



## Mental Health Committee

### What is the Purpose?

#### **1. To start the conversation about mental health and how it affects everyone**

- Communication Plan
  - Statement of Objectives from Senior Management
  - Roll out through internal communications – newsletter, email from President, internal boards (lunch room & trailers), Intranet
  - Connect to Health & Safety committee and add as meeting topic each meeting
  - Create communication schedule with regular touch points to aid in awareness and adoption
- Review policies on Bullying/Harassment , Investigation, Wellness and any other policies/programs connected to the protection of mental health
  - Educate on applicable items and raise awareness of importance/adherence

#### **2. To educate the entire team and create an awareness of mental health**

- Train people managers on purpose of committee and resource location
- Utilize common drives, news boards, tool box meetings, newsletters, management meetings and through formal and informal just-in-time education

#### **3. To aid in removing the stigma surrounding mental health**

- What does this mean?
- Company Slogan – something simple, Scott-like, easy to remember
- Opportunities to share stories – realistic?
- Continue to educate, share idea s & successes as well as available stat's

#### **4. To ascertain current state as an organization and begin to focus on specific action items to support this initiative**

- Share idea and keep continuous improvement mind-set – drive needed change
- Create a Mental Health Committee – volunteers from a cross section of levels, departments and regions

#### **5. Specific tactics to address Mental Health:**

- Review of stats – disability, attendance, self-reported through survey
- Issue a monthly MH article – create calendar of topics in advance or as needed, such as with COVID-19
- Provide information around the importance of physical well-being and keeping active – connection to mental well-being



- Highlight resources and educate on the connection of diet and other self-care items that connect to mental health
- Mental Health Hygiene – What is Yours? Send out assessment links – utilize EFAP program
- Education people managers on signs of MH concerns and having an open conversation plus resources available to support - great resource at <https://www.notmyselftoday.ca/>
- Tackling issues head on – what are they? What are you seeing? Depression/addiction
- Utilize local Health authorities, such a mindcheck.ca with HealthLink BC