



BOARD OF GOVERNORS

REGULAR MEETING AGENDA

MEETING: Monday, December 7, 2020
TIME: 5:00 pm
ONLINE: Teams

BOARD MEMBERS:

Monty Bryant, Chair
Bijan Ahmadi
Sherri Bell, President
Tanya Clarmont
Joanne Cumberland
Richard Margetts
Brenda McBain
Brent Palmer
Margie Parikh
Emily Rogers, Vice Chair
Mike Stubbing
Al van Akker
Fillette Umulisa
Lindsay JD van Gerven
Phil Venoit

ADMINISTRATION:

John Boraas, VP Education
Heather Cummings, VP Student Experience
Rodney Porter, Exec. Dir., Communications & Marketing
Barbara Severyn, Exec. Dir., Human Resources
Geoff Wilmshurst, VP Partnerships

GUEST:

Christiaan Bernard, Director, Camosun International
Peter Moroney, Director, Education Policy & Planning

REGRETS: Deborah Huelscher, VP Administration & CFO

EXECUTIVE ASSISTANT: Heather Martin

Camosun College campuses are located on the Traditional Territories of the Lekwungen and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here.

	PAGE
I CALL TO ORDER	
II APPROVAL OF THE AGENDA	
III BOARD MEMBER REPORTS	
1. Chair's Report [5 min] (Monty Bryant)	no attachment
2. President's Report [5 min] (Sherri Bell)	no attachment
3. Foundation [5 min] (Tanya Clarmont/Geoff Wilmshurst)	no attachment
4. Education Council [5 min] (Bijan Ahmadi/Joanne Cumberland)	
i) Minutes of the October 21, 2020 meeting	attachment 4
5. Pacific Institution for Sport Excellence [5 min] (Phil Venoit)	no attachment
6. Financial Update [5 min] (Mike Stubbing)	no attachment

	PAGE
IV BOARD COMMITTEE REPORTS	
1. Executive Committee [5 min] (Monty Bryant)	no attachment
i) Policy: Rescind E-2.4 Student Appeals (John Boraas) *	attachment 8
V APPROVAL OF THE MINUTES	
1. Minutes of the November 9, 2020 meeting [2 min] (Monty Bryant)	attachment 9
VI NEW BUSINESS	
1. Strategic Plan Goals:	
i. a) International Enrolment & Recruitment 2021 [15 min] (Geoff Wilmshurst)	attachment 13
b) Domestic Enrolment & Recruitment 2021 [10 min] (Heather Cummings)	
ii. Supporting Employee Mental Well-Being [15 min] (Barb Severyn)	attachment 22
VII ADJOURNMENT	
* Requires a decision. See page 3 for the proposed motion.	3

CORRESPONDENCE [nil]



BOARD OF GOVERNORS

Regular Meeting

MOTION

Monday, December 7, 2020

IV Board Committee Reports

2. Executive Committee

i) Policy: Rescind E-2.4 Student Appeals

MOTION

THAT THE CAMOSUN COLLEGE BOARD OF GOVERNORS APPROVE THE RESCINDMENT OF THE E-2.4 STUDENT APPEALS POLICY.



Approved Minutes

REGULAR MEETING

Wednesday, October 21, 2020

4:00 – 6:00 pm

Video Conference

Present

Voting Members

- | | |
|---|------------------------------------|
| 1. Andrea Kucherawy, Support Staff (Vice-Chair) | 10. John Boraas, Administration |
| 2. Bijan Ahmadi, Faculty (Chair) | 11. Mark Fournier, Faculty |
| 3. Blair Fisher, Faculty | 12. Puneet Kaur, Student |
| 4. Chris Avis, Faculty | 13. Richard Stride, Administration |
| 5. Debbie Hlady, Administration | 14. Robin Fast, Faculty |
| 6. Disha Khattry (Student) | 15. Ruth Lyall, Faculty |
| 7. Isabel Grondin, Faculty | 16. Ryan Russell, Faculty |
| 8. Janet Danks, Support Staff | 17. Scott Harris, Administration |
| 9. Jennifer LeVecque, Faculty | 18. Vivian Fayowski, Faculty |

Non-Voting Members

Joanne Cumberland, Board of Governors	Peter Moroney, Education Policy & Planning
Connie Klassen, ICC Chair	Sherri Bell, President
Melody Foreman, Permanent Secretary	Todd Ormiston, Indigenization Representative

Guests: Rashed Al-Haque, Education Policy Specialist | Sarah McQuillan, Co-op & Internship Coordinator

