



camh

Azrieli Adult
Neurodevelopmental Centre

Provincial Network

on Developmental Services

Cultivating Community Wellness Webinar 1

June 2, 2021

CAMH Land Acknowledgement

CAMH is situated on lands that have been occupied by First Nations for millennia; lands rich in civilizations with knowledge of medicine, architecture, technology and extensive trade routes throughout the Americas. The site of CAMH appears in colonial records as the council grounds of the Mississaugas of the New Credit. Toronto is now home to a vast diversity of First Nations, Inuit and Métis peoples who enrich this city.

CAMH is committed to reconciliation. We will honour the land through programs and places that reflect and respect its heritage. We will embrace the healing traditions of the ancestors, and weave them into our caring practices. We will create new relationships and partnerships with First Nations, Inuit and Métis – share the land and protect it for future generations



The artist featured in this week's Land Acknowledgment is Jennifer Adomeit, a Canadian artist living in northern BC. The piece is called Our Home and Native Land. <https://www.oscardo.com/collections/jennifer-adomeit>

Session Objectives

Share what we are learning about the experiences of DS staff during COVID-19

Introduce you to the Cultivating Community Wellness Initiative

Let's Talk: Starting the discussion on our mental health and well-being

To begin....



NEWS



COMMUNITY
QUESTION



MINDFUL MOMENT

How have you been cultivating community wellness?



Reena via. SE Health



Aptus Wellness Initiative –
DS Appreciation Week

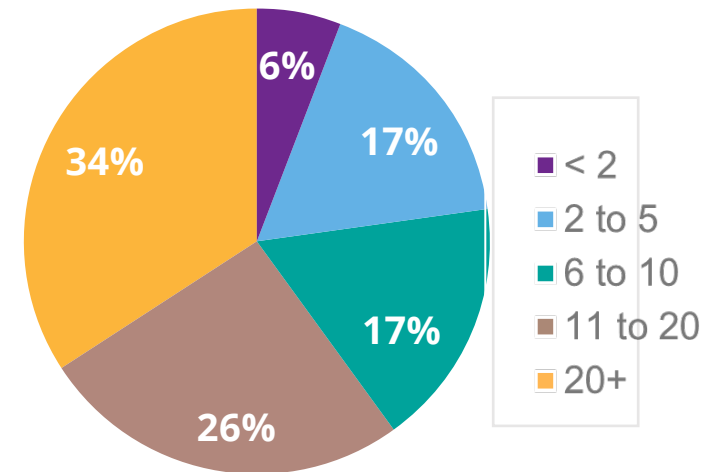
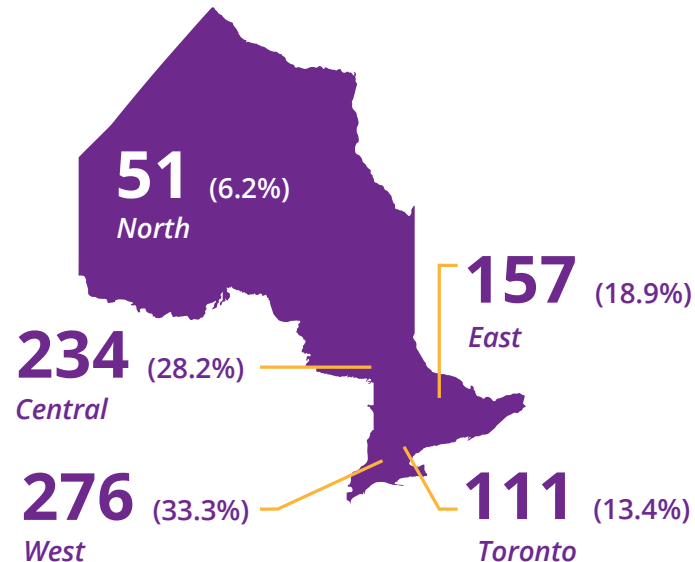
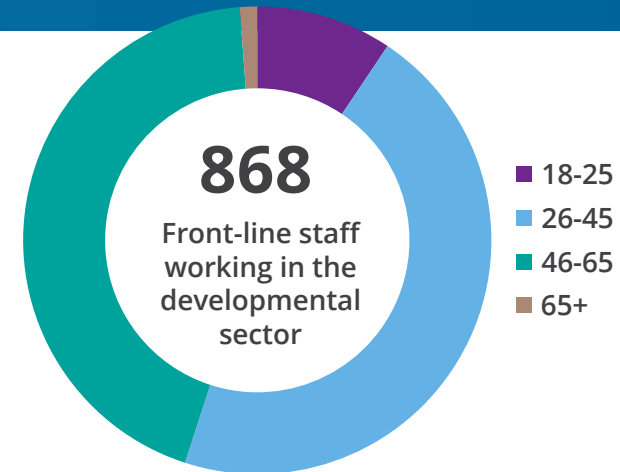
How have you been cultivating community wellness?

