



working *Life*

A Documentary Tool Kit about mental
health in the workplace

Trainer's Guide

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1. Introduction and Acknowledgements

It has often been difficult for people with mental health difficulties to find work and to keep working, yet perhaps no single factor is as significant as employment in maintaining mental health. Productive work builds identity and capacity; it also fosters coping skills that allow many people to recover. Sustained employment averts the downward spiral of poverty and isolation, allowing people to maintain their social connections and their hope for a better future.

We made *Working Life* to give employers and employees new ways of thinking about mental health. “Everyone has problems in living,” said a resource person interviewed for this toolkit. “And everyone has expertise.” A modest enough mantra, but it bears repeating.

It’s our hope that the documentary and supporting materials outlined in this Guide will be used in education and training initiatives across Canada and indeed, wherever people work together.

Sky Works thanks the Ministry of Training, Colleges and Universities, Ontario Labour Market Partnership Program for the financial support that made this project possible. We’re grateful to our partner on this project, Oolagen, for both their research (initiated by Ruth Pluznick and Natasha Kis-Sines), and production support.

We also want to thank the members of our advisory team:

David H. Kelly, Executive Director
Ontario Federation of Community Mental Health and Addiction Programs

Telena Oussoren, Director, Pensions and Benefits, Canada and US
Scotiabank

Steve Watson, Staff Liaison to Employee and Family Assistance Committee
Canadian Auto Workers

2. How to use this guide

This Guide is one component of the *Working Life Tool Kit* for anti-stigma and anti-discrimination education. The tool kit has been designed for group and community screening as well as web training. If you plan to use the tools in a public health or awareness campaign, you may want to look at the complete set – that is, view the documentary and the additional interviews in their entirety -- before tailoring the campaign to your workplace.

- The documentary runs 37 minutes.
 - You can view it on DVD (see “How to Order the *Working Life Tool Kit* on DVD and CD”)
 - You can stream it online (www.skyworksfoundation.org/WorkingLife)

The documentary is chaptered: if you wish, you may screen one story at a time.

- The interviews with resource people run about 28 minutes.
 - The interviews are included on the DVD
 - The interviews are also viewable on the website
- The flyer for *Working Life* can be downloaded from the website to help you promote your screening.
- *Resources* provide links to mental health associations, online support groups and the Ontario Human Rights Code
- *Frequently Asked Questions* explains key concepts.

Ideas for using *Working Life* and other website tools

- a) You’re looking for material for a lunch-and-learn session. You could
 - Organize a group screening of *Working Life*
 - Follow it with a facilitated discussion that uses questions from this Guide.

- b) You're orienting new staff. You'd like them to be aware that mental health problems usually respond to treatment and support. You could
- Organize a group screening of *Working Life*
 - Follow it with a facilitated discussion that uses questions from this Guide
 - Direct employees to the website, and ask them to watch the interview with David Boudreau (11 min) on their own time.
- c) You're planning an education session for a board retreat. You could
- Organize a group screening of *Working Life*
 - Follow it with a facilitated discussion using questions from this Guide
 - Organize your audience into small groups to watch the interviews on a monitor
 - Ask each group to summarize what they've learned for their colleagues.
- d) It's Mental Health Awareness Week, but you don't have time for a group forum. You could
- E-broadcast a bulletin about *Working Life* to staff
 - Refer them to the website for self-directed learning.

Where to start?

If the vocabulary in this Guide feels unfamiliar, check out *Frequently Asked Questions* for some definitions. The FAQ section also has tips from our resource people for finding help.

3. Working with the stories

Working Life, the documentary, introduces four people who grew up in families where a parent was struggling with mental health difficulties. The participants reflect on their early family life and some of the challenges facing their parents, both as breadwinners and in raising children.

The stories illustrate the burdens of stigma and discrimination. We see that the closeting of mental health problems can exacerbate illness and loneliness, in turn weakening employment connections. We also see that many mental health problems can be overcome, and that with encouragement and support most people can keep on working.

Some of these themes can be explored with the questions provided below. Not every question will be suited to every training session. Remember that there may be more than one answer, and that all answers will be informative.

