



Suicide Prevention Strategic Framework

Progress Report

June 2021 to March 2023

Submitted To: Chris Rogerson, Executive Director, Students

Submitted by: Jody Arndt, Director of Wellness Services, on behalf of the Framework Implementation Committee

Date Submitted: March 1, 2023

Land Acknowledgement

Mount Royal University is located in the traditional territories of the Niitsitapi (Blackfoot) and the people of Treaty 7, which includes the Siksika, the Piikani, the Kainai, the Tsuut'ina, and the Îyârhe Nakoda. We are situated on land where the Bow River meets the Elbow River, and the traditional Blackfoot name of this place is "Mohkinstsis," which we now call the city of Calgary. The city of Calgary is also home to the Métis Nation Region 3.

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Executive Summary

As a post-secondary institution that has adopted the Okanagan Charter: An International Charter for Health Promoting Universities & Colleges (2015), Mount Royal University (MRU) understands that the health and wellbeing of campus members is vitally important to a flourishing campus community, and we acknowledge the unique role universities can play in advancing wellbeing through systems-based approaches. Suicide is a significant cause of premature death in Canada, and a complex occurrence that necessitates a specific focus. Taking a whole campus approach, the Suicide Prevention Strategic Framework (the “Framework”) builds upon MRU’s strong history of supporting mental health by providing a comprehensive and systematic roadmap to further improve, expand, and develop existing suicide prevention, intervention, and postvention initiatives for students, faculty, staff, management, and exempt employees.

The Framework aims to integrate our institutional values through implementing policies, programs, and initiatives that work to create a thriving campus environment that welcomes open conversation about mental health and suicide prevention, intervention, and postvention for all campus members.

[The Framework](#) consists of 52 recommendations, which are presented in four main goal areas:

- 1) Strengthen and Expand Policy, Supports, and Services: Recommendations for how policies, supports, and services related to suicide prevention, intervention, and postvention can be improved, expanded, or developed.
- 2) Foster a Thriving Campus Environment: Larger campus community-wide actions that support a campus that is open, welcoming, and inclusive to mental health and suicide prevention.
- 3) Increase Community Awareness and Capacity: Initiatives to increase awareness of suicide prevention, intervention, and postvention, and to increase the capacity of campus members to take action in these areas.
- 4) Develop Sustainable Framework Implementation and Evaluation: Mechanisms to ensure that the recommendations and action items of the framework are effectively implemented and routinely evaluated to measure progress.

Following the June 2021 launch of the framework, work began to implement the framework on campus. In December 2022, a Framework Implementation Committee was brought together to better coordinate and support the framework implementation on campus. This Committee is made up of representatives of the intended users of the Framework including, but not limited to: representatives from departments and academic units, leaders across campus (e.g., Vice-Presidents, Associate Vice-Presidents, Deans, Directors, Managers, and Chairs), and students including representatives from the Students' Association of Mount Royal University (SAMRU).

The following report outlines the progress, from July 2021 through March 2023, of framework implementation on MRU campus. To provide consistency with the Framework itself, the report is organized by goal area and recommendation. Columns have been added to identify the implementation team that is responsible for implementation of each recommendation on campus. In addition, for each recommendation, a status update and next steps are provided. A status column has been added to identify if a recommendation is complete, in progress, or not yet started.

Highlights this year include the initial steps in the development of after-hours mental health crisis response on campus, increased capacity to deliver suicide awareness/intervention workshops with a commitment from Green Shield Canada to support programming, a commitment to Recovery on Campus with initial seed grant funds secured, and the development of a suicide risk screening tool. There is continued focus on the 52 recommendations and each recommendation now has an implementation team to ensure work progresses in a timely manner.

This report is intended to be shared by and used across the MRU campus community to foster transparency and accountability in this work.

Any questions or feedback related to this report can be directed to:

Jody Arndt, (chair)
Director, Wellness Services
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Acronyms

ASIST	Applied Suicide Intervention Skills Training
EDI	Equity, Diversity, and Inclusion
EFAP	Employee Family Assistance Program
EWS	Employee Wellness Survey
FSP	Frameworks, Strategies, and Policies
MRU	Mount Royal University
NCHA	National College Health Assessment
PSI	Post-secondary Institution
SAMRU	Students' Association of Mount Royal University
ULG	University Leadership Group

Definitions

For the purposes of our work, we have adopted the definitions of suicide from the Centers for Disease Control and Prevention (2011), and definitions of prevention, intervention, and postvention from the Government of Canada's Federal Framework for Suicide Prevention (Public Health Agency of Canada, 2016a) as follows:

Suicide: Death caused by self-directed injurious behaviour with any intent to die as a result of the behaviour.

Prevention: Works to build protective factors and promote mental health and well-being and reduce risk factors that could lead to suicide.

Intervention: Works to address risk of suicide. It focuses on how best to respond early when someone has thoughts of suicide or suicide-related behaviours.

