

SUCCESS THROUGH WELLNESS

ENHANCING THE UNIVERSITY COMMUNITY TO PROMOTE
AND SUPPORT MENTAL HEALTH AND WELL-BEING



2014-2019 IMPLEMENTATION REPORT



UNIVERSITY
OF MANITOBA

WELCOME

OUR MENTAL HEALTH STRATEGY AND YOU

This report is intended to celebrate some of the many ways in which our University community has embraced our mental health strategy since its formal adoption in 2014. As we mark the five-year anniversary of its implementation, this report also serves as a foundation upon which to explore new priorities for *Success Through Wellness 2.0* – a revised mental health strategy to guide our work for the next five years. We look forward to continuing consultation and collaboration on ideas and initiatives to further enhance mental health and wellness at the University and welcome your feedback as part of this process.

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TABLE OF CONTENTS

INTRODUCTION	4
Implementation Plan	4
Implementation Progress: Initiative and Activity Overview.....	9
Goal 1 - A Committed Community.....	10
1.1 Institutional Profile	10
Goal 2 - A Caring Community.....	12
2.1 Respect and Inclusion.....	12
2.3 Community Building.....	14
2.4 Orientation.....	15
2.5 Campus Environment.....	15
2.6 Support for Basic Needs.....	16
Goal 3 - A Healthy Community.....	17
3.1 Mental Health Promotion.....	17
3.2 Holistic Health and Wellness.....	17
3.3 Substance Use and Addictions.....	18
3.4 Transition from High School to University.....	18
3.5 Stigma Reduction.....	19
Goal 4 - A Responsive Community.....	20
4.1 Mental Health Training.....	20
4.2 Student Help-Seeking.....	21
4.3 Early Identification and Intervention.....	21
Goal 5 - A Supportive Community.....	22
5.1 Integrated Services and Shared Care	22
5.2 Access to Student Mental Health Services.....	22
5.3 Support for Employees with Mental Health Problems and Illnesses	23
Goal 6 - A Resourceful Community.....	24
6.1 Crisis Intervention and Suicide Prevention.....	24
6.2 Post-Trauma Services.....	24
EVALUATION	25
RECOMMENDATIONS	26
Appendix A – Champions for Mental Health Group Terms of Reference.....	27

INTRODUCTION

[*Success Through Wellness*](#), the Campus Mental Health Strategy, was launched in February 2014, and is the guiding document for the enhancement of the campus community to promote and support mental health and well-being at the University of Manitoba. Its broad scope encompasses all members of the campus community including students, staff and faculty, and it seeks to address all areas of wellness.

In early 2013, the University of Manitoba hired a mental health consultant to conduct a literature review and environmental scan of its existing mental health-related policies, processes and services. The result was *Success Through Wellness*, the mission of which is to “examine all aspects of the university in striving to be a community that is committed, caring, healthy, responsive, supportive, and resourceful.”¹ The strategy includes a call to action, which charges all members of the university to participate in the creation and sustenance of a community that values mental health. Out of the mental health consultant’s report came 67 recommendations – each of which falls under one of the six strategic goals – that are meant to guide the work of the campus community as it strives to fulfill the mission of the strategy.

Since the launch of *Success Through Wellness* in February 2014, the University of Manitoba has displayed its strong commitment to the implementation of the strategy through the investment of both time and resources. Many stakeholders within the UM community have wholeheartedly acted in response to the strategy’s call to action, with work on some recommendations begun even before the official launch.

The increasing demand for presentations, workshops and trainings around mental health is only one example of how the conversation around mental health on campus is expanding and evolving. Through a review of the mental-health related activities that have been initiated, enhanced, or sustained since the launch of the strategy, we have found that some progress has been made on all 67 recommendations. While considerable movement has occurred, it is important to recognize that there is still more work to do to raise awareness, decrease stigma, improve accessibility to resources, and continue the evolution of our campus culture to one that fully embraces *Success Through Wellness*.

IMPLEMENTATION PLAN

Success Through Wellness is an inclusive mental health strategy encompassing all members of the university community. As such, the executive co-sponsors for the strategy are the Vice-Provost (Students) and Associate Vice-President (Human Resources). The formal mechanism for guiding the implementation of *Success Through Wellness*, the Champions for Mental Health group, was created by the inaugural Campus Mental Health Facilitator in January, 2015 and is co-chaired by Mark O’Riley, Director, Learning and Organizational Development and Don Stewart, Executive Director, Student Support in collaboration with Arlana Vadnais, Employee Wellness Specialist and Campus Mental Health Facilitator. Although it is important to recognize that many individuals and units outside of this group have also been implementing many high-impact mental health-related initiatives, the Champions group, comprised of a variety of stakeholders from across the University, has been instrumental in shaping many changes and new initiatives aimed at fulfilling the goals of the Strategy.²

¹ [*Success Through Wellness*](#), pg. 5

² The Terms of Reference for the Champions for Mental Health group can be found in Appendix A of this document.

