

# Intersectional Futurist Guide to Mental Health: A Vision for Inclusive, Empowered Care in Corporate Spaces

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# Welcome to the Future of Mental Health in Corporate Spaces

Welcome to the Intersectional Futurist Guide to Mental Health, a resource crafted for leaders and practitioners within corporate environments dedicated to fostering diversity, equity, inclusion, and mental well-being. This guide provides actionable insights rooted in Intersectional Futurism, a forward-thinking framework that recognizes diverse identities as assets. It is a call to transform workplace culture by embedding inclusivity, empathy, and resilience at every level of the organization—from DEIB policies to mental health initiatives.

At Bempong Talking Therapy, we envision a future where every employee feels empowered to bring their whole self to work, confident that their unique experiences and identities are respected. This guide is structured to inspire, inform, and equip you with the tools to cultivate a mental health landscape that aligns with the core values of Intersectional Cultural Consciousness™ (ICCTM). Together, we can move beyond mere compliance to build a truly inclusive environment where all employees thrive.

- A resource for leaders and practitioners in corporate environments
- Focuses on fostering diversity, equity, inclusion, and mental well-being
- Provides actionable insights rooted in Intersectional Futurism
- Aims to transform workplace culture through inclusivity, empathy, and resilience
- Envisions a future where employees bring their whole selves to work
- Structured to inspire, inform, and equip with tools aligned with ICCTM
- Moves beyond compliance to build a truly inclusive environment

# The Fundamentals of Intersectional Futurism in Corporate Mental Health

Understanding the Vision for Corporates Intersectionality in Corporate Settings

In the workplace, intersectionality recognizes that employees carry multiple identities—race, gender, sexuality, disability, socioeconomic status—that shape how they experience the workplace. Understanding this complexity is crucial for leaders aiming to dismantle systemic inequities and create a truly inclusive work culture. By acknowledging and addressing these intersecting identities, companies can foster a sense of belonging and loyalty among their workforce (Gopalkrishnan, 2018).

What is Intersectional Futurism? Intersectional Futurism goes beyond traditional DEIB efforts by envisioning a workplace where inclusivity and innovation intersect. It calls for embedding culturally conscious mental health practices into corporate policies, shifting DEIB from performative gestures to authentic, sustainable impact. This framework empowers organizations to foster resilience, productivity, and a culture of belonging that reflects the true diversity of their workforce (Moreno, 2020).

## **Core Values of Intersectional Futurism for Corporates:**

- **Authentic Inclusion:** Move beyond tokenism to build meaningful representation at all levels.
- **Cultural Empathy:** Incorporate cultural and lived experiences into employee support strategies.
- **Equity in Mental Health Access:** Prioritize services that meet the unique needs of marginalized groups (Stansberry Brusnahan et al., 2023).
- **Empowerment:** Equip employees with culturally aligned support and development opportunities.
- **Systemic Change Advocacy:** Transform organizational structures to remove barriers for underrepresented groups.

# Practical Steps for Corporations and HR Leaders

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## Embed Intersectionality in DEIB Initiatives

True intersectional policies go beyond a "one-size-fits-all" approach. Here's how corporate leaders can make DEIB efforts genuinely inclusive:

- **Develop Inclusive Metrics:** Track the effectiveness of DEIB initiatives with metrics that reflect the lived experiences of employees, such as inclusion surveys segmented by intersectional identities.
- **Champion Intersectional Identities:** Acknowledge and celebrate the unique contributions of employees with layered identities, fostering a culture where everyone feels represented.
- **Build Leadership Buy-In:** Engage executive leaders actively in DEIB initiatives to set the tone for inclusivity from the top (Sherman, 2020).

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## Promote Culturally Competent Mental Health Support

Provide mental health support that respects employees' identities and lived experiences:

- **ICCTM-Informed Mental Health Resources:** Invest in culturally relevant resources that resonate with diverse backgrounds, such as support groups, workshops, and wellness initiatives.
- **Normalize Mental Health Conversations:** Build a workplace culture that destigmatizes mental health, empowering employees to discuss their challenges openly (Timmenga et al., 2022).