Postvention: Works to help support and heal those affected after the loss or experience of suicide, as well as providing follow-up education/prevention to reduce the risk of future crises.

Framework Implementation Committee

To develop a Suicide Prevention Strategic Framework Implementation Committee, members of the Steering Committee put forward names of representatives across the institution who were well positioned to be responsible for the implementation of various recommendations within the framework. The resulting membership is as follows:

Membership

Curtis Desiatnyk, Manager, Risk and Insurance, Risk Management

Dion Simon, Medicine Trail Coordinator, Iniskim Centre

Donna George, Manager, Healthy Campus Team, Wellness Services

Janet Miller, Counsellor, Wellness Services

Jody Arndt, Director, Wellness Services (Chair)

Kristen Chappell, Coordinator, International Education

Manesha Sidhu, Manager, Security Services

Marva Ferguson, Assistant Professor, Faculty of Health, Community and Education, and member of the Black, Indigenous, and Peoples of Colour Support Network

Michelle Chimenti, Mental Health Outreach Coordinator, Healthy Campus Team, Wellness Services

Pamela Malec, Vice President Student Affairs, 2020-2021, SAMRU

Sara Djellal, Strategist, Marketing and Communications

Telaina Sewers, Health Promotion Specialist, Healthy Campus Team, Wellness Services

Tess Bickley, Residence Life Coordinator, Residence Services

Tricia Lewchuk, Employee Wellness Advisor, Safety, Risk and Employee Wellness

Resources

- Administrative Support – Mariberth Blanco, Administrative Assistant, Wellness Services

Guiding Principles

The following principles collectively guide the development and implementation of the Framework.

Shared responsibility. Everyone in the community shares a responsibility to take care of each other. The community should provide supports to help individuals flourish. Open conversations, education, responsiveness, robust intervention services, and community connection are drivers of this attitude.

Inclusive by design. We are committed to access, diversity and equity, and this framework is built from an inclusive lens that considers the full range of human diversity with respect to ability, language, culture, gender, age and other forms of human difference. We acknowledge the systemic harms of ignoring discriminatory actions and prejudiced views of privilege-holding majorities. We believe in elevating equity-seeking voices and addressing critical gaps in our supportive network to meet the needs of all.

Human-centered. We believe in flexible and compassionate interventions, awareness and empathy, and respect for the autonomy, agency, privacy, and dignity of all. This includes the implementation of human-centered principles of design such as accessibility and flexibility.

Knowledge and expertise informed. We believe in an informed framework built on the solid foundations of evidence, practice, and community expertise. This work must be holistic, curated from open dialogue, and adaptive to learned experiences and emerging needs with a focus on continuous improvement.

Emphasizing a proactive approach. Through awareness, education, and community outreach, we can engage and respond compassionately before a crisis emerges. These activities, attitudes, and resources should be seamlessly woven into the policy and cultural fabric of the institution.

Supported by leadership. The success of this framework depends on a demonstrated commitment, accountability, and effective resourcing from senior leadership. We emphasize the need for continuous support and commitment, which includes building and maintaining awareness, training responders and community members, and maintaining an informed set of policies, procedures, and expectations for stakeholders.

Progress

1. Strengthen and Expand Policy, Supports, and Services

Recommendations for how policies, supports, and services related to suicide prevention, intervention, and postvention can be improved, expanded, or developed

Recommendation	Timeline for completion	Implementation team	Status Update – March 1, 2023	Next Steps	Complete/In Progress/Not Started
<p>1. Support first-year students with the transition to post-secondary through continued support of the work of the Calgary Regional Network on Post-Secondary Student Mental Health.</p>	Ongoing	Office of Student Experience (Alena Boczek), Wellness Services (Donna George), Recruitment, Iniskim Centre (Dion Simon).	The Calgary Regional Network meetings are ongoing but format is being decided upon. A primary area of focus for the Regional Network remains transitions of students from the K-12 system into the post-secondary system but each institution addresses this differently.	<p>Donna George, Dion Simon and Alena Boczek meeting to identify what is being done as well as gaps</p> <p>Donna, Michelle, Kaylene, Trevor, and Alena to explore the overlap between recommendation #1 and #12 and integration of the two committees.</p>	Ongoing
<p>2. Support existing, and implement new initiatives that support students who are experiencing stress or anxiety, particularly during times of high student stress (e.g., exams).</p>	Ongoing	Residence Services (Tess Bickley), Wellness Services (Patti Paccagnan - Mental Health WIT, Michelle Chimenti), Student Learning Services, Library,	<p>SAMRU has set-up “Stress-less” Days (Dec 12-16)</p> <p>Residence Services has set up large scale monthly programming for students to take a break</p>	Kristin Chappell will bring together the community of practice after the committee reviews all recommendations	In progress

