

2021 -  
2022

# Five Good Ideas<sup>®</sup>

## on creating a psychologically healthy and safe workplace



**Katharine Coons, M.Sc.**  
**National workplace mental health specialist**  
**Canadian Mental Health Association, National Office**

Wednesday, June 1, 2022 - 1:00 to 2:00 p.m.

As we're entering year three of the pandemic, our workplaces, and how we work, have profoundly changed. These have been challenging times, in particular for our mental health. How we respond, as organizations and on a personal level, will have a big impact on how we come out of the pandemic. On June 1, join Katharine Coons, national workplace mental health specialist at the Canadian Mental Health Association's national office, for her five good ideas on how to create a psychologically healthy and safe workplace. Katharine will talk about ways to implement the National Standard for Psychological Health and Safety in the workplace, reduce stigma, implement policies, procedures and programs, and how to approach workplace mental health training.



**Katharine Coons** is the National Workplace Mental Health Specialist at CMHA National. She has over ten years experience working in mental health and holds a M.Sc. in Occupational Psychology focusing her thesis on Workplace Well-being. She has worked in a variety of industries across Canada and the U.K. and brings a diverse understanding of employee and organizational needs. Katharine is an expert columnist at Benefits Canada, has written for The Toronto Star and has been interviewed by the CBC, CPA Canada and Retail Insider. Katharine was also an expert judge of the 2021 Workplace Benefits Awards. She currently serves as the in-house expert and trainer for Not Myself Today and the workplace mental health program at CMHA National.

### Resources

- [Reducing stigma and building empathy](#)
- [Flexibility and accommodation](#): Ontario Human Rights Commission policy and procedure
- [National Standard for Psychological Health and Safety in the Workplace](#)
- [Example of a psychical and psychological health, safety, and wellness policy statement by the mental health commission of Canada](#)
- [CMHA's workplace mental health training and programs](#)

### Five Good Ideas

1. Reduce stigma
  - Normalize the conversation
  - Use appropriate language
  - Hold space to check in
2. Prioritize flexibility
  - Involve your employees in decision-making
  - Remain agile and flexible
  - Get comfortable with the accommodation process
3. Lean on the National Standard for Psychological Health and Safety in the Workplace
  - Tools not rules
  - Explore how it can work for your organization
  - Bring in an expert
4. Review policies and procedures
  - Psychological health and safety policy
  - Periodically review
  - Share, update, and reshare
5. Provide training, programs, and benefits
  - Leadership training
  - Evaluate EAP programs and benefits
  - Consider additional programs (e.g., Not Myself Today)

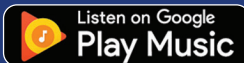
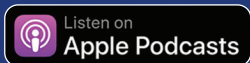


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Edited by **ALAN BROADBENT AND RATNA OMIDVAR**

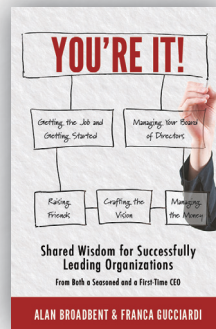
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