(i) **Introduction / Doug’s Story. “The employer was superb.”**

Running time: 4 minutes

When Doug was a young teen, his father was hospitalized for manic depression and unable to work for two years. Doug describes how his father’s employer responded to the crisis.

Discussion questions

For more than fifty years, Doug has remembered his father’s employer as “superb.” What qualities in the employer’s response left Doug with this impression?

Doug’s mother told him to fabricate a story about his father’s absence from the home and stay in hospital. How do you think this might affect a child? How can we help children understand that discrimination is hurtful?

When Doug’s father returned home after treatment, his employer offered him a new job. From the employer’s point of view, what might be the advantages of this offer? What might be the disadvantages?

(ii) **Peter’s Story. “The employee is not the problem.”**

Running time: 9 minutes

Peter was a young child when his older brother committed suicide. Peter describes the effects of this loss on family members, and their different strategies for coping with grief and depression. His mother went into the workforce, which gave her new purpose and a sense of

connection to her community of co-workers. In these circumstances work could be instrumental in keeping afloat. Peter's life was certainly affected by his brother's suicide and he sometimes experiences depression. Although he loves his work as a youth worker, he recently experienced burnout.

Discussion questions

Many managers are not trained in mental health. What would help them recognize the signals of burnout, for instance? How can managers, while respecting privacy, act on their sense that an employee is struggling?

By definition, stigma is all the more pervasive for being largely unspoken. What steps can employers take to eliminate the stigma and discrimination associated with mental health difficulties? What can employees do to eliminate stigma?

"Mental illness is not limiting," says Peter, but attitudes toward mental illness can restrict an individual's sense of his own potential. How can employees and employers ensure they don't confuse the illness with the person?

(iii) Tallie's Story. "No one should be defined by their bad days."

Running time: 9 minutes

Throughout her childhood and adolescence Tallie saw her mother struggling with mental health difficulties, throwing Tallie into a care-giving role early in life. Now a freelance fashion photographer, Tallie's self-reliance fuels her career.

Discussion questions

While Tallie's childhood presented her with many challenges, some of them built capacities that perspective employers would value. What are some of these assets?

Being able to admit to emotional stress is often the first step toward treatment and recovery. "We should be able to talk about our bad days when we are at work," says Tallie. Do you agree? How can employers support employees with mental health difficulties while maintaining a productive workplace? How can employees reach out to each other?

(iv) **A.J.'s Story. "Employers need to know that mental illness is everywhere."**

Running time: 9 minutes

After A.J.'s mother was diagnosed with an intellectual disability, he was placed in foster homes by the Children's Aid Society. Sixteen placements later, after much determination and hard work, A.J. and his mother found a way to live together -- and thrive.

Discussion questions

Mental health difficulties frequently respond to treatment and support. How can employers encourage employees to care for their own mental health?

The young people in *Working Life* see diagnosis as a two-edged sword. Recognizing that symptoms add up to a disorder can lift some burdens, help focus treatment, alleviate the isolation. But "the label effect" of some diagnoses can also overwhelm and distort perception of the person. How can employers and employees avoid the "label effect?"

"I don't like feeling like this," says A.J., "but the fact of the matter is that I do: and I need accommodation." What is accommodation? What does it mean to accommodate an employee with mental health problems?

3. Working with the additional interviews

There are four additional interviews exploring different perspectives on mental health in the workplace. Topics include awareness and health promotion campaigns; how employers and employees can support an individual with mental health difficulties; what it's like to go for counselling. The speakers are

- Ruth Pluznick –a youth and family counsellor at a community agency
- Telena Oussoren -- a director of pension and benefits at a large corporation
- Eva Guta -- a mental health advocate for a large union
- David Boudreau -- a counsellor with EAP experience.

(i) **Building an Inclusive Workspace - Interview with Ruth Pluznick**

Running time: 5 minutes

“Everyone has problems in living. And everyone has expertise in living.”

Ruth Pluznick, Director of Community Services at Oolagen, talks about creating a workplace environment where it's O.K. to go for help.

