



BIPOC MENTAL HEALTH AWARENESS & ACTION GUIDE

This resource packet is designed to deepen understanding, spark meaningful conversations, and empower individuals and workplaces to support BIPOC mental health. Inside, you'll find educational insights, myth-busting tools, self-care reminders, and practical ways to champion equity, inclusion, and well-being.

INTRODUCTION



Why This Guide Exists

At Bree Health, we are committed to creating a workplace that is inclusive, equitable, and empowering for everyone. This guide was developed to support that commitment—specifically by deepening our collective understanding of the experiences, histories, and contributions of Black, Indigenous, and People of Color (BIPOC) communities.

Too often, BIPOC individuals face systemic challenges rooted in historical injustices, cultural erasure, and everyday exclusion. These inequities persist not only in society at large, but also within workplaces. Recognizing these realities is the first step toward transforming our work environment into one where everyone feels seen, heard, and valued.

What You'll Find Here

This guide provides a foundation for understanding racial equity and inclusion through a BIPOC lens. It includes:

- Context and history behind racial inequities
- Insights into the lived experiences of BIPOC colleagues
- Practical ways to show up as allies and build inclusive teams
- Internal and external resources for continued learning

What BIPOC Means

BIPOC stands for Black, Indigenous, and People of Color. This acronym emphasizes the unique experiences and systemic injustices faced by Black and Indigenous communities while also recognizing the broader experiences of other people of color.

- **Black:** Includes those of African descent, including African American, Afro-Caribbean, and Afro-Latinx communities.
- **Indigenous:** Refers to Native peoples whose ancestors were the original inhabitants of lands prior to colonization.
- **People of Color (POC):** A collective term for non-white individuals, including Latinx, Asian, Middle Eastern, Pacific Islander, and multiracial communities.

Our Shared Responsibility

Equity and inclusion aren't the job of just one team or department—they are a shared responsibility. This guide invites all employees, regardless of background, to reflect, learn, and take part in shaping a more just and inclusive workplace.

We hope it sparks awareness, empathy, and action.

CONTEXT MATTERS: A LOOK AT THE PAST



Understanding the realities faced by BIPOC communities today requires acknowledging the historical forces that shaped them. Racial inequality didn't appear overnight—it was built over centuries through systems of colonization, slavery, segregation, and exclusion.

The Legacy of Inequity

- Black communities have endured generations of enslavement, Jim Crow laws, mass incarceration, and ongoing racial profiling.
- Indigenous peoples faced displacement, cultural erasure, and violence through colonization, broken treaties, and forced assimilation.
- Other communities of color—including Latinx, Asian, and Middle Eastern groups—have faced exclusionary laws, xenophobia, and stereotyping.

These systemic injustices continue to influence access to education, healthcare, housing, and career opportunities.

Race Is a Social Construct

Race is not a biological reality—it is a social idea created to justify inequality. Understanding race as a construct helps us challenge the biases and structures that perpetuate harm.

Why It Matters at Work

The workplace is not separate from society. Bias, inequity, and exclusion can show up in hiring, promotions, leadership representation, and team dynamics. Building awareness of history is key to shaping a more equitable future—together.

- BIPOC employees may hesitate to speak up, challenge unfairness, or share feedback if they fear being labeled “difficult” or facing retaliation.
- Inclusive cultures prioritize listening, safety, and accountability

BIPOC MENTAL HEALTH MYTH BUSTING



Mental health can be a tough topic in many BIPOC communities—sometimes seen as taboo or misunderstood. Messages like “deal with it on your own” or “just pray harder” often come from fear and past harm in the healthcare system. But mental health care isn’t a weakness—it’s a tool for strength, healing, and growth.

Let’s explore and challenge some common myths that can stand in the way of getting support.

Myth 1: Asking for help is weak

Many believe they should “push through” struggles alone—but talking about your feelings takes strength. Being open can help you and inspire others to care for their own mental health too.

Affirmation:

Asking for help shows strength, not weakness. I give and receive support with pride.

