

UNIVERSITY OF WINDSOR Employee Mental Health Strategy

at a glance



Purpose

Establish a roadmap to build awareness and understanding of mental health, reduce stigma, and foster a psychologically safe environment for all.



Vision

A caring, connected, and compassionate campus culture where mental health and psychological safety are embedded and integrated into every facet of the UWindsor experience.

Guiding Principles



Leadership

Senior leaders must be active participants in creating and advancing a mentally healthy and psychologically safe culture at the University of Windsor.



Shared Responsibility

Leaders, managers, employees, and students share in the responsibility of creating and maintaining a psychologically healthy culture at the University of Windsor.



Culture of Respect

Shared values of civility, respect, equity, diversity, inclusion, and anti-oppressive and decolonizing practices are integral for promoting a psychologically safe environment for all.



Integrated Approach

An integrated approach informed by evidence-based practices is key to protect, promote, and support mental health and psychological safety.



Results-Driven

Regular monitoring, reviewing, and adjusting of action plans is vital to achieve sustainable change.

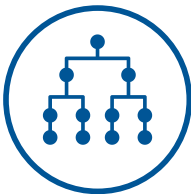


University
of Windsor

Office of the Vice-President
People, Equity, & Inclusion

Employee Mental Health Strategy

at a glance



Organizational Structure & Measurement Framework

Ensure that the University has the appropriate organizational structure to meet its psychological health and safety mandate within a comprehensive framework to track progress and measure ROI.



Leadership Development

Enhance the knowledge and skills of leaders/supervisors to create the conditions in the work environment that positively influence psychological health and safety.



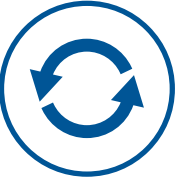
Policies, Procedures, & Processes

Ensure that organizational policies, programs, and processes promote a psychologically healthy and safe workplace culture.



Workplace Culture

Foster a supportive, healthy, and psychologically safe workplace culture through day-to-day practices and actions that align with the Strategy's guiding principles.



Holistic Supports

Create and actively promote a tailored, holistic system that supports employees along the entire spectrum of mental health.