Interview themes

Mental health: the hidden disability

Creating an inclusive workplace environment

Civility and respect

Recognizing strengths

When this video might be useful

Training for staff in human resources

Training for staff in occupational health

Orienting new staff

Interview summary

“Many people have learned to hide their troubles,” says Ruth Pluznick, director of clinical services at Oolagen (a community agency serving youth and families). The best thing an employer can do is “create an environment where it's O.K. to have problems, and O.K. to go for help.” Make a habit of civility (courtesy) in the workplace, she says, and you'll have gone a long way toward an inclusive and accepting work culture.

Pluznick advises employers to post information around the office that encourages people to seek help early, before there's a crisis, and to make it available in such a way that employees don't have to ask. If your company provides an employee assistance program (EAP), it's necessary to explain that it's a confidential service. Small employers may not be able to afford an EAP, but can still post information about community agencies that provide affordable services or use a sliding scale.

With creativity and a little flexibility, many people who have mental health difficulties are able to continue working. Small things – a place to go to in the office for quiet time; building short breaks into the day; flexibility in scheduling – can make a big difference. In Pluznick’s experience, the majority of people with mental health difficulties are genuinely committed to doing the best job they can.

“Not all differences are deficits.” Living with mental health difficulties, observes Pluznick, can often build strengths that are transferable to the workplace: strengths such as perseverance, empathy and problem-solving.

(ii) **It’s About Employee Wellbeing - Interview with Telena Oussoren**

Running time: 5 min

“It’s win-win for the organization *and* the employee.”

Telena Oussoren, Director, Canadian and U.S. Pensions & Benefits at Scotiabank, outlines the advantages of viewing employee health through a “wellness” frame.

Interview themes

Early intervention

Work/life balance

Presenteeism

When this video might be useful

Orientation for new employees

Human resources training

Management training

Occupational health: campaign planning

Interview summary

Early intervention is a win-win, Telena Oussoren explains, because it improves the odds for successful return to the work force. Scotiabank’s Director of Canadian and U.S. Pensions & Benefits points out that healthy employees are more likely to be engaged in their work, a boon for employers from both productivity and retention standpoints.

One way of avoiding stigma is to locate mental and physical health within the same frame. Rather than isolating mental symptoms of stress or burnout, for instance, wellness puts the focus on the interconnection of physical and mental components. “It’s not about one illness versus another: it’s about employees and their overall wellbeing.”

‘Presenteeism’ -- when an employee shows up at work but is suffering from some kind of problem that reduces their productivity – poses a greater challenge for employers than disability, says Oussoren. This is where training plays a role, ensuring that managers

understand how to help their employees utilize available resources and how to rebuild their stamina when they return. “Managers play a huge part in reintegrating their employees,” says Oussoren. “That relationship is probably the single most important factor.”

Employment assistance programs don’t have to be costly, and many EAP vendors can supply employers with excellent resources. “And there’s a wealth of good information out there, many awareness campaigns and initiatives that can be easily tailored to your workplace. You really don’t have to reinvent the wheel.”

(iii) You’re Not Alone - Interview with Eva Guta

Running time: 7 min

“Find someone you trust, and disclose. You’re not alone.”

Eva Guta of the Canadian Auto Workers describes a role for unions in making it easier for people to disclose.

Interview themes

- Health awareness initiatives
- Respect for privacy
- Modeling a non-judgmental attitude
- Building trust
- Understanding employer’s point of view

When this video might be useful

- Orienting new employees
- Awareness programs
- Reviewing benefits

Interview summary

One in five Canadians has mental health problems, and Eva Guta has talked with many of them. A member of the Canadian Auto Workers, she’s trained as a women’s advocate (a resource for women members); she’s also a longtime volunteer at a local distress centre.

As with other health issues, says Guta, awareness is the key. She liaises with community agencies in mental health and hosts their presentations in the workplace. She stocks the women’s washrooms with pamphlets about mental health and community services. “People need to inform themselves, and they need a private location.”

Guta says she tries to be open and non-judgmental. With the CAW’s other 180 women’s advocates, she strives to show by her behaviour “that we recognize the struggles people have with mental health. We might use teachable moments, when conversation allows, and during our lunch breaks.”

