



Mental Health Initiatives at the City of Brampton

Human Resources
February 05, 2020

Mental Health Initiatives in the Workplace



The RIGHT
Thing To Do



The SMART
Thing To Do



The LEGAL
Thing To Do

Mental Health at the City of Brampton^{7.2-3} Corporate Initiatives

Integration of employee mental health and well-being in key policies and strategies

Learning programs for employees and leaders, such as The Working Mind

Professional Support through Employee and Family Assistance Program (EFAP)

Generous **benefits** to support visits to licensed Psychologist or Social Workers

Supporting mind + body health through **discounts** to **fitness memberships** and **lunchtime yoga**

Year-long **mental health promotion** calendar, such as financial literacy + stress management

PROMOTION



PREVENTION



RECOVERY



Mental Health at the City of Brampton^{7.2-4}

Local Initiatives

Peer Support Networks (PSNs) in Fire, Transit and **Mental Health First Aid** in Public Works and Engineering.

Dedicated employees and leaders from across department/division that are trained to provide peer support.

Departmental Wellness Committees leading mental-health and well-being initiatives, such as:

- “Attitude of Gratitude Challenge” led by Transit Services
- “Parks Wellness Day” led by Parks Services

Specialized programs, such as the Road to Mental Readiness (R2MR), Trauma Assist, and Early Cancer Detection in Fire Services

PROMOTION



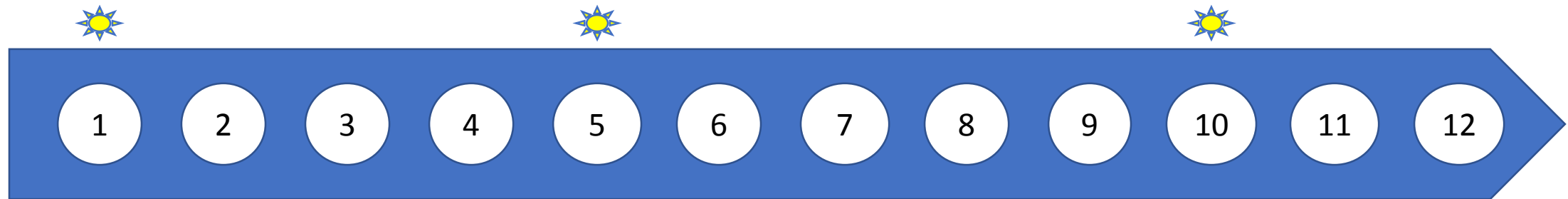
PREVENTION



RECOVERY



What's Next?



Jan 30th
Bell Let's Talk Day

- Stress Management

May 1st Week
Mental Health
Awareness Week

- Sleep
- Mindfulness and Meditation
- Food and Mood

Oct 10th
World Mental
Health Day

- Gratitude
- Financial Wellness
- Social Health/Healthy Relationships