



# OUR PEOPLE FIRST: MENTAL HEALTH STRATEGY

## OUR MENTAL HEALTH STRATEGY WILL:

- Enhance the firm's commitment to the mental health of its people
- Provide support to our people by way of implementing and enhancing policies and benefits that promote mental health
- Be dynamic and foster an ongoing cycle of implementation, engagement and evaluation
- Continue to promote an inclusive workplace culture that is safe and supportive for everyone

## THREE KEY PILLARS:



- Launching an online mental health resource centre
- Embedding normalized conversations around mental health into our culture to help reduce stigma
- Connecting with our people who have experienced mental health challenges and sharing their stories
- Hosting mental health educational sessions and continuing our mental health first aid and unconscious bias training



- Offering enhanced benefits coverage for psychologists, psychotherapists and clinical counsellors
- Developing peer support programs
- Improving awareness and understanding of assistance programs for our people and their families (EFAP, LifeSpeak, etc.)
- Providing access to support tools



- Implementing an agile working policy to provide flexibility in where, when and how our people work
- Supporting mental health-related community volunteer efforts
- Developing a set of commitment statements or expected norms
- Encouraging everyone to feel empowered to take control of their total health — both mental and physical

## MENTAL HEALTH IS:

“... the capacity of each and all of us to feel, think and act in ways that enhance our ability to enjoy life and deal with challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of our culture, equity, social justice, interconnections and personal dignity.”

-Public Health Agency of Canada

“At Gowling WLG, we are steadfastly committed to creating a mentally healthy workplace for all of our people. By improving our collective resilience and emotional well-being, we will be better equipped to serve our clients — and each other.”

-Peter Lukasiewicz, CEO, Gowling WLG Canada

## FOR MORE INFORMATION, PLEASE CONTACT:

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