At the same time, “we do respect people’s privacy. Unless employees come forward, we can’t really help them. We try to leave the door open. We say that two heads are better than one.” The need for her assistance might arise when an employee becomes aware of a problem with her mental health, “something that affects her well-being or her everyday life.” Guta also may be involved when a disciplinary issue raises a red flag for mental health problems: “if someone is missing a lot of time, for instance, or raising allegations in the workplace that turn out not be substantiated.”

“The employer works with us, but we don’t want to give them reasons not to.” When Guta advocates on behalf of a member, she says she works hard to substantiate the case. “Employers will always look at dollars and cents, so you have to present the case to them in terms of their own advantage. It saves the employer money if you can keep the employee. From their point of view, accommodations often mean short term cost for long term gain. Because being productive helps people recover.”

Guta finds her work as an advocate rewarding. “Sometimes you walk with her; sometimes you have to walk *for* her. But you know you’ve made a real difference for another human being.”

(iv) Counselling 101 - Interview with David Boudreau

Running time: 11 minutes

“It’s about finding out what kind of accommodation your employee needs to be successful.”

David Boudreau, former counselor for an employee assistance program, explains how EAPs work and what typically happens when employees go for counseling. He answers the following questions:

- What is an EAP?
- What are common mental health difficulties?
- What happens when you go for counseling?
- What can a counselor do about bullying and harassment?
- What if my employer doesn’t have an EAP?
- How can I help my employees if I can’t afford EAP?

Interview themes

Why EAP programs have become a staple of many benefit packages

Confidentiality

Common presenting issues, in and outside the workplace

What it’s like to go for counseling

Utilization rates

When this video might be useful

Orienting new employees
Education sessions for managers
Reviewing benefits
Awareness program during Mental Health Week (first week of May)

Interview summary: An **EAP** is an **employee assistance program** that offers counseling support to employees. The service is confidential and usually conducted outside the business. Companies purchase counseling services through the EAP in the same way they would purchase other benefits for employees, such as vision care or dental care.

The purchase of EAP services can be a good business decision, says Boudreau. Companies can lose a lot of work days to mental health problems, through absenteeism as well as presenteeism (attending work while sick), and distraction. Companies can benefit from an EAP program because counseling often helps employees stay focused on their work.

An employee might seek counseling for any issue, and Boudreau says he has seen people of every age, as well as couples and families. In his experience, the most common presenting issues are depression or anxiety, relationships, stress and workplace issues. Workplace issues can be as diverse as managing change during mergers or restructuring, communicating effectively with colleagues, finding the work-life balance, and dealing with bullying or harassment.

What happens at the first meeting? The employee and the counselor might talk about concerns and goals, and try to identify the source of the problem. In later sessions they would look for ways to manage it better, reduce it, or cope more effectively. They would probably review previous attempts to solve the problem and to utilize the employee's strengths. Relationship counseling might look at patterns of communication. In many cases, a few meetings are sufficient.

Boudreau has seen companies of all sizes purchase EAPs, including many smaller companies (<100 employees). Utilization rates vary. Some companies promote the service as a benefit, using posters and lunch-and-learn sessions about mental health to keep the EAP visible. Others provide information about the EAP to new employees at orientation or rely on the human resources department to make the referral.

New format may appeal to men

Online counseling, a new trend that Boudreau says can be highly effective, allows people with very busy schedules to benefit from counseling. Some people feel freed up by the sense of privacy, especially if they wish to talk about issues that might be embarrassing face to face. Boudreau says men are especially likely to prefer the online format.

5. Frequently Asked Questions

Q. What are “mental health difficulties,” and how common are they?

The term covers a very wide spectrum, from near-universal human experiences such as depression, anxiety and grief to the much rarer and more complex disorders such as schizophrenia. Some people may have a diagnosed mental health disorder; others may be experiencing a period of mental distress. Mental health difficulty may be a constant factor in life; it may recur periodically; it may be a one-off experience. Depending on the definition, perhaps one in four people are experiencing mental health difficulties at any one time.

Q. Why are people with mental health difficulties often reluctant to go for help?

To a large extent, mental health difficulties are a hidden disability. It’s unlikely that you would be able to tell anything about a person’s mental health when you first met them. Many people will not disclose. People often fear discrimination, prejudice or stigma, or they fear the confidentiality of their disclosure will not be respected. Sometimes they feel their difficulties are shameful.

