**Mental Health Strategy (EMHS) Evaluation Framework**

The EMHS evaluation framework aims to track and measure progress towards the achievement of the purpose of the EMHS: "Build awareness and understanding of mental health, reduce stigma and foster a psychologically safe environment for all." The data gathered will also enable the assessment and adjustment of interventions and support ongoing planning.

The evaluation framework outlined below consists of the following key components:

**Category** – Broad themes emerging from the literature review for the purpose of clustering the indicators.

**Indicators** – Information used to track and measure progress, in alignment with each category.

**Data Source** – Department(s)/position(s) from which we will access the data needed to gauge the indicator.

**Data Collection Method** – Tools, documents or other methods that will be used to gather the data.

**EMHS Logic Model**

| Category | Indicator | Data Source | Data Collection Method |
|---|---|---|---|
| Short- and long-term disability (STD and LTD) and WSIB claims | # of mental-health related STD claims | Human Resources & Academic Labour Relations – Employee STD active claims | Review of active STD records held by the University. |
| | # of mental-health related LTD claims | Human Resources Academic Labour Relations – Employee LTD active claims report from provider | Review of report from provider. |
| | Average length of time an employee is on a mental-health related STD. | Human Resources & Academic Labour Relations – Employee STD active claims | Review of active STD records held by the University. |
| | Average length of time an employee is on a mental-health related LTD. | Human Resources & Academic Labour Relations – Employee LTD active claims | Review of LTD report from provider. |
| | Recurrence rate for mental-health related STD. | Human Resources & Academic Labour Relations – | Review of active STD records held by the University. |

| Category | Indicator | Data Source | Data Collection Method |
|---|---|---|---|
| | | Employee STD active claims | |
| | # of health and safety incident reports related to mental health | Human Resources – Occupational Health & Safety | Data provided by Health & Safety |
| | # of WSIB work related mental stress injury claims | Human Resources – Occupational Health & Safety | WSIB related data provided by H&S broken down - traumatic mental stress, chronic mental stress |
| | # of WSIB work related mental stress injury claims approved | Human Resources – Occupational Health & Safety | WSIB related data provided by H&S broken down - traumatic mental stress, chronic mental stress |
| Employee Benefit Utilization and Uptake | # of EAP counselling cases. | Human Resources – EAP service provider report. | Review of report submitted to Human Resources by the EAP service provider. |
| | # of EAP counselling cases related to employee mental health | Human Resources – EAP service provider report. | Review of report submitted to Human Resources by the EAP service provider. |
| | Top 3 mental health concerns for supports provided by EAP and associated %. | Human Resources – EAP service provider report. | Review of report submitted to Human Resources by the EAP service provider. |
| | Health benefits program uptake– psychological services/social work. | Human Resources – Health Benefits usage report from provider. | Review of report submitted to Human Resources by the provider. |
| | # of new and/or enhanced mental health benefits/supports. | Human Resources – New/enhanced supports tracking system | Review the tracking system |
| Employee & Workplace Factors – Awareness raising & Knowledge and skills development | # and % of leaders who completed the mandatory mental health & psychological safety training (self-pace and in person components). | Employee Mental Health Program– Training Records | Review of training completion data |
| | # and % of leaders who report increased knowledge and understanding of mental | Participants – Training feedback form | Feedback form to be completed by participants at the end of the training program with |

| Category | Indicator | Data Source | Data Collection Method |
|---|---|---|---|
| | health and psychological safety. | | questions to gather this data.<br><br>Data to be extrapolated from feedback forms. |
| | # and % of leaders who participated in the training, who report implementation of one or more best practices to positively influence psychological health and safety within their areas. | Participants – Post Training Survey | Post training survey to be sent to participants 3 months after participation in the training program.<br><br>Data to be extrapolated from feedback forms. |
| | # of tools/resources developed to support leaders in fostering psychological health and safety within their areas. | Employee Mental Health Program Records | Review of program records |
| | # and % of employees who attended knowledge and skill development sessions (mental health and or psychological safety related). | Employee Mental Health Program – Training Records | Review of training records. |
| | # and % of employees who attend knowledge /skill development sessions that report increased knowledge and understanding of mental health and psychological safety. | Participants – Training feedback form | Feedback form to be completed by participants at the end of the training program with questions to gather this data.<br><br>Data to be extrapolated from feedback forms. |
| | # of mental health promotion initiatives and events. | Employee Mental Health Program – record of initiatives/events conducted | Review of Employee Mental Health Program records. |
| | # and % of employees who attended health promotion initiatives/events that report enhanced knowledge of mental health resources and supports and self-care strategies. (Note: to be tracked only for initiatives where participants need to register/sign-up) | Participants – feedback form | Feedback form to be completed by participants at the end of the event with questions to gather this data.<br><br>Data to be extrapolated from feedback forms. |
| | # and types of other awareness raising | Employee Mental Health | Review of Employee Mental |

| Category | Indicator | Data Source | Data Collection Method |
|---|---|---|---|
| | initiatives (i.e. campaigns, videos, resources, etc.) and associated data (i.e. number of views, number of website hits and resource download numbers, etc.) | Program records and website data | Health Program records. |
| Employee and Workplace Factors – Policies, Procedures, and Programs | # of policies, procedures and programs reviewed an updated to support psychological health & safety. | Data source: Office of the Provost, Office of Vice-President, People, Equity & Inclusion – records of policy updates | List of policies, procedures reviewed and/or updated. |
| | # of new policies, guidelines and programs introduced to support psychological health & safety. | Data Source – Employee Mental Health Implementation Working Group | Review of program data. |
| Employee and Workplace Factors – Accommodations & Harassment | # of mental health related workplace accommodation requests | Human Resources, Academic Labour Relations, OHREA – accommodation data records | Review of accommodation records |
| | # of formal harassment complaints/investigations | Human Resources – AVPHR report to BOG Human Resources Committee | Review of report to BOG Human Resources Committee |
| Employee and Workplace Factors – Employee Experience | Employee Engagement Survey - % favourable rate for various survey dimensions related to mental health & psychological safety | Employee Engagement Survey Data from TalentMap. | Review % favourable score for the following areas:<br>• Engagement (69%)<br>• Work enablement (77%)<br>• Professional growth (68%)<br>• Immediate supervisor (65%)<br>• Equity, Diversity, & Inclusion 62%)<br>• Mental health (57%)<br>• Indigeneity & Decolonization (56%)<br>• Departmental information |

| Category | Indicator | Data Source | Data Collection Method |
|---|---|---|---|
| | | | and communication (55%) <br>• Performance feedback (54%) <br>• Work/Life balance (47%) <br>• Teamwork, Collaboration, and cooperation (45%) <br>• Safety (80%) <br>And % of employees who are **not**: <br>• Looking for or thinking of accepting a job with another employer (75%) <br>• Likely to accept a job with another employer (64%) |
| | Employee Turnover rates (either by employee group or department, to be determined based on HRIS capability) | Human Resources | UWinsite People |