



On March 11 & 12, our Workplace Trainers, Amanda and Aaryn, attended the Bottom Line Conference in Vancouver. As an annual event hosted by CMHA BC Division, Bottom Line provides opportunities for business leaders and workers, union representatives, policy makers, and researchers to share their ideas and expertise to improve mental health in Canadian workplaces. Our goal is to keep you informed of the latest news and best practices related to psychological health and safety in the workplace, so we are pleased to share with you a summary of the important topics **addressed by the speakers** at Bottom Line 2019.

1. Work can have a powerful positive impact on our mental wellness.

Victoria Maxwell shared her experience of leaving the workforce upon her diagnosis of bipolar disorder. But, eventually, she was able to find the right fit and return to work with an encouraging and supportive employer. Psychologically safe workplaces can offer routine, connection, and responsibility, which can be very helpful in tough times.

2. Workplace strategies need to be embraced at all levels.

Jorgen Gullestrup is the CEO of **MATES in Construction**, which is working to reduce the high numbers of suicide in Australia's construction industry. At Bottom Line, Jorgen underscored the importance of getting genuine buy-in from employees so they will invest in and take ownership of important wellness initiatives.

3. A one-size-fits-all approach to recovery and accommodation is not enough.

Dr. Evan Wood shed light on how some of the go-to responses to substance use and addiction in the workplace can cause unintended consequences for an employee's personal and professional life – or keep people from getting help altogether. As best practices evolve, workplace policies and procedures need to catch up.

4. Psychological health and safety is everyone's business.

Megan McPhee offered a lawyer's perspective on how discrimination, bullying, and harassment can grow and spread, creating a toxic workplace culture, unless it is taken seriously and addressed appropriately. The longer these issues go unchecked, the more difficult it can be to fix.

You don't have to build a psychologically safe workplace on your own! If you'd like to learn more, consider **booking time** with our Workplace Training Team to discuss your business' goals and direction for employee wellbeing.



Canadian Mental
Health Association
Kelowna

Mental health, it's everyone's business.