Q. What is accommodation?

Any modification of the workplace, or in workplace procedures, that makes it possible for a person with special needs to do a job.

Q: What is stigma?

Stigma is social disapproval directed toward an individual whose personal characteristics are different from social or cultural norms. Disapproval is often expressed by negative stereotypes and discriminating behaviour.

“The best antidote to stigma in the workplace is for the environment to be positive, encouraging and welcoming.”

■ Mental health works: <http://www.mentalhealthworks.ca/why-it-matters>

Q. What is discrimination?

Discrimination means treating people differently, negatively or adversely on the basis of their membership in a certain group. In this case, discrimination in the workplace means

treating people with mental health difficulties differently or restricting them from an opportunity on the basis of those difficulties.

Q. Why is employment important for people with mental health difficulties?

Because being productive helps people recover. Employment builds identity as well as capacity; sustained employment averts the downward spiral of poverty, exclusion, loss of self-esteem and loss of social milieu. No single factor may be as significant in recovery.

If you're struggling with mental health problems, what can you do? Two experts we interviewed ([see Additional Interviews](#)) gave advice:

Counselling 101 - David Boudreau:

- **Seek support**, through an EAP if your company has one
- **If you don't have an EAP**, ask your doctor, your minister, or someone you know who is connected to other social services and can help you navigate the health care system
- If you don't have a doctor or a minister, **ask your friends** who they would recommend
- **Don't be afraid to go for counseling.** Many issues that press on people feel immense, but with a little support, some new ideas, you may find you're on your way
- Working with a counselor, you'll often be able to develop proactive ways of dealing with problems before they spiral out of control.

You're Not Alone - Eva Guta:

- **Know your rights**
- Your rights are protected by the Human Rights Code of Canada, which prevents discrimination on the grounds of mental health
- Stay informed
- **Keep in touch** with your doctor and follow medical advice
- **Know that your contribution is valuable.**

6. Resources

Mental health

- Canadian Mental Health Association / Association canadienne pour la santé mentale. Research, public policy, public education. Support centres in many regions; online discussion groups. Pamphlets on many aspects of mental health and mental illness, most of which can be viewed online in PDF format. Some in Farsi/Dari, Greek, Italian, Polish, Portuguese, Somali, Serbo-Croatian, Tamil and Urdu. **www.cmha.ca**
- National Network for Mental Health. Network for Canadian consumers / survivors provides resources and education. Links to other survivor networks and coalitions. **www.nnmh.ca**
- National Institute of Mental Health. NIH website. Resources in English and Spanish. Research summaries, clinical trial links. **www.nimh.nih.gov**
- Mental Help Net. Comprehensive list of links. **www.mentalhelp.net**
- Internet Mental Health. Diagnostic resources, large selection of online booklets **www.mentalhealth.com**
- Centre for Addiction and Mental Health. Public hospital providing direct patient care. Brochures on effects of stigma, overcoming stigma; policy papers on employment. **www.camh.net**

Mental health in the workplace

- Conference Board of Canada. “Building Mentally Healthy Workplaces: Perspectives of Canadian Workers and Front-Line Managers.” (June 2011) Challenges and strategies. **www.conferenceboard.ca**
- Global Business and Economic Roundtable on Addiction and Mental Health. Analyses linkages between business, the economy, mental health and work. Best business practices for mental wellbeing; employer tips re early detection. **www.mentalhealthroundtable.ca**

- Mental Health Works. CMHA initiative for employers managing productivity and workplace relations issues. Online workshops, free resources, conference speakers. www.mentalhealthworks.ca

Accommodation

- Canadian Human Rights Commission www.chrc-ccdp.ca/

The Canadian Human Rights Commission (est. 1977) administers the *Canadian Human Rights Act* and is responsible for ensuring compliance with the *Employment Equity Act*. Both laws ensure that the principles of equal opportunity and non-discrimination are followed in all areas of federal jurisdiction.

See best practices, tools and resources for employers under “Preventing Discrimination.”

- Ontario Human Rights Commission www.ohrc.on.ca

The Commission provides information on Ontario’s Human Rights Code, policies and case summaries. You can also contact Commission staff by e-mail.

