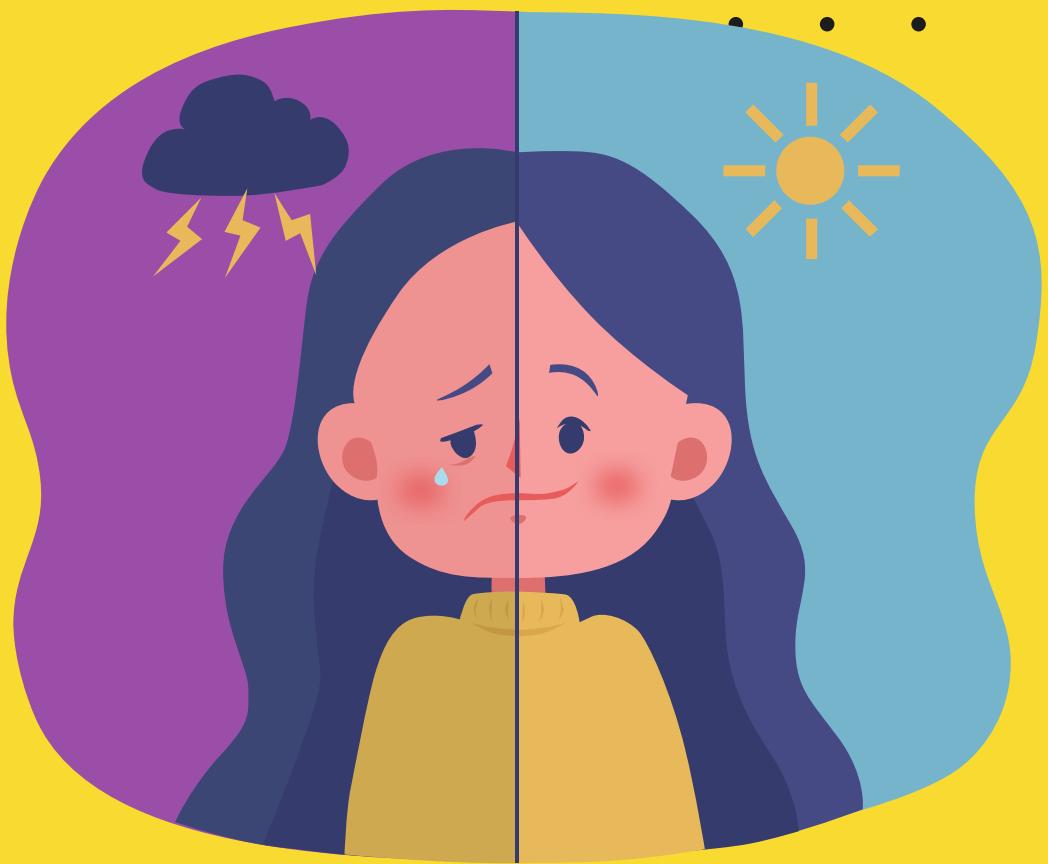


A3: BiPa11ys

Team BIG MANG: Monique, Anika, Natasha, and Gene



BiPa11ys

Illuminating bipolar disorder in the workplace.

Share your story: the triumphs, the lessons, and the hardships.

Why BiPa11ys?

- BiP emphasizes that it is an app designed specifically for those with Bipolar Disorder.
- a11y is an abbreviation for accessibility.
- The P in Pa11y hints at the word pals, emphasizing the community that we are trying to form.

POV

We met	an undergraduate veterinary student with bipolar disorder who has two summer internship experiences working in the veterinary field.	We met	the director of professional development at Lime Connect , a professional development network for people with disabilities.
We were surprised	to realize that she does not feel comfortable asking for accommodations until a month or two into her job even though she struggles with speed due to her medication.	We were surprised	to learn that, despite iterating on robust inclusivity training for corporate managers, she felt that she could not teach managers the most crucial part of disability inclusion: empathy .
We wondered	if this means that emotional care is more important than physical care for her, even in the workplace.	We wondered	If this means that she feels like simply providing information about disability statistics, laws, etc. via awareness trainings, while beneficial, inherently cannot accomplish her ultimate goal of making all work places more accessible for people with disabilities , because the key to disability inclusion is not solely more education, but creating empathy in the hearts of managers.
It would be game-changing	to foster emotional support from managers to employees.	It would be game-changing	if we could help plant a "seed" of empathy , so that Interviewee 8's lessons can be more effective.