In 2015³, the Champions group undertook a prioritization process in order to focus efforts on addressing several high impact and readily achievable recommendations. Out of a pre-prioritized list of 25 recommendations, the Champions chose five recommendations upon which to act. Major activities in each priority area are summarized below:

- *Identify opportunities to address mental health within the academic environment to increase student success (3.1.2 Mental Health Promotion)*
 - Information on mental health resources included as part of all course syllabi as recommended in revised Responsibilities of Academic Staff to Students (ROASS) policy
 - Presentation on staff and student mental health at New Faculty Orientation
- *Promote help-seeking as a smart strategy for academic and career success and establish initiatives that encourage help-seeking of students who are less likely to request support (4.2.1 Student Help Seeking)*
 - Intercultural Counselling Specialist hired through Student Counselling Centre to liaise with International Centre and develop programming and supports for international students
 - Embedded counsellors in Migizii Agamik, Nursing, and at Bannatyne campus
 - Sessions on mental health resources presented to all first-year ICM students
 - UMSU Mental Health Campaign and daytimer mental health resource list
 - Academics @ Risk program developed through Psychological Service Centre
- *Educate faculty, staff and students, including security personnel, to effectively identify, respond to, and refer a person with mental health problems and illnesses to appropriate campus and off-campus resources (4.1.1 Mental Health Training)*
 - Mental health component added to LOD Leaders Learning Program
 - Mental health awareness training for HR Client Services group
 - Mental Health First Aid training offered free of charge across campus
 - Mental Health Awareness Week activities developed in partnership with UMSU and other student groups
 - Sexual Assault Policy incorporates provisions for accommodating survivors' mental health needs
- *Encourage programs and activities that support a sense of community and belonging among faculty, staff and students (2.3.1a Community Building)*
 - Live Well @ UM established as an information hub for all aspects of health and wellness
 - Live Well @ Work week activities to promote health and wellness for staff and faculty
 - Development of Healthy U peer health educators program to engage students
 - Ally and LGBTTQ* awareness training offered through LOD
 - UM participation in Pride Week activities
 - International Awareness Week
 - Accessibility Days
 - Indigenous Awareness Week
- *Promote respect, inclusion and valuing of diversity throughout all aspects of the learning and work environment (2.1.1 Respect)*
 - President's Advisory Committee on Respect survey conducted on campus
 - Development of strategic plan for Diversity and Inclusion Coordinator

³ For more details of the initial implementation process led by Natalie Roach, please refer to her Final Report at <http://umanitoba.ca/student/mentalhealth/champions-for-mental-health-group.html>.

In May 2016, the Champions for Mental Health group underwent a re-evaluation of the initial five priority recommendations. Following a further gap analysis, the group decided to continue working on four of the initial priority recommendations and added five new priorities. As there was overlap among the priority recommendations, the nine priority recommendations were then reorganized into four distinct themes. Progress in addressing each area is summarized below:⁴

1. Breaking Down Barriers to Help-Seeking

- *Use evidence-based strategies to bring awareness to misconceptions about mental health and mental illness, such as partnering with the Open Minds initiative of the Mental Health Commission of Canada. (Stigma Reduction, 3.5.1)*
 - Campus Mental Health Research Network established to align resources and identify projects relevant to mental health strategy
 - UMSU platform priorities included mental health resource awareness and accessibility
 - Live Well @ Work week presentations designed to destigmatize mental health problems

- *Promote help-seeking as a smart strategy for academic and career success and establish initiatives that encourage help-seeking of students who are less likely to request support. (Student Help-Seeking, 4.2.1)*
 - Intercultural Counselling Specialist position renewed
 - Expanded roles for embedded counsellors in Migizii Agamik and Nursing
 - Embedded counsellors in Law and Music
 - International Centre representation on Champions for Mental Health
 - Panel discussion on work-life balance during Live Well @ Work Week

- *Educate faculty, staff and students to effectively identify, respond to, and refer a person with mental health problems and illnesses (Mental Health Training, 4.1.1)*
 - Mental Health in the Classroom workshops offered through Teaching and Learning Certificate program at the Centre for Advancement of Teaching and Learning
 - Presentations on mental health at Faculty of Engineering Retreat
 - Creation of a Mental Health First Aid Community of Practice on campus

2. Bridging Mental Health with Academic Success

- *Support first year students to ease the academic and social transition from high school to university. (Transition from high school to university, 3.4.1)*
 - Student Life revitalized New Student Orientation with community-building exercises
 - Mental health resource information provided at New Student Orientation
 - Enhanced orientation programming for mental health awareness in Residences

- *Identify opportunities to address mental health within the academic environment to increase student success. (Mental Health Promotion, 3.1.2)*
 - Presentations to Associate Deans Undergraduate on mental health resources for staff and students
 - Faculty Awareness Initiative on Mental Health Resources for Students involves coordinated effort to increase and systematize information sources across campus

⁴ Note that continuing initiatives from 2015-16 are not repeated unless there is new information to provide

3. Focus on Community and Workplace Wellbeing
 - *Encourage programs and activities that support a sense of community and belonging among faculty, staff and students. (Community Building, 2.3.1a)*
 - Live Well @ UM Working Group established to renew partnerships in wellness across HR, Student Affairs, Office of Sustainability, and Active Living Centre
 - *Explore creative ways to enhance the focus on workplace health and well-being, and engage in practices that promote workplace mental health, including team building events and celebrating successes of employees. (Mental Health Promotion, 3.1.1)*
 - Pulse surveys of staff benefits took place in 2017, future pulse surveys will focus on other aspects related to an outstanding workplace

4. Building our Capacity and Network of Support
 - *Explore opportunities to develop and enhance programs and services delivered by students, such as the PEERS program and other student-led offerings. (Access to Student Mental Health Services, 5.2.3)*
 - Healthy U expanded to encompass Peer Health Educators and Peer Mental Health Educators. Other peer programs developed, including Bringing in the Bystander and the Body Project

 - *Strike a community liaison committee with external agencies to explore ways to extend services for students and employees, especially in specialized areas such as addictions and culturally-informed care. (Integrated Services and Shared Care, 5.1.2)*
 - Partnership with Addictions Foundation of Manitoba involving cost-sharing position for on-campus Community Addictions Worker
 - Liaison with Manitoba Health regarding spiritual health care on campus
 - Discussions with WRHA and Manitoba Health regarding expanding campus health care services