Ontario Human Rights Code (enact. 1962) can be browsed via e-laws at www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90h19_e.htm

Related materials

- Frado, L. “Diversity works: Accommodations in the workplace for people with mental illness.” (1993) www.cmha.ca
- Canadian Auto Workers. For language and precedents re the duty to accommodate, see Employee and Family Assistance Program. www.caw.ca
- Human Resource Professional Association. Responsibilities and obligations for HR professionals, including confidentiality re employee health. www.hrpa.ca/officeoftheregistrar/pages/professionalconduct.aspx

7. How to order the *Working Life Tool Kit* on DVD and CD

WORKING LIFE is a documentary tool kit that provides an understanding and framework for inclusion, accommodation and support for employees and employers in the workforce who deal with mental health issues. In the documentary we meet four people who have grown up with parents who have experienced mental health difficulties. While their relationships with their parents have led to their own struggles, they have also been a source of strength and skills that have helped them navigate their working lives.

Doug was 15 in the 1950's when his father experienced a mental health crisis. While his father's employer maintained economic and personal support for their employee, the family never spoke about the illness and learned to be silent about the issue.

Peter was 6 when his older brother committed suicide. Although his mother battled depression she was still able to work, which gave her purpose and pleasure. Peter has had his own difficulties with depression and burnout.

At a young age, Tallie became a caregiver to her younger siblings as a result of her mother's difficulties. Now a freelance fashion photographer, she is self-reliant and able to anticipate the needs of others – qualities she learned from her family situation.

After A.J.'s mother was diagnosed with an intellectual disability he was placed in a series of foster homes. With determination, A.J. and his mother found a way to live and thrive together. Once penalized at his workplace for admitting to his own depression, A.J. is determined to find acceptance for his strengths and abilities.

The *Working Life* DVD includes additional interviews providing different perspectives on mental health issues in the workplace. The speakers include a youth and family counsellor, a director of pensions and benefits at a large corporation, a mental health advocate for a large union, and a counsellor with EAP experience. The CD Rom contains a Trainer's Guide on how to use the film, and transcripts for all video material.

Documentary Running Time: 37 minutes

Scene Selection Minutes

Introduction / Doug's Story	4
Peter's Story	9
Tallie's Story	9
A.J.'s Story	9
Closing Thoughts/Credits	5

Additional Interviews

Building an Inclusive Workplace	5
It's About Employee Wellbeing	5
You're Not Alone	7
Counselling 101	11

This project was developed by SkyWorks Charitable Foundation in partnership with Oolagen, a youth mental health centre in Toronto. Funding for the *Working Life* Tool Kit was provided by the Ontario Ministry of Training, Colleges and Universities – Ontario Labour Market Partnership Program.

To order the *Working Life* Tool Kit on DVD and CD contact Vtape at: 416 351 1317 info@vtape.org | www.vtape.org

For more information or to arrange a screening of *Working Life* contact SkyWorks Charitable Foundation at: 416 536 6581 info@skyworksfoundation.org www.skyworksfoundation.org

The *Working Life* Tool Kit can be accessed online at www.skyworksfoundation.org/workinglife

Photos by Vince Pietropalo
Design by Aster* Design
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workingLife
A Documentary Tool Kit about mental health in the workplace

"Because you can't really see mental illness... we don't even acknowledge it... and the message people have to get is that it's out there, it exists and it's okay. It's not this horrible thing. It doesn't mean that you can't be a parent; it doesn't mean that you can't work; it doesn't mean that you can't go on to university.... If people think that it's something that has to be hidden, something that you can't talk about, I think that that's much worse."