Problem

From our interviews and online research, we've identified that individuals with BPD often feel like

1. **They don't know what accommodations to ask for** at work due to late diagnosis and lack of prior exposure to their disability,
2. **Anxious that managers don't understand how to best accommodate them**, which causes mistrust and hesitancy in asking for accommodations that individuals need
3. **Very isolated in their struggles** due to the stigmatization and misconceptions about BPD.

Solution

BiPa11ys

- An online story sharing resource
- Individuals with BPD can chronicle their personal journeys navigating their BPD in the workplace
- Read other people's stories of how BPD affected them in the workplace + how they managed it
- Learn of various accommodations you are entitled to, and connect with companies that are interested in collaborating with users to host awareness-raising initiatives



Market Research



**Reddit, Facebook,
etc.**

Community where people can dive into their interests, hobbies and passions (Bipolar Forums)



The Mighty

Community Forum: Making health about people (Bipolar Forum)



**CBT Thought
Diary**

Understanding your own thoughts and how they're connected to your behaviors are key to cognitive behavioral therapy (CBT).



**The Stability
Network**

Our Stability Leaders share inspiring stories of their recovery in their communities and workplaces.

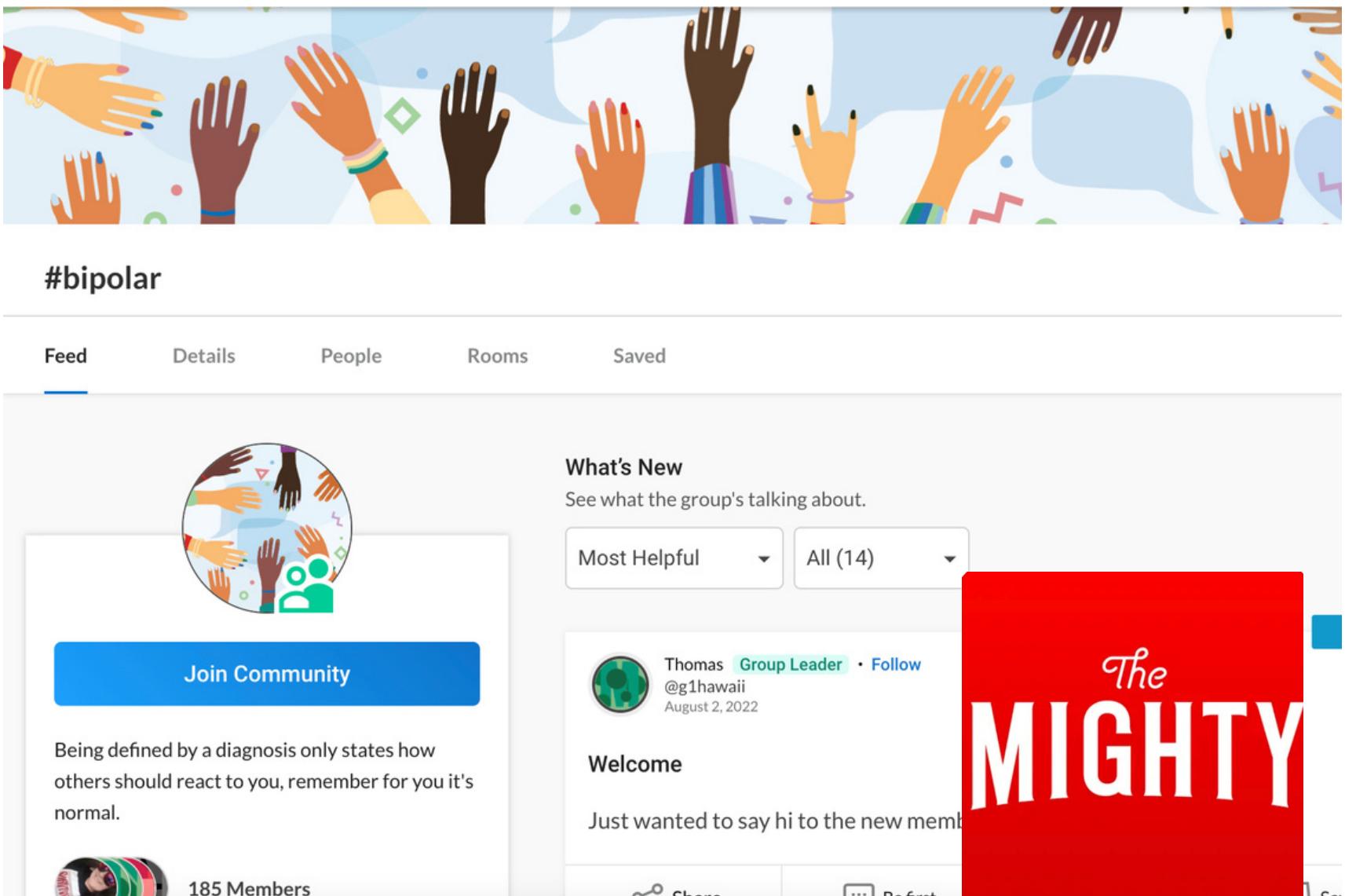
Community Forums

A screenshot of a Reddit search results page. The search bar at the top contains the query "bipolar". Below the search bar, there are four navigation tabs: Posts, Comments, Communities, and People. The "Communities" tab is currently selected. A blue button below the tabs says "Now you can search comments!". The main content area shows a community card for "r/bipolar" with 177k members. The card describes it as "A haven for individuals with Bipolar Disorder to discuss Bipolar-related issues; a community, not just a that...".



	Reading a post
	Writing a post
	Writing a story
	Sharing a story/post
	Finding a community
	Finding Work Advice
	Finding Accomodations for manic/depressive episode
	Connecting or partnering with companies

