

Langara College will invest in mental health initiatives over the next three years and beyond, through actions and growth focused on well-being, which will be implemented and evaluated in close partnership with students, employees, and community partners.

2018–19 COMMITMENTS

- Foster warm, welcoming, safe spaces within and beyond the classroom** where campus members feel comfortable seeking opportunities to gather and connect by:
 - partnering with provincial and/or national campaigns (e.g. The Friendship Bench campaign);
 - promoting and optimizing a variety of spaces, including outdoor spaces, workshop-specific, quiet areas, technology-free zones, break rooms, and ones for prayer, meditation, or quiet reflection.
- Integrate mental health and accommodations information** into curriculums, classroom materials, and orientations by:
 - updating all course outlines with student supports and resources;
 - re-structuring curriculums to embrace student mental health and wellness.
- Create a centralized webpage** with mental health information, internal and external resources, and self-screening tools by:
 - designing an up-to-date, user-friendly, interactive webpage that highlights Counselling, Health, and Accessibility Services, as well as tools, resources, events, and strategies to protect and promote well-being.
- Develop complementary mental health promotion literature** in areas such as maintaining mental health, self-care, recovery, language, and stigma by:
 - using a multimedia approach that is widely available and accessible;
 - orienting employees to campus mental health support, services, and resources;
 - creating a single-use resource guide for staff and students.
- Increase opportunities for training**, such as Mental Health First Aid, suicide prevention, bystander intervention, cultural competency, mindfulness, coping and resiliency, and self-management skills by:
 - designating and incentivizing time for students and employees to pursue training, professional development, and continuing studies;
 - measuring interest, impact, and milestones.
- Recruit a Wellness Coordinator** to oversee and champion well-being initiatives by:
 - embedding well-being in all aspects of campus culture, specifically across policies, practices, and procedures;
 - adopting the Okanagan Charter, an international charter for promoting health in universities and colleges;
 - organizing regular health promotion campaigns, events, and a campus-wide mental health week.
- Provide after-hours campus support** by:
 - partnering with a 24/7 helpline and supplementary services available in the community.

2019–20 COMMITMENTS

- Appoint a multi-stakeholder committee** to evaluate the progress and effectiveness of the Mental Health Framework by:
 - recruiting a diverse group of campus and community representatives who meet and provide feedback quarterly;
 - developing an evaluation framework that informs future directions and recommendations;
 - conducting a mental health survey, ideally in partnership with other post-secondary institutions in BC and Canada.
- Streamline mental health services and referrals** across a continuum of care by:
 - identifying new and existing opportunities for collaboration between Counselling, Health Services, and Accessibility Services;
 - supporting the development of a mental health annual report including statistics, activities, challenges, and plans;
 - promoting help-seeking behaviour and reducing the stigma associated with mental illness.

2020–21 COMMITMENTS

- Develop an Early Alert system** that has the proper mechanisms in place to recognize, report, and respond to early indicators by:
 - gaining a better understanding of pathways to connect students with resources, proactively and systematically.
- Empower students through peer navigation and mentorship** by:
 - creating a student ambassador and/or peer support program.
- Advance the symbiotic relationship between mental and physical health** by:
 - expanding community partnerships with the Langara Family YMCA and City of Vancouver;
 - offering an all-age, outdoor fitness circuit for community members;
 - proposing a fitness centre be included in the campus master plan.

A frame of mind.

MENTAL HEALTH FRAMEWORK 2018–2021



A commitment to invest in the mental health and well-being of the Langara community.

There is strong and growing recognition of the pivotal role well-being plays in post-secondary life, as well as its significance as a key determinant in learning, academic success, and cultivating a meaningful experience.

As British Columbia's leading pathway institution for higher learning, Langara College is in a unique position to help shape – and enrich – the lives of its campus community members while strengthening its resources and relationships.

Since 2016, the Mental Health Framework Committee has engaged the Langara community in charting a clear roadmap for the design and development of a strategic Mental Health Framework that protects and promotes the well-being of its students and employees.

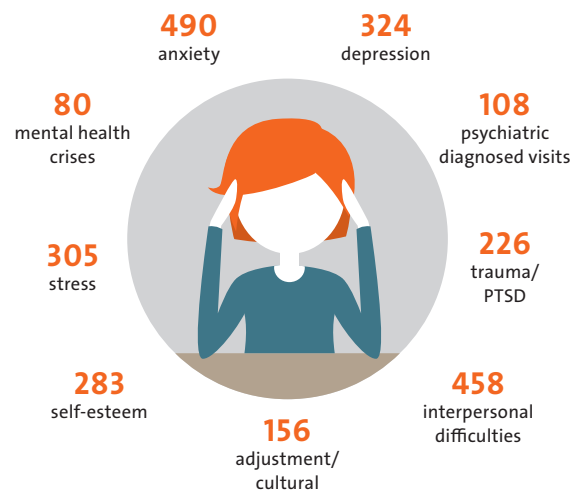
Over the next three years, the Framework Committee will continue to work with the Langara community to set the foundation for a mentally healthy campus by building on its caring culture and the priorities identified in the Academic Plan and 2020 Strategic Plan, and unifying them through a systems approach to well-being.

The five pillars within this Framework were identified following broad consultation with students and employees at two mental health summit events, diverse focus groups, and thorough data collection. This Framework includes 12 recommendations to be implemented within a three-year timeframe and guides future considerations for the Framework Committee and Langara community to work together on achieving systemic, sustainable change.

A SNAPSHOT: 2017–18

The Student Experience

- 25% of Health Services appointments were mental health related, with over 50% of physician time dedicated to mental health. This is an increase of 350% since 2004.
- According to Accessibility Services, mental health is the second highest disability category out of six.
- 376 students self-identified with Accessibility Services as having a diagnosed mental health disability.
- 127 students self-identified and were registered with Accessibility Services as having a suspected mental health issue.
- In 2017, the following number of students visited Counselling Services for the following issues:



The Employee Experience

- 41% of short-term disability claims received were mental health related from Langara College employees. This is more than double the industry standard (18%). (Sun Life Insurance)
- Of the 55 clients (52 employees, 3 family members) who completed the depression screening tool while accessing counselling services in the year to date, 5.8% of employees and 33.3% of family members were identified as having signs or symptoms of a moderate to severe level of depression. (Morneau Shepell – EFAP)
- 49.3% of employees accessed Morneau Shepell – EFAP for personal/emotional reasons (which includes mental health conditions, anxiety, and depression). This is the leading reason for using EFAP counselling services. (Morneau Shepell – EFAP)

SUPPORTING A MENTALLY HEALTHY CAMPUS

The Five Pillars

