



Mental health in the workplace

**Educational resources
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**Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion**

www.ccdi.ca

Educational resources on mental health in the workplace

October serves as a reminder of the importance of addressing mental health in the workplace, with Healthy Workplace Month, Mental Illness Awareness Week (October 2-8), and World Mental Health Day (October 10). This month invites you to tune in, express, and embrace your emotions - even the uncomfortable ones. It is critical to have these dialogues to engage our workplaces and communities in discussions about the stresses and stigmas associated with mental health, as well as to educate and raise awareness. As a result, this guide provides educational resources to help you learn how to encourage and drive conversations around mental health in your workplace. It also emphasizes critical techniques for promoting long-term mental health in the workplace beyond October.

Learn more about [Healthy Workplace Month](#) from its website, [Mental Illness Awareness Week](#) from the Canadian Alliance on Mental Illness and Mental Health, and [World Mental Health Day](#) from the World Health Organization.



CCDI WEBINARS

The following webinars were delivered previously, and recorded versions can be accessed via CCDI's Knowledge Repository. If your organization is a [CCDI Employer Partner](#), you and your colleagues can visit the [Knowledge Repository portal](#) to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case).

Log into Knowledge Repository and click on the links below to view each webinar:

Bilingual

- [Mental health: A DEI priority / Santé mentale : une priorité de la DEI](#) (2022)
- [Intersections of disability and mental health / Croisements des notions de handicap et de santé mentale](#) (2022)

English only

- [Voices of strength: Supporting mental health in the DEI space](#) (2024)

Please view a [schedule and descriptions of our upcoming webinars](#) to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can [learn more about the Employer Partner program and submit an inquiry here](#).

How does mental health impact the workplace?

Bilingual

- [Fast Facts about Mental Health and Mental Illness / Faits saillants sur la santé mentale et la maladie mentale](#), Canadian Mental Health Association
- [Good mental health at work / Santé mentale au travail](#), Gouvernement du Québec
- [Mental Health / Santé mentale](#), Canadian Centre for Occupational Health and Safety
- [Mental health in the workplace / La santé mentale en milieu de travail](#), Government of Canada
- [Mental Illness in the workplace / Les maladies mentales au travail](#), Canadian Mental Health Association
- [“Psychology Works” Fact Sheet: Mental Health and the Workplace / Série « La psychologie peut vous aider » : La santé mentale au travail](#), Canadian Psychological Association
- [Working while stressed or ill / Travailler quand on vit beaucoup de stress ou quand on est malade](#), Workplace Strategies for Mental Health
- [Workplace Mental Health / La santé mentale en milieu de travail](#), Mental Health Commission of Canada

English only

- [Mental Health in the Workplace: Why Support Is So Important](#), Great Place to Work
- [Mental Health, Stigma and the Workplace](#), Centre for Addiction and Mental Health
- [We all have mental health](#), The Vital Beat
- [Workplace Guide: Eating Disorders in the Workplace \(PDF\)](#), National Eating Disorders Association

French only

- [L'importance de la santé mentale en milieu de travail](#), Ducore Expertise
- [La santé mentale et le travail](#), PSYCOM
- [Santé mentale et bien-être au travail](#), International Organization for Employers

How to have a conversation about mental health

With yourself

Bilingual

- [How to protect your mental health at work / Comment protéger votre santé mentale au travail](#), Mental Health Commission of Canada
- [1:1 conversation with yourself / Entre quatre yeux: une conversation avec soi-même](#), Mental Health Commission of Canada
- [Assessing your current situation / Évaluer sa situation actuelle](#), Workplace Strategies for Mental Health
- [Requesting accommodation / Demander des mesures d'adaptation](#), Workplace Strategies for Mental Health

English only

- [Harnessing the Power of Self-Talk: A Guide to Enhancing Mental Health, Performance, and Well-being](#), Arjun Vijeth
- [How to talk about your mental health with your employer](#), The Check-in Project
- [Mental Health Resources for Employees](#), Mental Health America
- [Steps to employment: A workbook for people who have experienced mental health problems \(PDF\)](#), Canadian Mental Health Association

French only

- [Conseils et prévention](#), Gouvernement du Québec
- [Ce qu'on peut faire pour sa santé mentale](#), PSYCHOM
- [Santé mentale : comment équilibrer sa journée de travail?](#) Randstand