Further distillation of the four themes developed by the Champions for Mental Health Group in the summer of 2016 resulted in the creation of three university-wide initiatives intended to broadly capture core elements comprising the themes:

- Mental Health First Aid Champions - Community of Practice
Drawing on the pool of Mental Health First Aid certificants, the goals of this group include forming a Community of Practice around mental health on campus with the purpose of furthering mental health response training, using participants as an information source for their departments about upcoming mental health-related events and campus and community resources, and providing the UM community with staff trained to offer safe contact and referral.
- Faculty Awareness Initiative on Resources for Students
In order to support employees who are 'front line workers' in student mental health to more effectively identify and respond to students with mental health problems, the goal of this initiative is to develop an accessible hub of resource materials to identify students in distress, advise on how to approach students, guide next steps in referral, etc., and to develop facilitators guides for training specific to faculty, staff, or mixed groups.
- Live Well @ UM Wellness Promotion Working Group
The goal of this working group is to focus on promoting a healthy campus, comprised of campus representatives from the various areas of wellness (environmental, mental, physical, social & cultural, spiritual).

In addition, a campus mental health research network has been created with academics from five different faculties who are invested in researching issues related to the mental health of our campus community. The aims of the network are to align resources, increase research activity in this area, and contribute to a deeper understanding of the mental health needs of our community. An initial project has been identified and funding options are currently being explored. The contributions from this network will also prove helpful in evaluating aspects of the mental health strategy implementation.

In the Fall of 2017, Human Resources launched the *Success Through Wellness* Grant program. These grants of up to \$10,000 were created to fund projects that engage the campus community to foster positive mental health and wellbeing, and create a supportive campus environment through new initiatives or enhancements to existing supports with a proven track record. Successful proposals were required to clearly align with one or more of the six goals articulated in *Success Through Wellness*. Five projects, beginning in 2018, were funded out of this initiative:

- **Music and Wellness Speaker Series**
Seeking to address unique wellness challenges related to their studies not often addressed in university curriculum, the Faculty of Music Students Association created a speaker series to provide music students with innovative strategies for maintaining their physical and mental wellness both during their studies and throughout their careers.
- **Brain Food Dinners**
Monthly dinner during which staff, faculty and students are invited to enjoy each other's company while preparing and eating a healthy, balanced and delicious meal.
- **STEAM Therapy**
This program seeks to use science to promote wellness and build community through STEAM (Science, Technology, Engineering, Art and Mathematics). Drop-in sessions provide students, staff and faculty the opportunity to participate in such activities as paper making and marbling, card making, hyperbolic crochet, the science of chocolate, etc.
- **Restorative Spaces at U of M**
Working collaboratively with other departments, student groups and the National Centre for Truth and Reconciliation, the Office of Sustainability seeks to locate, enhance and communicate restorative spaces on the Fort Garry campus. Using available natural elements such as boulders and tree stumps, along with simple markings and artistic elements, staff, students and faculty will be encouraged to take a break in restorative spaces on campus.
- **Student Accessibility Services (SAS) Student Mentorship Program**
With a rising number of students registering for SAS supports, advisors/specialists' schedules have become increasingly busy, and wait times for appointments has increased. Knowledgeable and experienced peer mentors are able to more quickly provide information and referrals for general questions, as well as booking meetings with advisors/specialists when needed.

IMPLEMENTATION PROGRESS: INITIATIVE AND ACTIVITY OVERVIEW

This section provides a summary of major and/or representative activities for each recommendation in *Success Through Wellness* since its approval in February, 2014. This includes the efforts of the Champions for Mental Health group as well as many others, and is not intended to be an exhaustive listing of all of the many mental health supports, programs, and initiatives that have occurred on campus. In addition, to minimize redundancies, some cross-cutting initiatives are mentioned in only one Goal area even though their impact is much broader.

This section is organized by the six goals of the Strategy:

Goal 1: A Committed Community

Goal 2: A Caring Community

Goal 3: A Healthy Community

Goal 4: A Responsive Community

Goal 5: A Supportive Community

Goal 6: A Resourceful Community

GOAL 1 - A COMMITTED COMMUNITY



Review campus mental health-related profile, policies, and procedures to enhance commitment to a comprehensive and sustainable approach to campus mental health. (Success Through Wellness, p. 7)

1.1 Institutional Profile

Taking Our Place: University of Manitoba Strategic Plan 2015-2020

Strategic plan for the U of M has ‘Creating Pathways to Indigenous Achievement’ and ‘Building Community’ (including a health & wellness focus) based on community input.

Champions for Mental Health Group established

January, 2015 – ongoing

Group of stakeholders representing the diversity of the UM community tasked with guiding the implementation of the UM Campus Mental Health Strategy, *Success Through Wellness*. Includes student representation.

Provision of funds for mental health-related positions

- Student Support Case Management Team
- Campus Mental Health Facilitator
- International Student Support Positions
- Spiritual Care Coordinator

Supportive work environment

In keeping with the *National Standard of Canada for Psychological Health and Safety in the Workplace*⁵ the university has a number of supports in place to foster a supportive work environment:

- University of Manitoba Leaders Learning Program explores mental health in the workplace and the responsibility leaders have in shaping a supportive work environment.

⁵ <https://www.mentalhealthcommission.ca/English/what-we-do/workplace/national-standard>

- The tuition reimbursement program supports the continued development and growth of employees across the institution.
- Recognition programs like the Awards of Excellence and the Teaching Awards recognize the contributions of university employees from across the institution.
- Our Learning Exchange program provides creative learning and networking opportunities to staff who traditionally do not have many professional development opportunities.