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## Cultivate Community and Belonging

Foster a culture where employees feel connected and valued:

- **Support ERGs for Intersectional Identities:** Encourage Employee Resource Groups (ERGs) that address specific intersections (e.g., race and gender, LGBTQ+ and disability).
- **Incorporate Cultural Celebrations:** Recognize and celebrate cultural events, promoting an environment of respect and belonging (Nijdam-Jones et al., 2023).

# Legal and Ethical Considerations

Implementing Intersectional Mental Health Practices in Compliance with UK Law and Ethics

Incorporating intersectional mental health practices in the workplace requires adherence to UK legal and ethical standards to protect employee rights and confidentiality. Here are key areas to consider:



## Data Privacy and Confidentiality

Ensure that mental health data is handled according to the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. Respecting employee privacy is essential for building trust in these initiatives, and all data handling should comply with strict data minimisation, purpose limitation, and security requirements.



## Anti-Discrimination Laws

Compliance with laws such as the Equality Act 2010 is critical to prevent discrimination and to guarantee equitable treatment across various protected characteristics, including race, gender, disability, age, sexual orientation, and religion. This legislation supports diverse identities and prohibits discrimination, harassment, and victimisation in the workplace.



## Informed Consent

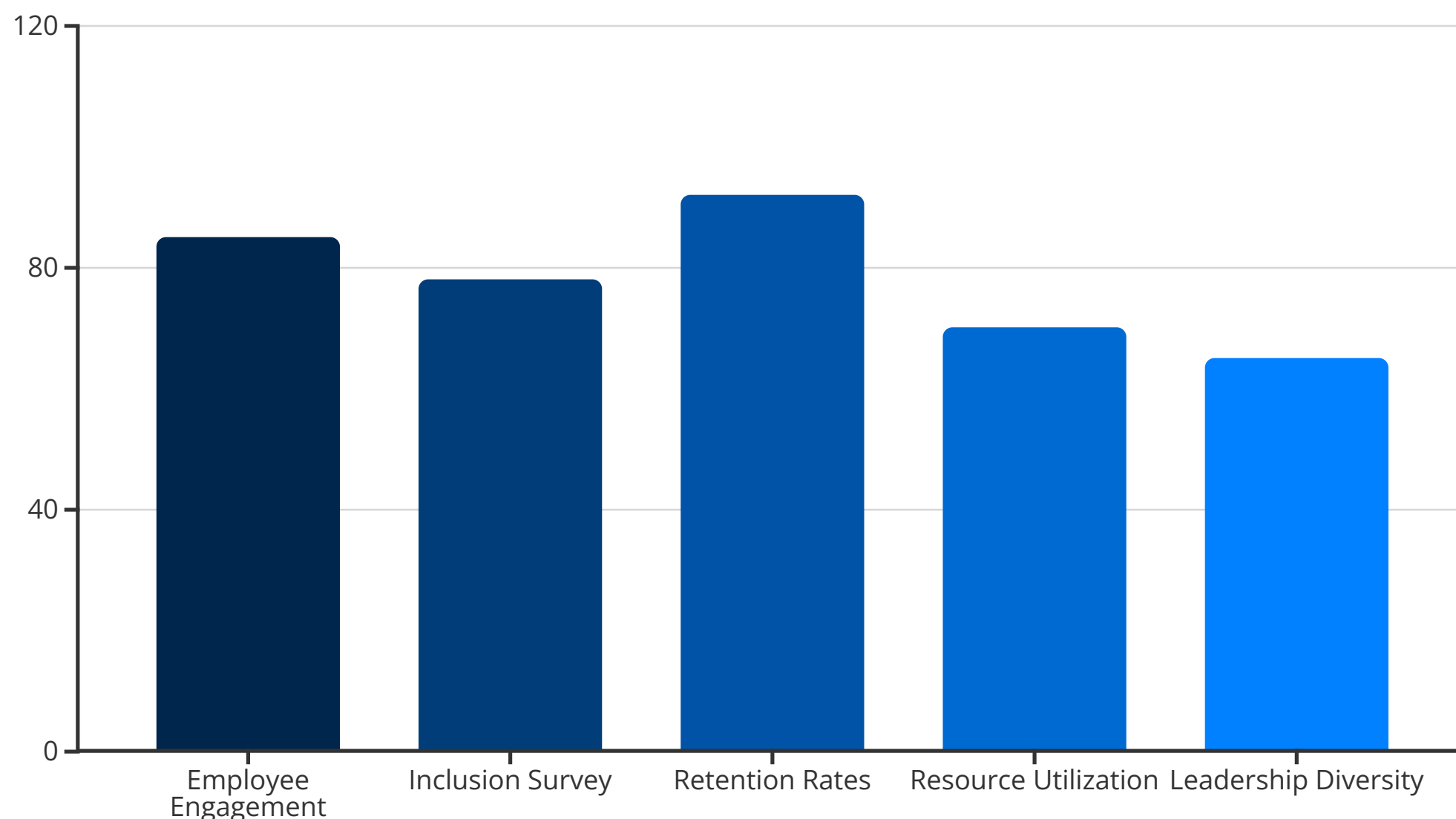
When collecting data on mental health or employee feedback, obtain explicit, informed consent. Clearly communicate how data will be used, stored, and protected, reinforcing ethical transparency and enhancing trust in mental health and DEIB initiatives.