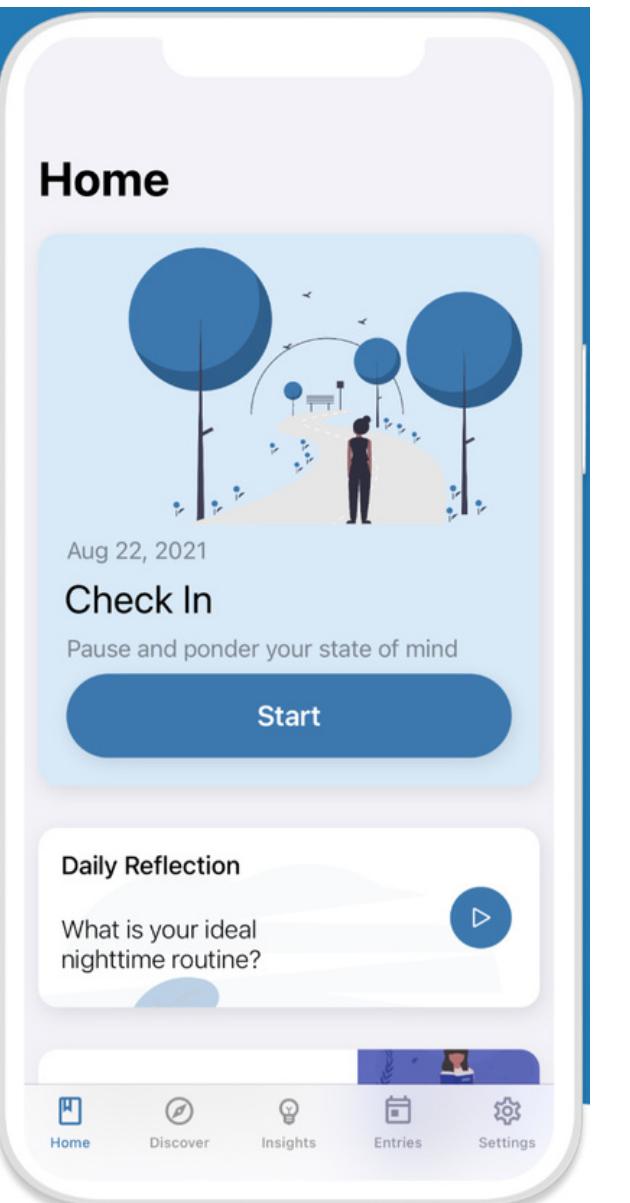
The Mighty



A screenshot of a social media-style feed for the "#bipolar" group on The Mighty. The feed shows a banner with many diverse hands raised, followed by a post from Thomas (@g1hawaii) titled "Welcome" dated August 2, 2022. The post says, "Just wanted to say hi to the new members". Below the post are filter options "Most Helpful" and "All (14)". On the left, there's a sidebar with a "Join Community" button, a member count of 185 Members, and a bio: "Being defined