

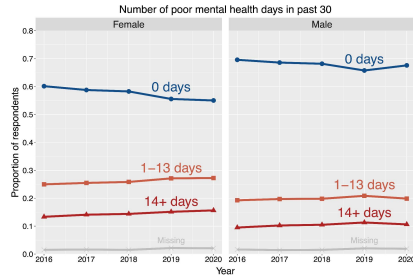
# An Exploration of Mental Health in U.S. Tech Workers

Data Science 4 All / Women Summit 2021/10 | Team 18

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## Behavioral Risk Factor Surveillance System

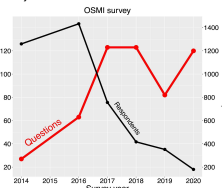
In general U.S. population, the number of “poor mental health” days is increasing over time, especially for females



## Open Sourcing Mental Illness (OSMI)

Survey of mainly tech workers  
(82% of 4398 respondents)

Age	33.8 ± 8.2 yrs
Gender	Female 25%
Race	White 86%
Country	61% U.S.

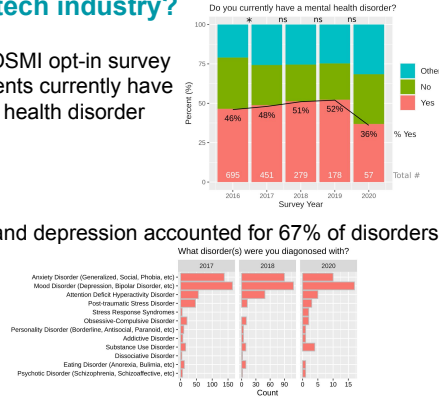


Helpful Resource: [OSMI Handbook](#)

## What is the mental health landscape like in the tech industry?

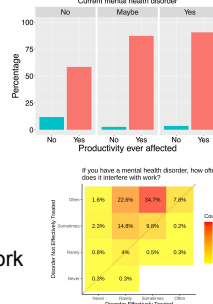
48% of OSMI opt-in survey respondents currently have a mental health disorder

Anxiety and depression accounted for 67% of disorders



Mental health issues affected productivity more often for those with current disorders than those with none

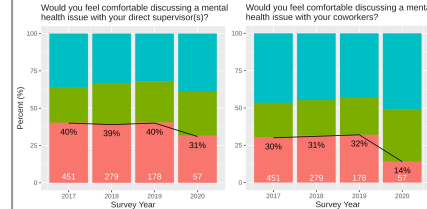
Effective treatment is key for preventing mental health issues from interfering with work



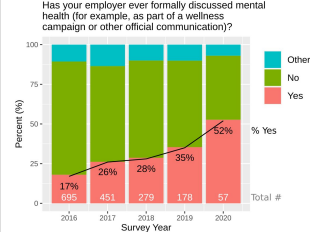
## Highlights

- Mental health problems are common in the tech industry, and affect productivity
- Most employees are still not comfortable discussing mental health with supervisors or co-workers
- But employers are beginning to include mental health discussions in formal workplace communications
- Employees may be encouraged to open up when employers show that they think mental health is important

Would you feel comfortable discussing a mental health issue with your supervisor / co-worker?



Has your employer ever formally discussed mental health?



## Random Forest Classifier

“Have you ever discussed your mental health with your employer?” Yes/No  
279 predictors; 3 repeated 10-fold splits; final model (100 trees): 82% accuracy  
Important predictors include: importance placed by employer on mental health