—PETER LEIBUS, CHILD AND YOUTH WORKER

skyWORKS CHARITABLE FOUNDATION
EMPLOYMENT ONTARIO
oolagen youth mental health
DVD VIDEO
Dolby Digital
A SKYWORKS PRODUCTION

You can purchase the *Working Life Tool Kit* on DVD and CD from our distributor for a nominal fee that includes shipping and handling. The DVD includes the *Working Life* documentary and additional interviews, and is accompanied by a CD containing the Trainer's Guide and transcripts for the documentary film and additional interviews. The discs come in a DVD storage case with the above cover. To order the tool kit, contact

V-Tape
401 Richmond Street West, Suite 452
Toronto, Ontario M5V 3A8
Phone: 416 351 1317
Fax: 416 351 1509
E-mail: distribution@vtape.org

www.vtape.org

8. Credits

Documentary Film

SkyWorks Charitable Foundation in partnership with Oolagen present
A Documentary by Laura Sky

Working Life

Director/Producer	Laura Sky
Cinematographer	Jim Aquila CSC
Sound Recording	Ross Redfern
Editor	Petra Valier
Research	Ruth Pluznick Natasha Kis-Sines
Music	Phil Strong Laurel MacDonald
Still Photography	Vince Pietropaolo
Documentary Participants	A.J. Gallant Tallie Garey Peter Lebus Doug Peter

The young people in the film are participants in an anti- stigma project at Oolagen, a youth mental health centre in Toronto. The project was initiated by Natasha Kis-Sines and Ruth Pluznick.

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Financial Manager	Karen Knopf
Bookkeeper	Graham Hawes
Publicist/Tour Manager	Helen Kampfmuller

For more information please visit our websites

www.SkyWorksFoundation.org

www.oolagen.org

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Additional Interviews

Director/Editor/ Cinematographer	Geoff Bowie
Additional Editing	David Adkin Diana Cadavid
Special thanks to	David Boudreau Eva Guta Telena Oussoren Ruth Pluznick
Stock footage courtesy of	Red Ink Films Inc.

Trainer's Guide

Writer/Researcher	Barbara Mains
Additional Editing & Formatting	Alexa-Frances Shaw David Adkin
Special thanks to	David H. Kelly Natasha Kis-Sines Telena Oussoren Ruth Pluznick Caroline Sneath Fran Story Steve Watson

Additional thanks to all those who gave their input and feedback at all stages during the development of the ***Working Life*** project.

9. Evaluation

We appreciate your comments about the Working Life tool kit. The evaluation questionnaire on the following page can be filled out by trainers, workshop participants, and/or audience members, and returned to SkyWorks. You might also wish to use this form to evaluate the impact of your own training sessions.

Working Life Evaluation Form

Which of the following best describes you?

- | | | |
|---|---|---|
| <input type="checkbox"/> Employer | <input type="checkbox"/> Mental health advocate | <input type="checkbox"/> Workshop facilitator |
| <input type="checkbox"/> Employee | <input type="checkbox"/> Public policy maker | <input type="checkbox"/> Student |
| <input type="checkbox"/> Mental health service provider | <input type="checkbox"/> Educator | <input type="checkbox"/> Other: _____ |
| | <input type="checkbox"/> Member of general public | |

Which *Working Life* materials did you view or use?

- | | |
|---|--|
| <input type="checkbox"/> The entire 37-minute documentary | <input type="checkbox"/> Building an Inclusive Workplace |
| <input type="checkbox"/> Segments from the documentary | <input type="checkbox"/> It's About Employee Wellbeing |
| <input type="checkbox"/> Trainer's Guide | <input type="checkbox"/> You're Not Alone |
| | <input type="checkbox"/> Counselling 101 |

Where did you view the film and/or support materials?

- | | |
|---|--------------------------------------|
| <input type="checkbox"/> Workplace training session | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Online / website | <input type="checkbox"/> School |

How strongly do you feel about the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. The issues addressed in the film and support materials were applicable to my business / workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The people in the film had a positive impact on my understanding of what is like to live with mental health difficulties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The film and support materials have helped me know how to respond to employees or colleagues who are facing mental health difficulties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I would recommend this tool kit to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Did the information in the documentary challenge or change any of your attitudes or beliefs about people experiencing mental health difficulties? If yes, in what way?

Do you think this documentary will affect the way you practice your work? How so?

Are there any questions the documentary and support materials did not address that you would like to have seen answered?

Thank you for taking time to fill out this form. Please return it to SkyWorks, Fax (416) 536-7728, Email: info@skyworksfoundation.org, Mail: 401 Richmond St. W. Suite 240, Toronto, ON M5V 3A8. If you would like SkyWorks to keep in touch with you about our work please provide your contact information.

Name: _____ Organization: _____

Telephone: _____ Email: _____

