

Getting up to Standard – Psychological health and safety in the not-for profit workplace

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pour la santé mentale
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About CMHA

With over 330 locations and 5,000 staff helping more than 1.3 million Canadians each year, CMHA is the nationwide leader and champion for mental health



100 years of history as a leading advocate, researcher, teacher and coach for mental health



Unparalleled network of professional staff and volunteers in communities across Canada



Wide range of additional direct supports and services tailored to community needs



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About Me



- Registered occupational therapist
- Clinical experience in case management, psychosocial rehabilitation, and crisis services
- Leadership experience in the non-profit sector
- Engagement with corporations across Canada



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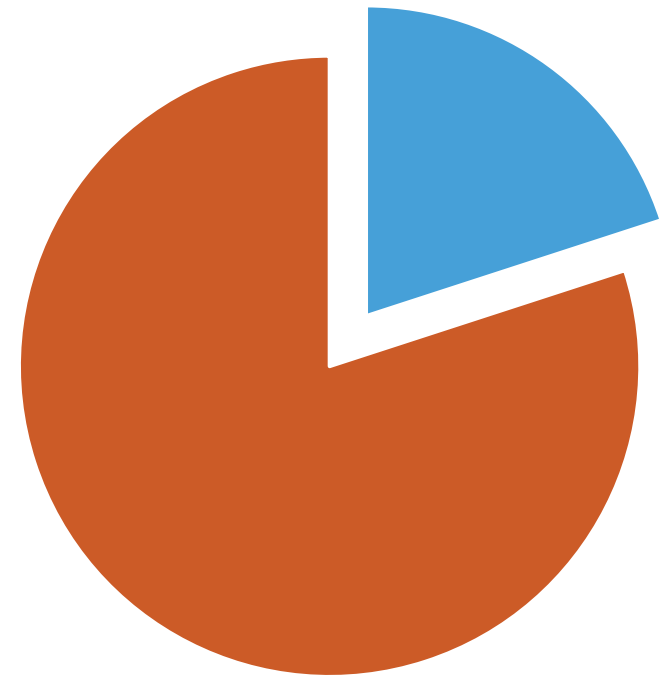


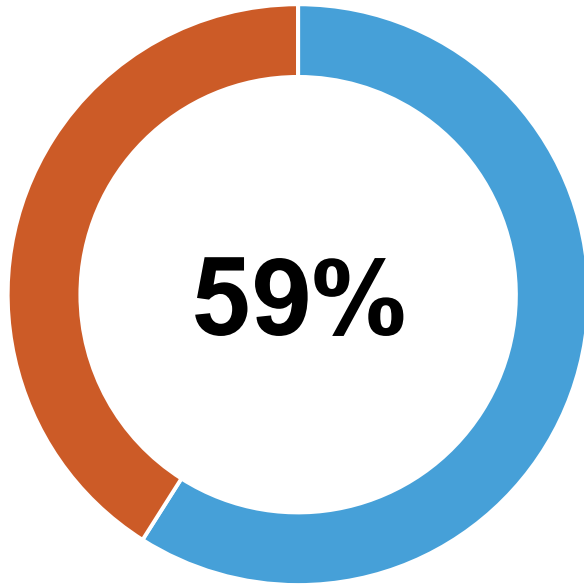
Key Questions

- What is psychological health and safety?
- Why should I be addressing this issue?
- How can I get started?
- How can I make it happen in my non-profit?



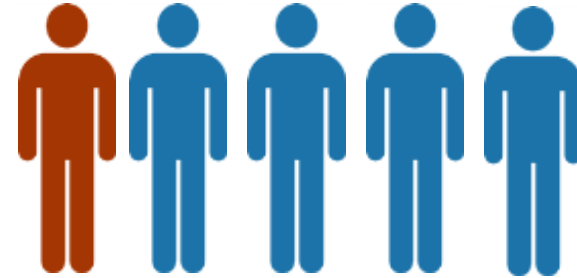
Mental illness affects 7.5 million Canadians – about 20% of the population.





of Canadians aged 18-34 view depression and anxiety as an “epidemic” in our country.

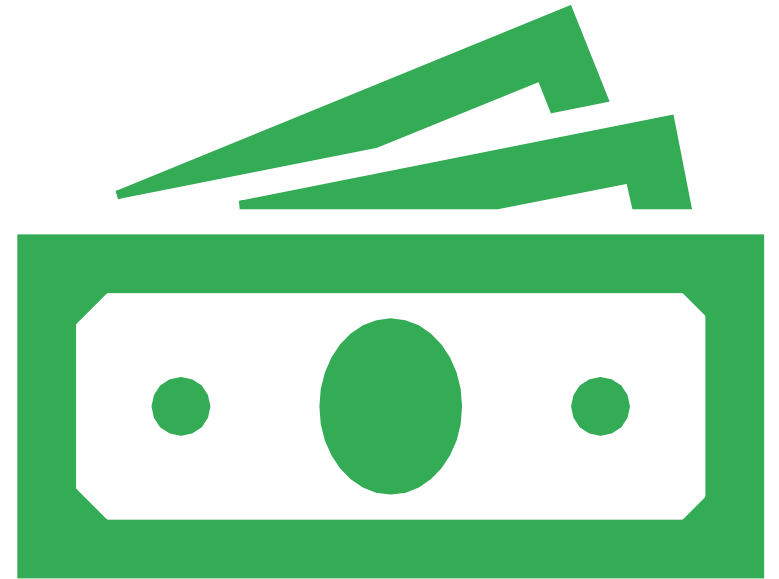
1 in 5
this year



1 in 2
by age 40



Mental illness costs \$50 billion. The human cost cannot be measured.





