



# Employee Mental Health Strategy

*status update: November 2023 - October 2024*

Note: numbers beside updates reference the key action from the Employee Mental Health Strategy (EMHS)



## Awareness Raising & Skills Development

- EMHS Ambassador program launched to enhance awareness and communication (70 ambassadors recruited)
- Comprehensive knowledge and skills development action plan for employees developed and launched (4.1)
- Self-directed and in-person training for all leaders on mental health and psychological safety designed and launched (2.1)
- One in Five de-stigmatization campaign launched (4.1, 5.4)
- Two Navigating Change, Stress, and Wellness in Times of Uncertainty sessions delivered (4.1, 5.4)
- Training provided to EMHS Ambassadors on following topics: Suicide Prevention, Responding to Disclosures of Sexual Violence, Understanding Mental Health (4.1, 5.4)
- Self-directed module for employees on mental health and psychological safety in development (4.1)
- Partnership with Student Wellness - It Matters that You're Here Walk of Hope and Healing (4.1, 5.4)

## Resources & Tools



- Comprehensive EMHS website launched with on- and off-campus resources and information (4.1, 5.4)
- Tools and resources developed for leaders: Lead with Care guide, Self-Care for Leaders (4.3)
- Tools and resources developed for faculty and staff: Work/life Balance Tips, Fostering a Supportive Workplace, Supporting a Colleague in Distress, Getting to Know your EAP, Employee Mental Health Resources (4.1, 5.4)

## Infrastructure & Accountability



- Employee Mental Health Coordinator role established and structure to support employee mental health in progress (1.1)
- Measurement framework established to track progress (1.2)
- Health and Safety Commitment statement updated to incorporate psychological safety (3.2)
- Respectful workplace policy development in progress (3.3)
- Proactive approach to crisis management in progress (5.6)
- Leadership Competency Framework aligned with EMHS
- University adopted the Okanagan Charter and identified key commitments



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