

**PARTNERSHIP  
IMPACT  
REPORT**



**MQ Mental Health Research**

**Deutsche Bank's UK Charity of the Year 2022 – 2023**

**Deutsche Bank** 

**MQ**  **Mental  
health  
research**





## INTRODUCTION

### Words from Lea Milligan, CEO of MQ Mental Health Research



#### A lasting legacy for mental health research

In January 2022, the world was slowly emerging from a global pandemic which had shone a spotlight on the power of research to inspire transformative shifts in healthcare. The speed at which the COVID-19 vaccines were developed served as proof that research can have impact - if given adequate resources and funding.

At the same time, the pandemic had brought the state of our mental health into much sharper focus. With rising wait times to access support services and ineffective treatments often leading to a painful process of trial and error for those seeking help, there was still so much we didn't understand and so many questions that needed answers. What is the best way to treat anxiety or depression? How do we stem the growing mental health crisis among our children and young people? How will new hybrid ways of working impact us and our colleagues?

January 2022 was also when employees made the choice to invest in finding the answers to these questions and more, by selecting MQ Mental Health Research to be Deutsche Bank's UK Charity of the Year 2022-2023.

We were thrilled to begin our partnership with the bank, and have been blown away by the support we have received throughout its duration. In just two years, employees have raised over £2.1 million – the largest amount ever raised for

MQ by a corporate partner. This is already being invested into some of the most cutting-edge research projects across the globe, with the aim of creating real, tangible change for the 1 in 4 of us affected by mental illness.

This report highlights just some of the incredible achievements of our two years of partnership. Deutsche Bank has played a leading role in the creation of a world where mental illness is better understood, effectively treated, and ultimately one day prevented. From raising funds to sharing skills and expertise, the bank and its employees have created a lasting legacy for MQ that will be felt far beyond the end of 2023.

To all those who have supported MQ throughout the partnership, thank you for helping us to find the answers we need to transform the mental health landscape. We are truly grateful to you all for being such an integral part of our journey towards a brighter future.

**Lea Milligan**  
CEO, MQ Mental Health Research



## Our partnership

**MQ Mental Health Research was chosen by Deutsche Bank employees to be its UK Charity of the Year 2022-2023.**

Deutsche Bank's UK Charity of the Year programme is a two-year partnership which aims to address the most pressing societal issues by working with small to medium sized expert organisations to deliver meaningful impact for both the charity and the issue it seeks to address. The focus for 2022-2023 was mental health.

**“I was pleased to be able to nominate MQ for the Charity of the Year partnership, and thrilled when they were successful in the employee vote. It is fantastic to see everything that has been achieved over the past two years, from the incredible total raised to fund research across the globe, to the direct support that we have been able to provide to the charity. I am confident that the legacy of this partnership will be felt far beyond its end, and will continue to impact lives for many years to come.”**

Isin Karahan, Director, Corporate Bank

**Since January 2022, our two organisations have been working in partnership to transform the face of mental health through:**

- Raising **£2 million** to invest in pioneering mental health research.
- Engaging employees with strategic volunteering opportunities.
- Promoting positive mental wellbeing within the bank.
- Creating a legacy for MQ and the mental health research sector.

**This report sets out what has been achieved against each of these objectives.**

## In numbers...

**Over £2.1 million**  
raised for MQ Mental Health Research



**6** MQ Data Science Events hosted

**Over £60,000**  
raised through two record-breaking dbPride 'Fundraiser on the Thames' events



**32,400 hours**  
given by 1,350 employees as part of the Transforming Mental Health Hackathon

**£55,000**  
raised by 150 employees at the inaugural O&A Ball



**Over 120 hours**  
spent taking part in research through MQ's Participate platform

**1,957 km covered**  
by 159 employees trekking, cycling, walking and running in fundraising challenges



Mental health training delivered to **100** UKI managers



**Winner** of the Inside Out Award for Best Use of Technology and nominated for a Business Charity Award for Best Partnership – Banks and Financial Services

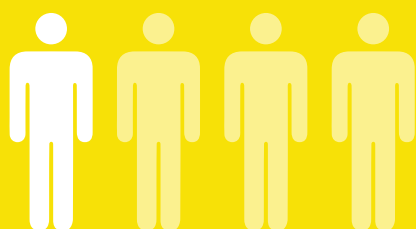
# Raising funds for mental health research

**Mental illness affects 1 in 4 of us every year, yet research into this crisis remains woefully underfunded. Just £9 is spent on research per person affected.**

The fundraising efforts of Deutsche Bank employees have been transformative in helping MQ tackle this status quo, raising vital funds to support some of the most cutting-edge research projects across the globe.

Throughout the course of the partnership, an incredible £2.1 million has been raised by employees in support of MQ Mental Health Research, marking the largest ever amount raised for MQ by a corporate partner.

