Factors affecting mental wellbeing of BAME staff

- Inherent impact of invisibility, isolation, marginalisation and racial discrimination / Heavy workloads / Disproportionate levels of scrutiny / Fewer opportunities to enhance promotion prospects (Equality Challenge Unit, 2009 ~ now Advance HE).
- Experiencing racial inequality and discrimination can be very stressful and have a negative effect on overall health and mental health (Williams, 2018).
- Racism in academia has major impact on BAME staff mental health (Times Higher Education blog, 2020).
- Mental health problems rarely spoken about in some communities (Memon et al., 2016).

Some proposed actions to boost morale and aspirations

Support for mental wellbeing
- Organisational competence framework to better understand and address mental health issues among BAME staff.
- Pastoral and counselling services must be culturally appropriate.

Inclusivity
- More ethnic minorities within leadership and managerial roles, as BAME staff consistently face barriers to accessing these roles.
- BAME staff on selection and promotion panels.
- Broader policies to support BAME staff (e.g. Race Equality Charter mark).
- Unconscious bias training for all staff.

Feel-good factors
- Success stories of BAME staff should be highlighted more often.
- Intentional push to enhance careers of BAME staff towards visible senior positions.

My University My Voice 2019 (response 58 %)
- 63 % positive about wellbeing at Greenwich.
- Mental & Physical Health among top 5 factors to improve on.

BAME staff survey November 2019 (response 37 %)

- My Department / School has a clear and transparent way of allocating workload. 58 % negative
- Do you have a leadership role ? 51 % negative
- Do you feel you have been treated unfairly or denied an opportunity for career progression because of your ethnicity ? 49 % negative

References
Equality Challenge Unit. The experience of black and minority ethnic staff working in higher education. Literature Review 2009.