Regrets/Absent: N/A

ITEM	PRESENTER
<p>A. CALL TO ORDER AND DECLARATION OF QUORUM</p> <p>The regular meeting was called to order at 4:02 pm. Quorum was reached.</p>	Bijan Ahmadi
<p>B. ACKNOWLEDGEMENT OF COAST SALISH TERRITORY</p> <p><i>Camosun College campuses are located on the traditional territories of the Lkwungen and WSÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here. <http://camosun.ca/learn/school/indigenous-education-community-connections/about/index.html></i></p>	Bijan Ahmadi
<p>C. ACCEPTANCE OF AGENDA</p> <p>The October 21, 2020 agenda was approved by unanimous consent.</p>	Bijan Ahmadi

ITEM	PRESENTER
D. MINUTES FOR APPROVAL	Bijan Ahmadi
The minutes for the September 16, 2020 meeting were approved by unanimous consent.	
E. REPORTS	
1. Education Council Chair	Bijan Ahmadi
Bijan Ahmadi welcomed new member Disha Khattry (Student) and guest Sarah McQuillan (Co-op & Internship Coordinator).	
Bijan reported that we have two vacant student positions on Education Council and gave notice of his intention to create an open call for nominations from the student body for the interim position. He will forward the call to the Director of the CCSS and the Registrar's Office in anticipation of attaining a more comprehensive student voice at this table.	
2. VP Education	John Boraas
Program Cancellations	
Sport Management Specialization in the Bachelor of Sport and Fitness Leadership and Certificate in Sport Management Access	
Motion: That Education Council approve and recommend to the Camosun College Board of Governors cancellation of the Sport Management specialization in the Bachelor of Sport and Fitness Leadership and the Certificate in Sport Management Access, which have been restructured into the Bachelor of Sport Management degree program approved by the Ministry of Advanced Education on January 6, 2020.	
Moved by: John Boraas	
Seconded by: Bijan Ahmadi	
Motion Carried	
3. Board Member	Joanne Cumberland
Joanne Cumberland reported that the Board met on September 21 and October 13, 2020. At the September 21 meeting, it was noted in the Foundation Board report that the annual revenue for program awards and bursaries was up 80%. The Board also approved the Student Misconduct policy and the College's Five-Year Capital Plan. At the October 13 meeting, Scott Harris presented an enrollment report, which indicated, as expected, lower enrollment due to reduced capacity in Trades & Technology and lower enrollment of International students; however, retention rates have gone up and are higher than the institutional average. In response to the Minister Carol James policy direction for public sector employers freezing compensation for executive level positions across the BC public sector, including executive employees at all post secondary institutions, the Board	

ITEM	PRESENTER
<p>approved that there will be no compensation increases for the 2020/2021 Employee Performance Year for the President. Finally, Heather Cummings, VP Student Experience, presented “Levelling Up for Student Success.”</p>	
F. COMMITTEE REPORTS	
<p>Education Council Policy and Standards Committee</p> <p>Peter Moroney reported that the committee met on October 20. The committee will be undertaking a review of the Prior Learning Assessment policy in the winter term. The committee reviewed and discussed strategies for updates to policies related to Student Conduct, Academic Integrity, Grade Review and Appeals, and Education Approvals. The committee also reviewed the new Academic Calendar policy draft and the updated Credentials Standard policy draft, which have presented some challenging issues. We’re striving to achieve clarity around credential completion requirements for everyone involved while accommodating legitimate circumstances which could include student learning pathways that span many years (e.g. students who leave and return after an absence and students who attend part time). We then have to factor in the ability of College to offer courses initially required when the student enrolled in the program and programs that have maximum time limits for completion (e.g. programs tied to accreditation). The committee meets again November 17.</p>	Peter Moroney
G. INTEGRATED CURRICULUM COMMITTEE REPORT	
Regular Curriculum for Approval	
<p>Whereas: The Integrated Curriculum Committee has reviewed and had consensus to recommend full approval of the following curriculum:</p>	
<p>BUSINESS: HOSPITALITY, TOURISM & GOLF MANAGEMENT</p>	
<p>2021F HMGD IDS3911</p>	
<p>2021F BUS-125 IDS3912 CANCEL</p>	
<p>2021F TMGT-210 IDS3920 CANCEL</p>	
<p>2021F BADM DIP MARK IDS3920 Revision</p>	
<p>2021F BBA MARK IDS3921 Revision</p>	
<p>HEALTH & HUMAN SERVICES: CONTINUING CARE</p>	
<p>2021F PNUR IDS3933 Revision TOEFL COVID TEMP</p>	
<p>ACCESS: EYĒ? SQĀ’LEWEN</p>	
<p>2021F ICP IDS3922 Revision</p>	
<p>ACCESS: MATHEMATICS</p>	
<p>2021F MATH-072 IDS3924 Revision</p>	

