

# Health and Safety Committee

Mental Health and Wellness



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- Husband to Michelle
- Father to Madeline Reine & Spencer Morgan
- District Principal, Education Services, Specialty Programs
- Instructor, Master of Arts, Trinity Western University, Global Program
- Bachelors and Masters of Education (Curriculum), University of British Columbia
- Doctor of Education (Leadership), Simon Fraser University



## The Principle

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Improving information and education with regards to Mental Health is a key component of our Healthy Schools Initiative.

We have adopted multi-tiered systems of support focused on these three specific areas:

- Information and professional development for staff
- Education and strategies for students
- Support and care for families.

The Healthy Schools Initiative – which is a joint committee between multiple district departments and Fraser Health guides this work

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## What Is Health?

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"Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. [More specifically] mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community" (World Health Organization)

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## Public Health Agency of Canada

Mental Health is “the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity.”



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## What are Mental Health Problems?

A mental health problem is broader term that includes both mental disorders and symptoms of mental disorders which may not be severe enough to warrant a diagnosis of a mental disorder.



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## What is a Mental Disorder?

A mental disorder causes major changes in a person's thinking, emotional state and behaviour, and disrupts the person's ability to work and carry out their usual personal relationships.

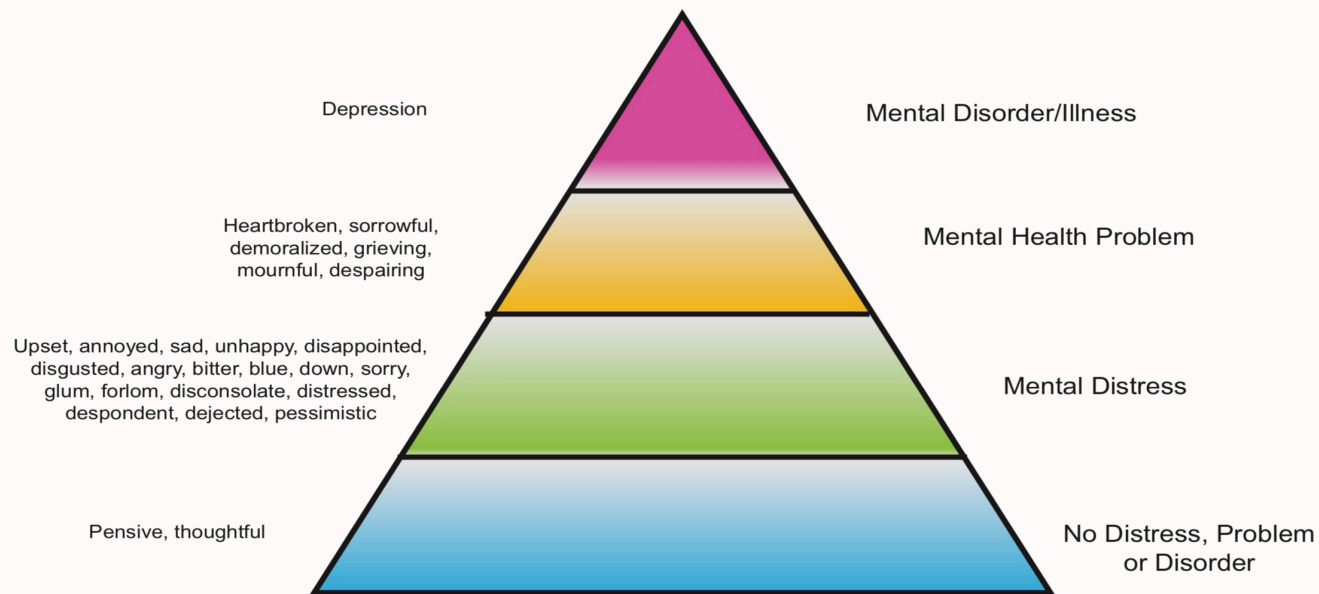






Dr. Stan Kutcher

**The Inter-Relationship of Mental Health States: Language Matters**



Check out Dr. Kutcher's video blog, *The Inter-Relationship of Mental Health States: Language Matters* at: <https://www.youtube.com/watch?v=LsowyMnqCRs&t=1s>



