

Mental Health & Wellness: A York University Community Consultation:

Summary of Action Items

(Draft Version)

Strategic Pillar	Section	Action: Students	Action: Faculty	Action: Staff
1. Develop institutional structure to support campus mental health	1.1	Creation of a defined and allocated budget to support the implementation of a mentally healthy campus for all community members including a designated staff position to coordinate and implement this mental health action plan.		
	1.2	Ensure academic and non academic policies support community mental health by adopting a 'Health in All Policies' approach when reviewing existing and developing new institutional policies/procedures.		
	1.3	Examine opportunities to partner with Advancement to actively engage funders in supporting the mental health of York students, faculty and staff.		
	1.4	Work to influence the articulation of the link between wellness and the advancement of the university's strategic goals in seminal university publications and documents (i.e. UAP, HR contracts etc.)		
	1.5	Ensure York's Mental Wellness Committee is composed of senior leadership (managerial and union) to support decision making pertaining to student, staff and faculty mental health.		
	1.6		Assess the feasibility and appropriateness of following a standard for "psychological health and safety in the workplace" using steps outlined in the National Standard of Canada for Psychological Health and Safety in the Workplace through consultations with stakeholders.	
2. Recognize the impact of a supportive, inclusive campus climate and environment.	2.1	Recognize students, faculty and staff who make significant contributions to the well-being of the campus community (Champion Recognition Program).		
	2.2	Collaborate with campus planning to ensure wellbeing is considered in the built environment.		
	2.3	Develop new student, staff and faculty gathering spaces.		
	2.4	Develop working group in collaboration with the Teaching Commons to support faculty members in developing approaches to curriculum design and pedagogy that positively impact undergraduate and graduate student mental health.		
	2.5	Work with York International to assess the resources/training needed to support the mental health of international students.		
	2.6	Work with GSA and CUPE 3903 to assess the resources/training needed to support the mental health of graduate students.		
3. Increase Mental Health Awareness	3.1	Determine student, faculty and staff baseline knowledge of on-campus mental health services and how/when to use them.		
	3.2	Create a mental health grant opportunity for York University community members who wish to engage in mental health awareness activities.		

Strategic Pillar	Section	Action: Students	Action: Faculty	Action: Staff
	3.3	Work collaboratively with on and off campus student, faculty and staff resources to deliver mental health awareness days during the fall and winter terms.		
	3.4	Work collaboratively with student, faculty and staff resources to create a communications plan with a focus to deliver mental health information to students, parents, faculty, and staff throughout the year (website, print communications, peer leaders, residence life, tours, red zone, LCD screens, social media etc.)		
	3.5	Research and disseminate widely, mental health and wellbeing data on students, faculty and staff to help decrease stigma		
4. Enhance community capacity to respond to early indicators of York community concern.	4.1	Deliver mental health training to students, faculty and staff as part of onboarding, orientation and ongoing professional development.		
	4.2	Ensure online access for York University community members to mental health screening tools.		
	4.3	Research and develop a coordinated, campus-wide system to enable early identification of students, faculty and staff who may need support and timely connection to resources and services.		
5. Support the development of self-management competencies, coping skills and sense of resilience	5.1	Increase coordinated promotion of student, faculty and staff programs that support resilience and wellbeing (through PCS, York Psychology Clinic, YELC, Employee Wellbeing etc.)		
	5.2	Implementation of a program geared towards supporting students dealing with mental health concerns who are also experiencing academic concerns (i.e. FITA, Bounce Back).		Explore participating and registering in the Excellence Canada (formerly NQI) Healthy Workplace Program.
	5.3	Continued delivery of transition programs.		
6. Accessible Mental Health Services	6.1	Develop a wide spread campaign promoting mental health services available to students, faculty and staff.		
	6.2	Explore and develop formal or informal partnerships (with appropriate consent protocols) with local hospitals and other agencies to facilitate referrals for mental health assessment and treatment services. Ensure this information is shared widely amongst units that support student, faculty and staff well being.		
	6.3	Ensure therapeutic materials (relaxation materials, self help software) are made available to students, faculty and staff through appropriate campus resources.		
	6.4	Consider renaming disability services: accessibility services.		
	6.5	Draft MOU with Appletree Medical in York Lanes to help support the seamless delivery of student health care (with appropriate consent protocols).		
7. Crisis Management	7.1	Increase promotion of crisis services available to students, faculty and staff (PCS, YUDC, EAP, Crisis lines etc.)		
	7.2	Promotion of campus wide crisis management protocols for students faculty and staff.		