



# How to Start and Run a Mental Health Committee



# Mental Health Committee

## Positive Business Impact!

- Higher engagement & productivity
- Lower turnover, absenteeism & benefits costs
- Access to larger pool of potential employees

# Mental Health Committee

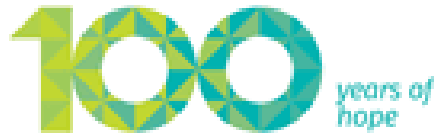


Complete solutions are available !

- Not Myself Today (Canadian Mental Health Association)
- Guarding Minds @ Work (Workplace Strategies for Mental Health)



Canadian Mental  
Health Association  
*Mental health for all*





# Mental Health Committee: How-To

## 1. Build the Business Case

- Who to champion
- SWOT
- Budget
- Alignment with organizational values



# Mental Health Committee: How-To

## 2. Get Buy In from Leadership

- Importance of visible leadership
- Share business case
- Competing business priorities
- When?
- Gain approval



# Mental Health Committee: How-To

## 3. Establish Committee

- Decide how many members
- Seek volunteers
- Representation from all levels & functional areas
- Change agents



# Mental Health Committee: How-To

## 4. Educate Committee Members

- Mental Health First Aid training
  - Greater recognition of the most common mental health illnesses and problems
  - Increased confidence in providing help to others
  - Increase in helpful actions – increased awareness



# Mental Health Committee: How-To

## 5. Establish Committee Purpose & Charter

- Increase awareness & education
- Remove stigma
- Provide resources

Commitment is to ensure impact of MH is considered in operational process & interactions

**NOT** – internal resources for diagnosis, identification or counselling





# Mental Health Committee: How-To

## 6. Develop Launch Plan

- Case for change & why?
- Key messages – link to organizational vision, strategy & culture
- Use existing communication channels (JOHS, etc.)
- Identify committee members, purpose & charter
- Remind of EFAP
- Reach to all employees, locations & levels



# Mental Health Committee: How-To

## 7. Survey

- Why are we asking?
- Topics
- Frequency of info share
- Format of information share
- Establish benchmark for ongoing measurement



# Mental Health Committee: How-To

## 8. Ongoing Action Plan

- Communicate ongoing action plan
- Frequency of events & topics
- Leverage Subject Matter Experts & guest speakers
- Contests



# Mental Health Committee: How-To

## 9. Measure Impact/Success

- Survey team members
- Engagement survey results
- Turnover or absenteeism stats
- Benefits costs
- More conversations!



# Mental Health Committee

## Tips & Tricks

- Use Subject Matter Experts
- Use technology – automate & brand
- Consider activities that require active participation
- Leverage your EFAP
- Keep information available – transparency
- Rewards & Recognition – provide



# Mental Health Committee

## Resource Links

- <https://www.workplacestrategiesformentalhealth.com/psychological-health-and-safety/psychological-health-and-safety-management-system>
- [https://www.mentalhealthcommission.ca/sites/default/files/Workforce\\_Employers\\_Guide\\_ENG\\_1.pdf](https://www.mentalhealthcommission.ca/sites/default/files/Workforce_Employers_Guide_ENG_1.pdf)
- <http://wmhp.cmhaontario.ca/comprehensive-workplace-health-promotion-affecting-mental-health-in-the-workplace/element-5>
- <https://www.guardingmindsatwork.ca/>
- <https://www.mhfa.ca/en/course-search>
- <https://cmha.ca/document-category/mental-health>
- <http://www.notmyselftoday.ca/>