



# Bempong Talking Therapy

## For the multicultural workplace

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# Hello!

I would love to meet you!

Every year, it costs businesses £1,300 per employee whose mental health needs are unsupported. Mental ill health is responsible for 72 million working days lost and costs £34.9 billion each year

\*Source: Deloitte, 2020

**I am Jarell Bempong, and I aim to develop maximum support for the mental health and well-being of staff in a work environment. Further to this, I introduce cultural consciousness. Understanding cultural diversity among staff will enhance a more harmonious and accepting workplace.**

It's no secret that the mental health and well-being of employees are crucial for the successful running of any business. It should afford all staff spending time in a work environment this. Also, my cultural conscience solutions work hand in hand with mental health to enhance cultural and social inclusion.

The mental health skills and training I provide will show a company how to care for every employee, promote and maintain well-being, eliminate stigma and provide optimal support.

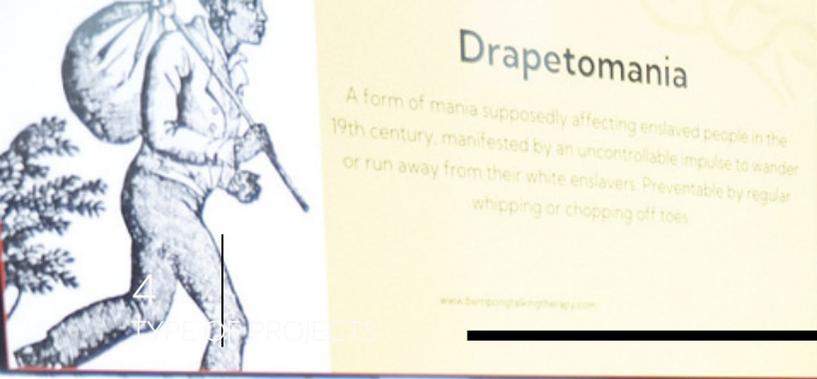
It is rare to find mental health awareness & support alongside cultural consciousness training, but it is a practical addition. I will show how your workforce can become more accepting of cultural minorities. This, in turn, will positively affect and inspire them to seek help for their mental health issues.

Best of all, employees will strengthen their respect and relationships with each other through a new understanding and empathy for cultural diversity, equality and inclusion.

*Jarell Bempong*

**Psychotherapist, Counsellor and Trainer**

[www.bempongtalkingtherapy.com](http://www.bempongtalkingtherapy.com)



# 4. Delivering the solution to racial justice in today's workplace

## Culturally conscious mental health training for the multicultural workplace

Let me ask you some simple questions:

1. Are cultural minority employees in your workplace being understood and accepted?
2. Are they satisfied with the mental health support they're receiving?
3. And through social inclusion's powerful advantages, are your employees working to their maximum potential?



## My approach

Ethnic minorities frequently report factors that constantly impact their mental health, such as microaggressions, racial ignorance and unconscious biases in the workplace.

This makes it essential that ethnic minorities have access to culturally conscious support as their reliable source of being understood. By implementing this, their improved mental health will enable them to proactively engage in diversity, equality, and inclusion initiatives.

## What is important:

### Educate the leaders

- Managers can be the “first responders” to address mental health during a crisis. Empowering managers to lead on mental health and inclusion – and how the two intersect—can give the right message to employees from diverse backgrounds.

### Improve access to culturally competent care

- There are striking inequalities in access to mental health care with various contributing factors. These include stigma, discrimination, lack of coverage, and a shortage of professional support, especially for those from diverse backgrounds.

### Moving from words to action

- As a company, you know how important it is to have a comprehensive mental health training plan. In today’s society, mental health should be suitably accessible for every employee. Such a plan will also engage and encourage ethnic minorities to come forward and participate.

# Important Connections: Between mental health and diversity and equality



# 6 | **Mental Health and Diversity and Inclusion (D&I) Training**

Initiatives that support diversity, inclusion and belonging are powerful tools in aiding the good mental health of black and ethnic minority employees. The result? of good mental health will help promote such initiatives.

