

WORKPLACE MENTAL HEALTH AT UBC

From surviving to thriving

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UBC AT A GLANCE

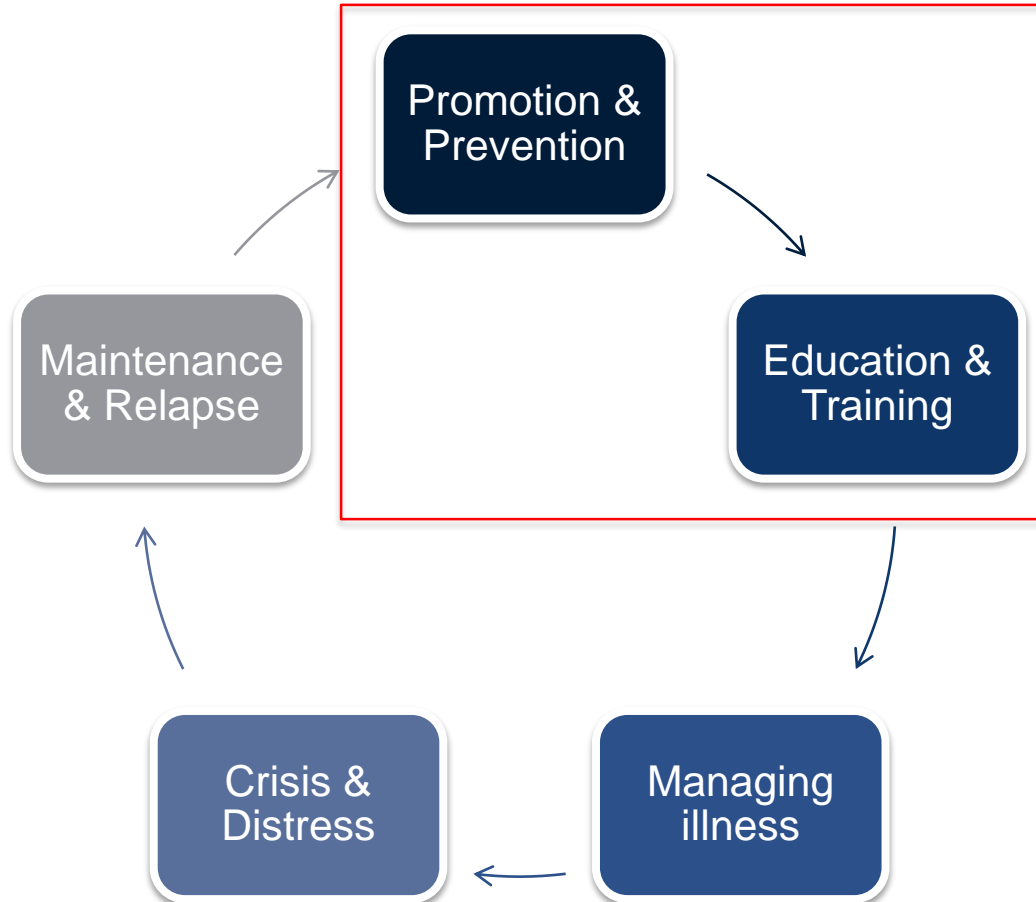
- 62,923 students (Vancouver: 54,236; Okanagan: 8,687)
- 15, 660 staff& faculty (Vancouver: 14, 553; Okanagan: 1,107)
- Our workforce is spread across 2 campuses and 7 + worksites around BC
- Representing a wide range of types of work:
 - Administrative support/clerical
 - Management and professional staff
 - Trades/operations
 - Food services
 - Childcare
 - Custodial
 - Library
 - Faculty
 - Research assistants/techs
 - Teaching assistants



STRATEGIC FRAMEWORKS



MENTAL HEALTH CONTINUUM



MEETING PEOPLE WHERE THEY ARE AT



INCREASING MENTAL HEALTH LITERACY

1 hour-12 hour mental training programs offered including:

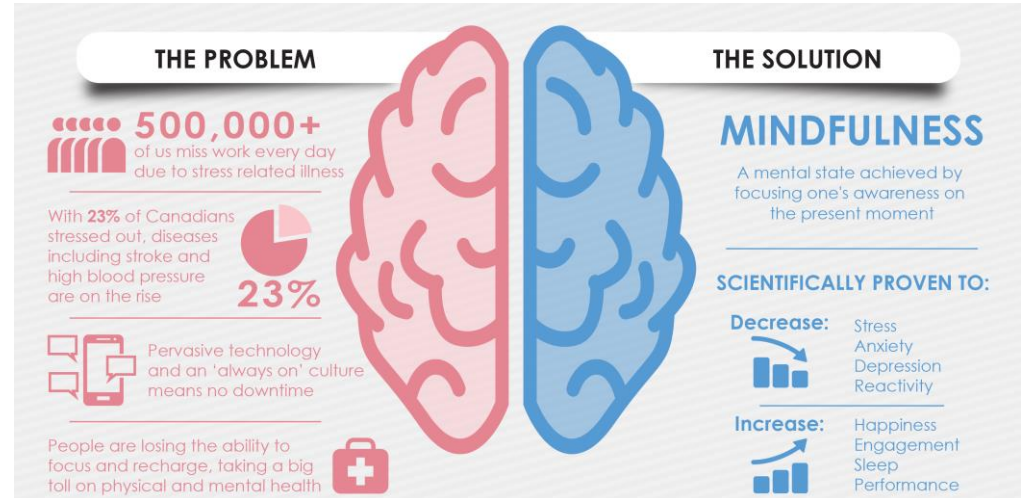
- Self Care 101
- Self Care for the Caretaker
- Understanding Mental Health Challenges
- QPR Suicide Prevention Training
- Responding with Respect (partnership with CMHA)
- Mental Health First Aid
- **Awareness Campaigns:**
 - Not Myself Today
 - UBC Thrive