# Measuring the Impact of ICCTM Initiatives in the Workplace

Implementing ICCTM initiatives is a commitment to continuous improvement. Here's how corporate leaders can assess the impact of these efforts:

## Suggested Metrics for Measuring ICCTM Impact:



1. Employee Engagement Scores: Monitor engagement levels, particularly within underrepresented groups, to identify areas of progress or need for improvement.
2. Inclusion Surveys: Regularly gather feedback on employees' sense of belonging and psychological safety, broken down by intersectional identities.
3. Retention Rates: Track the retention rates of employees from diverse backgrounds, indicating the success of your inclusive culture.
4. Utilization of Mental Health Resources: Measure the uptake of mental health resources among various demographic groups to ensure equitable access.
5. Leadership Diversity: Track the diversity within leadership roles to assess the effectiveness of career advancement initiatives (Haley & Brown, 2021).

# ICCTM Framework: A Corporate Model for Transformative Care

## Embedding ICCTM into Corporate Culture

The ICCTM framework developed at Bempong Talking Therapy offers a structured approach to integrating Intersectional Futurism into mental health and DEIB strategies. This framework is designed to make DEIB a lived reality rather than a corporate checkbox, fostering an inclusive and culturally competent workplace.

## Core Elements of ICCTM for Corporate Application:

1. **Cultural Competence:** Acknowledge diverse cultural contexts that influence mental health.
2. **Intersectional Sensitivity:** Address overlapping identities that shape employee experiences.
3. **Community-Centred Wellbeing:** Develop initiatives that build collective support among employees.
4. **Empowerment and Resilience:** Equip employees with tools to see their identities as strengths, fostering both personal and professional growth.

# Corporate-Focused Case Studies & Stories of Impact

Diverse Journeys Reflecting Corporate Transformation

## **Aamir's Corporate Journey**

Aamir, a young British Pakistani professional, felt that his company's DEIB initiatives didn't address cultural nuances. By introducing ICCTM-informed mental health resources, Aamir's company evolved its DEIB strategy, resulting in a more inclusive environment where Aamir felt genuinely valued.

## **Leyla's ERG Story**

Leyla, a Muslim woman with a disability, struggled to find support at work. Through the ICCTM framework, her employer incorporated cultural awareness into Employee Resource Groups (ERGs), allowing Leyla to connect with colleagues who understood her experiences.

