INTRO FROM SANDI

May 6-12 is Mental Health Week.

This is a great opportunity for people leaders to think about, explore, and take action to create healthy workplaces for all employees including how to support those with mental illness.

It’s also a good time to check-in on your own mental well-being. As the Canadian Mental Health Association reminds us:

“Mental health is a state of well-being, and we all have it.”

I invite you to have a look at the resources available in this newsletter and attend one of our new workshops to learn more about this important topic.

Warmly,

Sandi
AVP Human Resources
ABOUT MENTAL HEALTH

Mental health is:

“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

Problems with mental health affect people of all ages, education, income levels and cultures. To learn more, www.heretohelp.bc.ca has excellent resources on topics from stress to anxiety and depression.

STRATEGIES TO HELP YOU THRIVE

We all have mental health to protect and enhance. These are just a few research-based strategies to help you thrive:

1. Heretohelp has Wellness Modules on topics from sleep to healthy thinking.
2. Here’s a summary of apps that can help you thrive.

DID YOU KNOW

SFU led the way in developing and signing onto the international Okanagan Charter for Health Promoting Universities & Colleges that emphasizes the need for broad approaches to creating a healthy SFU community. One example of positive action is how SFU’s educators are using well-being strategies in their teaching as part of SFU’s Healthy Campus Community initiative.
HOW LEADERS CAN BUILD HEALTHY WORKPLACES

As a leader, we encourage you to consider how you can enhance the health of your work environment. Here are a few ideas:

• Be intentional about cultivating resilience and well-being in your department. You can start by learning more about the Standards mentioned above.

• Model health-enhancing behaviours. How you manage your stress, balance work and life, and participate in mental health-enhancing activities have an impact on those around you.

• If you notice a change in an employee, don’t ignore it. Attend ‘Managing Mental Health in the Workplace’ to learn more about your role and responsibilities as a manager when someone is struggling (see the Learning & Development Workshops section).

CREATING MENTALLY HEALTHY WORKPLACES

It’s not just about what you do for yourself, by yourself – everyone needs healthy and supportive places to work, live and learn.

- Canadian Mental Health Association

When workplaces are mentally healthy, people are likely to feel good about being there, about their colleagues and about the work they do.

Did you know that there are 14 National Standards for Psychological Health and Safety in the Workplace? Here are 4 of the standards to give you an idea:

• **Organizational culture:** A workplace characterized by trust, honesty and fairness.

• **Engagement:** Where employees enjoy and feel connected to their work, and feel motivated to do their job well.

• **Clear leadership and expectations:** Where there is effective leadership and support that helps employees know what they need to do, how their work contributes to the organization, and whether there are impending changes.

• **Civility and respect:** A workplace where employees are respectful and considerate in their interactions with one another, as well as with customers, clients and the public. Civility and respect are based on showing esteem, care and consideration for others, and acknowledging their dignity.

WIN A LUNCH FOR TWO AT THE STUDY!

Let us know one thing you’ve done to contribute to a healthy workplace and we’ll enter you into a draw.

EMAIL HUMANR@SFU.CA TO ENTER
SUPPORTS FOR WHEN YOU OR SOMEONE YOU KNOW IS STRUGGLING

SFU SPECIFIC SUPPORTS

1. **Employee & Family Assistance Program (EFAP) through Homewood Health**
   - Confidential, professional assistance for you and your family members.
   - Choice of telephone, face-to-face, or e-Counselling.
   - Available 24 hours, 7 days a week.
   - Contact: 1-800-663-1142

2. **HR’s Wellness & Recovery Team**
   - For advice and resources relating to return to work, sick leave and workplace accommodations.
   - Contact: rtwdm@sfu

3. **Psychological Services**
   - Psychologist benefits through Pacific Blue Cross (PBC) for those who have extended health benefits.
   - To check eligibility and coverage, login to your PBC Member Profile.

ADDITIONAL SUPPORTS

1. **Family Doctor**
2. **Bounce Back**
   - Free program for those with mild depression or anxiety.
   - Video, coaching, online resources
   - Quiz to see if you would benefit.
3. **BC Mental Health Support Line**
   - 310-6789 (available 24 hours)
4. **1-800-SUICIDE**
   - If you are in distress or worried about someone else (available 24 hours).
5. **HealthLink BC** (811)
   - Free, non-emergency health information including mental health and substance use.
6. **HeretoHelp**
   - Further information about mental health-related services: http://www.hertohelp.bc.ca/self-help-resources

BREAKING THROUGH STIGMA: LUCETTE’S STORY

"My experience with depression and anxiety could have been so different had I not felt stigmatized and believed it would show weakness to admit I was struggling and needed help. Like so many others, I was sure I could bounce back on my own, but I was wrong." - Lucette Wesley

Full story here: https://www.sfu.ca/human-resources/wellness/breaking-through-stigma--lucette-s-story.html

LEARNING & DEVELOPMENT WORKSHOPS

- **Mental Health in the Workplace - for Employees** (May 24 & June 28)
  This session is open to any continuing staff member who wishes to learn more about mental health and mental illness, with a focus on the workplace.

