



INC ARTS MINDS IMPACT REPORT

INC ARTS UK AND CHANUA
COLLABORATION

NOVEMBER 2020 - MARCH 2021



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WELCOME

Welcome to the Inc Arts Minds Impact Report.

In this report we share some of the highlights of the therapeutic support offered to people who have experienced the trauma of Racism and Discrimination.



Inc Arts Minds was launched in 2020 by Inc Arts in collaboration with Chanua.

Inc Arts is a not for profit organisation that champions the creative, contractual and economic rights of the UK's African, Asian, Caribbean and ethnically diverse Arts sector workforce. They work to make inclusive change in the Arts and Cultural sectors, with a vision of creating a thriving cultural community that allows everyone to do their best work.

Chanua are an innovation organisation that work on a range of health and enterprise projects with a focus on early stage and preventative services and support.

Inc Arts Minds provides free emotional wellbeing support for ethnically diverse people working in the creative industries who bear the burden of others' racism.

ABOUT THE PROGRAMME

Tree of life is a culturally sensitive therapeutic model developed by Ncazelo Ncube and David Denbridge.

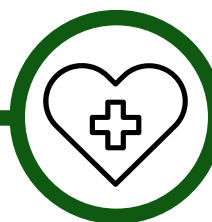
Therapeutic support was offered to those who had experienced trauma as a result of racism and/or discrimination. Individuals were encouraged to self refer to groups via the Inc Arts Minds website, where they were offered 4 group sessions with a trained Therapist within the Chanua team.

In addition to group based support individual therapy was offered to those who were in need of further Psychotherapeutic support.

OUR KEY AIMS



SHARE



HEAL



GROW

Allowing safe spaces for sharing and connecting with others and in doing so gain opportunities for healing and personal growth.

400 PEOPLE HAVE BENEFITED FROM INC ARTS MINDS PROJECTS



Tree of Life Group Therapy

Corporate Listening Sessions

Speak, Listen, Reset Heal
(SLRH) Conference

121 therapeutic support

CORPORATE LISTENTING EVENTS

Members of ethnically diverse backgrounds were invited to corporate listening sessions. This was a space in which they were able to speak on their experiences relating to race, diversity and inclusion in the workplace, which was then fed back to managers anonymously.

Those in extreme need were able to go into breakout rooms with Chanua for 1 on 1 sessions.

All 300 attendees of the SLRH conference were able to enter breakout rooms as and when needed. We received excellent feedback on the care offered.

49

PEOPLE REACHED
THROUGH LISTENING
SESSIONS

300

SLRH CONFERENCE
ATTENDEES

51

TREE OF LIFE GROUP
ATTENDEES

The Tree of Life small group sessions offer a protected space for self exploration, for up to 6 individuals. This report specifically details the tree of life therapy uptake and outcomes.

TREE OF LIFE SESSIONS

OVER

4

SESSIONS THE THEMES COVERED INCLUDED:



Session 1: Self exploration from ancestry to current skills, life goals and significant individuals in network.

Session 2: Connecting and sharing self exploration (using Tree of Life metaphor) with others.

Session 3: Focusing on how to navigate negative and/or destructive experiences.

Session 4: Acknowledging and celebrating the achievements of each group member.

IMPACT REPORT METHODOLOGY

Prior to beginning sessions, participants completed a referral form. This provided Facilitators with relevant personal history for each participant, alongside the goals and motivating factors for participants' engagement in the sessions.

The referral form included 5 questions relating to the current emotional and mental state of participants.

Over the last 2 weeks, how often have you been bothered by the following problems?

1. Feeling nervous, anxious or on edge
2. Not being able to stop or control worrying
3. Little interest or pleasure in doing things
4. Feeling down, depressed or hopeless
5. Thoughts that you would be better off dead, or hurting yourself in some way

51

PEOPLE HAVE BOOKED ONTO A GROUP

15

GROUPS OF 2-4 PARTICIPANTS

58

REFERRAL FORMS HAVE BEEN FILLED OUT

18

FEEDBACK FORMS FILLED OUT

Each question has 4 possible answers, with each answer corresponding to a score. This allows for an overall outcome score to be obtained. With a lower score indicating a more positive current mental state.

Not at all = 1

Several days = 2

More than half the days = 3

Nearly every day = 4



THE PARTICIPANTS

58

REFERRAL FORMS SUBMITTED

51 participants identified as Female, 4 as Male and 3 as Non-Binary.
24 participants identified as having a disability as 34 did not.

47 participants reported having anxiety, 37 having trauma and 20 having sleep problems. 33 reported they were experiencing low mood and 12 were experiencing panic.

FEEDBACK FROM PARTICIPANTS

18

FEEDBACK FORMS RECEIVED

Did attending the sessions help?

"It helped me express them to others and also look at some of the learned behavior in response to trauma."

"Yes, it was immensely helpful to meet people who had experienced some similar things and just "got" [what] I was talking about. I also loved drawing the tree of life and adding to it as we went along."