Between co-workers

Bilingual

- [5 Tips for Starting a Conversation with Your Friend About Mental Health / Cinq conseils pour entamer une discussion sur la santé mentale avec un proche](#), Mental Health Commission of Canada
- [Emotional intelligence for employees / L'intelligence émotionnelle – pour les employés](#), Workplace Strategies for Mental Health

- [How to talk with an employee or colleague about their mental health / Comment parler à un employé ou un collègue de sa santé mentale?](#), FSEAP
- [How to tell your co-workers you're struggling with mental health / Comment dire à vos collègues que vous faites face à un souci de santé mentale](#), MindBeacon
- [Managing co-worker reactions to accommodation / Gérer les réactions des collègues relativement aux mesures d'adaptation](#), Workplace Strategies for Mental Health
- [Talking about Mental Health in the Workplace – 5 Steps to Support a Co-Worker / Parler de la santé mentale sur le lieu de travail – 5 étapes pour soutenir un collègue de travail](#), Anxiety Canada

English only

- [How to be helpful to a coworker dealing with a mental health challenge](#), Forbes
- [How to Support a Colleague Experiencing a Mental Health Crisis](#), Gladstone Institutes
- [Starting a mental health dialogue with a coworker](#), Acendahealth

French only

- [Comment soutenir un collègue qui fait face à des difficultés de santé mentale](#), Institut canadien de recherche et de traitement en sécurité publique
- [Soutenir un collègue de travail qui est atteint de maladie mentale](#), Santé mentale CAP

For managers

Bilingual

- [How to respectfully address mental health in the workplace / Aborder la santé mentale avec respect en milieu de travail](#), Randstad
- [How to Support an Employee with Mental Illness / Comment soutenir un employé atteint d'une maladie mentale](#), Hire for Talent
- [Mental Health – How to address and support / Santé mentale – Comment l'aborder et la favoriser](#), Canadian Centre for Occupational Health and Safety
- [Mental health supports for managers / Soutiens en santé mentale pour les gestionnaires](#), Government of Canada
- [Referring employees to resources / Orienter les employés vers des ressources](#), Workplace Strategies for Mental Health
- [Supporting Mental Health at Work: Strategies for Employers and Employees / Soutenir la santé mentale au travail : des stratégies pour les organisations et pour le personnel](#), Canadian Mental Health Association

English only

- [5 ways managers can talk about mental health at work without overstepping](#), CNBC
- [7 Tried And True Ways To Support Your Employees' Mental Health](#), Forbes
- [Managing employees' wellbeing](#), ACAS Working for Everyone
- [Mental Health Resources for Employers](#), Mental Health America
- [When your employee discloses a mental health condition](#), Harvard Business Review

French only

- [Surmonter un problème de santé mentale au travail : Guide à l'intention des gestionnaires](#), Gouvernement du Québec
- [Pourquoi les entreprises de soutien à la santé mentale sont essentielles au bien être](#), FasterCapital

Intersectionality - Why mental health does not look the same for everyone

Bilingual

- [Asian Mental Health: Seeking help during the pandemic / La santé mentale de la communauté asiatique : Demander de l'aide pendant la pandémie](#), Mental Health Commission of Canada
- [Breaking down barriers to mental health in Black communities / Éliminer les obstacles aux soins de santé mentale dans les communautés noires](#), Dialogue
- [Mental disorders and access to mental health care / Troubles mentaux et accès aux soins de santé mentale](#), Statistics Canada
- [Mental health and wellness in First Nations and Inuit communities / Santé mentale et mieux-être des Premières Nations et des Inuit](#), Government of Canada

English only

- [Barriers like racism, distrust may be main cause of health-care disparities for Indigenous women, study says](#), CBC
- [Black Mental Health: What You Need To Know](#), Mass General Brigham McLean
- [Immigrants face unique mental health challenges in the workplace delaying the inclusion and effectiveness](#), Windmill Microlending
- [Let's Talk about Mental Health in South Asian Communities](#), CAMH

- [Mental Health in Asian Communities](#), ON Canada Project
- [Minority stress and mental health challenges in the LGBTQ+ community](#), Health Partners
- [Racialized women face significant barriers when seeking mental health care](#), CBC
- [Why We Need To Pay Attention to Women's Mental Health](#), Mass General Brigham McLean

French only

- [Le besoin de soins en santé mentale pour les LGBTQ+](#), EHN Nouveau Départ
- [Les facteurs qui entravent l'accès aux soins de santé mentale en contexte migratoire](#), érudit

Mental health assessment tools and resources

The following links are resources for people to use to support their mental health journey. The information provided does not substitute for professional advice but may help the individual explore if further assessment would be beneficial.