“We had virtual SHOW & TELL that was held yesterday. It was evident that the staff and clients were overjoyed to connect and share. We had some clients who sang, played guitar, showed off their knitting and their most favourite DVD collection. It was a great success! “

– Amanda from S.M.A.R.T.

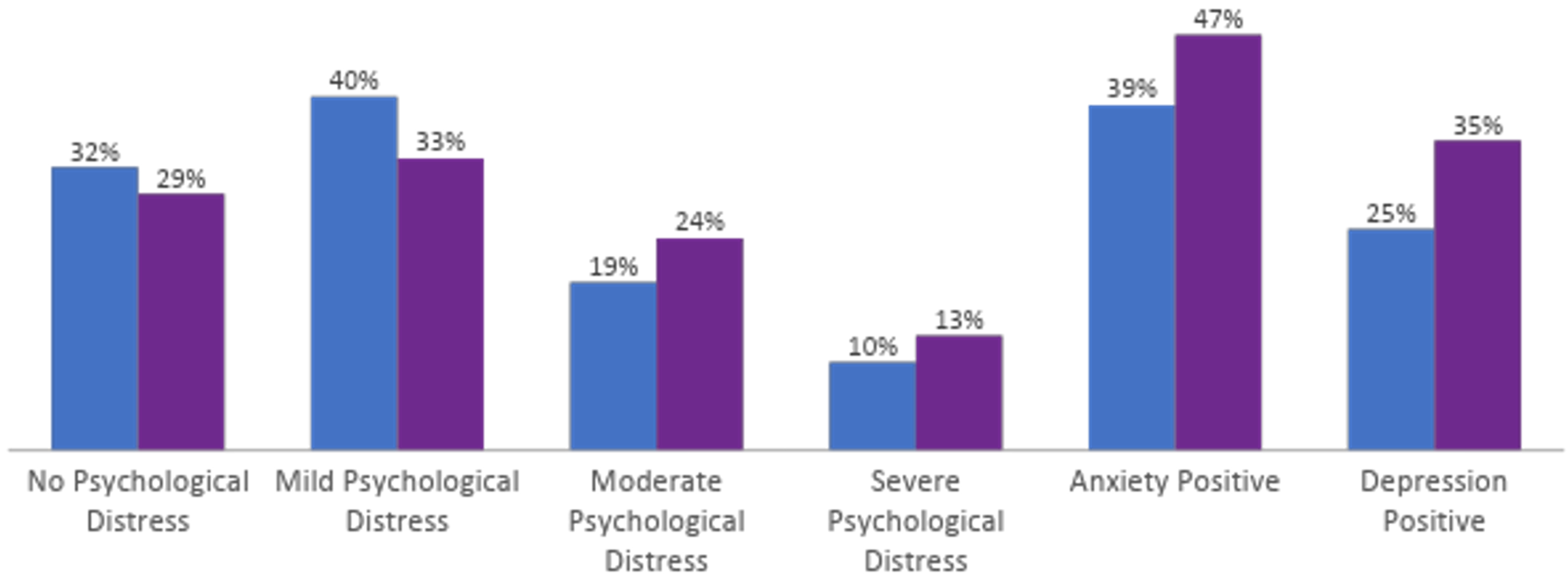
RSA has been doing 15minute yoga or mindfulness sessions on Fridays

