Letter for Employer

Hi {Supervisor/HR},

In an effort to further my professional development and increase the value that I bring to the organization, I’ve invested some time outside of work hours researching one of the best ways to improve productivity and effectiveness within the workplace: attending the [Free Minds Festival](http://www.freemindsfestival.com/) for workplace wellness and racial justice.

During part of my research I came across a [recent survey](https://advice.shinetext.com/articles/why-mental-health-breaks-are-good-for-business/) conducted by mental health app Shine which found that 95% of participants think taking a mental health day would improve their work performance, however, only 28% of these people would actually feel comfortable asking for a mental health day.

[Steven Siegel](https://keck.usc.edu/faculty-search/steven-siegel/), MD, PhD, and chair of the department of psychiatry and the behavioral sciences at the Keck School of Medicine of USC, says “The idea that you can function 24/7, 365 [days a year] at peak efficiency is just not compatible with human biology.”

For these reasons, I am requesting that our company participate in this innovative virtual event focused on mental wellbeing, racial justice, and professional development on Friday September 25th. By participating, I will receive:

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| --- |
| * Key tools to promote and infuse workplace wellness into our organization.
* An ability to identify workplace stressors related to racial justice including micro-aggressions and biased interactions and how best to address them.
* A deeper understanding of how to gain work/life balance while maximizing my contributions to the workplace.
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The only way to attend is through a sponsorship by our company. You can learn more about the sponsorship [here](https://www.freemindsfestival.com/new-page-1). I think this would be a great way for us to show our commitment to workplace wellness and racial justice.

Attached is a note from Dr. Isaiah Pickens, the founder of the festival discussing the value that my attendance will bring to the organization and requesting your support of my attendance. We can connect with his team by filling out the form on the website or contacting customercare@iopeningenterprises.com.

Thank you for your earnest consideration.

- [Name}

Letter from Dr. Isaiah Pickens

RE: Employee Attendance of Free Minds Festival

Hi —

My name is Dr. Isaiah Pickens and if you are reading this correspondence then your employee has requested your support in taking a mental health day to attend the festival on Friday, September 25.

As the founder of [iOpening Enterprises](http://www.iopeningenterprises.com/) and producer of [Free Minds Festival](http://www.freemindsfestival.com/), I must admit that I am biased in requesting that you support all of your employees taking a mental health day to attend the festival because I believe it is one of the most innovative ways for you to invest in your employees’ mental health while .

That being said, regardless of whether you support your employee in attending Free Minds Festival — a full day workplace wellness festival — I do want to highlight some of the benefits of encouraging your employee to take a mental health day.

It would confirm your support of them, not just as an employee but as a human being with a life beyond work. This is particularly the case during the COVID-19 pandemic and current racial justice movement. Studies have shown that taking a mental health day increases productivity, is a preventative measure against burnout and allows for a refresh of well-being.

Here is an [article](https://www.iopeningenterprises.com/3-psychology-based-strategies-for-workplace-wellness-in-the-21st-century/) discussing some of the benefits of supporting workplace wellness and taking a mental health day in greater detail.

Additionally, here are some other articles on the subject:

* [Forbes](https://www.forbes.com/sites/shelcyvjoseph/2020/02/19/dont-be-afraid-to-ask-for-a-mental-health-day-at-work/#42fdf12c785a)
* [HealthLine](https://www.healthline.com/health/mental-health/how-to-take-a-mental-health-day)
* [Fast Company](https://www.fastcompany.com/90225167/when-is-it-ok-to-take-a-mental-health-day)
* [Self](https://www.self.com/story/mental-health-day-tips)

However, all Mental Health Days are not created equal. By supporting your employees in attending Free Minds Festival — you can guarantee a well-structured full-day that will allow them to grow professionally and increase the value that they bring to the organization.

You can learn more about the actual day of the festival at [freemindsfestival.com](http://freemindsfestival.com).

If you have any questions, or would like to discuss further send us an email at: customercare@iopeningenterprises.com.

Kind regards,

Isaiah Pickens, PhD

CEO iOpening Enterprises