- **Managing Mental Health in the Workplace - for Managers** (June 10)
  This session focuses on building awareness and understanding of mental health and the role of managers when people are struggling with mental illness.

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- **Preparing for Retirement: Understanding SFU Benefits – Lunch & Learn** (June 5)
  Join us to get key information and helpful tips in planning your retirement from SFU.

- **Retirement Planning: Are your Bases Covered?** (June 26)
  This is a new session intended for people who plan to retire within the next ~15 years. It will address both the financial and lifestyle aspects of retirement.
  
  **Contact:** Tara Black, Director, People Development

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**EXPRESSIONS OF INTEREST: LEADERSHIP FOUNDATION PROGRAM FOR EXPERIENCED LEADERS**

**Leading People**

To date, the Leadership Foundation Program has been geared to newer managers. Now we’re excited to be launching a cohort for more experienced leaders (those with more than 3 years managing direct reports). The deadline for Expressions of Interest is **June 7**. Please visit the Leadership Foundation Program page for more information.

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**EQUITY, DIVERSITY AND INCLUSION UPDATE**

**Equity, Diversity, and Inclusion**

HR is a founding partner with the Canadian Centre for Diversity and Inclusion (CCDI). As an employer partner, we have access to the following:

- Unlimited access to live and interactive webinars
- Unlimited attendance at Community of Practice events
- Access to the annual D&I: The UnConference
- Unlimited access to the online Knowledge Repository, curated with 600+ documents, reports, toolkits and templates
- Email kr@ccdi.ca for access

SFU staff are welcome to sign up for the CCDI webinar on Mentally Healthy Workplaces

- May 9, 2019, 10:00am-11:00am
- Register: https://ccdi.ca/event-calendar/ccdi-webinar-mentally-healthy-workplaces/

**Awareness Days**

- May 6-12: Mental Health Week
- May 21: World Day for Cultural Diversity for Dialogue and Development
- May 31: World No Tobacco Day
- June 1-30: National Indigenous Month
- June 1-30: International Pride Month
- June 21: National Indigenous Peoples Day

**Contact:** Rosie Dhaliwal, Specialist Diversity & Inclusion and Education

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**REVISIONS TO RESEARCH PERSONNEL EMPLOYMENT PRACTICES UPDATE**

**Workforce Planning**

Last month’s newsletter provided an update on the initiative to revise the University’s policies governing the employment of grant-funded research personnel, including postdoctoral fellows (PDFs) and research assistants (RAs). Changes to these policies will culminate with these important contributors to the university being recognized as employees of the University with the associated rights and benefits that accompany that status.

As part of Phase 2, which is planning for the onboarding of PDFs, we are now ready to present a draft of the proposed

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JOB EVALUATION UPDATE

Total Rewards

We’re excited to have kicked off Phase 3 of the Job Evaluation Project. This Phase of the project will have two major components:

1. Supporting IT (local & enterprise) jobs to be defined & evaluated under the Hay Method
   - First step will be a meeting with IT leaders to discuss the scope of the project.
   - The leaders will prioritize which areas will be focused on first and determine order of work.
   - Compensation & IT employees will work together to ensure accuracy and alignment of job descriptions that match and capture the work that is being done in each area of IT.
   - Once the job descriptions are approved, compensation will evaluate positions under the new Hay Job Evaluation methodology.
   - Results will be verified and confirmed.
   - Communication of results will happen via meetings with the leader and individual letters with be sent out.

2. Reviewing jobs brought forward from Phase 2
   - VPs will determine the priority order of support on all other requests brought forward from Phase 2.
   - Senior leaders (AVPs/Chiefs/Deans) will work with Compensation on a plan of action.
   - Compensation & HR Advisory teams will meet with leaders to discuss the roles brought forward from Phase 2.
   - Compensation will finalize the results &/or determine if the position requires significant changes.

Reminder: project evaluations are based on existing job descriptions.

   • If the position requires significant changes to the job description, this will be treated as a re-evaluation post project.
   • For a description of what constitutes a minor edit vs a significant change, please see our website.

Contact: Tanya Morrison, Director, Compensation

LABOUR RELATIONS UPDATE

Labour Relations

Our busy bargaining year has begun! The University met TSSU at the bargaining table to start negotiations on April 3rd, 2019. During the first meeting, both sides exchanged proposals and outlined their key priorities and overarching principles for the new Collective Agreement.

Often unions and employers find themselves with opposing goals in bargaining, but both TSSU and the University presented proposals with the intention of improving the stability of employment for our continuing employees in the English Language & Culture/Interpretation & Translation (ELC/ITP) program, and enhancing career opportunities for our TAs, TMs and Sessional Instructors.

We will be providing regular updates and in depth explanations of the key issues in bargaining on our webpage: www.sfu.ca/human-resources/labour-relations

Contact: Chris Hatty, Director, Labour and Employee Relations

Contact: Elsa Plican, Project Lead, Human Resources

Contact: Tanya Morrison, Director, Compensation