Participants

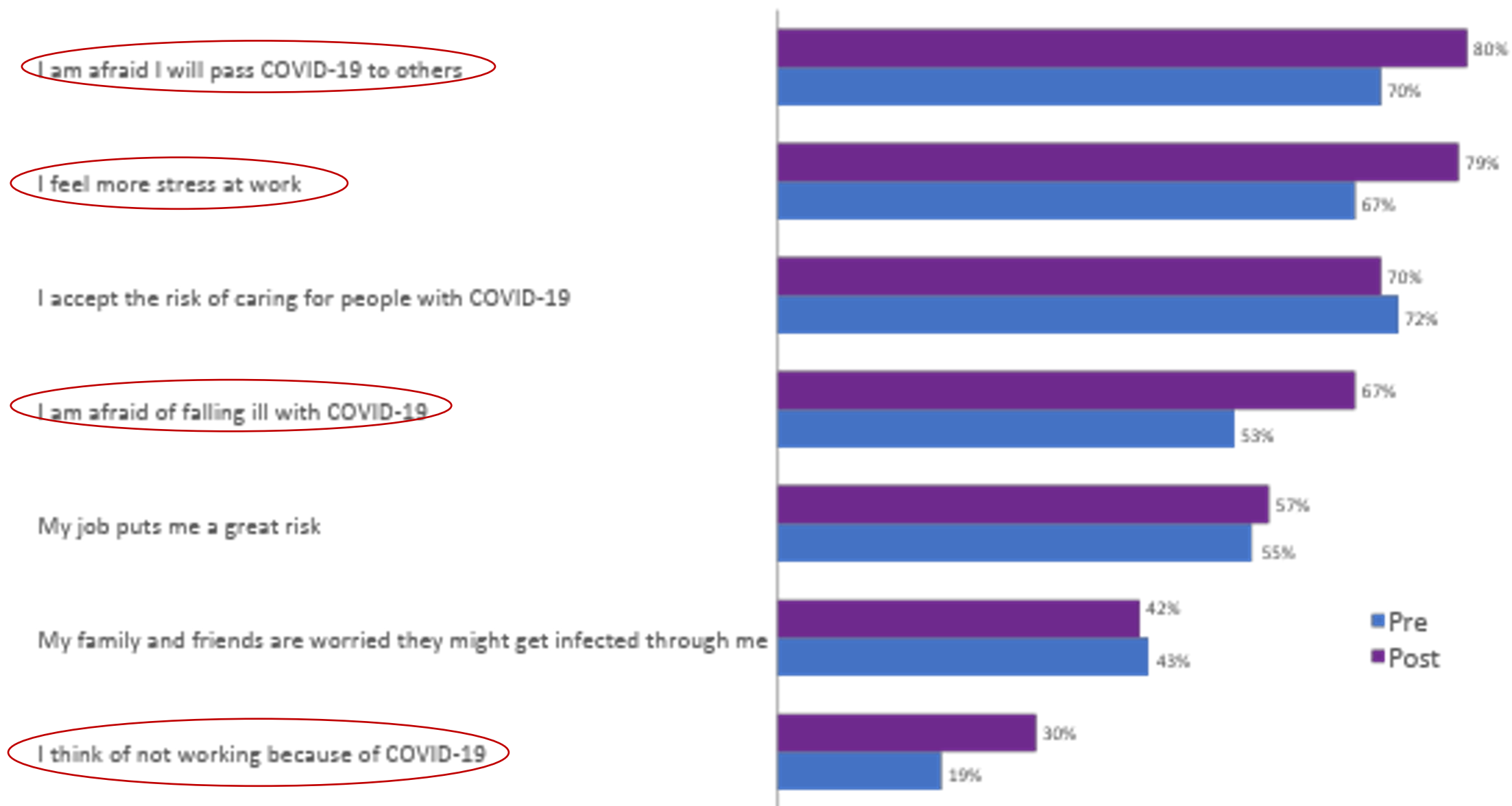


Impact of COVID-19 on Staff Mental Health

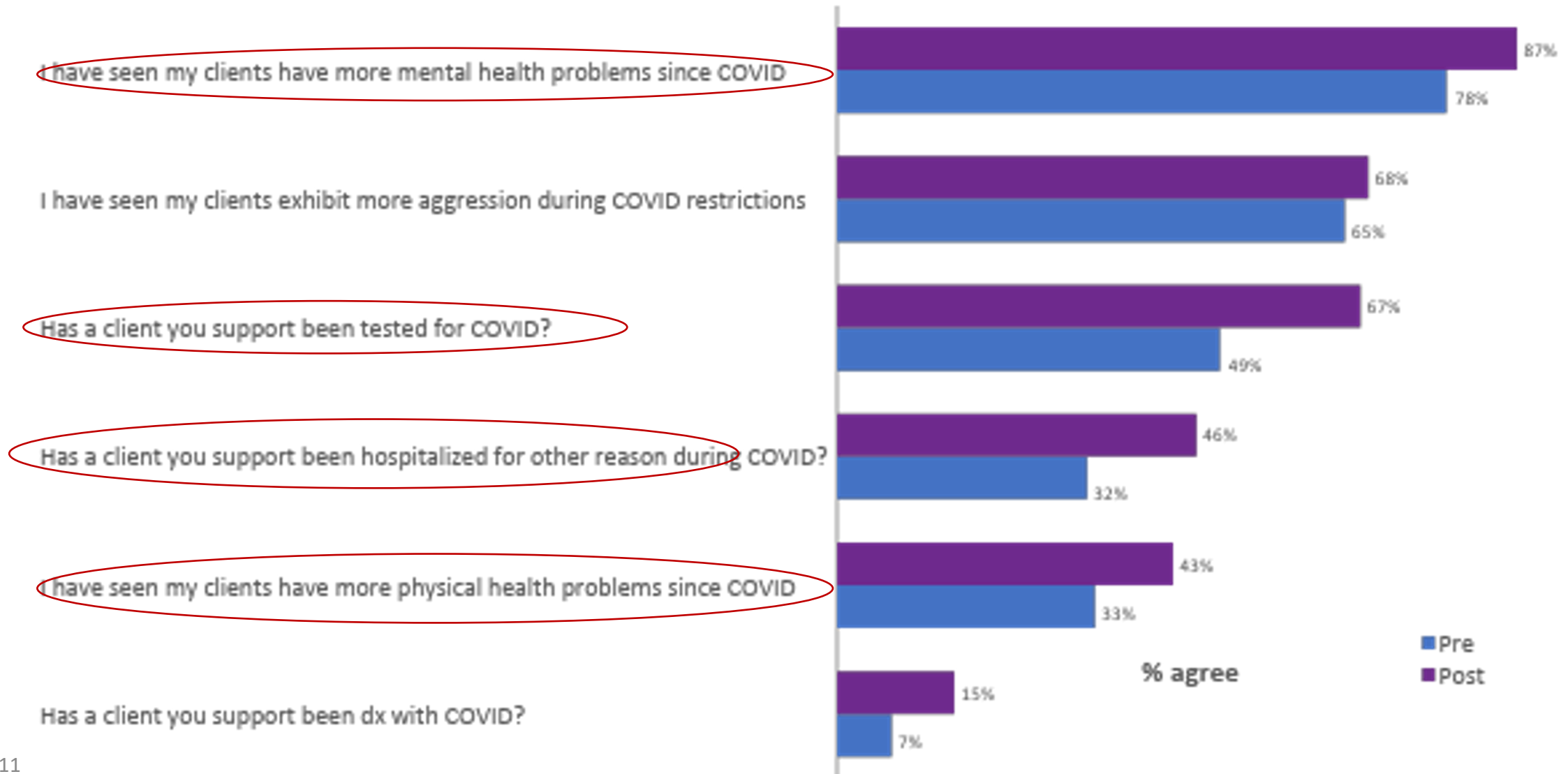
PHQ Total, Depression, Anxiety Cut-Offs



Perceived Risks of COVID-19 by DSPs



Impact of COVID-19 on People with DD: Staff Perspectives



Impact

Toll on the mental health of people with developmental disabilities

“I think they are tired too. And they are starting to feel that a lot of the interventions, although for their well-being, have shifted to feeling oppressive, and perhaps out of their control and it is bordering on sort of an invasion, encroachment on their rights.”

Toll on the mental health of staff

“I think for people on the frontlines, the stress was huge too because they are worrying about the people they are supporting, they’re worrying about their co-workers, they’re worrying about themselves, and not wanting to take it home to their kids, their families, their parents.”