1.2 Policies & Procedures

Creation of Stand-alone Sexual Assault Policy

Approved by BOG June 2016

This policy aims to provide guidance, assistance, and support to all members of the University community who have experienced sexual violence or who have received a disclosure of sexual violence. The Sexual Assault Working Group (now the Sexual Assault and Violence Steering Committee), which consulted during the creation of the Sexual Assault Policy, includes student representation.

Updated University of Manitoba Student Accessibility Procedure

Approved by Senate Jan 2015

Purpose is to set out Procedures secondary to the Policy entitled “The University of Manitoba Accessibility Policy” in connection with supporting an accessible learning environment where students with disabilities who are admitted to the University can gain access to and participate in all programs for which they are academically qualified.

Accommodations Related to Culture, Gender, Religion and Pregnancy

Student Accessibility Services accommodates pregnancy and breast-feeding with documentation and accommodates prayers and religious observance for students currently registered with SAS. Other students who experience exam conflicts due to religious observance can apply for a deferred exam through the Registrar’s Office. Employees requiring accommodations for the above-mentioned reasons can contact Human Resources’ Client Services and Employee Wellness to make arrangements.

Gender neutral, accessible washrooms have been established across campus.

Increase of student participation on committees and councils

Student representatives sit on all but two of the 23 Senate committees, as well as on Senate Executive. As all substantive matters related to courses and curriculum must be approved by Senate, this provides opportunity for participation by students in these processes.

Fall Term Break

Approved by Senate Nov. 2015

Comprised of the Thanksgiving weekend and the Thursday and Friday immediately preceding. No classes or tests will be scheduled during these days. Starting Fall, 2016, to be reviewed annually for 3 years to assess impact.

Adoption of Recommendations from the Academic Advising Review Committee

Several recommendations have been implemented, including development of an Advising Council, creation of an Academic Advising Coordinator position, formalization of the Advisor Exchange, and implementation of degree audit and degree mapping projects.

GOAL 2 - A CARING COMMUNITY



Engage faculty, staff and students in creating a campus climate and environment that promotes positive mental health, and strives to prevent mental health problems and illnesses. (Success Through Wellness, p. 9)

2.1 Respect and Inclusion

President's Advisory Committee on Respect

Jan 2015 - June 2016

This committee assists in the coordination of activities designed to promote a respectful work and learning environment at the University of Manitoba. Includes student representation.

Accessibility Plan created to support the *Accessibility for Manitobans Act*

The University of Manitoba is committed to creating an inclusive and accessible community for all faculty, students and staff, and a welcoming environment for visitors to our campuses and fully supports the *Accessibility for Manitobans Act (AMA)*, which became law in December 2013.

Accessibility & Inclusion Award

New award as part of the Awards of Excellence program, first awarded in February, 2016.

Diversity & Inclusion Working Group

October 2015 - ongoing

The Diversity and Inclusion Working Group provides advice and recommendations to the University-wide Diversity and Inclusion Strategy. The Diversity and Inclusion Working Group is meeting on a regular basis to improve initiatives. The Committee has recently reviewed and improved the language in the Workplace Diversity Questionnaire to be more streamlined and more respectful. This Working Group is developing a Pulse Survey to be communicated during Inclusion Week to be scheduled in Fall, 2018.

Partnership with Rainbow Pride Mosaic

Diversity & Inclusion has partnered with Rainbow Pride Mosaic to improve the quality of life on campus for all LBGTQI* and Ally members, through awareness, safety initiatives, programming, ongoing education and visibility. The University of Manitoba is a gold sponsor of the annual Pride Parade.

UMQueer Committee

Formed July, 2016

Committee that envisions a campus and society in which all LBGTQI* peoples and their allies enjoy the freedom and dignity to live openly, authentically, and safely. Through dialogue, education, leadership and action, UM Queer aims to build diverse, inclusive and respectful learning environments, cultures, workplaces, and societies for LBGTQI* peoples. A UMQueer web page has been added to the Diversity & Inclusion website that has information on Pride events and parade, how to join UMQueer Committee and contact information.

U of M Black History Month Committee

Formed February 2017

Committee formed to address challenges and continue to honor and remember the important history, people and experiences of the African Canadian and African American communities in February and throughout the year.

Black History Month

Celebrated annually on campus, with activities including panel discussions, a film screening and a CD release event.

2017 The Human Resources Indigenous Initiatives Fund Proposal

Human Resources is implementing a campus-wide Indigenous recruitment, selection and retention strategy designed to increase the representation and retention of Indigenous faculty and staff at the University of Manitoba.

2018 The Human Resources Indigenous Initiatives Fund Proposal

Human Resources partnered with faculties and units from across the University to introduce an indigenous internship program.

Indigenous Awareness Week

During the annual Indigenous Awareness Week, Elders, academics, students and alumni share their experiences and research related to Indigenous identity.

Fireside Chats

A series of weekly talks providing all UM community members the opportunity to learn from Elders and cultural teachers.

New Learning & Organizational Development Courses

New courses added each year to address the information collected from managers, supervisors, unit leads and program participants in regards to training needs.

2.2 Safety

Sexual Assault Online Resources

Website updated and launched August, 2016

Easily accessible online resource for information on getting support, giving support, reporting sexual assault, understanding sexual assault and consent, and prevention and education.

Bringing in the Bystander Training

Sept 2015 – ongoing

A Prevention Workshop for Establishing a Community of Responsibility®. An effective, evidence-based, in-person, interactive curriculum that encourages student participants to see themselves as bystanders who might safely intervene to stop a sexual assault before it occurs.