ITEM	PRESENTER
<p>Motion: That Education Council approves changes to the curriculum as submitted:</p> <p style="text-align: right;">Moved by: Isabel Grondin Seconded by: Scott Harris Motion Carried</p> <p>Curriculum Under Review See ICC Monthly Report</p>	
H. ITEMS FOR PRESENTATION	
<p>Education Approvals</p> <p>Peter Moroney provided an update and information on proposed policy changes to Education Approvals, which will come forward to EdCo at a later date.</p> <p>See Policy Mapping – Education Approvals Policy vis-à-vis other College Policies</p>	Peter Moroney
<p>Grade Appeals & Conduct Policy</p> <p>Rashed Al-Haque walked the committee through proposed editorial changes, which will come forward to EdCo at a later date.</p> <p>See Policy Mapping – Grade Appeals Policy vis-à-vis other College Policies</p>	Rashed Al-Haque
I. ADJOURNMENT	
<p>The meeting adjourned at 4:47 pm.</p>	Bijan Ahmadi



**BRIEFING NOTE
Board of Governors
Regular Meeting**

SUBMITTED BY: John Boraas, VP Education
DATE: December 7, 2020
TOPIC: Rescinding E-2.4 Student Appeals Policy

For Information:

For Decision: X

For Discussion:

1. OVERVIEW

Recently, the college split the Student Conduct policy into two:

- The Board of Governors approved the Student Misconduct policy on September 21, 2020. This document deals primarily with student behavior.
- Education Council approved policies on Academic Integrity and Grade Review & Appeals on June 24, 2020. The policies have their own appeal processes.

The current Student Appeals policy can therefore be rescinded. Education Council has already approved the rescindment of the Student Appeals policy.

2. COMMUNICATIONS

There will be an announcement in Camnews. The Schools are aware that the Academic Integrity and Grade Review & Appeals policies will implemented in January 2021 and that the Student Appeals policy will be rescinded.

5. RECOMMENDATION AND OR MOTION

That the Camosun College Board of Governors approve the rescindment of the E-2.4 Student Appeals policy.

6. SUPPORTING DOCUMENTATION

E-2.4 Student Appeals policy

E-2.5 Student Misconduct policy

Academic Integrity policy – to be posted January 2021

Grade Review and Appeals policy – to be posted January 2021



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Phil Venoit

ADMINISTRATION:

John Boraas, VP Education
Heather Cummings, VP Student Experience
Deborah Huelscher, VP Administration & CFO
Rodney Porter, Exec. Director, Communications & Marketing

GUEST: Jen Stone, Director, Strategic Initiatives

REGRETS:

Barbara Severyn, Exec. Director, Human Resources
Geoff Wilmshurst, VP Partnerships

EXECUTIVE ASSISTANT: Heather Martin

I CALL TO ORDER

Monty Bryant, Chair, called the meeting to order at 5:00 pm.

II APPROVAL OF THE AGENDA

The agenda was approved as distributed with an amendment.

III BOARD MEMBER REPORTS

1. Chair's Report

Monty Bryant, Chair, noted he met with Sherri Bell for planning several times, in person with social distancing, and virtually. He attended two Audit Committee meetings, and one Executive Committee meeting. He has been working with Heather on the Crown Agency and Board Resourcing Office (CABRO) succession plan for 2021. There are no scheduled vacancies on the Camosun Board in 2021. We updated the Notice of Position for the Ministry's website, and completed appraisals for the eight members whose terms are up for reappointment on July 31, 2021. The final package will be submitted to CABRO the week of December 7, 2020.

2. President's Report

Sherri Bell, President, reported that on October 15 the Government made a campaign announcement on the Lansdowne Campus to commit \$150K to a business plan for the film studio. We anticipate having more information in time for the December Board meeting. The College Executive Team (CET) has started a conversation about post COVID-19 planning and transition. Every quarter CET meets with the deans and directors to go through their budgets. We do not yet know the January enrolment numbers, but we are facing a deficit for year-end. Sherri is a member of the South Island Prosperity's Economy Taskforce. They are working on a report, which Sherri will share with the board when it is final.

3. Foundation

Tanya Clarmont, Foundation Liaison, noted there was no Foundation Governance sub-committee meeting last Thursday. Sherri Bell will get back to Tanya with more information on the sub-committee.

4. Education Council

Bijan Ahmadi, Education Council Chair, noted the minutes from the September 16, 2020, meeting were included in the agenda package. Bijan went over the highlights of the October 21, 2020, meeting, which included the addition of new student member through the bi-election. There are two vacancies remaining.

