



INCLUSIVITY AWARENESS



We are Women supporting Men

Inclusivity around **men's mental health in the workplace** is a vital topic that's often overlooked. Here's a breakdown of key points and actionable strategies to promote a more inclusive and supportive environment:

Why Men's Mental Health Matters at Work



- † **Stigma and Silence:** Many men feel societal pressure to appear strong and unemotional, which can prevent them from seeking help.
- † **Underreported Issues:** Men are less likely to report mental health struggles, leading to untreated conditions like depression, anxiety, and burnout.
- † **Workplace Culture:** Traditional workplace norms may discourage vulnerability, especially in male-dominated industries.

Strategies to Promote Inclusivity

1. Normalize Mental Health Conversations

- Host regular wellness talks or mental health awareness days.
- Include male voices in discussions about emotional well-being.

2. Train Managers to Recognize Signs

- Equip leaders with tools to identify stress, burnout, and emotional distress.
- Encourage empathetic leadership and open-door policies.

3. Offer Anonymous Support Channels

- Provide access to Employee Assistance Programs (EAPs).
- Use anonymous surveys to gauge mental health needs.

4. Create Safe Spaces

- Establish peer support groups or mentorship programs.
- Encourage storytelling and sharing of lived experiences.

5. Challenge Gender Norms

- Promote emotional intelligence and vulnerability as strengths.
- Celebrate diverse expressions of masculinity.

6. Metrics to Track Progress

- Uptake of mental health resources by gender.
- Employee satisfaction and engagement scores.
- Feedback from wellness initiatives.

Suicide Crisis Line



Everyone

The South African Depression and Anxiety Group (SADAG) is at the forefront of patient advocacy, education and destigmatisation...



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