by a diagnosis only states how others should react to you, remember for you it's normal." At the bottom, there are "Share" and "Report" buttons.

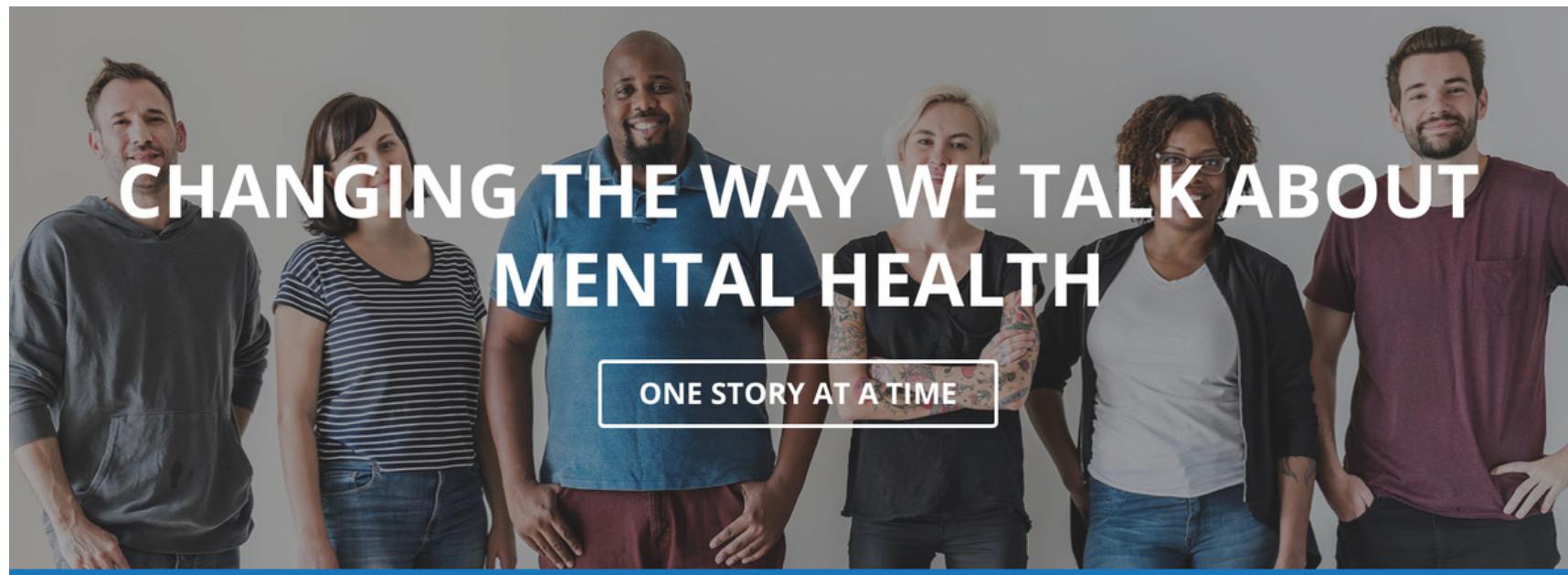
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CBT Thought Diary



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The Stability Network



We are a growing movement of people living and working with mental health conditions.
We share our stories to inspire others and change how people think about mental health.