5. Pacific Institute for Sport Excellence (PISE)

Phil Venoit, PISE Board of Directors member, noted they have not met since the last Board meeting report.

6. Finance Update

Deborah Huelscher, VP Administration & CFO, advised CET went through quarter two reviews with the schools. The projected \$4.2M deficit is now expected to be \$5.1M at year-end.

IV BOARD COMMITTEE REPORTS**1. Audit Committee**

- i) The minutes from the June 1, 2020, meeting were included in the agenda package.
- ii) Emily Rogers, Chair, Audit Committee, gave a report on the October 19, 2020, Audit Committee meeting. They received a comprehensive report on the risk register. Most of the board members attended. The risks were mainly ongoing from year to year, but the levels of risk changed taking into account COVID-19. The Terms of Reference were reviewed and accepted as written.
- iii) Emily gave a report on the November 2, 2020, Audit Committee meeting. They met with the auditors Liette Bates-Eamer and Winnie Tam from KPMG. They were re-appointed for one-year on the same terms, which was an extension of the previous contract. The audit will be conducted by distance, as it was last year. Their audit plan for the year has taken COVID-19 into account. KPMG was engaged to conduct a review on the colleague HR/payroll system. The first meeting was in October with six Camosun leads, and four leads from KPMG. The audit will ensure the right system and business controls are in place. The draft report will go to the College Executive Team (CET) early in the new year, then to the Board Audit Committee meeting in spring. In 2018, KPMG audited cyber

security at the college. They received the annual update on it from Ted Pennell, CIO, and he was pleased with results to date.

2. Executive Committee

Monty Bryant, Chair, Executive Committee, reported the Executive met virtually on November 2 using Teams. They received an update on the plans for the 50th Anniversary, which is coming up later on the agenda. They made a recommendation to the Board on several program cancellations, which is coming up next.

i) Program Cancellations

John Boraas, VP Education, requested the cancellation of six programs. He reviewed the details, which are in the agenda package. All have been approved by Education Council, and have a replacement pathway or program.

MOTION

THAT THE CAMOSUN COLLEGE BOARD OF GOVERNORS APPROVE THE CANCELLATION OF THE FOLLOWING:

- **ASSOCIATE DEGREE OF SCIENCE (PSYCHOLOGY)**
- **EMPLOYMENT TRAINING AND PREPARATION**
- **INDIGENOUS HUMAN SERVICES CAREER ACCESS**
- **NURSING ACCESS FOR PRACTICAL NURSES – BRIDGE PROGRAM**
- **SPORT MANAGEMENT SPECIALIZATION IN THE BACHELOR OF SPORT AND FITNESS LEADERSHIP**
- **SPORT MANAGEMENT ACCESS**

CARRIED

3. Finance Committee

- i) The minutes from the August 31, 2020 meeting were included in the agenda package.
- ii) Mike Stubbing, Chair, Finance Committee, gave a report on the October 26, 2020, Finance Committee meeting. They received a report on the first six months of the fiscal year to September 30, as well as an update on the COVID-19 scenario. Camosun has been working to meet the cost reduction targets. The quarter two results have been submitted to the Ministry. The consolidated report shows a deficit of \$11.1M, against a pre-COVID-19 budgeted deficit of \$10.6M showing a negative variance of only \$500K. The original budget of \$150M in revenue and expense is now predicted to be \$135M in revenue and \$140M in expense for a projected year-end deficit of \$5.1M.

V APPROVAL OF THE MINUTES

The minutes of the October 13, 2020, meeting were approved as distributed.

VI NEW BUSINESS

1. Board Correspondence

Monty Bryant, Chair, discussed board correspondence with Chris Ayles, President, Camosun College Faculty Association (CCFA) prior to the meeting. Monty acknowledged that it is a very difficult time for all staff and faculty and asked Chris to pass on the board's appreciation.

2. 50th Anniversary

Sherri Bell advised we will celebrate Camosun’s 50th Anniversary in 2021, but have limits due to COVID-19 budget and social restrictions. The package has a two-page outline on the organizing committee’s work to date. Rodney Porter, Executive Director, Communications & Marketing, will release a communication to the college about the plans on Tuesday morning. Rodney and Jen Stone, Director, Strategic Initiatives, provided an overview of the activities and events listed in the package.

Monty Bryant asked the Board members for the items that excite them and for any omissions. The members liked the student involvement and focus, the community engagement, public relations with the community, the creativity, celebrating past accomplishments, and the Indigenous education forum. Suggestions included reaching out for sponsorship to the community next year, showcasing alumni stories and links to Camosun, and multi-generational alumni stories.