Furthermore, It's more likely that ethnic minority employees will accept mental health support if they feel it represents and understands them. Culturally conscious therapy achieves this.

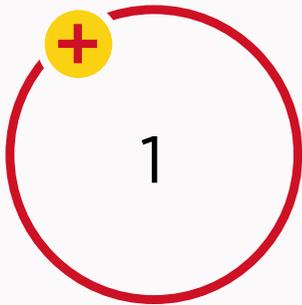
I have first-hand expertise in both mental health training and cultural conscience.

I create and deliver:

- One- hour Lunch and Learns
- Workshops
- Training & Talks

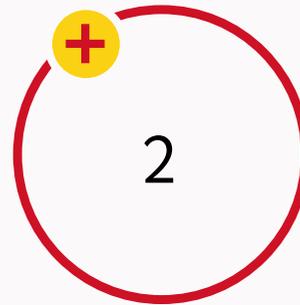
# Comprehensive solutions for your workforce.

I am ready to help your organisation commit to inclusion and social equality in mental health and workplace wellbeing.



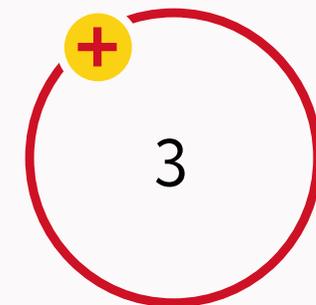
## ·LUNCH & LEARNS

Productive, powerful sessions delivered during lunch breaks.



## ·WORKSHOPS

Interactive educational meetings designed to create powerful, lasting results.



## TRAINING

·Targeted up-skilling programmes:  
Delivered through interactive lessons

# Topics covered

## Culturally conscious mental health for the multicultural workplace

**1 in 6 workers will experience depression, anxiety or problems relating to stress at any one time**

**Source: MHFA**



01

Culturally conscious mental health awareness

**All employee levels will learn how cultural consciousness is closely tied to mental health & productivity.**

This will promote and integrate mental health awareness, diversity and workplace inclusion. Safer environments can be created, increasing well-being, motivation, positivity and ultimately employee productivity.



## 02 ·Culturally conscious mental health & communication

**Employees will learn how to effectively and consciously use communication tools to improve their emotional connections.**

By implementing cultural consciousness I will help create a safe space for everyone to express themselves empathetically within a cohesive, inclusive and productive workplace.



## 03 Culturally conscious mental health application

**Employees will learn how to effectively and consciously apply their awareness and communication tools.**

By implementing cultural consciousness I will help create a safe space for everyone to feel equal, understood and valued within a cohesive, inclusive and productive workplace.



## 04 Why culturally conscious mental health support is essential for the Black British workforce.

**Employees will learn about the history of mental health inequality in the UK.**

The number of black people affected by mental health issues is disproportionate to white people. Creating a happy, inclusive and productive workplace bridges the gap between the inequalities of mental health.

Support our Black  
Talent

Presented by Jarell Bempong

10 Why

## Choose me?

As a company, you know how important it is to have a comprehensive mental health training plan. In today's society, mental health should be suitably accessible for every employee. Such a plan will also engage and encourage ethnic minorities to come forward and participate.

Think about a workplace where cultural majorities understand minority cultures more. My expertise in cultural consciousness and mental health training leads to this understanding, which leads to acceptance. In return, minority staff are more likely to have their mental health issues addressed.

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# Core Standards ...

Aiming my training at the whole workforce hierarchy ensures implementing an effective plan that covers all employees.

Not only that, but the entire workforce will benefit by creating a more unified and accepting workplace through cultural consciousness.



## Experience-based

I have personally and professionally experienced subject matters I discuss. You will benefit from my empathy and inspirational stories in overcoming racism and mental health issues.