**Mental illness affects 1 in 4 of us every year**



**£2.1 million** is enough to fund seven MQ Fellows in full for three years each, enabling them and their teams to carry out their work and make breakthroughs with the potential to transform the lives of millions.

MQ's flagship Fellowship programme is widely regarded as one of the most prestigious Fellowships for early career researchers within mental health science. It provides up to £300,000 in funding over three years to support the running of laboratories, access to data sets, and other vital research costs that would not otherwise be possible.

Examples of breakthroughs made by MQ Fellows include...

- Uncovering key factors that lead to the development of psychotic symptoms in children, helping to improve care for vulnerable young people.
- Developing an internet-based tool that uses AI to predict how effective antidepressants will be for different individuals, a key step in personalising treatment.
- Identifying the links between increased consumption of folic acid during pregnancy and decreased risk of children developing psychosis in later life.
- Trialling a highly successful intervention for remote communities living with HIV and depression.
- Developing a life-changing intervention for panic disorder that combined CBT and a blood pressure drug into a single-session treatment.

(Read more about the impact of funds raised on page 12)

## SPOTLIGHT ON...

### One Day

Deutsche Bank's flagship fundraiser, One Day, raised **over £1.1 million** for MQ across the two years of partnership. One Day invites employees across London and Birmingham to donate a day's salary to the UK Charity of the Year, which is then matched by the bank to double its impact. This important day and its success will be instrumental in funding the next great breakthrough in mental health research, and creating real, tangible results for the 1 in 4 affected by mental illness.

### Supporting mental health research across Birmingham

From pub quizzes and children's festive parties, to site-wide bake sales, Jolly Jumper days, and more, employees across Birmingham have got involved throughout the two years to raise vital funds for mental health research. This included turning one of the turnstiles in the atrium into a Giving Gate during Mental Health Awareness Week, enabling employees to make a donation simply by tapping their ID pass.

### International treks and cycle rides

From trekking through the Vietnamese countryside and the jungles of Costa Rica to cycling across Europe as part of the annual DeutscheBike ride, employees have travelled the globe in support of mental health research, raising a phenomenal £150,000 in total. A group of four intrepid climbers even braved the tough conditions and steep ascents of Mount Kilimanjaro, raising an additional £10,000.

### A record-breaking dbPride Fundraiser on the Thames

Across 2022 and 2023, over 600 employees took to the Thames for a night of fun organised by dbPride, the bank's LGBTQ+ employee resource group. The annual 'Fundraiser on the Thames' raised a record-breaking £33,000 in 2022, only to break it once again the following year with a total of £37,000.



### The Deutsche Bank Dragon Boat Race

A clear June evening in 2023 saw 150 employees take to the waters of the South Dock in Canary Wharf for the return of the iconic Dragon Boat Race. The teams took turns racing the length of the waterway, aiming to row their way to victory while raising an incredible £22,000 for MQ.

**“It was an amazing experience on all levels... I was truly overwhelmed with the support we received from MQ, our generous employer, and more than 500 individual donations from colleagues, friends and family. Thank you!”**

Henrik Melph, DeutscheBike 2023 participant





## Strategic volunteering

Outside of fundraising, employees have shared their time, skills, and expertise with MQ and our community of researchers to help fast-track the most promising developments in mental health research.

From taking part in studies via MQ's Participate platform, to hosting workshops for our community of researchers, employees across the bank have volunteered to help take research out of the lab and into practise where it can make a difference.

### SPOTLIGHT ON...

## 24 Hour Global Hackathon

**Over 10 million people in the UK are affected by anxiety, yet only 15% of them are currently receiving treatment. To tackle this problem, MQ funded a study by Professor Colette Hirsch at King's College London to develop an innovative new digital treatment for this condition.**

Colette's intervention, Learning Effective New Strategies (LENS), targeted the habit to draw negative conclusions from unclear or ambiguous information, which is particularly strong in people with anxiety and depression. This new digital treatment was proven to successfully reduce worry and anxiety; however, it could only be accessed via a web-based platform on laptops and tablets, but not phones.

Colette's project was chosen as the subject for the bank's annual 24-Hour Global Hackathon, where teams were challenged to create prototype mobile app version of the treatment in just 24 hours.

Over 1,300 employees across the world worked through the night to create their prototypes, with Bucharest being announced the winners due to their innovative additions designed to make the treatment even more engaging for users.

This support will be instrumental in ensuring that even more people will be able to access this intervention at a time and place that suits them, providing a potential new digital treatment option for the millions affected by anxiety.

**Over 10 million people in the UK are affected by anxiety**

## Participating in research

Robust research requires participation. Employees have played a key role in shaping research outcomes by giving over 120 hours of their time to take part in research directly via MQ's Participate platform, sharing their own insights and experience to help find the answers to some of our most pressing questions.