The 50th Anniversary logo was designed by a former student and local indigenous artist, Dylan Thomas. It was unveiled in a video narrated by Dylan.

VII ADJOURNMENT

The meeting was adjourned at 6:10 pm.

Monty Bryant, Chair

Date

Heather Martin, Executive Assistant

CAMOSUN INTERNATIONAL ENROLMENT LOOKING FORWARD

ASSUMPTIONS FOR FALL 2021 AND FORWARD

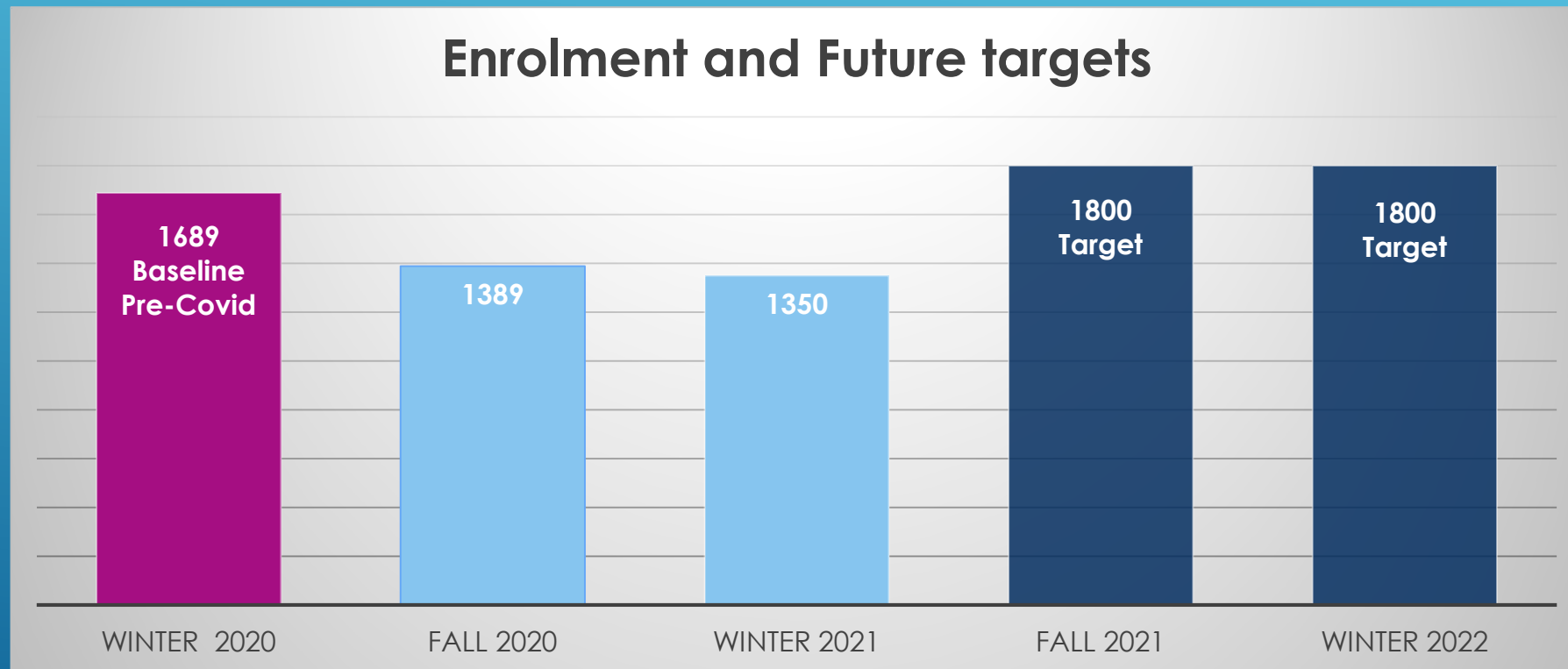
Things we don't control

- IRCC will be able to increase study permit processing times for new students and clear current backlogs
- The majority of face to face courses will resume in fall 2021
- Airline capacity will increase to allow for ease of travel
- Effective Covid vaccines will be in place and quick and effective testing will be available

