



European Network Against Racism  
Réseau européen contre le racisme

**ENAR Equal@Work Platform 10<sup>th</sup> annual seminar**  
**Well-being@work: Race and mental health in the workplace**  
**Brussels, 7<sup>th</sup> December 2018**

*The [Equal@work Platform](#) brings together businesses, social partners, NGOs, public authorities and academics committed to diversity and inclusion, to find solutions so that ethnic and religious minorities can fully participate in the labour market. The 10<sup>th</sup> annual Seminar will explore the issue of wellbeing, race and mental health in the workplace.*

The 10<sup>th</sup> Equal@work seminar will explore the emerging topic of wellbeing, race and mental health in the workplace. Forward-thinking employers are increasingly recognising the importance of health and wellbeing for a productive workplace, however few have considered the issues of race and mental health. How do barriers facing people of colour in the workplace affect mental health and wellbeing? Available data shows that racial minorities are more likely to suffer from common mental health issues.<sup>1</sup> In addition, the effect racial discrimination and other forms of mistreatment has been completely under-explored. From the effect of discrimination and harassment, inequality in workplace hierarchies, and the pressure to conform discriminatory workplace standards, a number of issues are there to be unpacked. Any attempt toward full equality and inclusion for people of colour requires a real consideration of the barriers facing them.

ENAR will bring together a range of different actors -private companies, public administrations, trade unions, NGOs, employees - to explore this innovative topic.

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<sup>1</sup> <https://weareagenda.org/womens-mental-health-key-facts/>

## WELLBEING, RACE AND MENTAL HEALTH IN THE WORKPLACE

09:30	<p><b>Arrival</b></p> <p><i>*Please note participants must arrive by 9:30 to ensure entry*</i></p>
10:00	<p><b>Start and welcome words</b> <i>Rachid Bensahnoune &amp; Javier Eguíron, Inditex BE-LUX</i></p>
10:15	<p><b>10 years of the Equal@work Platform</b> – <i>Michael Privot, (ENAR); Bruce Roch (Adecco Group); Rachid Bensahnoune (Inditex)</i></p>
10:30	<p><b>Panel and Q&amp;A: Wellbeing, race and mental health in the workplace: What are the barriers for people of colour at work?</b></p> <p><b>Interventions from</b></p> <ul style="list-style-type: none"> <li>- <i>Laura Marchetti (Mental Health Europe)</i></li> <li>- <i>Michaela Moua (Anti-Racist Forum)</i></li> <li>- <i>Jacqueline Bowman-Busato (Self-Care Initiative Europe)</i></li> </ul> <p><i>Moderated by Sarah Chander (ENAR)</i></p>
12:00	<p><b>Convenience break</b></p>
12.20	<p><b>Who is in the room? – good practice exchange</b></p>
13:00	<p><b>Lunch</b></p>
14:00	<p><b>Parallel workshops:</b></p> <ol style="list-style-type: none"> <li><b>1. <i>Creating a culture of wellbeing in your organisation</i></b> <i>Lead by Greta Rossi, Recipes for Wellbeing</i></li> <li><b>2. <i>Navigating oppression at work</i></b> <i>Lead by Marie Da Sylva, Nkali Works</i></li> </ol>
15:45	<p><b>Break</b></p>
16.00	<p><b>Plenary: Feedback and conclusion</b> <i>Sarah Chander, ENAR</i></p>
16.30	<p><b>End</b></p>

**INDITEX**



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