## Sharing skills

There are many barriers to translating research into action and impact. Employees across the bank have been helping to address some of these barriers through sharing their expertise and knowledge with MQ and its community of researchers. From an employee-led workshop delivered to early career researchers to help them better engage with stakeholders, to support with the production of engaging white papers and editorials to aid in MQ's advocacy work.

**“The relationship between Deutsche Bank and MQ has provided multiple benefits. It has been a win/win since day one. MQ have attended our divisional wellbeing community of practice and brought researchers to help bring key themes to life. In return, I have run development sessions with MQ researchers, aligned to their own capability matrix. Our colleagues are passionate about mental health, so the stars will continue to align way beyond our partnership together.”**

David Morris, Vice President and Mental Health First Aider, CB IB Operations



## Promoting positive wellbeing

**MQ has worked extensively with networks across the bank to support with the promotion of positive mental health and wellbeing amongst employees.**

From the active global community of Mental Health First Aiders (MHFAs) and the Global Wellbeing team to the Employee Resource Groups (ERGs), networks across the bank have played an instrumental role in amplifying MQ's work and raising awareness of the importance of research in finding solutions.

**“It has been fantastic to be able to provide such transformative support to MQ over the course of the partnership, while also seeing mental health research and its impact brought to life across the bank. We’ve had the opportunity to hear directly from researchers about the latest developments in their work, as well as from the lived experience ambassadors who’s lives that work aims to transform, helping to further break down stigmas and generate much-needed conversation around mental health. As MQ themselves say, ‘without research it’s just guesswork’ and I’m thrilled that we’ve been able to bring the support of our wonderful UK population in this regard.”**

**Andy Ward, TDI Talent and Development Manager and Mental Health First Aider**

### Awareness campaigns

MQ has worked closely alongside the MHFAs and Global Wellbeing team to mark key mental health awareness days. In particular, the ‘Take a moment for mental health research’ campaign, run during UK Mental Health Awareness Week, encouraged employees to do something new each day to support mental health research – from taking on a challenge to participating in research directly.

### Manager training

As part of UK Mental Health Awareness Week, MQ was also able to support with the delivery of a training session for managers with Positive Psychology and Leadership Consultant and MQ supporter, Charlotte Wiseman. The session, which taught practical, evidence-based ways of promoting psychological safety within teams, was attended by 100 UKI managers and led to several follow-up training sessions to further enhance mental health support for employees.

### Researcher events

MQ has had the opportunity to work with the bank’s ERGs on a variety of events, engaging researchers and Ambassadors to share their work with employees to help further destigmatise mental illness and facilitate increased conversation on this important topic. Over 200 employees have attended an educational event, which have ranged from a panel event on neurodiversity and mental health organised in collaboration with the Neurodiversity Network, to a talk on mental health inequalities from MQ Science Council member, Professor Stephani Hatch, hosted together with the Black Leadership Forum.

### Partnering with dbYoga

Employees across the bank also supported their own wellbeing while raising funds for MQ by taking part in the dbYoga programme, a series of employee-led classes which took place both virtually and in studio. 83 people took part in over 350 classes, raising an incredible £9,771 for mental health research.



# Creating a lasting legacy

The partnership has proved transformative for MQ, exceeding targets, engaging employees from across the bank, and creating a lasting legacy that will be felt for generations to come.

From funding innovative new research projects across the world to helping build the capacity of the charity and the mental health research sector, the impact of this partnership cannot be overstated.

The support of Deutsche Bank and its employees has helped enable MQ to:

## Announce our largest ever investment into early career researchers

This year, MQ was able to announce nine new Fellowships as part of its 'Gone Too Soon' programme. These nine Fellows, all researchers between three- and seven-years post-PhD, will be using their funding to address the tragedy of those with a serious mental illness dying an average of 15 years earlier than their mentally healthy peers. Deutsche Bank's support has been instrumental in helping us to achieve this.



**Dr Amy Ronaldson (UK)** is researching why people with severe mental illnesses are more likely to die from infectious disease than people without them



**Professor Gareth Griffith (UK)** is working to improve the detection of selection bias in order to improve representativeness in mental health research



**Dr Marisa Marracini (USA)** is co-designing a virtual reality tool to help adolescents who have been hospitalised for suicide-related crisis



**Dr Massimiliano Ori (Canada)** is working to understand how youth comorbid mental and physical disorders may affect risks of suicide



**Dr Moritz Herle (UK)** is using data science and insights from people with lived experience to understand why people with eating disorders are at increased risk of suicide



**Dr Leslie Johnson (USA)** is adapting and testing an existing treatment for people with type 2 diabetes in order to treat patients with type 1 diabetes