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Value 1

Empower individuals with BPD to share their personal stories to raise awareness of, inspire, and share resources with others in the workplace.

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How?

We empower individuals with BPD to share their stories by

- Giving users accessible, personalizable, and multi-modal storytelling options (writing, audio, visual, etc), and a community readership base.
- Connecting them to companies who care about employees with BPD. The user can collaborate with the company to be a keynote speaker, help design or facilitate an inclusive/best-practices workshop, etc.

Value 2

Humanize individuals with BPD and normalize their daily experiences at work.

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Humanize individuals with BPD and normalize their daily experiences at work.

How?

We humanize individuals with BPD and combat workplace misconceptions by:

- Presenting a synthesized common thread across individual stories for company managers to engage and learn from
- Automatically curating a feed of stories for a user + search engine to increase visibility of/exposure to everyday people's work experience

Value 3

**Provide solidarity for individuals with BPD:
they are not struggling alone**

+

**Equip individuals with BPD with positive
examples of successful accommodations and
self-advocacy practices in the workplace.**

Value 3

Provide solidarity and resources.

How?

We humanize individuals with BPD and combat workplace misconceptions by:

- Using workplace-related prompts (e.g. asking about journey with BPD accommodations) for individuals to share practical takeaways from their stories about BPD in a corporate setting
- Allowing users to describe a personal experience that they would like to hear more about into a search engine
- Showing relevant stories that give advice, show a list of resources/accommodations that successfully worked for the user, and demonstrate that the reader is not struggling alone

Conflicting values?

- Creating a safe space for people with BPD to share their stories vs. allowing managers access to the platform to raise awareness/educate them
- If any manager (including my own) might be able to see my story, do I feel safe sharing my experience?

How we address conflicting values:

- Have separate profiles and interfaces for storytellers/readers with BPD and companies/managers.
- Allow fully anonymous profiles
- Ability for storytellers to mark their shared story as sensitive or private
- Direct managers to awareness modules/summaries that are curated takeaways from individual user stories
- Users have the option to lock their stories from managers/companies

Tasks

Simple Tasks

- Looking for work advice
- Reading, liking, or sharing a story
- Direct messaging other users

Moderate Tasks

- Writing a story
- Finding accommodations for manic/depressive episode

Complex Tasks

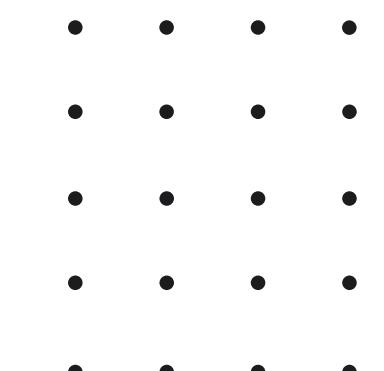
- Connecting or partnering with companies
- Note: *These are companies that are invested in learning about invisible disabilities and mental disorders, and want to partner with people w/ BPD that would help raise awareness*



Simple Tasks

1. Looking for work advice
2. Reading, liking, or sharing a story
3. Direct messaging other users

Approximately 90-95% people on social, community apps are lurkers, so it should be easy to accomplish and require as few steps as possible.



Moderate Tasks

1. Writing a story
2. Finding accommodations for manic/depressive episode

The UI of both these tasks will still be relatively simple. However, the act of writing a story takes more effort on the user.