## **Jamal and Sofia's Collaboration**

Jamal, a Black transgender man, and Sofia, a Latina working mother, found themselves isolated in their roles. The ICCTM initiative led to culturally competent mental health programs and networking opportunities, enabling them to form a supportive community, contributing to their sense of belonging and career growth.

## **Ana's Advocacy for Mental Health**

Ana, a first-generation immigrant from Eastern Europe, faced challenges in discussing mental health due to cultural stigma. Her company's ICCTM-based workshops helped normalize mental health conversations, allowing Ana to seek support without fear of judgment, enhancing her productivity and well-being.



# Tools & Resources for Corporate Implementation

## Self-Care for Practitioners and DEIB Leaders

Taking Care of Those Who Care DEIB leaders and HR practitioners are often exposed to vicarious trauma and burnout. Prioritizing self-care helps sustain compassionate and effective support.

Developing healthy coping strategies, such as mindfulness and exercise, and setting boundaries can help prevent burnout and secondary trauma. Self-care can be enhanced through regular breaks, access to mental health resources, and peer support.



## Tips for Managing Burnout in DEIB Roles:

1. Set Professional Boundaries: Define boundaries around workload and availability.
2. Engage in Peer Support Networks: Connect with other DEIB professionals to share resources.
3. Reflective Practices and Personal Therapy: Consider personal therapy and journaling as part of regular self-care.
4. Prioritize Time Off: Take regular breaks and use vacation days to recharge and relax.



# Intersectional Intake Form Template

Creating Inclusive and Safe First Impressions

This intake form template respects intersectional considerations, helping employees feel recognized and valued from their first interaction.

## Corporate Intake Form Elements:



### 1. Cultural and Ethnic Background

- Describe your cultural background.
- Are there cultural practices that are important to you?



### 2. Support Needs and Accessibility

- Do you require specific accommodations in the workplace?



### 3. Intersectional Experiences

- What unique challenges do you face due to your intersecting identities?



### 4. Mental Health and Wellbeing Goals

- How can we support your well-being and career goals inclusively?

# Vision for the Future of Mental Health in Corporate Spaces

## Innovation Through Inclusion

Intersectional Futurism provides a blueprint for an inclusive future, where diverse perspectives and experiences are celebrated as drivers of innovation. Embracing intersectionality not only enhances employee well-being but sparks creativity and new ideas by encouraging a diversity of thought. Imagine a workplace where every identity is honored, where DEIB isn't a side initiative but integral to business strategy. By adopting Intersectional Futurism, organizations can build resilient, empowered teams ready to thrive in an evolving world.

# Take Action: Bring Intersectional Futurism to Your Workplace

Ready to create a workplace where every identity is respected, and mental health is prioritized? Let *Bempong Talking Therapy* guide you in integrating the ICC™ framework and fostering a truly inclusive, empowered work environment.

- **Get Started:** Schedule a consultation with our experts to explore customized DEIB and mental health strategies.
- **Download Resources:** Access additional tools and templates to begin implementing Intersectional Futurism in your organization.
- **Stay Connected:** Join our community to receive updates on best practices, training sessions, and insights into future trends in intersectional mental health.

Take the first step toward a resilient, inclusive corporate culture. Contact us today!

# Bonus Checklist for Corporate Leaders: Implementing Intersectional Futurism

**Commit to Continuous Learning in Cultural Competence**

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**Promote Transparent, Inclusive Policies**

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**Support Community-Based Wellbeing Initiatives**

Support Community-Based Wellbeing Initiatives

**Encourage Intersectional Leadership**

Encourage Intersectional Leadership

**Design DEIB Metrics that Reflect Lived Experiences**

Design DEIB Metrics that Reflect Lived Experiences

Each action brings us closer to a workplace where all identities are seen, valued, and celebrated.



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