

COLLEGE WELLNESS COMMITTEE MENTAL HEALTH FRAMEWORK





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A MESSAGE FROM THE COLLEGE WELLNESS COMMITTEE

At Durham College (DC), we understand that all college community members play an active and vital role in supporting our students' and employees' mental health and wellness.

In 2020, the College Wellness Committee (CWC) was established to succeed the Healthy Campus Taskforce, highlighting the continued significance of mental health on campus. Co-led by representatives focused on both student and employee wellness, the committee includes members from various areas of the college to ensure a comprehensive approach to well-being across multiple dimensions. The CWC was created to support the campus community by developing and promoting a strategic framework and best practices that equip DC with the knowledge, services, and resources needed to foster mental well-being. The CWC is dedicated to engaging the DC community in meaningful conversations about mental health and wellness while advancing initiatives that benefit students and employees.

This strategic framework, developed in collaboration with the National Standard of Canada and the college's multidisciplinary health and wellness professionals, establishes guiding principles for promoting and protecting well-being across the college community. The framework and committee goals are regularly reviewed to ensure alignment with national mental health and wellness standards and the evolving needs of the campus community. This approach strengthens the college's commitment to building an inclusive, adaptable, and comprehensive framework that effectively supports the well-being of DC's diverse community.

Sincerely,

Tara Koski
Dean, Students
Executive Sponsor, CWC

Jennifer Cosway
Associate Vice President,
Human Resources and Equity
Executive Sponsor, CWC



COLLEGE WELLNESS COMMITTEE (CWC)

The CWC is a cross-functional group dedicated to strengthening the mental health and well-being of the college community. Its purpose is to guide, coordinate, and support wellness-focused efforts that contribute to a healthier, more inclusive campus culture.

MANDATE

The Committee’s key responsibilities include:

- Developing and maintaining a strategic framework that reflects current standards and best practices in mental health and wellness
- Supporting the integration of wellness into institutional planning and campus-wide initiatives
- Facilitating partnerships and collaboration across departments to enhance the reach and impact of wellness activities
- Monitoring progress through and identifying opportunities for growth and continuous improvement
- Ensuring the Committee’s direction remains responsive through regular review and goal-setting processes