- [Mental Health Meter](#) / [Outil d'évaluation de sa santé mentale](#) allows individuals to check in with their mental fitness.
- [Mental health support: Get help](#) / [Soutien en santé mentale : Demander de l'aide](#) is a comprehensive list of mental health support services across the country and different demographics.
- [Mental health within Black communities in Canada: profiles of advocates \(and bonus resources!\)](#) / [Santé mentale dans les communautés noires au Canada : portraits de gens engagés \(et ressources en prime!\)](#) includes mental health resources to support Black communities and serve Black people specifically.
- [Multicultural Mental Health Resource Centre](#) provides fact sheets, connections, and other resources in several languages helpful for immigrants in Canada or individuals who speak other languages.
- [Talk suicide](#) / [Parlons suicide](#) provides 24/7 immediate crisis support for suicide prevention in Canada.
- [The Colour Project](#) is an anonymous text-based peer support platform for mental health in Canada.
- [Work-Life Balance Quiz](#) / [Jeu-questionnaire sur l'équilibre travail-vie personnelle](#) allows individuals to assess their level of balance between work and life outside of work.
- Workplace Strategies for Mental Health offers many free tools and resources for [getting help](#) and [personal growth](#) as well as [assessment tools](#) for individuals and organizations.

Organizational strategies for supporting mental health

Bilingual

- [Creating a Workplace Mental Health Strategy: From Start to Impact! \(PDF\)](#) / [La création d'une stratégie de santé mentale au travail : du début à la fin! \(PDF\)](#), Mental Health Commission of Canada
- [Organizational strategies](#) / [Stratégies organisationnelles](#), Workplace Strategies for Mental Health
- [The Ultimate Guide to Implementing Employee Mental Health Strategies in the Canadian Workplace](#) / [L'indispensable guide pour la mise en œuvre de stratégies pour la santé mentale des employé\(e\)s au sein de la main-d'œuvre canadienne](#), Dialogue
- [Sector specific strategies for psychological health and safety](#) / [Stratégies de santé et sécurité psychologiques propres à certains secteurs d'activité](#), Workplace Strategies for Mental Health
- [Measures for Promoting Mental Health in the Workplace \(PDF\)](#) / [Mesures pour promouvoir la santé mentale en milieu de travail \(PDF\)](#), Canadian Centre for Occupational Health and Safety

English only

- [15 Workplace Mental Health Survey Questions to Ask Employees](#), Quantum Workplace
- [3 Ways to Build an Organizational Culture That Supports Mental Health](#), Harvard Business Review
- [Offering mental health days to your employees](#), Monster
- [Workplace mental health playbook 2.0 \(PDF\)](#), Health Action Alliance
- [Workplace Strategies for Mental Health \(For Employees and Employers\)](#), first session

French only

- [7 questions d'enquête pour prévenir l'anxiété des collaborateurs](#), Sparkbay
- [7 stratégies gagnantes pour le mieux-être en entreprise](#), Pratiques RH
- [Retour au travail après un congé pur maladie psychologique](#), CRHA

Other resources



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

English only

- Breakdown and Repair: A father's tale of stress and success (Mark Simmonds)
- Life is a Four-Letter Word: A Mental Health Survival Guide for Professionals (Andy Salkeld)
- Making Relationships Work at Work: A toolkit for getting more done with less stress (Richard Fox)
- Mental Health and Wellbeing in the Workplace: A Practical Guide for Employers and Employees (Gill Hasson and Donna Butler)
- Mental Health at Work (James Routledge)
- Physical Intelligence (Claire Dale and Patricia Peyton)
- The Leader's Guide to Mindfulness (Dr. Audrey Tang)
- The Unapologetic guide to Black Mental Health (Rheeda Walker, Ph.D)