Student Support Case Management Team

Sept 2013 – ongoing

Provides information for supports and resources both on and off campus, safety plans for on and/or off campus, assistance in creating a support plan to meet individual needs/goals and consultation on how to handle concerning situations.

Security Services Camera Initiative

There are currently almost 600 closed circuit television cameras at the University of Manitoba located in various classrooms, hallways, parking lots and other public areas.

STATIS (Student/Staff Threat Assessment Triage Intervention and Support)

Includes supports for students, staff and faculty. STATIS can be accessed for consultation about a threatening or disruptive incident or pattern of concerning behaviour involving a student or employee of the UM, or to share a concern under the *Violent or Threatening Behaviour Policy*, *Sexual Assault Policy*, *Respectful Work and Learning Environment Policy* or *Student Non-Academic Misconduct and Concerning Behaviour Procedure*.

National Standard of Canada on Psychological Health and Safety in the Workplace

While the University of Manitoba has not formally adopted the National Standard, a review of our activities shows that we are largely compliant with each of the thirteen workplace factors affecting psychological health and safety outlined in the Standard.

2.3 Community Building

HR Communities of Practice

Several communities of practice were established in 2016 to create a space where individuals with similar roles at the university could come together to share ideas and network (Executive Assistants, HR Practitioners Group, Supervisor's Network).

Performance Appraisal Template Pilot

In 2018 the University's Annual Review & Development Plan (ARDP) template was revised based on feedback from the community. The new template encourages leaders to use a coaching approach when working with their team members on their development plans.

2.4 Orientation

New Employee Orientation Sessions

Introduction to Our Outstanding Workplace: Provides new University employees with a broad, big picture introduction to the University of Manitoba, including information about expectations, programs, and services at the University of Manitoba.

Strategic Overview Session: An opportunity for new employees to hear the President and Vice-Presidents share their perspectives and information on their portfolios. The purpose is to provide a broad, "big picture" introduction to the University of Manitoba.

University of Manitoba New Student Orientation

Introduces new students to the U of M campus to prepare them for university life with academic sessions and workshops. A fun opportunity to meet fellow students.

Graduate Students Orientation

Includes a welcome session, a campus tour, lunch on each day, a resource fair, and workshops that provide information to:

- ease the transition into graduate school
- introduce students to campus services and involvement opportunities
- Introduction of Mental Health and Student Support sessions in 2016

Indigenous Orientation Week

Annual orientation activities, including a student resource day, presentations, teachings from the Elders, and Indigenous games and entertainment.

International Students Orientation

Orientation programming for international students to help with their transition to Canada and the U of M, including adjusting to a new academic environment, academic policies, culture, customs, foods, a different climate, and to being away from family and friends.

2.5 Campus Environment

Campus Beautification Day

A celebration of our community and campus as staff volunteer to beautify the campus. Includes various activities such as a morning of planting and mulch-spreading, and ends in a barbecue lunch for the whole community.

Medicine Garden of Indigenous Learning (Bannatyne Campus)

Showcases the importance and value of traditional medicines and knowledge, set in a place and environment founded on a sense of acceptance and welcoming.

Plans for Southwood Lands Development

The University of Manitoba is pleased to open the Southwood Lands to the community for passive recreational use, including walking, running, cycling, frisbee, etc. While the Visionary (re)Generation Master Plan will guide design and development of the University of Manitoba Fort Garry Campus over the next 30 years, the plan for Southwood will be administered by an arm's length entity on behalf of the University.

2.6 Support for Basic Needs

U of M Food Bank

Students in need can drop by the University Financial Aid & Awards office on the fourth floor of University Centre for access to the Food Bank, where they will be treated with respect and confidentiality. The Food Bank is jointly operated by Financial Aid & Awards and the University of Manitoba Students Union (UMSU).

Campus Food Service Committee

A large stakeholder group committed to exploring ways to enhance safe, sustainable, healthy food options on campus.

Dining Services

Dining Services is committed to providing the U of M with a broad selection of great tasting, healthy, and sustainably sourced food. Includes 'get the good stuff' branding for healthy choices. As of Fall 2014, renovations to Campo in University Centre have greatly increased access to healthy food options at the Fort Garry campus.

UMSU Campus Garden

The UMSU Campus Garden's goal is to promote community development and local food system practices. Volunteers learn and practice gardening and sell garden produce at the mini Farmer's Market on campus.

Enhanced financial aid for international students

In addition to various scholarships, the UM has established a bursary program designed to assist international students with financial need to meet the cost of tuition and living expenses.

Indigenous Success Fund

Dedicated fund to provide scholarships and bursaries, establish earlier connections with Indigenous youth through mentorship and outreach programs, and facilitate the transition from early years through to post-secondary education.

UM Partnership with Fort Richmond Residents Association and City Council

The Fort Richmond – University Heights Neighbourhood Association is working with both the U of M as well as the U of M Students Union (UMSU) to create a welcoming community for all residents in our shared neighbourhood. This partnership is taking steps to address several issues including illegal and unsafe rental properties and neighbourhood and resident cohesion.

GOAL 3 - A HEALTHY COMMUNITY



Build awareness of mental health and its important relationship with academic and workplace success. (Success Through Wellness, p. 14)

3.1 Mental Health Promotion

Monthly Wellness Information for Staff

February, 2015 - ongoing

Monthly submission of wellness and mental health information to Human Resources newsletters, as well as to AESSES and UNIFOR newsletters/websites.