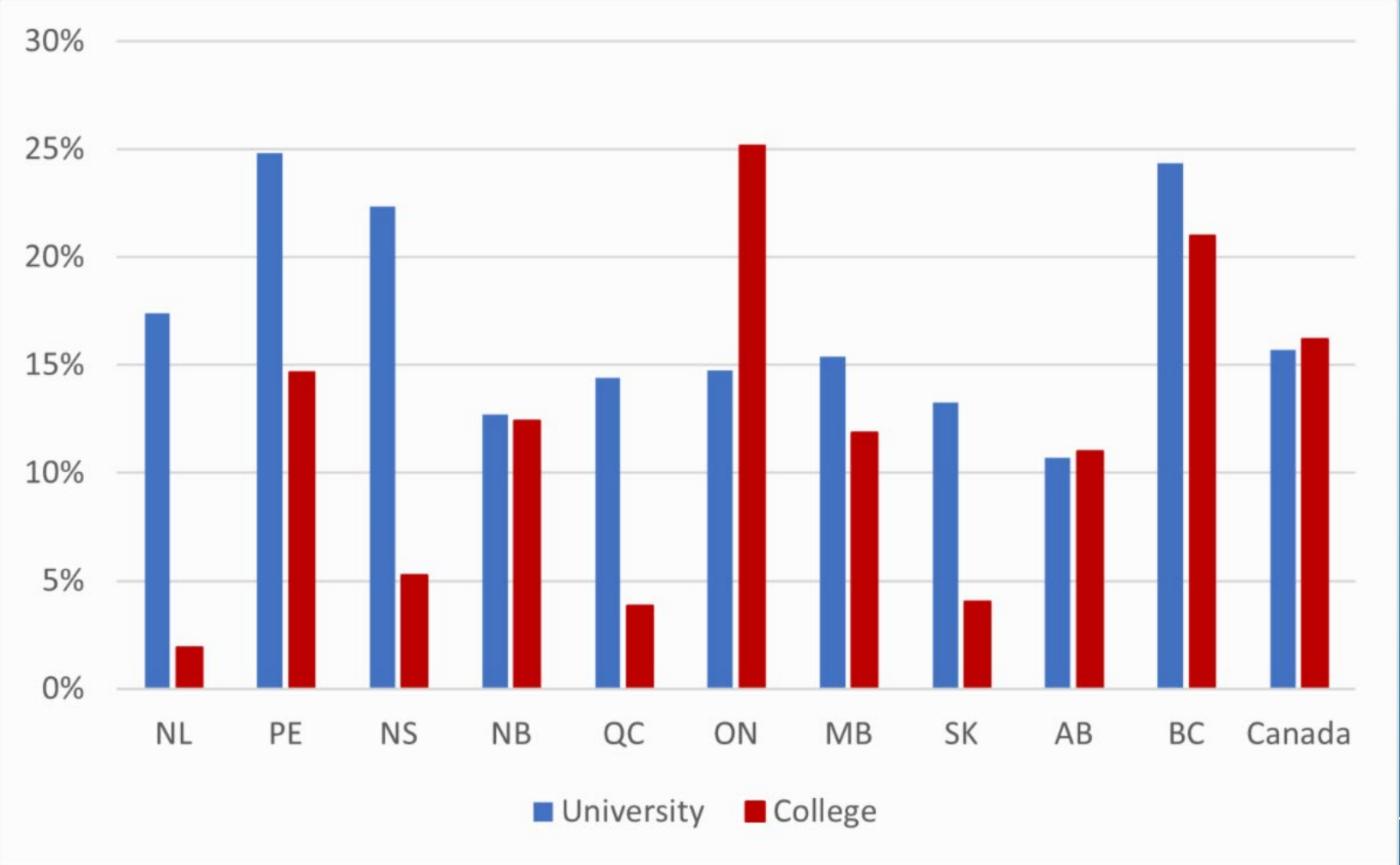
Things we can control

- Develop and implement alternative program delivery models to ensure significant international student growth.

INTERNATIONAL ENROLMENT TARGETS BY SEMESTER AND HEADCOUNT



International Students as a Percentage of Student Body, By Sector and Province, Canada, 2018-19



Credit – Alex Usher HESA

FINANCIAL PROJECTIONS BASED ON A 1800 STUDENT HEAD COUNT FALL SEMESTER 2021

1600 International Students Enrolled in
Academic Courses

# of Academic course/s	21F - 22S Per course tuition	Tuition based on 1600 student head count
1	\$ 2,120	\$ 3,392,000
2	\$ 4,240	\$6,784,000
3	\$ 5,300	\$8,480,000
4	\$ 6,360	\$10,176,000
5	\$ 7,420	\$11,872,000

