



# My Whole Self

## Supporting the mental health of People of Colour and Black people

We should be able to bring our whole self to work. It's good for mental wellbeing and good for business.

Many People of Colour and Black people have to hide parts of their identity in the workplace. Half of Black Britons say they are just as likely to have experienced racism at work as on the street.

The My Whole Self campaign from Mental Health First Aid (MHFA) England is calling on employers to become actively anti-racist.

With Chartered Management Institute and Business in the Community, we've launched guidance to support the mental health of People of Colour and Black people in the workplace.

Join the campaign for workplace culture change. Download the full guidance at [mhfaengland.org/my-whole-self](https://mhfaengland.org/my-whole-self).

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### Understanding racism and its impact

We must all:

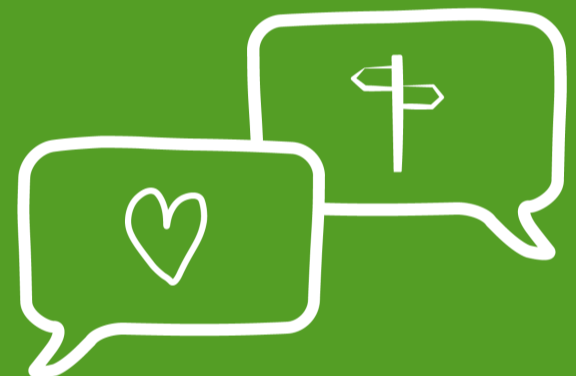
- Educate ourselves about racism and its emotional, mental, and physical impacts
- Research, listen, and reflect before we act
- Learn about allyship and become an active anti-racist
- Confront racial injustices even when it's uncomfortable



### Becoming an anti-racist workplace

Organisations must:

- Review policies through an anti-racist lens
- Understand the diversity of their workforce at all levels
- Address lack of representation in leadership, project teams, and decision tables
- Provide high quality learning and development on race equity



### Supporting People of Colour and Black colleagues

Managers:

- Lead with empathy
- Be prepared to offer support

Organisations:

- Train a diverse mix of Mental Health First Aiders

Everyone:

- Check in with our colleagues
- Listen non-judgementally
- Signpost to support if needed



MHFA England

#MyWholeSelf

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