**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?)* |  |