

# The Steve Fund’s Corporate Offerings to Create Supportive Workplaces for Young Employees of Color

## The Steve Fund Solution

The Steve Fund is the nation’s leader in supporting the mental health and emotional well-being of young people of color. We have a strong track record of effective programs, services, and implementation assistance that transforms learning and work environments, and an unparalleled bench of culturally diverse mental health experts.

### Introduction

The Steve Fund offers workshops, webinars, expert speakers, trainings, and implementation assistance led by multicultural mental health experts (i.e., psychologists, psychiatrists)--standalone, as part of a larger program, or bespoke to a company’s needs and goals.

### PATHWAY I: TRANSITION FROM COLLEGE TO THE WORKPLACE

*Directly embedded into a company’s recruitment efforts, this pathway helps attract and support young people of color in the transition to the workplace. The objective is to buttress, welcome and respond to young employees of color by providing mental health and emotional well-being guidance before and during the recruitment and onboarding process. Corporate partners can include this offering as part of their recruitment practices to maximize talent reach.*

#### Transition from College to the Workforce

This workshop provides mental health and emotional well-being guidance to young people of color who are transitioning into the workforce. The session emphasizes the value of peer networks and support systems, the need to seek assistance, cross-cultural awareness, identification of symptoms, and managing stress and anxiety. Partners include this offering in recruitment efforts to differentiate themselves from other employers and attract young talent of color.

#### Self-Care Workshop

In support of the early career transition of employees of color, this session shares practical tools for managing stress and maintaining success in a new environment, considering common environmental challenges for employees of color (e.g., micro-aggressions, peer pressure, imposter syndrome, non-belonging, isolation, discrimination). The session provides tools to connect feelings to behaviors, identify coping skills, and destigmatize mental health.

#### Persistence Nudges

Through our partner’s tech platform, these evidence-based, supportive SMS messages bolster employee persistence, help seeking, and self-care for personal and professional development. The behavioral science underpinning these nudges consistently indicates this simply-digested but sophisticated intervention yields outsized results for persistence.

# The Steve Fund's Corporate Offerings

## PATHWAY II: NAVIGATING THE WORKPLACE

*As corporate employees, young people of color face myriad challenges and roadblocks to navigating a culture—from person-to-person interactions, to interactions with the organizational structure, management and leadership. This pathway ensures that corporate partners are not only well-equipped to support employees of color, but also empower managers and leaders to nurture people of color in the talent pipeline.*

### Mentors & Allies Series

Considering the partner's DEIB priorities, this series provides activities, practical tools and guidance to equip leaders and managers as mentors and allies--both in the workplace and through professional networking. This customizable program helps partners develop their multicultural talent pipeline and meet DEIB goals.

### Courageous Conversations Brown Bag Series

These sessions support safe spaces for mid-level employees and managers to engage in challenging discussions and share personal stories around diversity and mental health, without being held back by fear or desire for political correctness.

### Dealing with Stereotypes Workshop

These workshops address how multiple identities (e.g., gender, sexual orientation, religion/spirituality, social class, ability, nativity) impact the on-the-job experience and mental well-being for employees of color. The session focuses on how identities intersect with race and ethnicity to create unique challenges and strengths for employees of color in the workplace.

### Series for LGBTQ+ Employees of Color

These sessions for LGBTQ employees of color focus on their unique challenges and equip them with empowerment strategies to cope with daily mental and emotional stresses in the workplace.

### Mental Health Support During COVID-19

These workshops support employees of color as they navigate the mental health challenges of COVID-19 (e.g., isolation and loneliness; elevated rates of stress, anxiety and fear; multi-tasking and remote working, feelings of overwhelm) and provide techniques and strategies for coping with these challenges.

### Understanding Racial Trauma in the Workplace

This workshop addresses the mental health impacts of racism, discrimination and racial trauma, so that participants gain a better understanding of how racial trauma applies to the workplace.

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## PATHWAY III: DEVELOPING INCLUSIVE LEADERS

*This pathway helps partners address the current crises by diversifying leadership. Programs are modular and customizable to the cultural setting of our partners.*

### Inclusive Leadership Program

This engagement helps leaders support high potential employees of color by providing mental health insights. Participants benefit from tools and strategies to both engage and partner with high potential employees, in order to serve as more effective sponsors and allies.

### Role Model Roundtable

These facilitated roundtables bring the company's senior multicultural leadership to share their personal stories with young talent of color, inspiring them and empowering them to pursue leadership positions by illuminating resiliency skills, coping strategies, and the importance of techniques like self-care, help seeking, peer support, and relationship nurturing.

### Confronting Implicit Bias at the Senior Level

This workshop supports senior leaders in their understanding and unpacking of implicit bias, including strategies to recruit, include and foster a sense of belonging for multicultural talent.

## BESPOKE OFFERINGS

### Workplace Equity in Mental Health Framework Implementation

This engagement helps employers incorporate culturally-responsive practices into their company's culture (e.g., addressing microaggressions, implicit bias, social justice and equity in employment). Guided by the Steve Fund's Workplace Equity in Mental Health Framework, we develop a Gap Analysis using existing data and mental well-being self-reports. Based on the needs assessment, the Steve Fund develops a strategic plan to implement best practices over six months in partnership with the DEIB team.

### Supportive Racial Climate at Work Speaker Series

Given the current socio-political climate, this "a la carte speaker series" probes global, national, and local events that impact employees. Speakers create an inclusive dialogue with a strong emphasis on supporting employees who may feel marginalized or vulnerable. Topics include: *Black Lives Matter...at Work*, *Racial Trauma & the Workplace*, and *The Mental Health Impact of Coronavirus for Communities of Color*.

Contact [workforce@stevefund.org](mailto:workforce@stevefund.org) for help leading your organization through today's evolving landscape.