MEMBERS

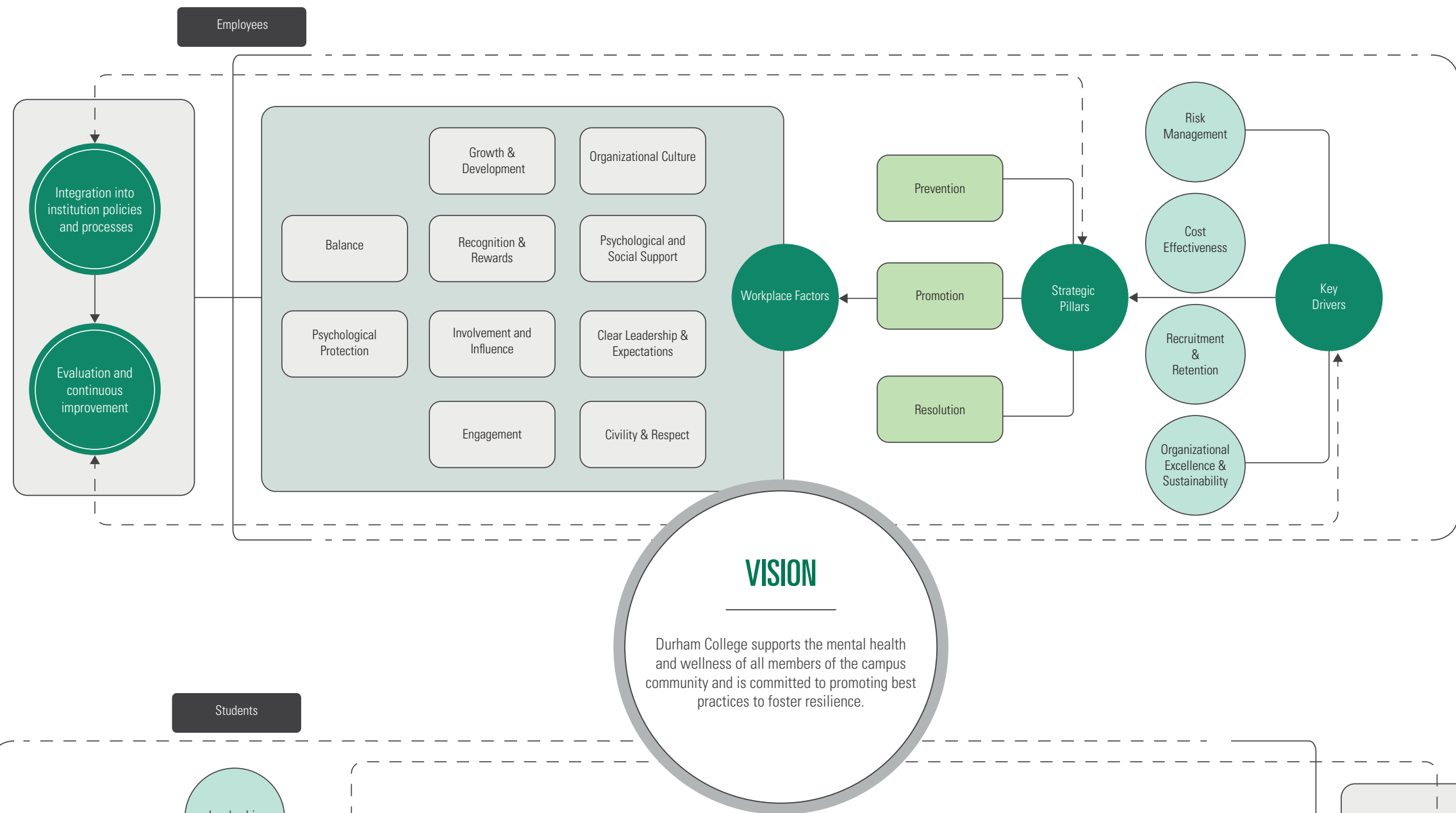
Core Members of the CWC:

- Dean, Students (executive sponsor)
- Associate Vice President, Human Resources and Equity (executive sponsor)
- Director, Campus Health and Wellness Centre (CHWC) (co-chair, student focus)
- Director, Organizational Effectiveness (co-chair, employee focus)
- Health Promotions Co-ordinator, CHWC

