of us may have been hiding or covering for outsider status like gender identity, culture or nationality, ethnicity, race, sexual orientation, religion, age, disabilities or health status and even our family obligations – fearing consequences of judgement or lost opportunities if our guard were let down.

The ultimate test of belonging is not when we support each other on issues we can personally identify with, or what we have in common. The ultimate test of belonging happens when we support each other when our experiences, needs, feelings, and even new ideas are different from the majority of our colleagues, and especially when we differ from those who have power over our careers. Communication, trust-building, and consistent checking in on teams are vital during times of uncertainty, and always, to ensure an atmosphere of security.

Action Strategies

Build trust with your teams

Remember that transparency and clear communication are the best ways to gain the trust of your team members, even when it's not all positive. Being vulnerable is the best way to show teams they can be too. If you're afraid or worried, share that with your team. It helps remind them that we're all experiencing this together.

Take the pressure off

Communicate that you recognize employees are humans and productivity is expected to be lower than usual right now.

Always seek to understand before trying to fix a problem

Practice empathy by avoiding assumptions and trying to problem solve. Sometimes people are just looking to share concerns and feel validated. Celebrate conversations that took courage.

Check in regularly

Try creating weekly pulse surveys to check in on your teams. Host meetings with no agenda. Connect with your teams on a human level and check-in on them. Ask about their families. Let teams know their options for taking time off for mental health

10 questions you can ask members of your team

1. How are you REALLY feeling today? Physically and mentally.
2. What's taking up most of your headspace right now?
3. How have you been sleeping?
4. What's something you can do today that would be good for you?
5. What's something you're looking forward to in the next few days?

RESOURCES & MORE

PLACES TO GET SUPPORT

EAP Services

Whether you have a diagnosis or not, if you or a family member is experiencing symptoms that are impacting your daily life and interfering at work, this resource provides practical information and webinars, and connects you with a mental health professional that can support you. There is no cost, and more important no shame, to accessing this benefit. EAP exists to offer employees support through various psychological and emotional needs. Call 1-800-833-8707 or visit myccaonline.com (Company code: IPGUS)

Talkspace

A new service for UnitedHealthcare members, Talkspace lets you regularly communicate through text or live video with a licensed therapist online or via the Talkspace app. It's private, confidential and covered under your behavioral health benefit. You can use your FSA or your HSA to cover the cost of the copay or the cost of the visit up to your deductible. See your official health plan documents for more information. To get started, visit talkspace.com/connect. On your first visit, you'll go through a simple registration process. Once you've chosen a therapist, you can start therapy within hours.

Crisis Text Line

Crisis Text Line Counselors are available to help you move from a hot moment to cool and calm- international, totally free & 24/7. Their model leverages kind, empathetic people with a wifi connection from the comfort of their own home. "We're here. We're ready. We were made for this." Text HOME to 741741 to connect with a Crisis Counselor [Crisis Text Line Website Link Covid-19 Resources](#)

Black Crisis Counselors

Text TRIBE to 741741. Crisis Textline serves anyone, in any type of crisis, providing access to free, 24/7 support, and information via a medium of people. Text messages are confidential, anonymous and secure. Data usage while texting Crisis Text Line is free and the number will not appear on a phone bill.

RESOURCES & MORE PLACES TO GET SUPPORT

Trevor Project

Trevor Project is a confidential and secure resource that provides live help for LGBTQ youth with a trained specialist, over the phone, text message, or online chat.

Call TrevorLifeline at 1-866-488-7386

Text START to 678678.

[Get Help Now Website Link](#)

Ethel's Club

The first social and wellness membership club designed to celebrate people of color. You deserve a space that centers you. So pull up. Let your shoulders drop. Take a deep breath. Welcome to your second home, a space for you to find your people, to heal, to be inspired, and to thrive.

Black Emotional and Mental Health Collective (BEAM)

BEAM is an online resource of licensed Black therapists who are certified to provide telemental health services.

NAMI.org

Support and education on mental health in the African American community.

Loveland Foundation

Loveland Therapy Fund recipients will have access to a comprehensive list of mental health professionals across the country providing high quality, culturally competent services to Black women and girls.

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IPG
Diversity &
Inclusion