“Now people are done. They’re exhausted, we’re starting to see cracks.”

Helpful Strategies – Staff Level

Time 1 (N=261)

- Feeling supported in the workplace (37%)
- Workload Changes (20%)
- Financial Compensation (17%)
- The ability to engage in meaningful activities and hobbies (10%) and therapeutic interventions for self-care (10%)

Time 2 (N=168)

- Being able to see family and friends (65%)
- Financial Compensation (60%)
- Workload Changes (51%)
- The ability to engage in meaningful activities and hobbies (46%)
- Feeling supported in the workplace

Helpful Strategies – Organization Level

- **Acknowledging work in the sector as essential**
- **Enhanced communication**
- **Proactive planning**
- Getting creative
- Engaging staff in being part of the solution
- Taking a layered response (prevention, containment, responding)
- Providing increased access to mental health resources
- Adapting schedules and workload

Sector Needs & Recommendations

Need to be seen, heard and valued

- Continued recognition of essential work. Increased consultation with government is a critical strategy.

Mental Health needs to be supported

- Critical need to maintain health and well-being of staff, leaders and people supported in the sector. This could include increased mental health supports and a mental health strategy.

Need to be funded

- Infrastructure and funding for sector to support enhanced communication efforts, coordination, decision-making, staffing.

Introduction to the Cultivating Community Wellness Initiative

Goal

Prepare Ontario's Developmental Services Workforce for challenges related to Mental Health and Compassion Fatigue

Approach

Build capacity within DS agencies across the province to support Mental Health in their agency and foster a Community of Practice.

Multi-pronged approach



Community of Practice

Webinars:

