**Group discussion:** Mental Health in the Workplace Breakout Session

**Mental Health & Cities Summit**

Breakout Sessions Facilitation Frame - April 9, 2018

Scribe:

| **Discussion Stage**  | **Session Outputs/Notes** |
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| **Defining the problem*** + *Outline 1-3 salient issues that most need to be addressed*
 | -Stop Harassment in the work placement-More awareness of mental health-Accommodations with no judgement-Peer -to- peer supports-Systemic Changes -More wrap around support for Front-Line Workers |
| **What’s worked, what’s promising? What might we consider?*** + *Outline some innovations you’re aware of that show promise in addressing the issues outlined.*
	+ *They can be solutions that have been widely or narrowly tested, or ones that have compelling evidence behind them – the key is items that show promise*
 | ( 5 year’s time)-Able to disclose your Mental Health with no stigma in the work place-MHFA part of all work places \*Morneau Chappelle in conjunction with Queens University provide training -More transparency of the organizations wellbeing (turn over, grievances etc.)-Organizational Culture shift-A Mental Health Union -Living document, consistent reviewing -Mental Health Strategy on a national level |
| **Solution work – how do we move forward?*** + *Outline 3-5 key learnings or practical solutions or considerations for Toronto/the GTA and other municipalities*
 | -Government agencies championing to shift the culture in the work place-Front Line workers to Government officials working together-Sell it, branding it, marketing it  |
| **Into Action** *(bonus round!)** + *What concrete steps would be needed to move forward in Toronto/the GTA and could be scaled to other municipalities?*
 | -Sharing tools -Looking at Mental Health as a Health and Safety Issue-Shift the framework  |
| **Support from Other Levels of Government*** *What actions, if any, could provincial and federal governments take to support municipalities? Policy changes, financial support etc.*
 | -Buy in; a lot of words not a lot of action. Top- down approach, and down- top approach simultaneously -Mobilizing the policies in to working plans -Building awareness, training, and having a living document-Make resources available and accessibility-Accountability  |
| **Take-away messages from today’s discussion*** + *Outline 2-3 key messages or take-away points (ie what should someone who missed the most need to hear?)*
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