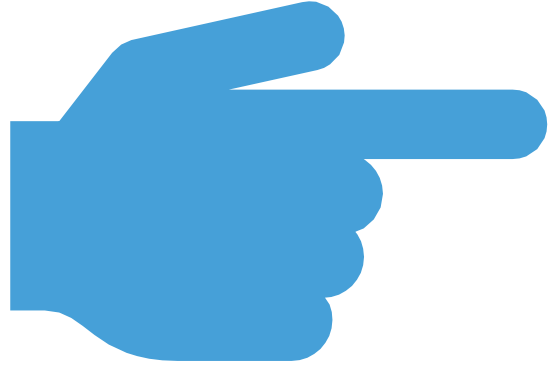
500,000 Canadians
missed work this
week due to mental
health problems

But we all have mental health – all 5 in 5 of us



“Sick” workplaces –
a thing of the past.





There is a step-by-step,
easy to follow way to heal
your workplace,
psychologically speaking.

What is the Standard?

It is a set of voluntary guidelines, tools and resources to prevent psychological harm, and promote psychological health.

The Standard helps to promote good mental health and prevent psychological harm for everyone in a workplace, whether or not they have a mental illness.

By implementing the Standard,



you don't have to choose between what's ethical and what's practical.

The Standard

Is fully adaptable to your organization,
big or small, for profit or not



A few key steps for implementing The Standard:

1. Ask yourself why?
2. Take stock of what you're already doing
3. Dig In!
4. Build on it



Why should not-for-profits implement The Standard?



Check in on your motivations:

- To do the right thing (91%)
- To protect the psych health and safety of employees (90%)
- To increase engagement (72%)
- To enhance their reputation (63%)
- To manage costs (47%)
- To reduce liability (41%)



Is psychological health and safety implicit – or even explicit – in your mission?



It's your duty – 7 branches
of law



Keeping your eye on expenditures



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Taking care of our ourselves,
our volunteers and our teams



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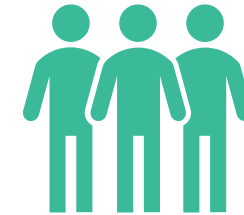
A sign post of your ethics



Preventing burnout



Retaining your team



Creativity and Innovation



Part of your appeal



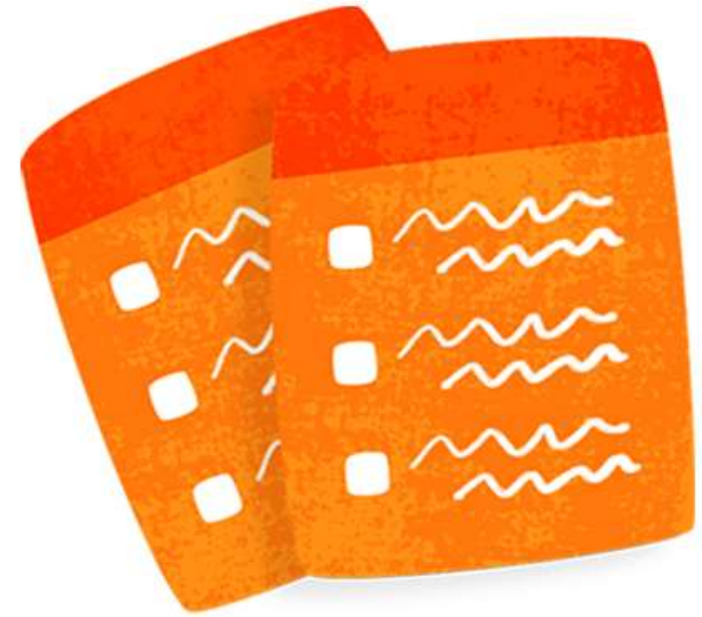
Because it's our life, that's why



A photograph of two women in a professional office setting. One woman, with long blonde hair, is smiling and pointing at a whiteboard with a blue marker. The other woman, with long dark curly hair, is looking at the whiteboard and holding a red marker. The whiteboard has some faint diagrams and text on it. The background shows office desks and windows. The image has a semi-transparent white overlay on the left side where the text is located.

TAKING STOCK:
WHAT'S IN PLACE
ALREADY?

Start by reviewing and updating what you already have in place.



The top line questions to ask yourself:



#1

Are there any policies or processes you can build on?

- Accommodation?
- Policy statement on health and wellness?
- Bullying or harassment?