## Simple & Flexible

As your new partner in mental wellness, diversity and inclusion, I will work with you to create tangible improvements in your people's mental health, company culture and overall well-being.



## Evidence-based

Science-based and rigorously tested, I developed my training with input from clients, experts and my lived experience of being a cultural minority living in the UK struggling with mental health issues.



## Unique approach

Inclusion and workplace mental health are linked. I help embed a culture of diversity and inclusion within your company, improving your employees' mental well-being. Whatever their background.

# The Benefits!

**In 2018/19, stress, depression or anxiety was responsible for 44% of all cases of work-related ill health and 54% of all working days lost due to health issues in G.B.**

**\*Source: MHFA**

The upturn in employee well-being my training will provide can see the costs caused due to absenteeism and presenteeism reduction and more excellent employee retention. What's more, well-being creates an improvement in productivity and creativity, leading to greater job satisfaction.

Incorporating cultural conscience and mental health training has forged an inclusive culture. This ultimately achieves more excellent teamwork and individual employee self-belief. It is an encapsulation of positivity!



A man and a woman are looking at a document together in a professional setting. The man is on the left, wearing a dark blue shirt, and the woman is on the right, wearing a green and white patterned shirt. They are standing in front of a large window. The woman is wearing a rainbow lanyard with a badge that says "hick hick hick".

## 13 My Aim

My aim is to totally understand your company. By listening carefully, without judgement, I will be in a position to empower you to implement culturally conscious mental health support. It will positively impact and drive the self-belief, well-being and productivity of all employees. And in short, your workforce is your company's commercial value heartbeat.

# 14 | How I will support you



**I am here to support you in enhancing your existing mental health and inclusion strategy proactively and minimise the impact of mental ill health and cultural inequality in your workplace.**

## **Mental Health**

Protect employee mental health through prevention and early intervention

## **Diversity & Inclusion**

Embed culturally conscious change across the whole organisation

## **Start a conversation**

Develop your leader' skills and knowledge to have culturally sensitive mental health conversations with their teams

## **Break the stigma**

Build employees' confidence to have open conversations around mental health and break the stigma

## **Promote Awareness**

Encourage and signpost people to access the support they can relate to when needed.

## **Happy & productive**

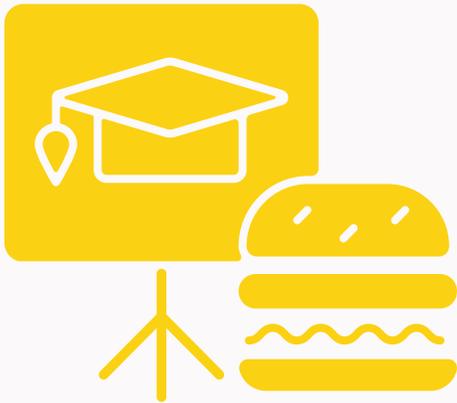
Promote a culturally conscious mentally healthy environment, allowing people to thrive and become more productive

# Prices

Prices quoted reflect both online, in person and hybrid deliveries.

## Lunch and Learns

Productive, powerful sessions are delivered during lunch breaks.

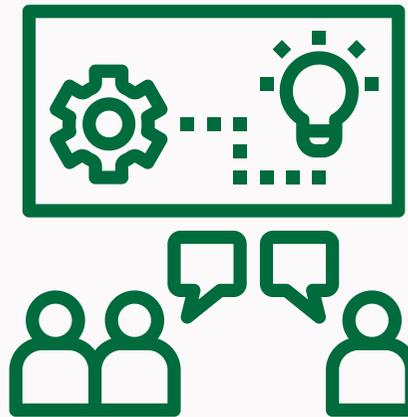


**Price: £1000**

Delivered over a lunch break

## Workshops

Interactive educational meetings designed to create powerful, lasting results.