# Centre for Addiction and Mental Health

## HELP

- Of Canadians ages 15+ who report having a mental health care need in the past year, one third state their needs were not fully met.
- An estimated 75% of children with mental health disorders do not access specialized treatment services
- 39% of employees indicate that they would not tell their managers
- 57% of Canadians believe the stigma associated with mental illness has been reduced compared to five years ago

## COSTS

- The economic burden of mental illness is about \$51 billion dollars per year in health care costs, lost productivity, and reductions in health-related quality of life
- Unemployment rates are as high as 70% to 90% for people with the most severe mental illness
- In any given week at least 500,000 employed Canadians are unable to work due to mental health problems
- The cost of a disability leave for mental illness is about double that of a leave due to physical illness.

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## Centre for Addiction and Mental Health

- In any given year 1:5 Canadians experience mental illness or addiction problem
- By the time Canadians reach 40 1:2 have had a mental illness
- 70% of mental health problems have their onset during childhood or adolescence
- 34% of high-school students indicate a moderate to serious level of psychological distress. 14% report serious levels (symptoms of anxiety and depression)
- Young people aged 15-24 are most likely to experience mental illness and substance use disorders
- Men have higher rates of addiction than women, while women have higher rates of mood and anxiety disorders.
- People with mental illness are twice as likely to have a substance use disorder. At least 20% of people with mental illness have a co-occurring substance use disorder
- People with schizophrenia have as high as 50% co-occurring substance use disorder
- People in the lowest income group are 3-4 times as likely to report poor mental health
- 23-67% of homeless individuals report having a mental illness in Canada.
- Mental Illness is the leading cause of disability in Canada
- Mental Illness can cut 10-20 years from life expectancy
- About 4,000 Canadians die per year by suicide..almost 11 per day.

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Mental Health  
Commission  
of Canada

## Mental Health in the Workplace

### Potential Behaviours and Physical/Physiological Indicators

When an employee is showing possible indicators of a mental health problem, Mental Health First Aid can help them return to their usual performance quickly. Without the support of effective intervention, the problem could worsen or a crisis could emerge.

Possible behaviours:

- Not getting things done
- Erratic behaviour
- Emotional responses
- Complaints about a lack of management support
- Fixation with fair treatment issues
- Complaints of not coping with workload
- Appearing withdrawn
- Reduced participation in work activities
- Increased consumption of caffeine, alcohol, cigarettes, sedatives, etc.
- Being indecisive
- Inability to concentrate
- Increased errors or accidents
- Loss of confidence
- Unplanned absences
- Conflict with team members or manager
- Use of grievance procedures
- Difficulty with memory

### Possible Physical/Physiological Indicators

- Tired all the time
- Sick and run down
- Headaches
- Persistent or resistant musculoskeletal complaints
- Reduced reaction times
- Difficulty sleeping
- Weight loss or gain
- Disheveled appearance
- Gastro-intestinal disorders

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# High Level of Care

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Commission  
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Commission de  
la santé mentale  
du Canada

