

The background of the entire image is a textured teal color. In the center, two hands are shown reaching towards each other. The hand on the left is a darker brown skin tone, and the hand on the right is a lighter brown skin tone. The hands are positioned as if they are about to clasp or support each other. The main title text is overlaid on this image.

Mental Health for All: Elevating Diversity, Equity, and Inclusion In Your Care Strategy

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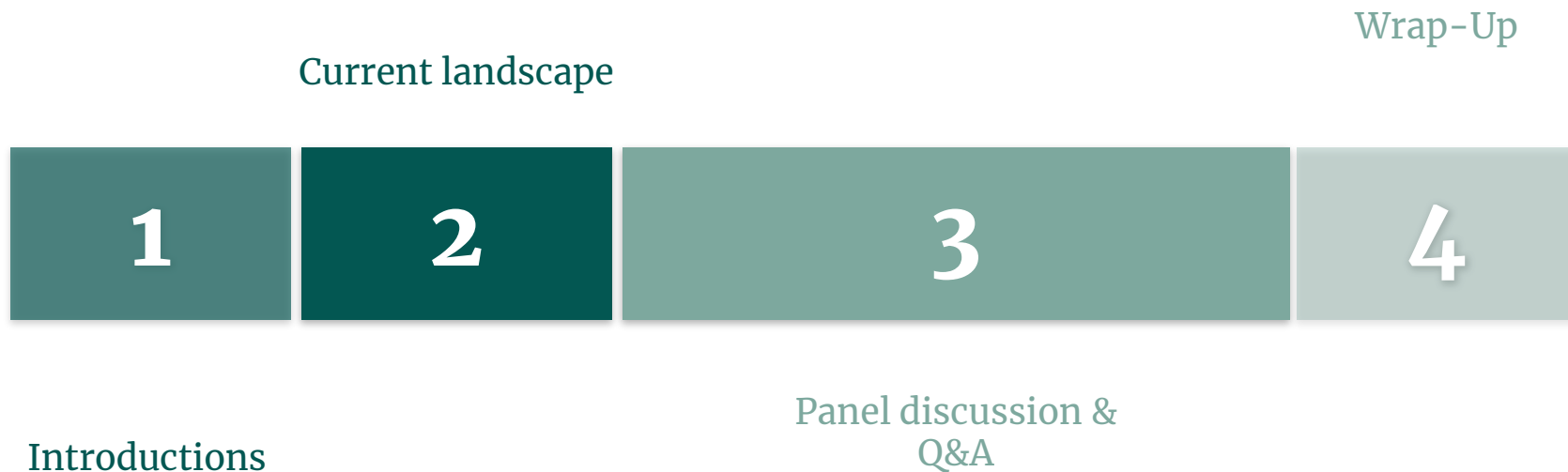
Housekeeping Items

- **Submit your questions using the Q&A widget.** We will answer them at the end of the webinar or get back to you if we can't go through all of them.
- **Questions can be submitted anonymously.** Don't be afraid to ask. Your personal information will not be displayed if you so choose.
- **Your video and audio are turned off by default.** During Zoom webinars, you don't have to worry about other audience members seeing or hearing you.
- **Keep an eye on your inbox.** The webinar recording will be sent to your email later this week.

Before we begin, let's hear what you think

What does a truly inclusive mental health strategy look like to you?

Agenda



Meet Our Panelists



Desiree Pascual

Chief People Officer
Ginger



Jesse Bridges

SVP of Diversity, Equity & Inclusion
EVERFI



Erin McClintock

Head of Impact, Social and Emotional Learning
EVERFI



Nicola Kamath

Senior Director of Product Marketing
Ginger

“There are so many people dealing with extra anxiety and struggle due to the global pandemic, economic downturn, and racial injustices... **quick and easy access to needed mental health care** [is] something my insurance provider was not able to offer due to large demand. Rather than wait weeks or months for an appointment through my health plan, [it’s game-changing to secure] care within a week. I am so glad I pursued this option.”

*Ginger Member
Q3 Member Survey, Sep. 2020*

Mental health issues disproportionately impact marginalized and under-resourced groups.

50%

Of all lifetime mental illnesses develop by age 14

67%

Of Black adults who need mental healthcare do not receive it

25%

Of multi-racial populations are likely to report mental illness

2.5x

LBGTQ individuals are 2.5x more likely to experience depression, anxiety, and substance misuse

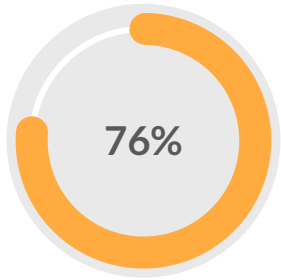
The New Employee Experience



The Costs Of Unwell Communities

By the Numbers

ANNUAL BUSINESS COST
OF MENTAL HEALTH
AND SUBSTANCE MISUSE



OF U.S. EMPLOYEES
HAVE STRUGGLED
WITH A MENTAL
HEALTH ISSUE



Demographic groups experience mental health differently;
mental health is a diversity and inclusion issue.

Millennial, Gen Z & LGBTQ+ respondents

had higher rates of mental health symptoms. | had symptoms for longer durations. | were more likely to have gotten mental health treatment. | were more comfortable talking about mental health at work.



Women

were more likely to have gotten treatment for a mental health condition in the past.

Black & Latinx respondents

experienced higher rates of every mental health symptom compared to all respondents.

were more likely to have left a previous role for mental health reasons.

How to make mental healthcare more inclusive

- 1 **Diverse providers** that reflect the diversity of backgrounds, cultural groups and specialties of the individuals they serve.
- 2 **Cultural competency and ongoing training** on topics relating to LGBTQ+, racial trauma, veterans, traditionally underserved minorities, economically disadvantaged groups, and more.
- 3 **Reducing mental health stigma** through content, programming, and approachable settings of care.



Panel Discussion

Please submit questions via Zoom's Q&A feature

Thank you for joining us today

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What is an inclusive leadership trait that resonates with you the most?