Mental Health in the Classroom

October 26 – ongoing

Workshops on *Mental Health in the Classroom* and *Creating a Mentally Healthy Classroom* delivered regularly to faculty through CATL as part of the Teaching and Learning Certificate (TLC) program.

3.2 Holistic Health and Wellness

Live Well @ UM Website

Launched January, 2016

'One stop shop' web presence for all resources and initiatives related to wellness at the U of M (for faculty, staff and students).

Live Well @ Work Week

Inaugural event June, 2015

An annual wellness week for staff including events geared towards maintaining mental health and wellness, held in conjunction with both campus and community partners. Formerly titled 'Staff Mental Health Week.'

Free Week and Staff Appreciation Week at the Active Living Centre

Staff and students are able to utilize free week to try out a variety of health and fitness services at the U of M including group fitness classes, yoga classes, swimming, cycling or Zumba.

Healthy U Peer Health Educators Program

Launched Sept 2015

Trained student volunteers provide health and wellness education on a range of topics.

New Undergraduate Course – Sunshine, Freedom and a Little Flower: Geographies of Health and Wellbeing

Inaugural Offering Winter 2017

This course explores how human-environment relations (a core concept in human geography) influence our mental, emotional, and physical health. The overarching theme is that the places where we live, work and play, and how we relate to them, are entwined with our health and wellbeing in often profound and surprising ways.

3.3 Substance Use and Addictions

Addictions Foundation of Manitoba Partnership

Sept 2015 – ongoing

Community Addictions Worker from AFM available on the Fort Garry campus to provide support for students with substance use concerns one day per week.

Substance Awareness Advisory Committee

Evolving from the Alcohol Awareness Advisory Committee, this group will discuss issues related to the availability, management and consumption of substances on both campuses as well as recommend ways in which to manage the associated risks. Primary goal is to drive and increase education and awareness of substance-related issues at the UM.

3.4 Transition from High School to University

NATV 1000: Colonizers and the Colonized Orientation

Course provides first-year Indigenous students with transitional and supportive resources prior to September for the Fall Term.

Qualico Bridge to Success Program

A transition program for Indigenous students that will offer one-day summer camps prior to the start of the Fall Term, the Neechiwaken Indigenous Peer Mentor Program, social events, and academic enhancements such as a learning cohort, tutoring and more.

First 6 Weeks Program

Dedicated to supporting first year students' academic and personal success, the University 1 First Year Centre has developed a First 6 Weeks program which aims to help students transition to life at the U of M. Delivered to each first year students' *myumanitoba* inbox starting the first full week of classes, the first 6 weeks program is an online guide which directs students to the key supports, resources and opportunities available to first year students. Each week will highlight a unique theme which will connect students to specific campus supports and opportunities necessary to develop the skills and strategies required for a successful university experience.

3.5 Stigma Reduction

Fall Mental Health Awareness Week

Annual collaboration between the Health and Wellness Educator, Student Residences, Active Minds and Healthy U to run wellness/mental health activities for students. Coincides with Mental Health Awareness Week run by CMHA.

UMSU Mental Health Campaign

Mental health resources added to Student Day-Timer. Mental health awareness training presented to UMSU representatives. Mental health awareness a key element of UMSU community building priority.

Bell Let's Talk Campaign

Annual, began January, 2017

Partnering with Bell Let's Talk, multiple campus stakeholders engage in awareness-raising activities around Bell Let's Talk Day. Stakeholders have included the Campus Mental Health Facilitator, Bison Sports and Recreation Services, UMSU, Student Counselling Centre, Active Minds, Jack.org, the International Student Centre, MCO and Human Resources.

Active Minds

Student group mentored by Health and Wellness Educator, dedicated to anti-stigma programming. Activities include Stomp out Stigma chalk campaign, tabling/booths with activities, and mental health movie nights.

Healthy U Peer Health Educators

Trained student volunteers provide health and wellness education on a range of topics, including mental health. Activities include joint programming with Active Minds, stress-busters, and Erase Stigma campaign.

GOAL 4 - A RESPONSIVE COMMUNITY



Educate and equip faculty, staff and students to respond to early warning signs of mental health issues and when to seek additional support. (Success Through Wellness, p. 18)

4.1 Mental Health Training

Mental Health First Aid

2012 – ongoing

MHFA (Youth) and MHFA (Basic) courses offered free on campus six and three times per year, respectively. Courses aim to increase awareness of mental health, mental illness and mental health problems, educate about signs and symptoms of common mental health problems and crisis situations, and give information about effective interventions and treatments as well as online and community resources.

Mental Health in the Workplace Sessions

A workshop focusing on supporting employees with mental health concerns in the workplace. Presented in Winter, 2016 to Human Resources Consultants and external Human Resources partners and added to the Leaders Learning Program curriculum starting in May, 2016.

Trauma-Informed Approaches

The new UM Sexual Assault policy is survivor centered and acknowledges trauma by providing for accommodations and other resources to support survivors. The UM Sexual Assault and Violence Steering Committee offers workshops on responding to disclosures of sexual violence.

Student Advocacy staff have participated in training for trauma-informed service delivery.

4.2 Student Help-Seeking

UM Learn Mental Health Messaging

Fall, 2014 - ongoing

Messages normalizing stress and mental health problems and advertising campus supports posted on UM Learn for all students during high-stress times of the academic year. Messaging includes information about alcohol harms and sexual violence awareness.

Healthy U Peer Health Educators

Trained student volunteers provide health and wellness education on a range of topics, including early identification of mental health problems.

4.3 Early Identification and Intervention

CREST (Campus Resource and Enhanced Support Team)

August 2015 – ongoing

Group is responsible for coordinating enhanced support services for identified students of concern. The aim is to prevent escalation of difficulties by activating appropriate resources at the earliest possible stage.