First Wednesday of every month
(June- Dec) 1-2pm

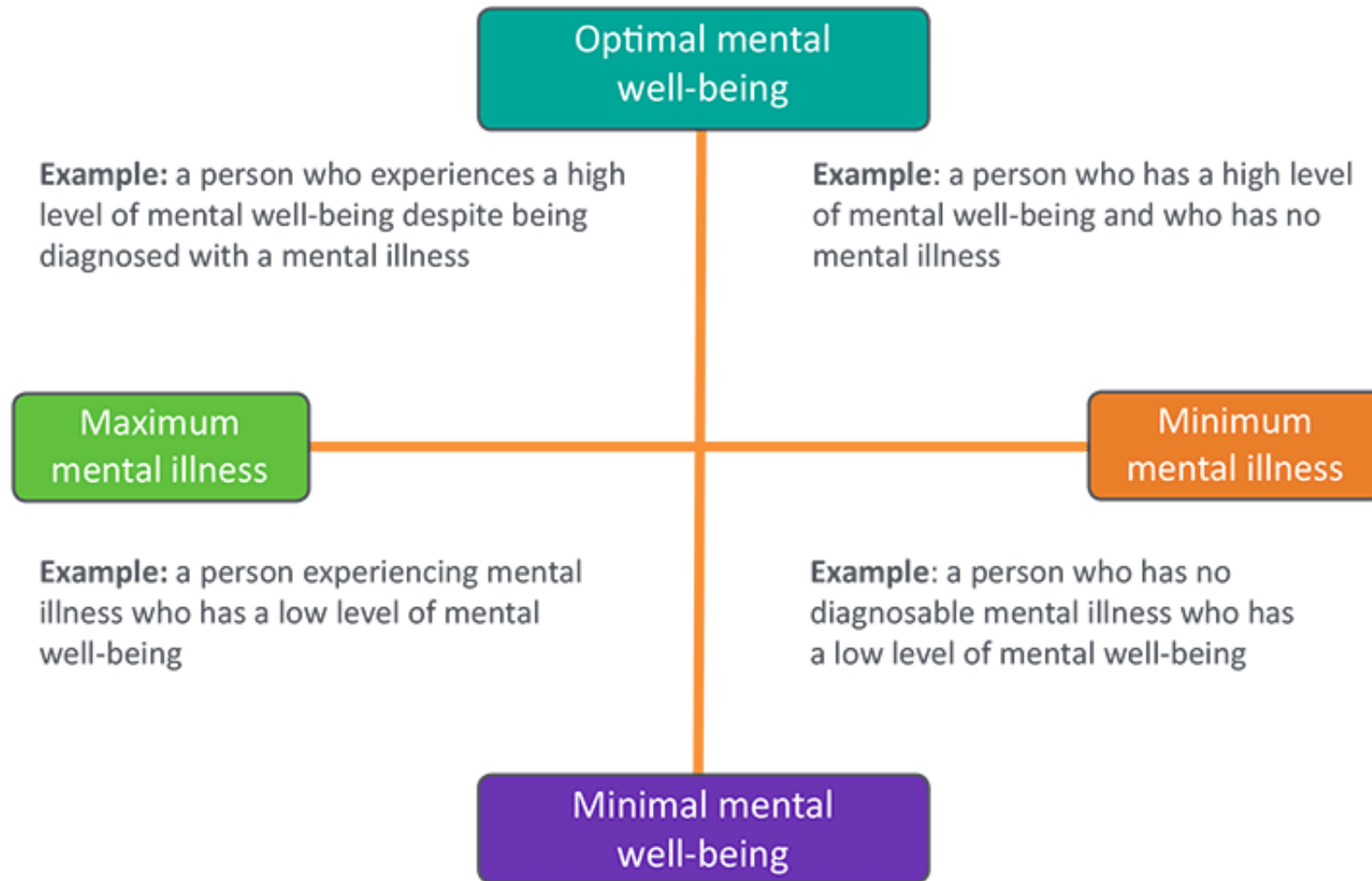
- June 2
- July 7
- August 4
- September 1
- October 6
- Nov 3
- Dec 1

Community of Practice:

Third Wednesday of every month
(June-Dec) 1-2pm:

- June 16
- July 21
- Aug 18
- Sept 15
- Oct 20
- Nov 17
- Dec 15

Starting the Discussion on Our Mental Health



Performance & Stress

Figure 1: The Yerkes-Dodson Human Performance and Stress Curve



Wellness



Wellness



Self-regulation



Habits



Self-awareness

Strategies – Micro-practices

It doesn't have to take a lot of time.....

