



Fact Sheet: Workplace Mental Health Champions

A champion is “someone who is respected by both workers and management, has a passion for the cause, and is willing to be the ‘face’ of the system. This is the person who acts as leader and communicates frequently to all workplace stakeholders.”¹

Role of the Champion

Together with other organizational leaders, champions:

- Develop and ensure the sustainability of a psychologically healthy and safe workplace;
- Establish key objectives toward continual improvement; and
- Ensure that psychological health and safety are part of all organizational decision making processes.

A Champion is part of a multidisciplinary team, which may include health and safety, HR, disability management, and other experts.

Characteristics of a champion

- Passionate and genuine
- Walks the talk (has credibility)
- Respected by colleagues
- Proactive
- Strong communication skills
- Can mobilize at all levels
- Embraces diversity
- Has access to resources
- Accessible
- Offers fearless advice
- Has moral authority

The Selection Process

The selection process must be transparent and fair in order to lend credibility and authenticity to the organization’s commitment.

- Transparency: Initiate an open call for nominations
- Joint decision: Consult unions
- Consent: Nominees must consent before being considered
- Source of champions: Champions may be individuals from the organization or the union
- Number of champions: Determine the appropriate number
- Communication: Develop a communications strategy that describes the selection process, the role of the champion, the organization’s commitment to allocate time and resources to champions, and an introduction to champions.

How Many Champions?

- Demographics
- Geography
- Number of employees
- State of mental health within the organization
- State of labour relations within an organization
- Need for representation by employees, unions and management representation
- General accessibility requirements
- Workload

¹ Collins, Jill. *Assembling the Pieces: An Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace*. Toronto: CSA Group, 2014. P18.

Adapted from:

Government of Canada, "Role and definition of a workplace mental health champion". <https://www.canada.ca/en/treasury-board-secretariat/services/healthy-workplace/workplace-wellness/mental-health-workplace/resources-organizations/role-definition-workplace-mental-health-champions.html>. Accessed March 29, 2017.

Government of Canada, "Technical Committee Report to the Steering Committee on Mental Health in the Workplace - April 2016". <https://www.canada.ca/en/treasury-board-secretariat/services/healthy-workplace/workplace-wellness/mental-health-workplace/technical-committee-report-steering-committee-mental-health-workplace-april-2016.html#toc6-2>. Accessed March 29, 2017.