Myth 2: What happens in the family stays in the family

Sharing personal struggles outside the family may feel uncomfortable or shameful. But trusted friends, professionals, and “chosen family” can offer support and tools that benefit everyone.

Affirmation:

I can share my story with people who make me feel safe, seen, and supported.

MYTH BUSTING CONTINUED



Myth 3: Therapy is only for people who are “crazy”

Therapy is for anyone navigating life’s challenges. It can help you process emotions, improve relationships, and find direction—just like it has for many public figures and everyday people alike.

Affirmation:

Therapy is a place for growth, not shame. I deserve to thrive.

Myth 4: Mental illness only affects white people

Mental health conditions affect all communities. While access and stigma vary, BIPOC individuals absolutely experience mental health struggles—and deserve culturally responsive care.

Affirmation:

Mental health is part of being human. I deserve support that honors who I am.

Myth 5: Struggling means you’re not praying enough

Faith and therapy can work hand in hand. Seeking help doesn’t mean you lack faith—it’s a way to take action in your healing, with support from both spiritual and therapeutic paths.

Affirmation:

My faith strengthens me. Therapy helps me grow within my faith.

Myth 6: I shouldn’t complain—my ancestors had it worse

It’s okay to feel grateful and still acknowledge your pain. Taking care of your mental health honors your ancestors and helps break cycles of generational trauma.

Affirmation:

I carry my ancestors’ strength. Healing myself honors them.

You deserve care, respect, and healing. Always.

Mental health support is not just for some—it’s for you. Contact us at 1-800-EAP-CALL to learn more.

SELF-CARE IS NOT SELFISH



In BIPOC communities, we carry so much—responsibility, strength, legacy, and resilience. But carrying it all doesn't mean we don't need care. In fact, prioritizing your well-being is one of the most powerful things you can do for yourself and your community.

Why Self-Care Matters

- **Because rest is resistance.** In a world that often demands more than it gives back, pausing is an act of power.
- **Because stress adds up.** Racism, microaggressions, financial pressure, and community trauma can take a toll—mentally, emotionally, and physically.
- **Because healing is generational.** When you care for yourself, you interrupt cycles of burnout and model balance for those around you.
- **Because you deserve peace.** Not just survival—but joy, rest, and wellness.

What Self-Care Can Look Like

Self-care doesn't have to be expensive or time-consuming. It's about what restores you.

- Taking a walk, dancing, or stretching
- Logging off social media for a while
- Saying "no" without guilt
- Making space for joy and creativity
- Praying, meditating, or connecting spiritually
- Talking to a therapist who affirms your identity
- Drinking water, eating nourishing food, getting sleep
- Asking for help and setting boundaries

Affirmations for BIPOC Self-Care

- *My rest is necessary.*
- *My health is sacred.*
- *I don't need permission to care for myself.*
- *I honor my ancestors by caring for the body, mind, and spirit they gave me.*
- *Thriving is my birthright—not just surviving.*

Taking care of yourself is not a luxury. It's a revolution.

You don't have to earn your rest. You don't need to explain your boundaries. You are allowed to protect your peace. Let's normalize care, healing, and rest—for ourselves, and for our communities.

HOW TO SUPPORT YOUR COMMUNITY



Everyday actions that build trust, equity, and belonging.

Supporting Black, Indigenous, and People of Color (BIPOC) communities is not just about good intentions—it's about ongoing, thoughtful action. Whether you're part of a workplace, a neighborhood, a school, or a circle of friends, your effort to uplift BIPOC voices and experiences can make a lasting impact.

Here's how you can start—or keep going—with purpose and care:

1. Listen First, Speak Thoughtfully

- *Give space for BIPOC individuals to share their experiences without interruption or defensiveness.*
- *Avoid jumping in with comparisons or solutions—sometimes support just means being present*

2. Educate Yourself

- *Learn about the histories, cultures, and current issues affecting BIPOC communities.*
- *Read books, attend events, follow BIPOC voices on social media, and explore resources without expecting others to teach you.*

3. Amplify, Don't appropriate

- *Share BIPOC perspectives, businesses, art, and content—without taking credit or centering yourself.*
- *Use your platforms to uplift voices that might otherwise go unheard.*

HOW TO SUPPORT YOUR COMMUNITY CONTINUED



4. Challenge Harmful Language and Behavior

- Speak up against racism, stereotypes, and microaggressions when you see or hear them.
- If you make a mistake, apologize sincerely and commit to doing better.