- » Mindful moments
 - (e.g., when using hand sanitizer, washing hands)
- » Breathe
- » “Name it to tame it”
- » “3 good things”

Strategies – Meaningful Activities

“What you do everyday matters”

- Personally meaningful
- Control / choice
- Routine
- Balance



Strategies – The Self Care Plan

My top 3 self-care practices/strategies/resources	When will you do this? How? Who/What can support you?
Going for a walk every day with my dog	Every night before dinner. Dog will demand it.
Connecting with a loved one	Organizing a set time for my friend to call.
Practicing gratitude	5 minutes before bed. Ill leave my journal out on the bedside table and write 5 things I am grateful for.

<https://www.mentalhealthcommission.ca/>

Strategies – At Work



Objectives Revisited

Share what we are learning about the experiences of DS staff during COVID-19

Introduce you to the Cultivating Community Wellness Initiative

Let's Talk: Starting the discussion on our mental health and well-being

What's Next?

- Community of Practice – June 16th
- Next Month's Webinar
- ECHO Program
- Research Opportunities

Staff Survey



**Do you work as a
front-line staff in
the Developmental
Services sector?**

What is the purpose of this study?

We are interested in learning about your experiences in supporting adults with developmental disabilities during COVID-19.

We invite you to take part in this short online survey to better understand the impact of the pandemic on your work. This information will help us determine staff needs and provide tailored support for staff at this time and in the future.

Questions about this study?

Email DSStaff.Study@camh.ca or
call 416-535-8501 x 37822

Interested in participating?

Get started at:

<https://is.gd/staffsurvey2021>

V2: June 18, 2020
REB: #084/2020

For information about programs and services at CAMH, please
visit www.camh.ca or call 416-535-8501 (or 1-800-463-6273)

camh
mental health is health

Virtual Health Care for Patients with Developmental Disabilities

What is working well? What needs to be improved?

- During COVID-19 there has been a huge increase in the delivery of virtual primary care.
- We are conducting interviews (online or by phone) to learn what is working well and what needs to be improved to support high quality care for patients with developmental disabilities.
- We want to hear from YOU if you are a DSP/support staff and have supported an adult to participate virtually in a primary care visit
- Honorarium will be provided to all participants

Interested or want to learn more? Contact Avra Selick at avra.selick@camh.ca or 416-535-8501 x30127

References

Brooks, S. K., Webster, R. K., Smith, L. E., Woodland, L., Wessely, S., Greenberg, N., & Rubin, G. J. (2020). The psychological impact of quarantine and how to reduce it: rapid review of the evidence. *The Lancet*.
[https://doi.org/10.1016/S0140-6736\(20\)30460-8](https://doi.org/10.1016/S0140-6736(20)30460-8)

Chong, M. Y., Wang, W. C., Hsieh, W. C., Lee, C. Y., Chiu, N. M., Yeh, W. C., ... & Chen, C. L. (2004). Psychological impact of severe acute respiratory syndrome on health workers in a tertiary hospital. *The British Journal of Psychiatry*, 185(2), 127-133.
<https://doi.org/10.1192/bjp.185.2.127>

Fessell, D., & Cherniss, C. (2020). Coronavirus Disease 2019 (COVID-19) and Beyond: Micropractices for Burnout Prevention and Emotional Wellness. *Journal of the American College of Radiology*.
[https://www.jacr.org/article/S1546-1440\(20\)30290-8/pdf](https://www.jacr.org/article/S1546-1440(20)30290-8/pdf)

Shanafelt, T., Ripp, J., & Trockel, M. (2020). Understanding and addressing sources of anxiety among health care professionals during the COVID-19 pandemic. *JAMA Network Open* [doi:10.1001/jama.2020.5893](https://doi.org/10.1001/jama.2020.5893)

World Health Organization, War Trauma Foundation and World Vision International (2011). *Psychological first aid: Guide for field workers*. WHO: Geneva
https://apps.who.int/iris/bitstream/handle/10665/44615/9789241548205_eng.pdf?sequence=1