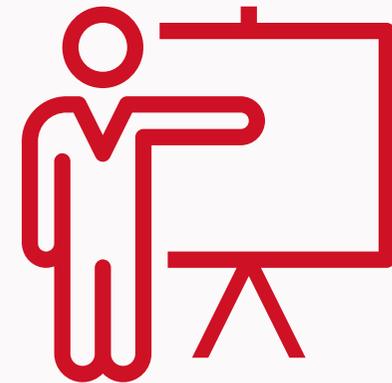


**Price: £2200**

Delivered in 2-3 hours

## Training Courses

Targeted programmes delivered in interactive lessons to upskill your workforce.



**Price: £3000**

Delivered over 4 hours

# Havas Kings Cross

Helping HKX INTERNATIONAL become a culturally conscious workplace.

## The challenge

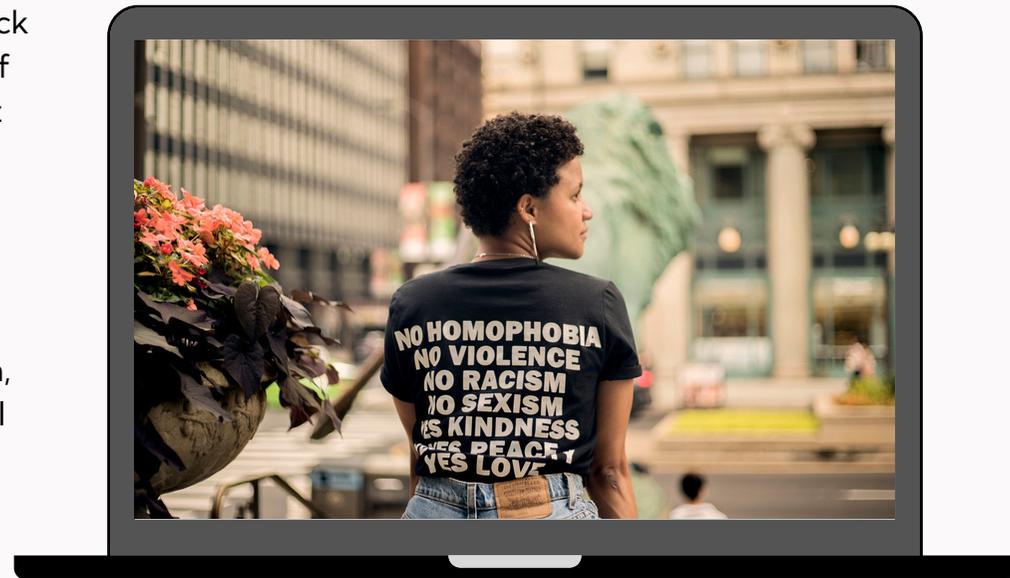
Havas' Diversity and inclusion team were looking for a black therapist to deliver a lunch and learn to educate their staff about mental health and how to support their black talent during Black History Month.

## The solution

I delivered a one hour lunch and learn taking them of through the present state of the UK mental health system, the history behind the present inequality and how cultural consciousness is a simple and effective solution.

## The result

Havas employees gained a more profound sense of how they can better inform their staff about the mental health available to them and diversify their mental health volunteer team to be more inclusive and culturally conscious of the unique challenges of peers with differing cultural identities.



**69% of U.K. line managers say that supporting employee well-being is a core skill, but only 13% have received mental health training. 35% of line managers reported a wish for basic training in common mental health conditions**

**Source: MHFAENGLAND**



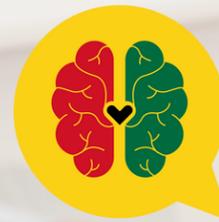
AND ...

# It's done

The case for investing in employees' mental health is clear. Diversity, equality, & Inclusion and workplace mental health are closely linked. Although the solutions to poor mental health and inequality at work can often be as nuanced as the problems themselves, the key is to be guided by your people, and it is not a one-size-fits-all approach.

I will support you in embedding a cultural consciousness of diversity and inclusion within your company, improving your employees' mental well-being. Whatever their cultural heritage or background.

*Jarell Bempong*



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TALKING THERAPY

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