

ARE YOUR WAYS OF WORKING DIVERSE, EQUITABLE, AND INCLUSIVE?

In the current economic and global landscape, it has never been more important to prioritise the mental health and wellbeing of all your employees. We know that [the cost-of-living crisis will have a disproportionate impact](#) on women, and Black, Asian, Mixed Race, and other ethnically diverse people, and that with creating individualised ways of working comes the risk of [creating a two-tiered system](#).

This factsheet highlights the inequalities relating to wellbeing at work as identified in the Business in the Community (BITC) YouGov 2022 survey, as well as how BITC can help you to achieve an inclusive culture of wellbeing and [ensure all your employees are enabled to THRIVE](#).

42% of Black, Asian, Mixed Race, and other ethnically diverse employees feel comfortable talking about mental health issues vs **52%** of white employees

In the last year **41%** of women experienced a work-related mental health issue vs **30%** of men

60% of employees in large organisations reported proactive communication around mental health vs **33%** of employees in SMEs

Young women are more likely than young men to value flexible working with **47%** of young women vs **24%** of young men

In the last year **48%** of employees with a disability experienced a work-related mental health issue vs **33%** of employees with no disability

Employees who co-create ways of working are much more likely to say their organisation trusts them with **78%** who do co-create vs **13%** who do not

HOW CAN BUSINESS IN THE COMMUNITY HELP YOU TACKLE THESE INEQUALITIES?

Revolutionise your ways of working

- Our Wellbeing Advisory offer includes a new Your Job Can Be Good For You workshop which explores tips, techniques, and best practices in order to enable the co-creation of ways of working that support wellbeing.
- Join the BITC Advisory Peer Learning Forums to learn best practice from business to inform your wellbeing strategy through active participation and discussion.
- To find out more, download the [BITC Your Job Can Be Good For You](#) report.

Transform the way you think about combining paid work and care

- Ensure your policies and wider approach reflect the depth, breadth, and variety of caring responsibilities which your employees will be managing at any one time.
- Champion equitable access to care for all genders in your policies.
- Foster a culture that supports men to care. Ensure men are better empowered to combine paid work with caring responsibilities.
- To find out more, download the [BITC Who Cares?](#) report.

Make race equality a priority

- Sign the [BITC Race at Work Charter](#) and commit to the seven calls to action to ensure that ethnic minority employees are represented at all levels.
- The Charter provides a framework for employers to take practical steps to ensure their workplaces are tackling barriers that ethnic minority people face in the workplace.
- To find out more, visit the [BITC Race at Work Charter](#) webpage.

Support employees with the cost-of-living crisis

- Pay the Real Living Wage to employees and contractors.
- Ensure employees have the option to work flexibly.
- Target support towards your lower income and vulnerable employees using workforce data and employee engagement.
- To find out more, download the [BITC Cost-of-Living Action Plan](#).

What do you think? [Let us know your feedback](#) on this factsheet.