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Mental Health and Stigma in the Workplace: The Development and Evaluation of the R2MR and The Working Mind Programs

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Together Against Stigma 2015

Feb 18, 2015



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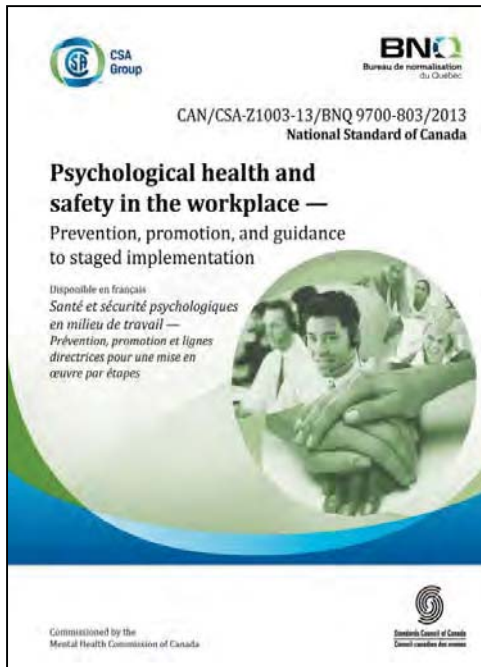
- A non-profit organization, funded by the Health Canada but at arm's length from the government
- We are a catalyst
- Projects/Initiatives
 - At Home
 - Knowledge Exchange Centre
 - Mental Health Strategy for Canada
 - National Standard of Canada for Psychological Health and Safety in the Workplace
 - Mental Health First Aid
 - **Opening Minds**



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National Standard for Psychological Health and Safety



The Standard is a framework (set of guidelines, tools & resources) focused on promoting employees' psychological health & preventing psychological harm due to workplace factors

For the Standard to achieve its goals, it will have to permeate and penetrate the **culture** of the workplace

- Introduce a “Language of carefulness” – everyone makes a reasonable effort to avoid harming others in their circles of influence

National Standard for Psychological Health and Safety

- A way to shift and change organizational culture
- Guides, tools, and resources to increase PH&S
- There are other things organizations can do...





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Opening Minds

- Mental illness anti-stigma initiative of the Mental Health Commission of Canada
- Identify successful anti-stigma programs using an evidence based approach
- Promote and replicated successful programs across Canada
- Four target groups: healthcare providers, youth, the news media, and the workplace
- 150 partners past and present
- ~30 active workplace partners

Opening Minds Workplace Partners & Projects

nscc



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Government
of Canada



Region of Peel
Working for you





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Facts & Figures

- 1/3 of disability claims are MI related but account for about 70% of the total disability claims
- Costs = \$15 to \$33 billion (Cdn)

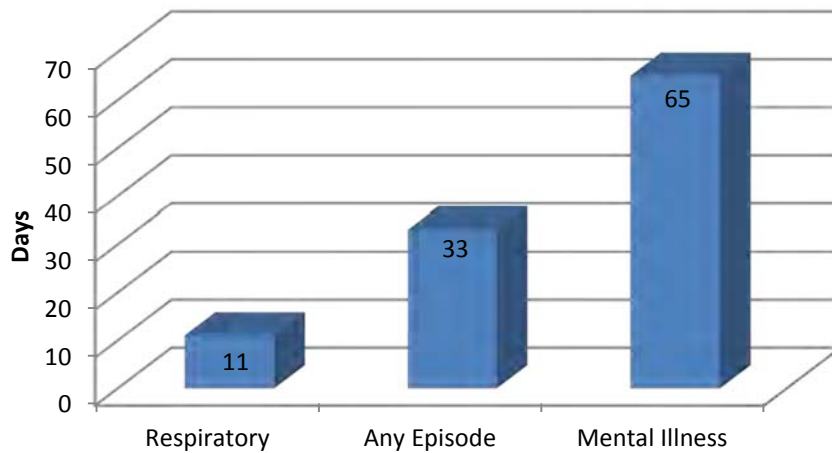




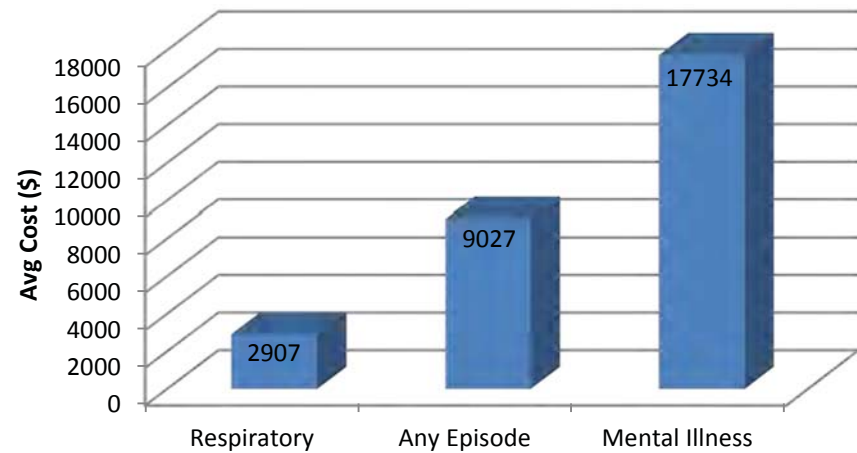
Facts & Figures

- Case study example (Dewa, Chau, & Dermer, 2010)