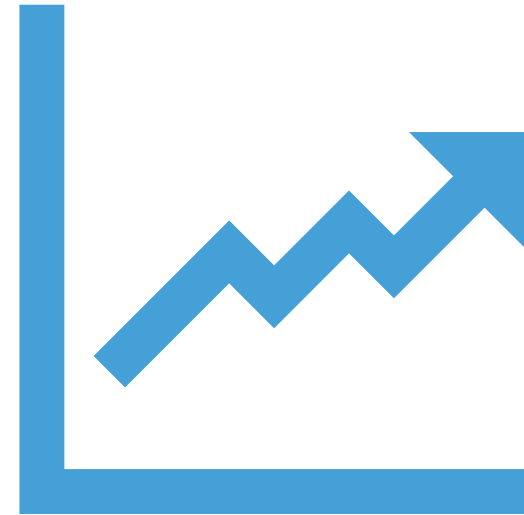
#2

Can you enhance the mandate of any existing committees?
Previous experience implementing other standards?



#3

Do you have any data to assess your progress?



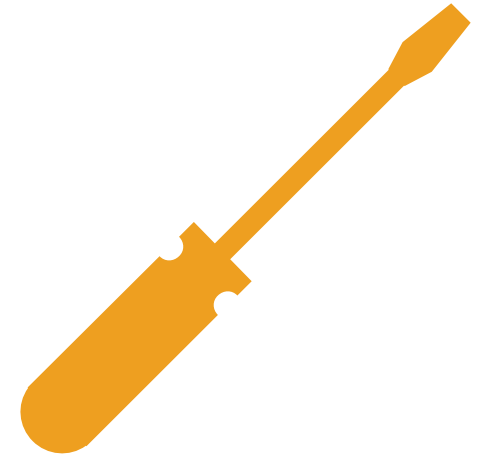
#4

Do you have a training or leadership program where a mental health module might fit?



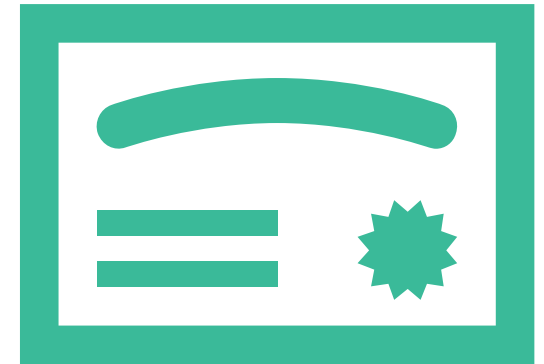
#5

Do you have employee benefits you could maximize or enhance?



#6

Do you have any obvious champions or team members who have relevant knowledge or interests? Maybe they want to be involved, or even lead.



A person wearing a dark suit jacket and a white shirt is sitting at a desk, typing on a silver laptop. The laptop screen shows a blurred document with a table. To the right of the laptop, there are several papers on the desk. One paper is held by a yellow binder clip and has a pen resting on it. The pen is black with a gold-colored band. The desk is light-colored, and the overall scene is a professional office environment. The text "Assessing Psychological Risks in Your Workplace" is overlaid in white on the left side of the image.

Assessing Psychological Risks in Your Workplace

According to The Standard there are 13 evidence-based risk factors that impact our work environment.



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Canadian Mental Health Association
Mental health for all

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100 years of community
100 ans dans la communauté

Guarding Minds @ Work

1. It's evidence-based: developed by the same researchers who identified the 13 risk factors
2. It's easy to use: guides you through a step-by-step process to set up, distribute, and collect data using an employee survey
3. It's action-oriented: includes recommended actions that correspond to each risk factor

Guarding Minds at Work

Assess, protect and promote psychological health and safety



Canadian Mental
Health Association
Mental health for all

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A hand holding a shovel of dark soil over a garden bed with colorful flowers. The background is a blurred garden scene with various plants and flowers in shades of green, yellow, and purple. The top of the image has a horizontal bar with four colored segments: orange, teal, light blue, and purple.

Here's what you can do: Dig in!

Once you've taken stock, time to put together an action plan. Here are some practical steps toward making your workplace psychologically safer.

#1 Respect

Make sure your policies, programs and initiatives are designed to enhance respect, tolerance and consideration, while addressing discrimination, harassment and bullying.



#2 The benefits of benefits

Tailor your benefits to include or enhance psychological supports and services.



#3 Train to Intervene

Intervene early when your team members first show signs of distress, and train managers – and the whole team, if possible – about responding to psychological health or safety issues.



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#4 Awareness

Introduce mental health awareness activities to tackle the stigma related to mental illness. Take opportunities like CMHA's Mental Health Week to raise awareness.



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#5 Training

Support the resilience of your team through training, team building and psychological safety skills. Offer online self-care modules and peer support programs.



#6 Accommodation and RTW

Ensure staff can stay or return to work safely and provide accommodations.



#7 Track Progress

Know where you are NOW so you can evaluate it LATER. Ask yourself: where does our organization stand now, today, in terms of workplace mental health? That way, you can chart your progress, and evaluate.



#8 Use Free Resources

They are everywhere.





Thank you!