GOAL 5 - A SUPPORTIVE COMMUNITY



*Increase the accessibility, availability, integration and effectiveness of mental health services available to faculty, staff and students.
(Success Through Wellness, p. 20)*

5.1 Integrated Services and Shared Care

Postsecondary Education Partnership – Alcohol Harms (PEP-AH)

The University of Manitoba is in partnership with approximately 30 other postsecondary institutions, along with the Canadian Centre on Substance Use and Addiction, in work to address alcohol harms. The purpose of this group is to share data and best practices among member institutions.

Interest-Based Bargaining

A more conciliatory approach to bargaining undertaken by Human Resources and the AESES bargaining group in Spring, 2015. Training completed by several HR staff.

Pulse Surveys

These surveys are used by Human Resources to ensure staff and faculty have input on key work place issues. The most recent survey was used to get information on the mix of benefits members of the University community would like to see.

5.2 Access to Student Mental Health Services

Changes to Service Provision Model at the Student Counselling Centre

In 2014, the SCC decided to make significant changes to its service delivery model to reflect the growing demand and static counselling resource base. The most significant of these changes was the commitment to develop and deliver enhanced group and workshop programming. Starting in the fall of 2014, students seeking counselling were offered either individual or group/workshop counselling depending on their needs, availability and appropriate

group/workshop programs. The intake process has also been improved to enhance access by students. Along with this, additional resources are being developed as part of a larger stepped-care initiative.

RBC Manitoba Online Overcoming Depression (MOOD) Program

January, 2016 – ongoing

RBC provided a \$500,000 grant to develop an online therapist-assisted treatment program for depression intended to increase accessibility to services. A project team from SCC is working with CATL UMLearn team to optimize platform for this initiative.

Men's Wellness Group (Migizii Agamik)

Peer-support group for First Nations male students.

5.3 Support for Employees with Mental Health Problems and Illnesses

Employee and Family Assistance Program

A comprehensive 24/7 confidential support program for UM employees and their families.

Academics @ Risk Program

A free service offered through the Psychological Service Centre (Fort Garry Campus), intended to provide easy access to faculty members who wish to seek advice or consultation about mental health problems. Consultations are also available to managers or administrators who are seeking guidance about employees with mental health issues.

Employee Wellness Specialist

Hired May, 2015

Responsible for case management of sick leaves related to mental health. The goal of the position is to encourage the safe return to productive employment by employees on sick leave. Also responsible for collaborating with other units on campus to develop and promote staying physically active as a way to stay healthy, to relieve stress, and improve mental health.

GOAL 6 - A RESOURCEFUL COMMUNITY



Build awareness of the signs of a mental health crisis or suicidal thinking, and the appropriate responses and resources for referral. (Success Through Wellness, p. 22)

6.1 Crisis Intervention and Suicide Prevention

Mental Health First Aid Training

Offered free to staff and faculty in nine sessions per year.

Mental Health First Aid Champions Community of Practice

This group brings together UM employees and students who are former MHFA (Youth and Basic) participants to form a community of practice around mental health on campus with the purpose of providing further training and experience in supporting others (staff, faculty or students) experiencing mental health problems and providing information about upcoming mental health-related events and campus and community resources.

6.2 Post-Trauma Services

Student Death Protocol

Established to provide an organized, respectful, and timely response to the death of a University of Manitoba student. Includes procedures for Student Death Response Team, which specifies roles and responsibilities for units on campus.

Critical Incident Stress Management

Student Counselling Centre staff provide debriefings following a traumatic incident and arrange for appropriate follow-up services.

EVALUATION

The Champions for Mental Health Group Terms of Reference note that one of the goals for this group is to conduct ongoing evaluation and assessment of the implementation process and individual initiatives, services, and resources related to mental health on campus. To accomplish this goal, the Champions Group acknowledges a need for evaluation at multiple levels:

- Process level (impact and efficiency of the current implementation group)
- Recommendation level (implementation progress and increase in supports)
- Programming level (perception and impact of the initiatives/programs)
- University level (impact on UM community mental health)⁶

As is evident from the foregoing summary of prioritization activities, evaluation at the process level has been an integral part of the work done by the Champions for Mental Health Group. Periodic reviews of the needs of the UM community occur through stakeholder representatives on the Champions for Mental Health group. This has resulted in updates to the priority recommendations as well as the creation of new initiatives in response to results of the gap analysis. In addition to this, a review of the group membership and structure was conducted in September 2016 to ensure that the group remains effective, efficient and valuable in the eyes of its members.

With respect to progress at the recommendation level, it is clear that substantial progress has been made in virtually all areas, although there will always be more that can be done. With such well-documented progress, however, it is also evident that the initial strategy may need to be substantially revised to become reflective of the current state of mental health and wellness on campus. To inform such an evolution, further evaluation will be necessary, particularly at the institutional level. Further evaluation at both the programming and University levels will be helpful to provide an understanding of the specific and collective impact of the individual initiatives and of the current perception and level of mental health on campus.

⁶ Adapted from [Healthy Minds | Healthy Campuses](#) and [Healthy Campuses Alberta](#) Webinar “Planning for Success,” Tuesday, Dec. 6, 2016.