French only

- Faire face à la dépression (Serge Larochelle)
- Gérer les problèmes de santé mentale au travail : pourquoi et comment ? - Collection Le Corre en bref, volume 3 (Linda Bernier, Marie-Josée Sigouin et Mylène Lussier)
- J'ai mal, et pourtant ça ne se voit pas (Lucile de Pesloüan and Geneviève Darling)
- Journal d'une bipolaire (Émilie Guillon, Patrice Guillon, and Sébastien Samson)
- L'anxiété: Le cancer de l'âme (Louise Reid)
- Leadership et santé mentale: Comment offrir un milieu de travail propice à l'épanouissement de tous vos employés (Alain Samson)
- Pivot (Marie-Ève Cotton)



FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

Bilingual

- [Love, amma / Avec amour, amma](#) (National Film Board)

English only

- [A Beautiful Mind](#) (Amazon Prime)
- [But Milk is Important](#) (Vimeo)
- [Calling Me Crazy: A Five Film](#) (Apple TV)
- [Inside Out](#) (Disney +)
- [Joy in People](#) (YouTube)
- [Melancholia](#) (Amazon Prime)
- [Ordinary People](#) (YouTube, Amazon Prime, Apple TV)
- [Sometimes, I think about dying](#) (YouTube)
- [The Distraction](#) (YouTube)
- [The Voice In Your Head](#) (YouTube)
- [What did it feel like just before you were diagnosed with a mental illness?](#) (YouTube)
- [What's Eating Gilbert Grape](#) (Amazon Prime)
- [isle of Chair 椅島](#) (Vimeo)

French only

- [Un homme imagine](#) (National Film Board)
- [Ces voix oubliées](#) (National Film Board)
- [Il ventait devant ma porte](#) (National Film Board)
- [La peau et les os, après](#) (National Film Board)
- [La vie avec un brin de folie](#) (National Film Board)
- [Les journaux de Lipsett](#) (National Film Board)

Bilingual

- [Mental health first aid: tomorrow all! / Premiers secours en santé mentale : demain tous secouristes !](#) (André Biche; 2022)

English only

- [Fostering Mental Health in the Workplace](#) (Jessie Redlo; 2022)
- [How to start a conversation about suicide](#) (Jeremy Forbes; 2017)
- [How to Successfully Support Mental Wellness at Work](#) (Matthew Ratz; 2023)
- [Imagine what's next if we put mental health first in a flexible workplace](#) (Philip Colligan; 2019)
- [Talking About Mental Health at Work – Can I Speak to Your Manager?](#) (Mark Bailey; 2022)
- [There's no shame in taking care of your mental health](#) (Sangu Delle; 2017)
- [Workplace Mental Health – all you need to know \(for now\)](#) (Tom Oxley; 2018)



PODCASTS

English only

- [Being Well with Dr. Rick Hanson](#)
- [Dear Therapists](#)
- [Griefcast](#)
- [Happier with Gretchen Rubin](#)
- [Inside Mental Health](#)
- [Terrible, thanks for asking](#)
- [The Anxious Achiever](#)
- [The Emotions Mentor](#)
- [The Hilarious World of Depression](#)
- [Therapy for Black Girls](#)
- [Unlocking us with Brené Brown](#)
- [We Can Do Hard Things](#)

French only

- [C'est dans ta tête !](#)
- [Entre Les Deux Oreilles](#)
- [Folie Douce, libérer la parole sur la santé mentale](#)
- [Infuse magazine](#)
- [Les maux bleus](#)
- [Spleen](#)



INSTAGRAM ACCOUNTS

CCDI is not responsible for the content posted by any of these accounts.

English only

- [@abbeyskitchen](#)
- [@askdrjess](#)
- [@bethdrawsthings](#)
- [@brenebrown](#)
- [@cmhanational](#)
- [@fightthroughmentalhealth](#)
- [@hannahdblum](#)
- [@mentalhealthfacts](#)
- [@mentalhealthmattersatwork](#)
- [@namicomunicate](#)
- [@nedratawwab](#)
- [@psych_today](#)
- [@thelatestkate](#)
- [@trevorproject](#)

French only

- [@andreamorais__psychologue](#)
- [@santementaleqc.ca](#)
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