Episode Length



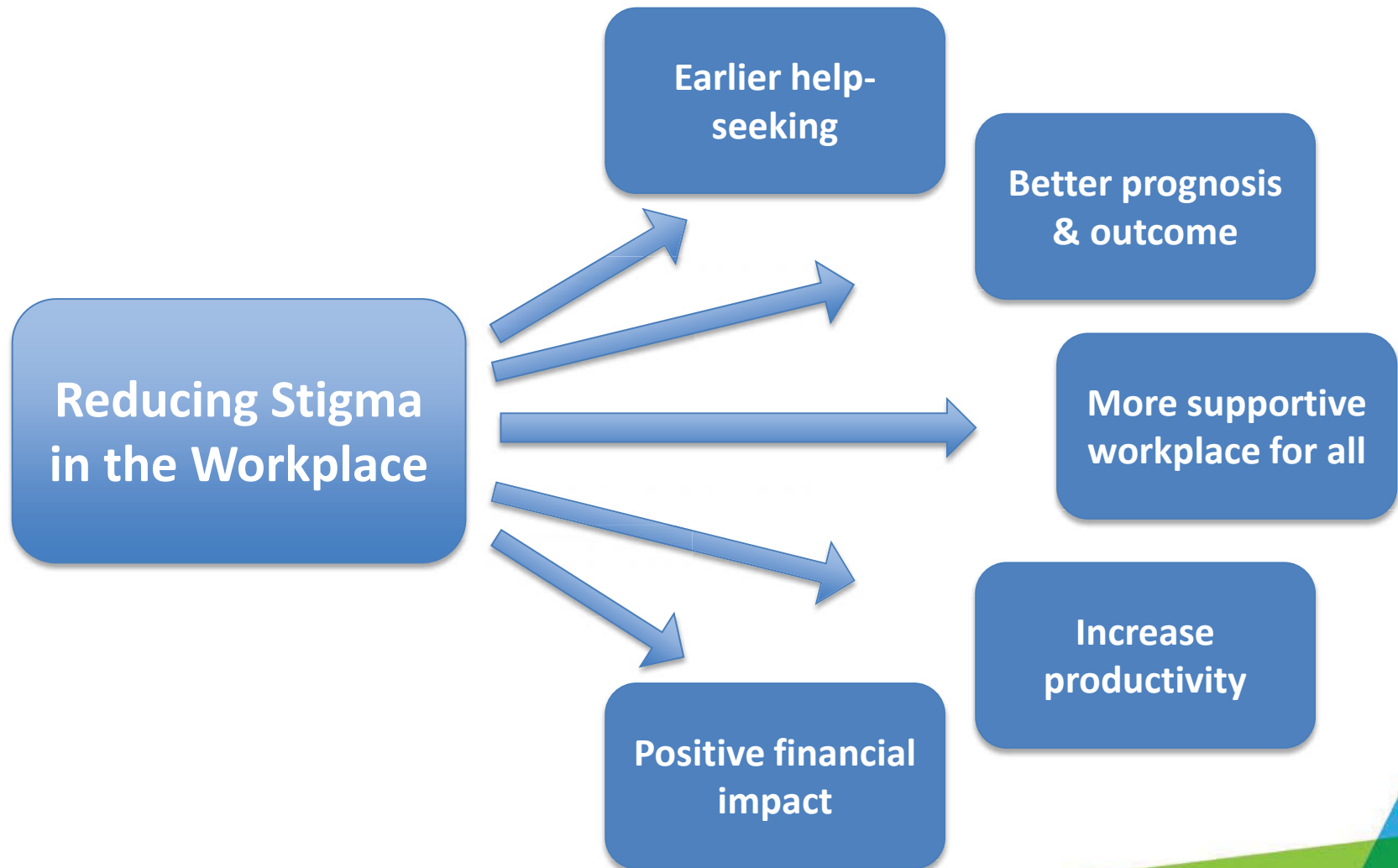
Cost Per Episode



...But why reduce the stigma of
mental illness in the workplace?



Reducing Stigma in the Workplace





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R2MR