5. Support Mental Health and Well-Being

- Acknowledge the mental and emotional toll of discrimination and injustice.
- Promote access to culturally responsive care and make space for rest, grief, and healing.

6. Invest in Equity

- Support BIPOC-owned businesses, nonprofits, and creators.
- Donate time, money, or resources to community-based organizations that are doing the work.

Supporting BIPOC communities is a lifelong commitment—made stronger by small, consistent acts of solidarity.

Start with one action. Then build on it. Stay humble, stay learning, and stay active.

Equity starts with all of us.

HOW EMPLOYERS CAN CHAMPION BIPOC



Mental health plays a vital role in overall well-being, and understanding the unique experiences of Black, Indigenous, and People of Color (BIPOC) is key to cultivating an inclusive and supportive workplace. Observed each July, BIPOC Mental Health Awareness Month offers employers a meaningful chance to advocate for mental health equity and better support their diverse teams. Here are several impactful ways to get involved:

1. Educate and Build Awareness

Offer Learning Opportunities:

Host seminars and workshops that explore the specific mental health challenges within BIPOC communities. Invite guest speakers or mental health experts to address issues such as systemic racism, cultural stigma, and the importance of inclusive care.

Share Informative Resources:

Distribute curated articles, videos, and infographics on BIPOC mental health using newsletters, email, or your company intranet to ensure wide access and visibility.

Encourage Dialogue:

Create safe, welcoming spaces where employees can openly discuss mental health. Empower managers to initiate conversations and guide teams to available resources.

HOW EMPLOYERS CAN CHAMPION BIPOC CONTINUED



2. Provide Access to Culturally Competent Care

Review Your EAP Services:

Evaluate your Employee Assistance Program (EAP) to ensure it includes mental health professionals trained in culturally responsive care and capable of serving diverse backgrounds effectively.

Collaborate with Community Partners:

Partner with organizations that specialize in BIPOC mental health to bring tailored programming, workshops, or on-site counseling services to your team.

3. Support BIPOC-Focused Mental Health Efforts

Give Back:

Make corporate contributions to nonprofits that support BIPOC mental wellness. Consider launching fundraising drives that invite employees to participate.

Encourage Volunteerism:

Promote opportunities for employees to volunteer with local mental health initiatives in BIPOC communities, strengthening team engagement and social impact.

4. Develop Inclusive Workplace Policies

Build Responsive Mental Health Policies:

Ensure that your policies are inclusive, offering flexibility, mental health days, and equitable access to mental health services for all employees.

Listen and Improve:

Conduct surveys or feedback sessions to assess the mental health needs of your BIPOC staff, using this input to shape or refine support programs.

5. Empower Employee Resource Groups (ERGs)

Support BIPOC ERGs:

Encourage the formation of ERGs that focus on BIPOC mental health and provide them with funding, visibility, and leadership support.

HOW EMPLOYERS CAN CHAMPION BIPOC CONTINUED



Launch Mentorship Opportunities:

Create structured mentorship programs that connect BIPOC employees with supportive mentors, particularly those who can provide guidance on well-being and career growth.

6. Promote Mental Health Resources

Make Resources Visible and Accessible:

Ensure that all employees know where and how to access mental health resources such as counseling, hotlines, and EAP services.

Communicate Regularly:

Keep employees informed through ongoing communications that highlight available support and remind them that help is just a click or call away.

7. Cultivate a Culture of Support

Lead by Example:

Encourage managers and leaders to speak openly about mental health, modeling the importance of seeking support and advocating for inclusivity.

Celebrate Diversity Year-Round:

Honor the cultural richness within your organization by acknowledging the backgrounds and experiences of your team. Build a culture where everyone feels seen, heard, and supported.