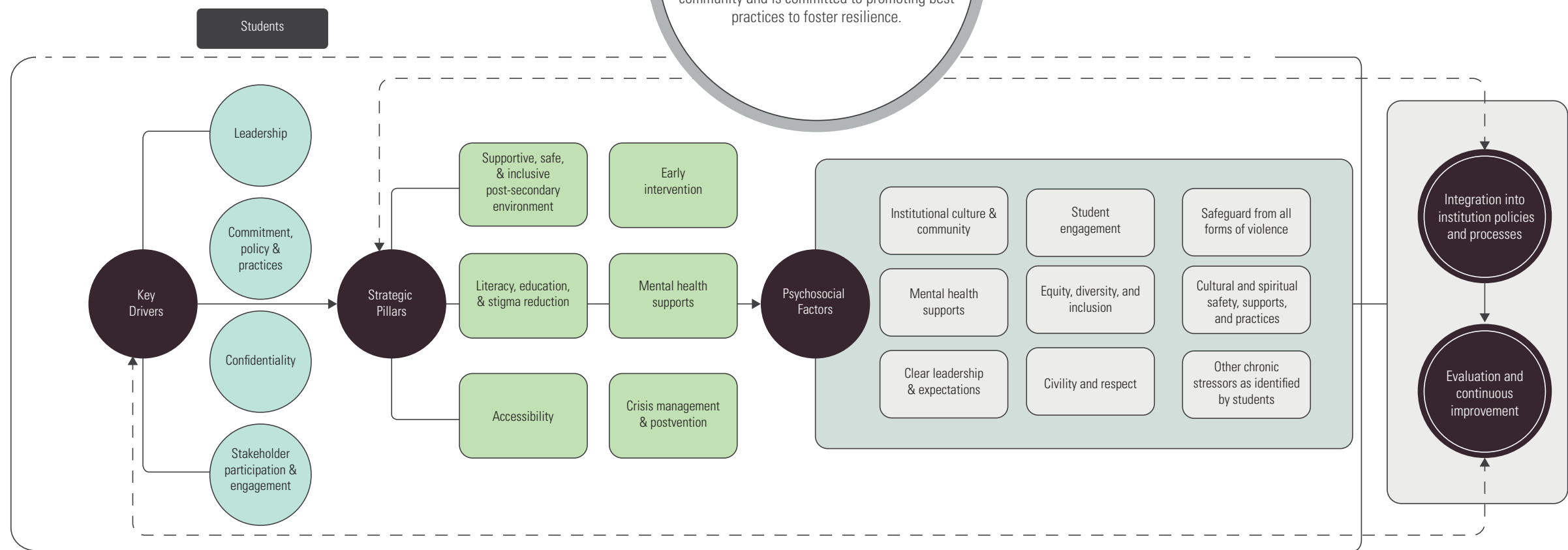
The Committee includes representation from the following departments:

- Access and Support Centre
- Athletics and Recreation
- Campus Health and Wellness Centre
- Durham College Student Association (DCSA)
- Faculties
- Financial Aid and Awards
- First Peoples Indigenous Centre
- Human Resources and Equity
- International Education Office
- Student Academic Learning Services
- Student Development
- Residence





AT DURHAM COLLEGE (DC), WE RECOGNIZE THAT MENTAL WELL-BEING IS ESSENTIAL TO THE SUCCESS OF OUR ENTIRE CAMPUS COMMUNITY. THE MENTAL HEALTH FRAMEWORK, BASED ON THE NATIONAL STANDARD OF CANADA, IS BUILT ON A SHARED COMMITMENT TO SUPPORT BOTH STUDENTS AND EMPLOYEES AT DC. THROUGH COLLABORATION, CARE, AND A FOCUS ON WELL-BEING, WE FOSTER A RESPONSIVE CAMPUS ENVIRONMENT WHERE EVERYONE CAN THRIVE ACADEMICALLY, PROFESSIONALLY, AND PERSONALLY.



EMPLOYEES



Organizational Culture

Durham College's (DC) commitment to fostering a positive organizational culture is directly aligned with the Strategic Vision's objective to "nurture our organizational culture, where students, employees, alumni, and partners feel welcomed, valued, respected, and part of our community." By emphasizing trust, respect, fairness, and inclusion, the college lays the foundation for psychological safety, ensuring that employees feel a sense of belonging and are supported in their roles.

Psychological and Social Support

DC's focus on providing accessible mental health resources and emotional support reflects the objective to "empower students and employees to reach their full potential." By offering strong interpersonal connections and support systems, the college ensures that employees can thrive, especially during personal challenges, thereby contributing to a resilient and capable workforce.

Clear Leadership and Expectations

Effective and transparent leadership is crucial for organizational success. DC's approach to clarifying roles, expectations, and organizational direction supports the objective to "embed multi-year, pan-institutional planning into our work to respond to evolving challenges and opportunities." Clear leadership fosters trust and reduces uncertainty, guiding employees through change and aligning them with the college's strategic goals.

Civility and Respect

A workplace built on mutual respect ensures inclusive, equitable treatment for all, regardless of role, background, or perspective. Civility in communication and behaviour reduces psychological risk and strengthens team dynamics. DC aims to promote respect and fairness in all interactions, effectively address inequities, and support reconciliation efforts with Indigenous communities.