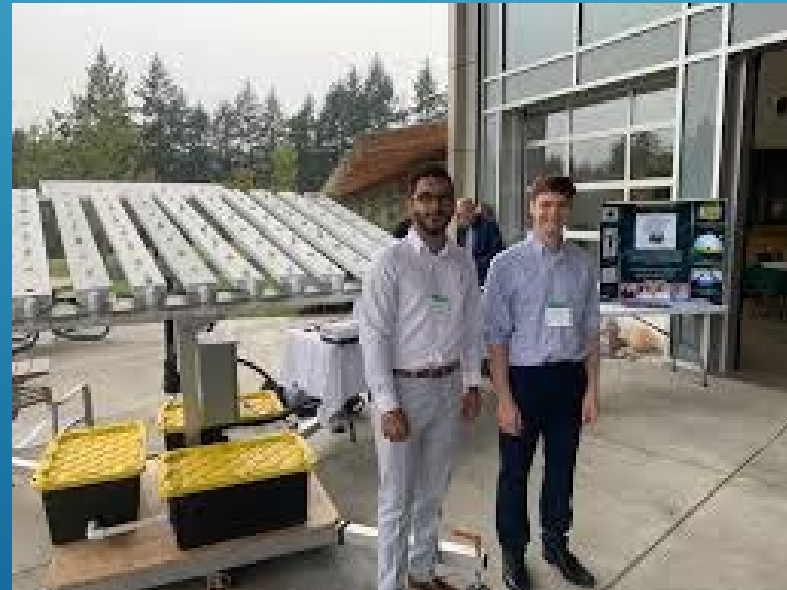
+

200 International students enrolled in ESL programs

ELD Level	21F- 22S Tuition Per Course	Full time Tuition	Tuition based on 200 student head count
01-07	\$2650	\$5300	
09	\$1325	\$5300	\$1,060, 000

Total tuition for fall 2021 assuming 1800 students taking an average of four courses = **\$11,236,000.**

INTERNATIONAL EDUCATION PROGRAM GROWTH OPPORTUNITIES



HOW WE MARKET AND PROMOTE CAMOSUN INTERNATIONALLY

- Greater use of online resources like zoom to reach agents and students overseas
- Increased emphasis on the use of in-market staff resources dedicated to promoting Camosun (China, India, Philippines, Vietnam, Mexico)
- Continued emphasis on quick response times to inquiries and greater emphasis on “locking in” applicants early
- Focus on the safety of life in Victoria and Vancouver Island as a key differentiator
- Continuing to expand and explore new potential markets to increase source country diversity

DOMESTIC RECRUITMENT UPDATE

Virtual Recruitment Opportunities

- Working with Post Secondary BC (PSBC) to host 35 virtual college fairs this term with over 300 attendees so far (biggest events mid-late November)
- Hosted Post Secondary Counsellors event with over 275 attendees (largest group ever)
- Expanded use of digital platforms target and reach prospects and influencers
- Expanding recruitment territory through virtual events
- Attended high school Parents' Nights and Open Houses
- CamWeek 2021 (virtual info nights) February 23rd – 25th

DOMESTIC RECRUITMENT UPDATE

New Opportunities

- Colleague Renewal project will eventually track and use communications management tools to enhance applicant engagement
- Working on a virtual campus tour
- Implemented new monthly online newsletter
- Working on math and science supports to enhance student readiness
- Applications up by 211 for Fall 2021

3. DEVELOPMENT PRINCIPLES

From the early days of development, the Plan has been grounded in the following principles; it:

- Seeks to respect and safeguard the dignity, confidentiality, agency, and safety of each College employee;
- Is informed by evidence-based research and leading practice;
- Recognizes that a diversity of opportunities and services is required to support employee mental well-being;
- Creates opportunities for employees to care for their own mental well-being and for Workplace Leaders to increase their capacity to care for their own mental well-being and support the mental well-being of employees in their workgroups.

4. FINANCIAL IMPLICATIONS

The Plan will be funded through existing Human Resources budgets.

5. COMMUNICATIONS

The Senior Leadership Council and the BCGEU, CUPE, and CCFA Presidents were provided with advance notice of the Plan's launch on November 18, 2020.

The Plan was formally launched across the Camosun College in a Special CamNews on Monday, November 23, 2020.

A dedicated mental well-being site has been created as part of the college's Healthy Together! SharePoint site. The site currently includes links to:

- workshop registration pages;
- Plan summary documents;
- Other mental well-being resources previously posted to the college's external COVID-19 Employee Resources site.

Communications will continue to occur as new workshops or other initiatives are rolled out in the coming months. A set of logos, letterheads, and icons that reflect the Healthy Together! branding have been created to provide a consistent look across all communication efforts.



