

Mental Health and Wellness Operational Plan 2016-2019 Faculty and Staff

A. LEADERSHIP

Initiative	Year 1 Action	Year 2 Action	Year 3 Action
A1. Secure the financial commitment required to support a mentally healthy campus mandate	A1.1 Develop and seek approval for 2 year pilot budget	Established budget	Established budget
A2. Collaborate with leaders to ensure the implementation of the mental health strategy in the University's Academic Plan and Integrated Resource Plans	A2.1 Promote the inclusion of mental health and wellness in strategic and operational plans A2.2 Continue ongoing work in reaching out to key influencers and committees to share data on student mental health and progress on the MH strategy (Students)	AAPRC – UAP implementation IRP – non-academic Ongoing	AAPRC – UAP implementation IRP – non-academic Ongoing
A3. Champion the development and review of academic and non-academic policies to ensure they support the advancement of a mentally healthy campus mandate	A3.1 Develop a policy framework using a mental health lens to ensure academic and non-academic policies are congruent with the university's commitment to making mental health an institutional priority A3.2 Implement the Psychological Standard as part of the Occupational Health and Safety framework (Faculty/Staff) A3.3 Establish a Mental Health and Wellness Community Advisory Committee with Student, Staff and Faculty Representation A3.4 Form a Student Representative Roundtable Subcommittee on Mental Health (Students)	ESR – Mental Health lens Project Proposal developed to review petitions policy Pilot – stand implementation Ongoing Ongoing	Implementation Implementation Based evaluation broader implementation Ongoing Ongoing

B. PLANNING AND PROMOTION

Initiative	Year 1 Action	Year 2 Action	Year 3 Action
B1. Collaborate with key stakeholders to ensure mental health and wellbeing is considered within the built environment.	B1.1 Advocate for well-being to be considered in the refurbishment and re-imagination of existing and development of new interior and exterior campus spaces	Implementation from IIRP workgroup	Ongoing
B2. Attend to mental health as an equity issue, recognizing the intersection of mental health with forms of oppression and marginalization	B2.1 Collaborate with campus and community stakeholders to develop anti oppression training, policies and communications that recognize/articulate how oppression functions as both a cause and outcome of negative mental health status	Collaborate with CHR in implementation	Ongoing
B3. Enhance coordination of communication strategies promoting mental health services, awareness and well being	<p>B3.1 Communications campaign featuring mental health communications materials to faculty, staff and student groups</p> <p>B3.2 Develop a communications strategy with associated collateral (print and digital) to highlight relevant mental health services, events, screening tools, information, crisis support, etc.</p>	<p>Ongoing Communications & Public Affairs/Students</p> <p>Highlight screening tools</p>	<p>Ongoing</p> <p>Ongoing</p>

<p>B4. Develop new and enhance existing opportunities to enhance/deliver mental health competencies to community members</p>	<p>B4.1 Establish membership with Excellence Canada to align wellbeing strategies with Healthy Workplace and Mental Health at Work standards</p> <p>B4.2 Develop a training strategy to ensure pan university wide training on mental health is made available to all faculty, staff and students, particularly as it pertains to supporting the mental health and wellbeing of our students</p> <p>B4.3 Develop adaptable mental health training with a focus on mental health awareness, stigma, response and referral for various university audiences (academic advisors, petitions committees, faculty, peer leaders, security, etc.)</p> <p>B4.4 Partner with relevant units/faculties/academic programs (nursing, psychology, social work, etc.) to support the delivery of safeTALK to students.</p>	<p>Ongoing</p> <p>Working group established to develop plan Implementation</p> <p>Establish partnerships Safetalk and others</p>	<p>Ongoing</p> <p>Implementation</p>
<p>B6. Coordinated promotion of student, faculty and staff programs that support resilience and wellness</p>	<p>B6.1 Collaborate with Health Promotion and Faculty of Health to launch a Wellness Coaching Program for faculty and staff</p>	<p>Program outlined and initial implementation</p>	<p>Ongoing</p>

C. CAMPUS ENGAGEMENT

Initiative	Year 1 Action	Year 2 Action	Year 3 Action
C2. Promote opportunities for social connectivity	<p>C2.1 Review to reestablish central meeting spaces for faculty, staff and graduate students to connect (i.e. Faculty Club, GS lounge)</p> <p>C2.2 Continue to promote programs and services out of the Student Success Centre (LeaderShape, YU Connect, club councils, YODA, etc.) (Students)</p>	<p>Defer to year 2</p> <p>Ongoing</p>	Ongoing
C3. Advocate for mental health and wellness as preconditions for work and learning (Faculty/Staff)	C3.1 Collaborate with the Teaching Commons and Health, Safety and Well-being to develop and adapt existing tools that support universal design and foster well-being in the classroom and workplace	Once policy on Universal Design has been passed – develop an implementation plan	Implementation
C5. Create a collaborative platform for mental health research and knowledge mobilization	<p>C5.1 Develop a Mental Health Community of Practice/Research Hub to coordinate research projects and applications focused on mental health and wellbeing across the campus</p> <p>C5.2 Contribute to York University research hub by participating in the National College Health Assessment Survey</p> <p>C5.3 Participate, when requested, on university/provincial student mental health related research projects (Students)</p>	<p>Build year 1 recommendations and initiatives</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
C6. Create opportunities for local delivery of mental health awareness initiatives (Faculty/Staff)	C6.1 Work with Teaching Commons and Faculties to develop and support peer initiatives that foster connection, support and well-being for faculty members	Build an developed plan with Teaching Commons and identified faculties	Ongoing

D. SERVICE DELIVERY

Initiative	Year 1 Action	Year 2 Action	Year 3 Action
D5. Develop relationships with on and off campus partners to better support mental health and wellbeing services and referrals. (Students)	D5.1 Establish MOUs with Appletree Medical, Humber River, Sunnybrook, and Women’s College Hospital to better support the seamless delivery of student mental health services (with appropriate consent protocols)		
D7. Ensure processes for accommodations are consistently aligned with relevant legislation and University policies.	D7.1 Review existing organizational structure of disability services and draft recommendations to enhance collaboration across disability service units. (Students)	Staff/Faculty EWB Students CHR	
D8. Establish a multi-disciplinary crisis response team and ensure crisis is approached using a multi-disciplinary lens. (Faculty/Staff/Students)	<p>D8.1 Explore agreements with community services to promote a mobile crisis service available for campus first responders</p> <p>D8.2 Support establishment of protocols and dissemination thereof, to enhance crisis management</p> <p>D8.3 Maintain Student of Concern Committee.</p> <p>D8.4 Maintain protocols relating to crisis management (including debriefing)</p>	<p>Year 2</p> <p>Year 2</p> <p>Ongoing</p> <p>Year 2</p>	
D9. Ensure protocols for critical incident debriefing are implemented (Faculty/Staff)	D9.1. Increase opportunity to support staff and faculty engaged in crisis management and its aftermath	Year 2	