Mental Health  
First Aid Canada



**A**

**Assess for risk of suicide or harm**

**L**

**Listen nonjudgmentally**

**G**

**Give reassurance and information**

**E**

**Encourage appropriate professional help**

**E**

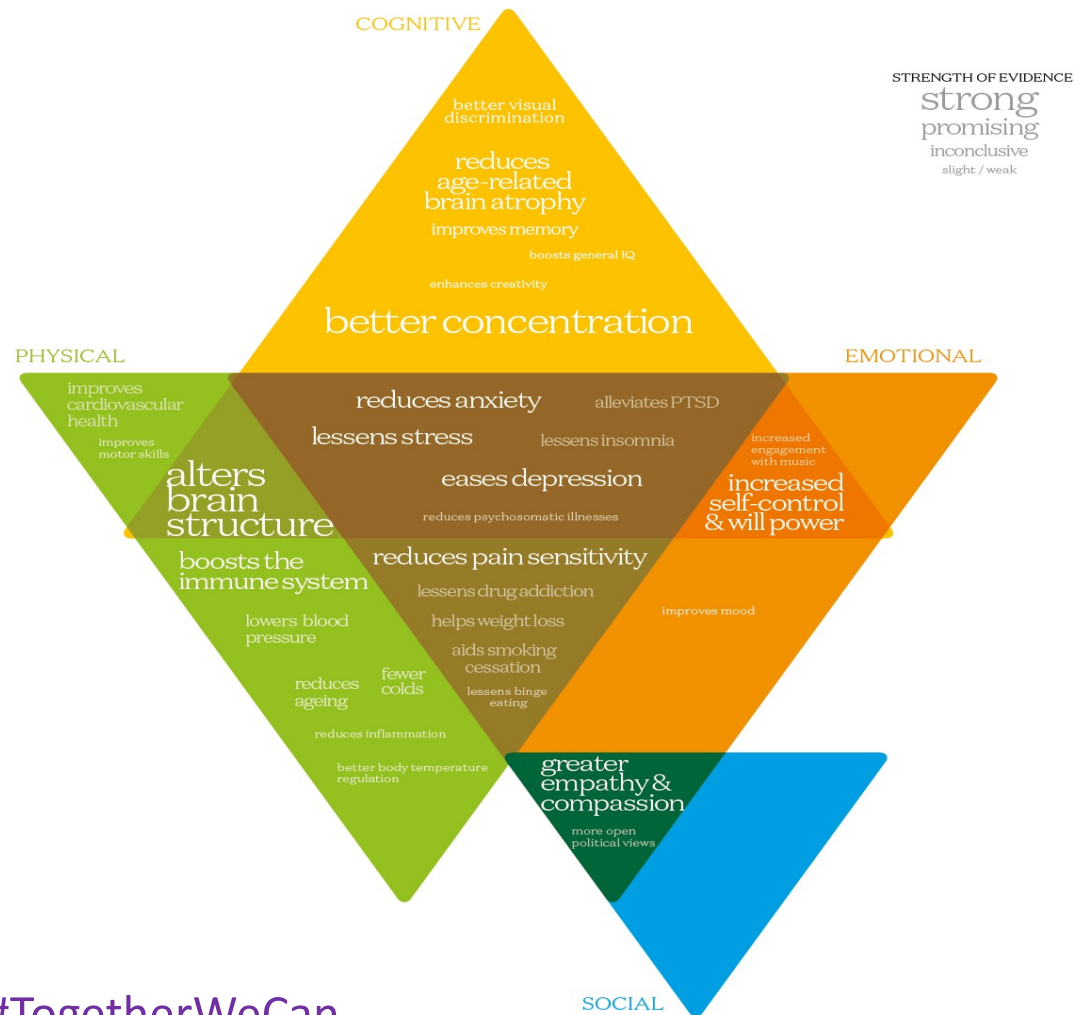
**Encourage self-help and other support strategies**

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## Why Mindfulness Matters

- Better concentration
- Alters Brain Structure (integration)
- Greater empathy & compassion
- Increased self control & will power
- Reduces anxiety
- Lessens stress
- Eases depression
- Reduces pain sensitivity
- Boosts the immune system