Employee

Mental Well-Being

RESPONSE PLAN

Supporting employee mental well-being during the COVID-19 pandemic





Supporting employee mental well-being

COMPLETED

November - Added information to the college's SafeStart process encouraging Workplace Leaders to consider mental well-being aspects of returning to campus

October - Expanded communication about programs and services provided through Homewood Health and Manulife

October - Coordinated resilience related workshops, presentations, and activities during Thrive Week 2020

March - Prepared weekly CamHelps articles on a variety of mental well-being topics

March - Launched Camosun Community Connects (C3) to support community interaction

February - Held Conversations Day 2020 with a focus on Resilience

ONGOING

Promoting services provided through Homewood Health

- Mental well-being counselling
- Financial support counselling
- Self-paced depression/anxiety program
- E-library
- Online courses

Offering employee workshops to enhance resilience (OPD)

Offering virtual mindfulness and yoga stress reduction classes

Following workplace health and safety direction from the B.C. Government, WorkSafe BC and the Provincial Health Officer regarding safe return protocols



Employee Mental Well-being | SUPPORT PLAN

THE CHALLENGE

The COVID-19 pandemic has caused significant disruption to how we live, interact, socialize, and work.

People are more aware of where they are, who is around them and making sure they are as safe as possible.

Many employees have been working remotely for an extended period of time. Many are also juggling multiple roles of employee, home-school teacher, parent, partner, caregiver, encourager, supporter, primary income earner...and many more.



CAMOSUN'S SUPPORT PLAN

Camosun College has created a plan to support employee mental well-being during the COVID-19 pandemic. The Plan was developed with input from a cross-college mental well-being Advisory Committee.

The COVID-19 Support Plan:

- ✓ is grounded in research
- ✓ is influenced by leading practices
- ✓ extends over 16 months with ongoing evaluation
- ✓ is flexible and able to be expanded

The Plan's Executive Sponsors:

- Barb Severyn, Executive Director, Human Resources
- Rodney Porter, Executive Director, Communications and Marketing

WHAT TO EXPECT

- Employee workshops that build resilience, support relationships, and help navigate change
- Learning and development opportunities for Workplace Leaders to support mental well-being in their workgroups
- A series of short employee pulse surveys to increase understanding of workplace experiences such as resilience, support and communication needs
- Mental well-being awareness and stigma reduction initiatives
- Expanded communications about



COVID-19 AND MENTAL WELL-BEING

How the pandemic is impacting mental well-being:

- anxiety /depression
- exhaustion
- financial concerns
- sadness
- strained relationships
- increased substance use/misuse
- loneliness



This can show up as:

- being easily distracted
- having difficulties concentrating
- having a hard time getting motivated
- experiencing changes in overall mood
- feeling overwhelmed
- experiencing memory challenges

Each of these is a normal response to the present circumstances.

HOW THIS WILL HELP

- ✓ strengthens personal and professional resilience
- ✓ raises awareness about available resources and supports
- ✓ promotes a more inclusive community
- ✓ offers opportunities to strengthen relationships
- ✓ creates opportunities to support others

FOR MORE INFORMATION

VISIT THE [HEALTHY TOGETHER! WEBSITE](#)

WATCH FOR [CAMNEWS UPDATES](#)

CONTACT [HUMAN RESOURCES](#)





What's in the Plan

EMPLOYEE LEARNING OPPORTUNITIES

HOMEWOOD HEALTH

COVID-19 Strategies for Managing Stress (confirmed)	December 14
Anxiety, Depression and COVID-19: Supporting yourself and others	January
COVID-19 Communications in the Family	February
Building Resilience in the face of COVID-19	March
COVID-19 Strategies for Managing Stress	April

MENTAL HEALTH COMMISSION OF CANADA

Mental Health First Aid (for specific roles)	TBD
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What's in the Plan

INITIATIVE	DATE (all dates in 2021)
Expanded ongoing communication to normalize mental well-being in the workplace <ul style="list-style-type: none">HT! Newsletters with dedicated mental well-being featureVideos / ArticlesBell Lets Talk Day / Mini Thrive Week	
Workplace Mental Well-being Pulse Surveys	February/March June
Focus on Caregivers (under development) <ul style="list-style-type: none">ResourcesWorkshops / SpeakersEmployee Resource Group	March
Workplace Leader Support <ul style="list-style-type: none">Leading Through Change (WPL Community of Practice) sessions w/ mental well-being focus	January and May
Mental Well-being Plan Evaluation	March July



What's in the Plan

Mental Well-being literacy and stigma reduction



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

The Working Mind



THE WORKING MIND (EMPLOYEES)

Understand the continuum of mental health

Recognize its signs and indicators, in themselves and others

Reduce stigma and negative attitudes toward people with mental health problems

Support colleagues with mental health challenges

Maintain their own mental health and improve their resilience.

THE WORKING MIND (WORKPLACE LEADERS)

Support their employees' mental health and well-being

Enable all employees to be more fully productive

Ensure the workplace climate respects and involves all employees, including those with mental health challenges

Encourage employees to seek help, resources, or supports

Questions?