"Yes, they have, though it would have been helpful, for me, for the group sessions to have continued because it was a good dynamic ."

"These sessions saved my life and continue to."

Participants said that they would like **more** and/or **longer** sessions.

"Yes, helped me feel connected & provided a once a week time to be grounded that was very useful"

"Sharing experiences with other Black and Brown women in an amazingly supportive space"

"That it was online."

What did you find useful?

"The offer itself. Having time to contemplate that maybe the pressures we face as black people aren't imagined or exaggerated."

"I found the dynamic incredibly helpful... It was a good "fit" therapeutically. The group space was a safe space for the exploration and presentation of painful and difficult feelings; a space where I didn't have to ask others in the room: "do you know what I mean?" because I was understood. There were things that were implicit. The sense of resonance and welcome were important parts of the process of connection between us as a group."

What do you think could be improved upon or added to the sessions?

"Maybe more time? Was very pressed for an hour with check-ins from everyone, maybe 90 minutes would be more realistic"

"I think the themes of the session should be sent out before so you can perhaps contemplate these. Also the links should be sent in a block or the day before."

"I would like to see longer sessions or the possibility of having a one-to-one. Maybe more group catch-up sessions to see how we have done. I think there could be a support group online."

"Make it a bit more flexible to deal with the issues the participants are struggling. The tree motif I think strangled it. Not that it was bad per se, but it could limit it."

"I would find it helpful... to continue the work of those sessions beyond the 4 sessions where we really just starting to get to know each other."

"I am very grateful I had the opportunity."

"I would like to know if there are 1-1 sessions available"



Anything else you would like to feed back to us?

"Thank you so much for offering me this opportunity to reflect and grow. As a minority person working in the arts I now realise I am part of a tribe of other like minded individuals facing the same challenges that can support each other to overcome these obstacles."

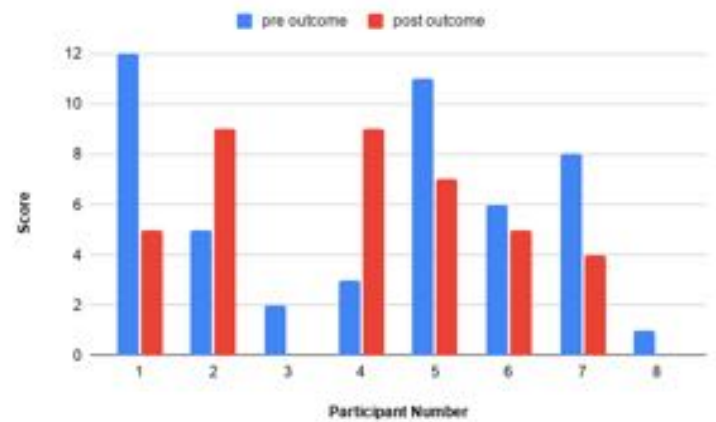
"I think this initiative is a good one. I think offering mental health support for persons from Black, Asian and other non-indigenous racial groups has been long overdue. As a community albeit a diverse community, we have never really explored trauma of day to day racism."

87%

**OF THOSE THAT FED BACK
REPORTED THAT THE SESSIONS
HELPED THEM.**

We were able to track the outcome measures from the 5 questions asked in the referral and feedback forms for 8 participants.

All improved (lowered) their score except participants 2 and 4. Participant 4 was unable to attend the group they booked onto and participant 2 had external issues going on in their life that had a negative impact on their well being.



Our Facilitators said...

"in a group of 3/4 it would be more challenging and I don't want to rush people. 6-8 weeks would work a lot better"

"They all took something from it, right from session 1"

"I feel really supported with regular supervisions in a space to share and discuss. The training provided is great, especially from the creator of Tree of Life."

"4 weeks is not enough time for most people to explore what's needed at an in depth level."

"I love that people are given space to just share what they need to with no judgement, especially on their colour... she was really anxious of time running out in the session - additional ongoing support is definitely required."

"A group after for everyone to connect in a 'forest of people' would be great. They could draw on one another for support and nurturing."

"I was impressed with the response and engagement from participants."

"During the drawing activity, the group really opened up and discussed their emotions, they all said that they really enjoyed this activity and it sparked an interesting discussion amongst the group about mental health. It was great to see how open and comfortable the group were with each other"

Overall we have had a very positive response and feedback to the therapeutic groups offered by Inc Arts Minds.

Following this, we propose to extend the service for an additional **6 months** with the following changes and adaptations to be made.



Recommendation 1

Longer sessions of 90 minutes will be offered in order to allow time for everyone to share in an open and unrushed manner. We will also add additional sessions on key topics that repeatedly emerged from the sessions such as **bereavement** and **self esteem**.

Recommendation 2

We found that the majority of participants that signed up to the groups were Female so we will be running Male only groups to offer a safe space for men to share and discuss their experiences.

Recommendation 3

More data will be collected before and after both the group and any individual sessions. This will allow us to effectively monitor the progress and outcomes of participants and ensure needs are being met.





FOR MORE INFORMATION
ABOUT
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