Growth and Development

Supporting employees' continuous personal and professional development builds skills, morale, and long-term engagement. DC emphasizes teaching excellence, encourages lifelong learning and career progression by supporting employees' skill development and adaptability.



Recognition and Reward

Timely and fair recognition of contributions reinforces motivation, engagement, and a sense of value. Recognizing efforts, through both formal and informal means, strengthens organizational culture and helps retain talent. Ongoing recognition at DC helps employees feel valued and aids in attracting and retaining top talent.

Involvement and Influence

Empowering individuals to participate in decision-making and share their perspectives fosters ownership and inclusivity. Engagement and innovation increase when people are involved in shaping their work and environment. DC promotes shared responsibility and community belonging, encourages collaborative efforts, and empowers employees to co-create solutions to ongoing challenges.

Engagement

Engaged individuals are energized by their work, connected to the institution's mission, and dedicated to making meaningful contributions. Fostering employee involvement improves academic and professional outcomes while building institutional pride. DC employees promote excellence in learning and teaching, enhancing opportunities for campus and community impact.

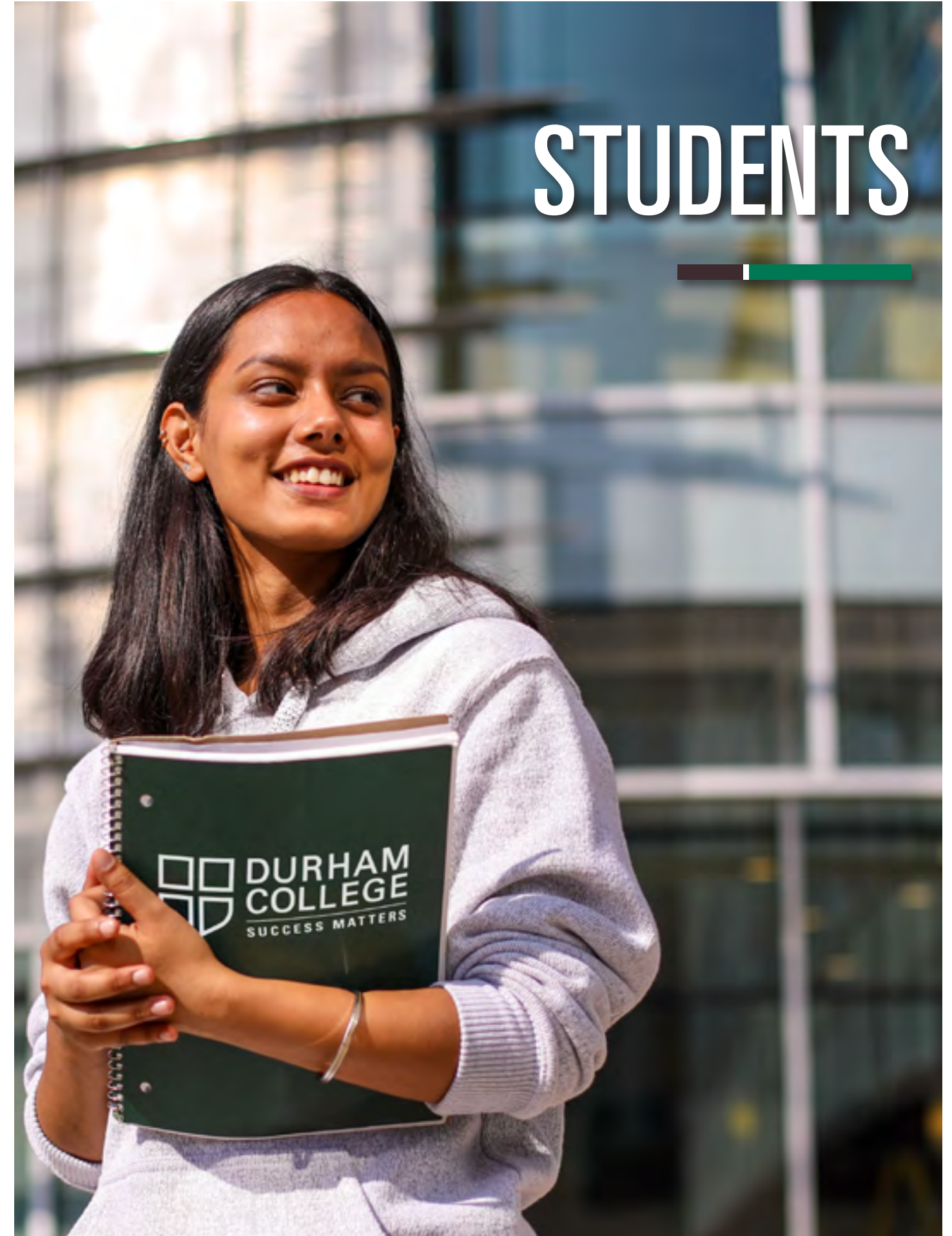
Balance

Supporting work-life balance assists individuals in managing competing demands, preventing fatigue, and maintaining long-term well-being. Encouraging time off, respecting personal boundaries, and promoting flexibility enhance health and productivity. DC fosters well-being through employee-focused programs and services and the use of resources to prevent burnout.

Psychological Protection

Ensuring employees can express concerns, admit mistakes, and seek help without fear aligns with the objective to “review and enhance policies and practices to address inequities, deepen knowledge, and strengthen capacity to better support the needs of students and employees.” By creating a psychologically safe environment, DC reduces harm from harassment, stigma, or discrimination, safeguarding well-being and strengthening inclusion and support for human rights.

STUDENTS



Institutional Culture and Community

Durham College (DC) promotes a values-driven community culture that empowers students to thrive academically, socially, and emotionally. In alignment with its People-Centred goal, the college promotes a resilient and compassionate environment rooted in collaboration, respect, and inclusivity, shaping engaged, healthy, and community-focused students.