Supporting BIPOC Mental Health Awareness Month means more than acknowledging disparities—it calls for real, intentional action. Through education, inclusive policies, access to culturally competent care, and a workplace culture that values every individual, employers can play a critical role in advancing mental health equity. This July—and every month—let's continue building workplaces where everyone has the opportunity to thrive.

BIPOC RESOURCES



ADVOCACY ORGANIZATIONS

NAACP (National Association for the Advancement of Colored People) — the mission of this association is to ensure political, educational, social, and economic equality and to eliminate race-based discrimination. Visit their website to sign their petitions, learn about their causes or donate.

Equal Justice Initiative — private non-profit organization working to end racial inequality. They provide legal representation to people who have been illegally convicted, unfairly sentenced or abused in state jails and prisons.
Black mental health resources, organizations and foundations

BLACK MENTAL HEALTH RESOURCES, ORGANIZATIONS AND FOUNDATIONS

Black Emotional and Mental Health Collective (BEAM) — group aimed at removing the barriers that Black people experience getting access to or staying connected with emotional health care and healing. They do this through education, training, advocacy and the creative arts.

Black Mental Wellness — provides access to evidence-based information and resources about mental health and behavioral health topics from a Black perspective, as well as training opportunities for students and professionals.

Black Women's Health Imperative Organization — advancing health equity and social justice for Black women through policy, advocacy, education, research and leadership development.

LATINX MENTAL HEALTH RESOURCES



Latinx Therapy — directory offering Latinx mental health professionals, including Mexican, Dominican and AfroLatina counselors.

The National Hispanic Family Health Helpline — call 1-866-783-2645 between 9 a.m. to 6 p.m. ET, Monday through Friday, for assistance finding a mental health provider.

American Society of Hispanic Psychiatry — find mental health information specific to the Latinx community on this page created by a group of Latinx mental health professionals. You can also use their find a physician page to locate a mental health provider.

NATIVE, ALASKA NATIVE AND INDIGENOUS MENTAL HEALTH RESOURCES

One Sky Center: American Indian/Alaska Native National Resource Center for Health, Education and Research — dedicated to improving mental health and substance use treatment and prevention in Native communities.

WeRNative — mental health resource promoting holistic health for Native youth created by Native youth.

Indian Health Service — federal health program for American Indians and Alaska Natives. Provides advocacy, policy development and family violence prevention, behavioral health and substance use programs.

ASIAN, SOUTH ASIAN, AND PACIFIC ISLANDER MENTAL HEALTH RESOURCES

Asian American Psychological Association (AAPA) — group focused on research, professional practice, education and policy aimed at improving the mental health and well-being of Asian American communities.

National Asian American Pacific Islander Mental Health Association — organization providing policy and advocacy as well as training and programs to promote the mental health of Asian American, Native Hawaiian and Pacific Islander individuals and communities.

ASIAN, SOUTH ASIAN, AND PACIFIC ISLANDER MENTAL HEALTH RESOURCES CONTINUED



Asian Mental Health Collective — group whose mission is to raise awareness about the importance of reducing stigma and promoting the mental health of Asian communities.

BIPOC LGBTQ+ RESOURCES

National Queer & Trans Therapists of Color Network (NQTTCN) — healing justice organization focused on improving mental health for queer and trans Black, Indigenous and People of Color. Has a therapist network of black, indigenous, Latinx, Arab, middle-eastern, Asian, pacific islander, mixed race, lesbian, gay, bisexual, queer, transgender, two-spirit, gender non-conforming, genderqueer and non-binary people.


National Queer Asian Pacific Islander Alliance (NQAPIA) — provides education, leadership development and collaboration aimed at challenging racism and anti-LGBTQ+ bias, as well as a directory of Asian and Pacific Islander therapists and healers.


Therapy for Queer People of Color — group of psychologists, professional counselors, social workers and administrative specialists focused on social justice, anti-racism and intersectionality. They provide mental healthcare exclusively to queer and trans people of color.

BREE HEALTH CAN HELP:



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resources—anytime, anywhere. Just
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 (800) 327-2255

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