RECOMMENDATIONS

The UM community has embraced the Call to Action in our mental health strategy and can be extremely proud of the progress that has been made to date in fulfilling the goals of *Success Through Wellness*. To ensure continued success, the following recommendations are made:

- The partnership between Student Affairs and Human Resources in fulfilling the strategy has worked very well, and this relationship should continue for both the executive co-sponsorship of Success Through Wellness and the co-chairship of the Champions for Mental Health group
- The implementation process continues to benefit from the dedication of time and resources by the Campus Mental Health Facilitator, a position currently being filled half-time by Arlana Vadnais (also half-time Employee Wellness Specialist with Human Resources). As the needs of the UM community continue to evolve, including increased demand for mental health-related education and training by the university community, it is recommended that consideration be given to evaluating whether this role should be allocated as a full-time position again to ensure that gains are sustained over time.
- Provide annual funding for the *Success Through Wellness* Grants to continue the support of innovative initiatives and programs that allow the opportunity for all University of Manitoba community members to play an active role in positively impacting mental health and wellness at the University of Manitoba.
- The Champions for Mental Health group is evolving along with the implementation process, and it is clear that the group is eager to change both the way in which its members interact and in how it functions on campus. Going forward, it is recommended that fewer face to face meetings are called, a community of practice be developed to facilitate ongoing communication, and increased emphasis be placed on supporting Champions' priorities at the level of their constituencies (i.e., local priorities vs. institutional priorities)
- Multimodal data collection techniques will be explored in support of evaluating a range of aspects of the strategy, as outlined in the Evaluation section
- Funding should be provided annually for a casual student mental health strategy research assistant to contribute to evaluation, review the literature, collect information about progress at other postsecondary institutions, etc. to ensure that the strategy leaders have complete and current information to guide their decisions
- A consultation process should be initiated to inform the development of an updated mental health strategy

APPENDIX A – CHAMPIONS FOR MENTAL HEALTH GROUP TERMS OF REFERENCE

Background

The University of Manitoba's Campus Mental Health Strategy, *Success Through Wellness*, was approved by the President's Executive Team in February 2014. *Success Through Wellness* contains over 60 recommendations for 43 groups of stakeholders, divided among six goals⁷ and 21 priority areas.

The Campus Mental Health Facilitator (CMHF) position was created to focus and guide the implementation of the strategy. Starting in January 2015, The CMHF brought together the 'Champions for Mental Health,' a group comprised of key individuals, passionate about mental health, with the goal of bringing the Mental Health Strategy implementation plan to life. This group was meant to be a microcosm of the entire university community, representing various groups and constituencies. The group's title and membership were carefully selected in order to ensure that implementation of the strategy occurred in a 'bottom-up' (i.e., grassroots) rather than 'top-down' method to enhance longer term sustainability.⁸

Initial work during January 2015-April 2016 resulted in the prioritization of the strategy's recommendations and the development of specific initiatives in response to the 5 chosen priority recommendations. In May 2016, a review of the progress of the Champions group was done, and the process of selecting and implementing new priorities for the 2016-2017 year was started.

Purpose

The purpose of the Champions for Mental Health group, under the joint leadership of Student Affairs and Human Resources, is to operationalize the mental health strategy's 'Call to Action' (through implementation of *Success Through Wellness*) in order to contribute to a more committed, caring, healthy, responsive, supportive and resourceful campus community.

Goals

The goal of the Champions for Mental Health group is to work through the four stages of the *Success Through Wellness* implementation plan (Prioritize, Operationalize, Implement, Sustain). This includes:

- supporting the engagement of the entire campus community in the *Success Through Wellness* 'Call To Action'
- periodically reviewing current initiatives, services and resources related to mental health on campus,
- prioritizing areas of focus for expanding or creating new initiatives, services and resources in relation to the strategy recommendations,
- developing and implementing these initiatives, services and resources, and
- ongoing evaluation and assessment of the implementation process and individual initiatives, services and resources related to mental health on campus.

⁷ Please see all three versions of *Success Through Wellness* for more information at <http://umanitoba.ca/student/mentalhealth/mh-strategy.html>

⁸ Adapted from *Success Through Wellness: Implementation Report* by Natalie Roach, Sept. 2015

Scope

The scope of this work will be campus-wide within the context of existing services, departments and programs at the University of Manitoba. The initiatives will be wellness-focused and inclusive of all students, faculty and staff.

Members

Associate Vice-President, Human Resources, (Executive Sponsor)
Vice-Provost (Students), (Executive Sponsor)
Director, Learning & Organizational Development (Co-Chair)
Executive Director, Student Support (Co-Chair)
Campus Mental Health Facilitator
Director, Student Counselling Centre
Director, Athletics & Recreation
Associate Director, Residence Life
Bannatyne Campus Representative(s)
Representative, International Centre
Representative, Indigenous Success
Associate Dean, Graduate Studies
Health and Wellness Educator, Student Support
Representative, Chaplains
Representative, AESES
Representative, Office of Sustainability Academic faculty member(s)
Student Representative, President, UMSU
Student Representative, VP Advocacy, UMSU
Student Representative, President, GSA
Student Representative, VPME, GSA
Student Representative, President, Health Sciences GSA
Student Representative(s), Active Minds Student Group

Members can appoint a designate to attend meetings on their behalf in the event they are unable to attend.

Roles

Co-Chairs (or designate)

To call and host meetings, as well as lead, organize and facilitate project tasks.

Committee Members' Roles

The committee will provide input and advice to the Co-Chairs and fellow Champions group members.

- Participate in meetings
- Identify needs in their constituencies
- Participate directly or indirectly in projects related to their constituencies; Review existing supports and services and best practices

- Contribute to project development, implementation, and evaluation

Meetings

Meetings will be at the call of the Co-Chairs in consultation with working group members and will occur monthly.

Smaller sub-committees, working groups, or teams will be created as projects develop. Membership of sub-committees/working groups/teams will consist of interested Champions group members as well as other invited and identified stakeholders.