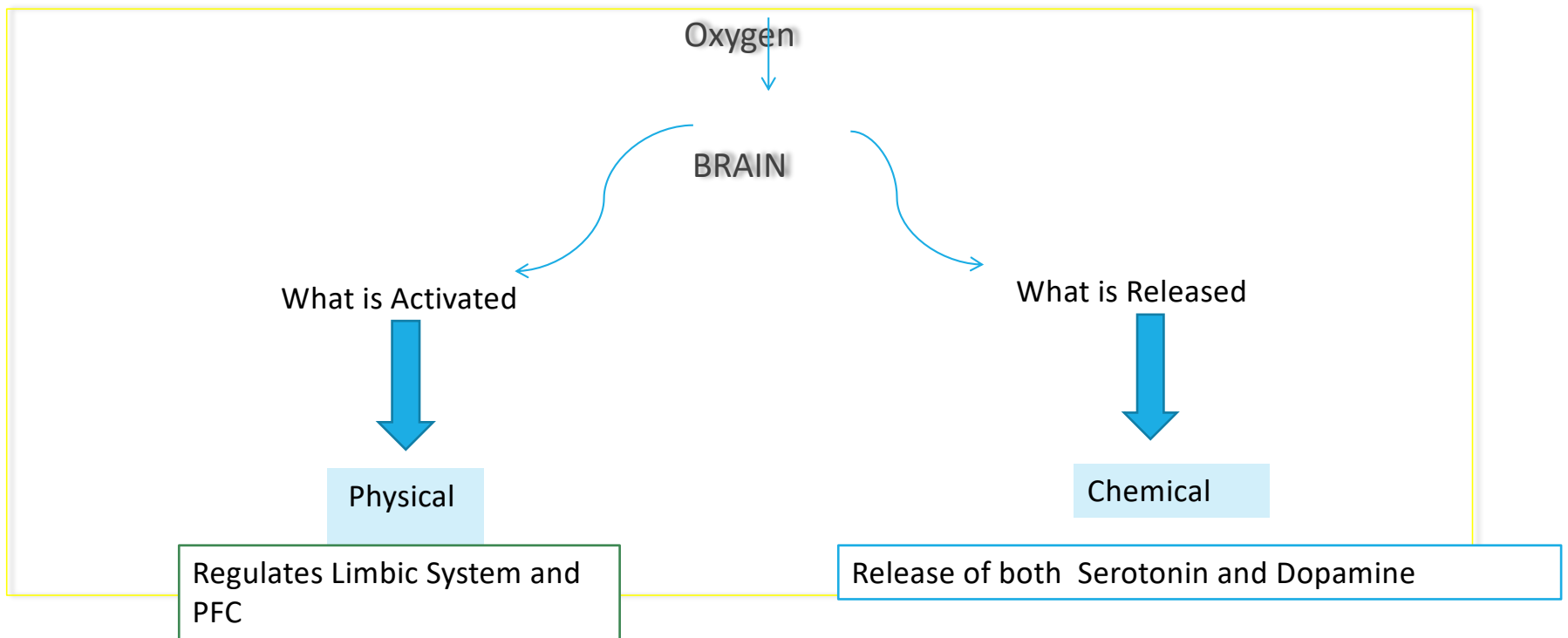
## The Effects of Meditation / Mindfulness summarising the scientific evidence



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# Breathing and the Brain

DEEP, DELIBERATE, STEADY BREATHS





Reach out. Get Help. Feel better. Immediate and confidential support.  
Call your EFAP toll-free, any time, 24/7, 365 days a year at 1-888-625-1136

## YOUR HEALTH & WELLNESS MATTERS

Learn about the resources available to SD 36 staff and their dependents



1-888-625-1136

### Announcing a New EFAP Provider!

Effective **September 1, 2020**, LifeWorks by Morneau Shepell will be the provider of the District's Employee & Family Assistance Program (EFAP). For more information about this change, please refer to the email you received on August 25, 2020.

Employee Family  
and Assistant Plan

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## Contact

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District Principal | Education Services | Specialty Programs  
M 778.772.4992 | O 604.595.6436 | F 604.595.6400

T @DanielToSD36 | [to\\_d@surreyschools.ca](mailto:to_d@surreyschools.ca)

Slides and Resources at: <https://www.surreyschools.ca/mentalhealth/>

District Mental Health ProD Microsoft Stream  
<https://web.microsoftstream.com/channel/6408449c-a618-4d43-a650-1d207f662a27>

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# Additional Resources

<https://www.surreyschools.ca/mentalhealth/>

<https://www.eaie.org/blog/5-mental-health-stressors-international-students.html>

<https://blog.ingleinternational.com/mental-health-what-it-means-for-international-students-and-how-you-can-help/>

<http://ontario.cmha.ca/news/promoting-mental-health-awareness-and-support-for-international-students/>

<https://keltymentalhealth.ca>

<https://www.mentalhealthcommission.ca/English>

<https://www.youtube.com/watch?v=w-Geb1fkM58>

<https://www.albertafamilywellness.org/resources/video/how-brains-are-built-core-story-of-brain-development>