BUILDING PERSONAL RESILIENCE

Evidence based benefits of mindfulness in the workplace include: reduced stress, improved ability to manage conflict, increased focus and energy, empathy and emotional regulation.

- Mindfulness@Work (6 week, in person)
- 30 Day Mindfulness Challenge (online)
- Learn to Meditate (3 weeks, in person)



- **Awareness Campaigns:** Not Myself Today and UBC Thrive

PROMOTING AWARENESS OF RESOURCES

- bothing
- presentations
- promotional material
- postcard campaigns
- strategic communications
- newsletter articles
- social media

SUPPORTING STAFF & FACULTY IN DISTRESS



EVALUATION



EVALUATION FRAMEWORK

- Guided by a research framework and logic model
- Supported by metrics including social media interactions, event attendance, website visits
- **Surveys and data collection conducted during Thrive Week**
 - 2 years short evaluation, 1 year longer (3 year cycle)
 - Event participant experience and satisfaction
 - Event data collection including attendance, population breakdown, partner feedback
- **Surveys conducted after Thrive week**
 - 3-month participant check-in (including pre/post self reflective assessment)
 - 'Open Minds' survey: community survey including knowledge of health services, awareness of Thrive, and communication preferences



THRIVE Logic Model

The Context

Why it's needed

Inputs

What we invest

Activities

What we do

Outputs

Immediate results

Outcomes – Impact

Immediate

Medium Term

Long Term

✦ There is an existing stigma & lack of understanding around mental health.

✦ There is a lack of *positive* dialogue around mental health.

✦ Positive mental health promotes academic engagement & success.

✦ UBC is committed to a healthy & sustainable space for learning & work.

- **Personal**
 - Staff
 - Student Staff
 - Volunteers
 - Faculty
 -

Time

- **Financial Resources**
 - Money
 - Grants

Space

- **Promotions**
 - Marketing
 - Advertisement
 - Key Messages/Communication

- **Materials**
 - Equipment
 - Models
 - Videos
 - Web Management & other IT Support

Partners

Promote Positive Mental Health

- Provide mental health resources and information
- Recognize and promote staff, students, and faculty who “Thrive”
- Encourage positive mental health in the work and learning environments

Coordinate Thrive Events

- Invite and support UBC community to put on mental health related workshops and events
- Host wrap-up event

Develop strong partnerships

- Form partnerships with key stakeholders and community members

- # of individuals committing to practicing positive mental health
- # of visits to website
- # of people contacting Thrive team
- # of people profiled on website
- # of policies or programs that promote mental health

- # and types events
- # of volunteers
- # of community participants attending Thrive events
- # of staff and faculty participating in events
- # of students participating in events

- # of partners committed to Thrive
- # of returning and

- Increase awareness of the importance, signs, and symptoms of positive mental health
- Reduce stigma and misinformation about mental health
- Inspire individuals to focus on their own mental health

- Increase awareness of the contribution of mindfulness, connectedness, and physical activity to positive mental health
- Increase in knowledge of strategies to promote positive mental health
- Increase awareness of mental health resources on campus

- Increase collaborations with UBC community

- Increased dialogue around the importance of positive mental health

- Thrive is imbedded into policy and programs across campus

- Increase in the commitment of individuals to incorporate actions that contribute to positive mental health in daily lives
- Changes to the behaviour in individuals that have participated in “Thrive” events

- Greater capacity for resilience and coping strategies for the UBC community

- Increase sense of community & connectedness on

- **Improved mental health of the students, faculty, staff and the neighboring communities at UBC**
- **Imbed positive mental health into the culture of UBC**

THRIVE DATA SNAPSHOT

- Among those who participated, 90% agree that “Thrive helps educate the UBC community about mental health” and that it is “an effective way to promote awareness of positive mental health” (85%).
- Undergrad students prefer receiving campaign information via direct emails (81%), Facebook (71%) or through professors or staff (67%).
- When faced with stress, faculty are most likely to get physically active (55%) in order to cope.
- 75% of participants reported feeling happier and more energetic after attending a Thrive event.
- Over three-quarters of partners (88%) reported they are likely to lead other positive mental health initiatives after Thrive week.

Stats:

80 campus partners, 100+ events, **30** volunteers, **11,200** participants, campus reach: **60,000** people





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