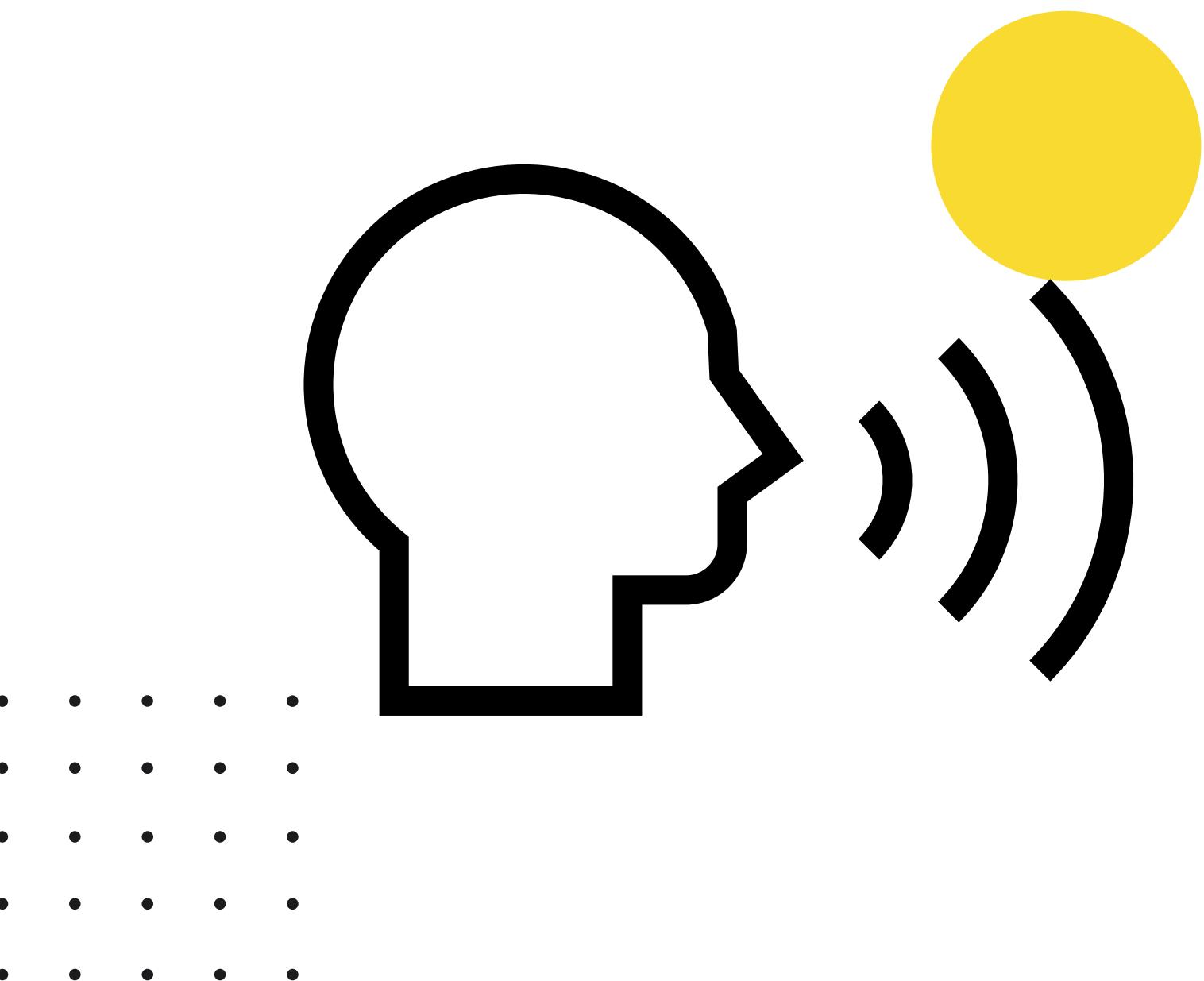
Finding accommodations for manic/depressive will hopefully be relatively simple, but users finding accommodations curated to them might take more effort than simply reading stories.



Complex Tasks

1. Connecting or partnering with companies

Although the goal is still to make this as streamlined as possible, there is a screening that the user must pass. This is a task that most people will not be doing.



Storyboard



Concept Video

<https://www.youtube.com/watch?v=pbIWeWK3RW4>