**Dr Suhas Ganesh (India)** is working to better understand how an individual's environment, and their genetic make-up, affects treatments for schizophrenia



**Dr Alexandre Lussier (USA/Canada)** is running a longitudinal study of gene-environment interactions and epigenetic mechanisms to understand how depressive disorders influence suicide risk



**Senior Research Fellow, Alexandra Buton (UK)** is exploring is social prescribing can prevent people with serious mental illnesses from developing cardiovascular diseases

## Launch brand new funding rounds

MQ have also launched a new project to support the next generation of experts and scientists, focussed on those researchers who are even earlier in the career pipeline than our Fellows. By focusing on this area of development, MQ will be playing an instrumental role in supporting the brightest young minds and enabling them to stay in mental health research and go on to produce vital breakthroughs.

## Invest in new projects to help speed up and improve mental health research

Not only is the bank's support helping to fund mental health research projects directly, it is also enabling MQ to improve the way that research is done across the globe. From creating a continuously updated, comprehensive and trustworthy catalogue of the best scientific literature that will allow the mental health research community to better identify the questions the most urgently need answering, to launching a new grant rounds which invite collaboration with other sectors to drive forward developments in mental health.

## Achieve sustainability

The bank's support has been instrumental in helping MQ to achieve financial sustainability, and providing a solid foundation from which the charity can continue to grow. 2022 marked the first year that MQ was not reliant on the original seed funding it received when it was set up ten years ago – a remarkable milestone which would not have been possible without the significant fundraising efforts of employees.





# Transforming lives through research

All these projects and initiatives share the ultimate aim of utilising research to transform the lives of the 1 in 4 of us affected by mental illness.

## Research in action – a revolutionary new treatment for panic disorder

MQ Fellow, Dr Andrea Reinecke, from Oxford University, is working to develop more effective treatments for anxiety and panic disorder. Using a logical, neuroscience-based approach, her team's work has already shown that just one session of her cognitive behaviour therapy has fantastic effects on anxiety.

Of the study, Andrea said: "Because of MQ's support, I have been able to show that we can effectively treat severe panic disorder with only one session of treatment. Such incredible findings have enormous implications for reducing waiting lists and improving treatment delivery in routine clinical care."

### TRANSFORMING LIVES

MQ-funded research has already changed lives across the globe, through providing access to new treatments and interventions, speeding up diagnosis, or identifying those most at risk of developing mental illness and therefore enabling earlier intervention.



Chrissie, a participant in Andrea's study, shared her experiences of the trial and its impact on her life:

"My anxiety and panic attacks started when I was aged 25. I am now in my 70s. My life was turned upside down due to them. I became seriously depressed and constantly in fear. I was unable to go on a train or any kind of public transport for fear of an attack and I stopped socialising with friends.

Many years later, I saw an advert in the Guardian newspaper looking for people with my condition to volunteer for a research trial. I jumped at the chance.

I can honestly say my life has been completely turned around. Since the treatment I have been able to do so much more without the constant fear. Travel, theatres, cinemas, holidays, and even a gliding experience for my 70th last year!

I cannot express how grateful I am to Andrea and her work. She has given me an escape from a terrible illness that I never believed was possible. With my whole heart and endless thanks, I hope and trust she can continue to help others as she has me."

Deutsche Bank's support over the past two years will lead to more breakthroughs in our understanding of the causes, treatment, and diagnosis of mental illness, which in turn lead to life-changing results for people like Chrissie and the millions of others affected.

Results like these are only possible through research. Without research, it's just guesswork.

## Thank you.

Thank you to all those who have supported MQ throughout the partnership and helped to transform the lives of the 1 in 4 of us affected by mental illness.

## Supporting MQ

Continue the partnership legacy and be a part of the future of mental health research.



**Fundraise**  
or take on a challenge



**Participate**  
Volunteer for research studies



**Stay in touch**  
Sign up to our newsletter for the latest updates



**Get involved**  
[www.mqmentalhealth.org](http://www.mqmentalhealth.org)



**Get in touch**  
Senior Partnerships Manager, Helen  
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**“I am delighted to see the material impact that the partnership has had for MQ Mental Health Research. Through fundraising and strategic support, employees across the bank have played a pivotal role in transforming the future of mental health through research and helping to find the answers we need to generate real, meaningful change. In turn, we have had the opportunity to hear first hand about the latest developments in research and use this knowledge to continue driving our own conversations around mental health. It has been an honour to support such transformative change and I look forward to continuing to contribute to this important work going forward, as a member of the MQ’s Board of Trustees.”**

Fabrizio Campelli  
Management Board Member and Head of Corporate Bank & Investment  
Bank, Deutsche Bank  
Trustee, MQ Mental Health Research



[www.mqmentalhealth.org](http://www.mqmentalhealth.org)

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