Mental Health Supports

Mental health services are student-informed, accessible, culturally inclusive and trauma-responsive, offering both virtual and in-person options like therapy, workshops, and peer support. This supports DC’s commitment to holistic care by integrating mental wellness into everyday student life through a coordinated and inclusive support framework.

Clear Leadership and Expectations

DC’s leadership embeds mental health and wellness into strategic decisions, policies, and campus life. The College Wellness Committee and executive sponsors champion a systemic, accountable approach to student well-being, reflecting the college’s goal to build a collaborative, responsible culture supporting sustainable student success.

Equity, Diversity and Inclusion

The institution is committed to building a fair, inclusive environment for all students, reflecting the People-Centred goal statement focused on inclusion and belonging in the college’s Strategic Vision. Diverse programming, safe spaces, and respectful engagement across all identities ensure that students feel valued and empowered to participate fully in campus life.

Civility and Respect

A respectful and safe learning environment is a core value. DC addresses all forms of disrespect and fosters mutual consideration in both physical and virtual spaces, aligning with our commitment to a culture of respect, civility, and student empowerment.

Safeguard from All Forms of Violence

DC takes a proactive, evidence-based approach to violence prevention, promoting student safety across all physical, emotional, and psychological domains. This directly supports the goals outlined in the strategic vision by creating a secure and protective learning environment.

Cultural and Spiritual Safety, Supports and Practices

The college embraces a holistic wellness model by supporting cultural and spiritual needs, particularly for vulnerable and equity-deserving student populations. This commitment advances DC’s vision of inclusive communities, ensuring students can express their identities without fear or barriers.

Other Chronic Stressors as Identified by Students

Durham College responds dynamically to evolving student needs by identifying and addressing chronic stressors. This responsive and adaptive approach aligns with DC’s commitment to student-centred innovation and continuous feedback integration to enhance support systems.





CONTACT US

healthpromotions@durhamcollege.ca