		Iniskim Centre, Access and Inclusion Services, SAMRU (John Hadley), Cougar Athletics and Recreation, International Education (Kristen Chappell), Student Counselling (Janet Miller)	and get together with the community (i.e. trips to the movies, Banff etc.) International Education - Global Wellness Community Counselling - daily walk-ins, tailored outreach, support groups	to see if there are other crossovers	
3. Develop and implement a consistent institutional debrief mechanism for those directly involved in postvention incidents to provide support.	1 year and ongoing	Human Resources, Residence Services (RLCs & Bob Lambert), Security Services (Manesha Sidhu), Wellness Services (Jody Arndt)	Residence Services & Security Services have begun these discussions.		In progress
4. Review available supplementary student mental health services or resources that expand campus services and/or provide additional platforms for open conversations about mental health (e.g., TogetherAll, Empower Me 2.0, and 7 Cups of Tea) for adoption and promotion.	1 year and ongoing	Wellness Services (Michelle Chimenti, Patti Paccagnan)	Consulting Patti Paccagnan to discuss. Exploring connections to Recommendation #39.		In progress
5. Develop a guidance document on the processes and personnel involved in conducting check-ins in Residence.	1 year	Residence Services (Tess Bickley & Bob Lambert), Wellness Services (Telaina Sewers &	Initial version of guidance document complete and with Jody Arndt.		In progress

		Jody Arndt), Iniskim Centre, Security (Manesha Sidhu & Peter Davidson)	(see recommendation 31, 41)		
6. Develop guidance for memorials when there is a death of a campus member. Included should be clear steps for coordination, cultural considerations, and involvement of the family of the deceased if they wish.	1 to 3 years	Advancement Services and Annual Giving (Miranda Diakiw), Multi-faith Chaplaincy, Human Resources, University Advancement MRFA, MRSA	Connected with Miranda Diakiw Manager, Annual Giving & Gift Compliance. All memorials flow through her, initially, and they bring other departments in as needed.	Work with Miranda Diakiw to develop a formal guidance document. Bring other groups in as needed.	In progress
7. Develop a mechanism to identify individuals closely connected to and/or impacted by a campus member's death to enable outreach to those individuals.	1 to 3 years	Iniskim Center, Human Resources, Academic Affairs, Residence Services (Manager), Wellness Services (Michelle Chimenti, Jody Arndt), MRSA, MRFA.	Brief initial research completed. Reviewed 'continuum of suicide survivorship,' considerations of existing processes on campus to support grief and loss. Identified members have been contacted to discuss.		In progress
8. Develop and disseminate a resource (tailored versions for staff, faculty, and managers) for safe reporting and appropriately communicating the death of a campus member in a way that adheres to privacy and confidentiality requirements and respects the wishes of	1 to 3 years	Chris Rogerson (Lead), Human Resources, Wellness Services, Marketing and Communications, Wellness Services Jody Arndt, Security Services	To be discussed as part of the Death of a Student Internal Protocol		In progress

the family. The resource should include a concise outline of steps to support affected individuals (e.g., checking in with team members), options for a wellness professional to come into classes to facilitate communication with students, and options for grief and bereavement support.					
9. Bring forward the Death of a Student Policy and Procedure for review, update, and revision with a focus on coordination and compassion.	1 to 3 years	Chris Rogerson (Lead), Registrar's Office, University Secretariat, Office of the Vice-Provost & AVP Students, Office of General Counsel,	Decision to revise the policy, remove the procedures and create an internal protocol document. Policy has been revised and is in draft form. The revisions are moving forward for approval by the board.	Internal protocol to be drafted	In progress
10. Review, update, and expand the Death of a Student Internal Protocol document to help stakeholders and departments understand their detailed roles and responsibilities in responding to the death of a student.	1 to 3 years	Chris Rogerson, (Lead), Registrar's Office, University Secretariat, Office of the Vice-Provost & AVP Students, Office of General Counsel,	Implementation team is meeting January 13th, 2023 to review procedures and draft internal protocol document.	Internal protocol to be drafted	In progress
11. Expand programming and resources, and if appropriate external partnerships (e.g., Adult Addiction Services, Know	1 to 3 years	John Hadley (SAMRU), Michael Huston (SCS), Donna George (HCT), Telaina Sewers (HCT) and	Recovery on Campus (ROC) initiative is in its infancy. Application for one time grant funding for a start up initiative		Ongoing

More), related to addictions and substance misuse, including education focused on safer substance use, addictions, and substance misuse.		Tess Bickley (Residence Services), Tricia Lewchuk (Employee Wellness).	approved. Funds to be received and used before December 2023. We are also engaged in Naloxone training on campus.		
12. Engage New Student Orientation to identify opportunities to integrate suicide prevention and intervention information and resources.	1 to 3 years	Office of Student Success (Alena Boczek), Michelle Chimenti & Janet Miller (Wellness Services), Kaylene McTavish and Trevor Landsburg (First Year Transition)	Met with Kaylene McTavish and Trevor Landsburg. Michelle Chimenti reviewed MRU Start Modules for existing resource references and possible additions. Suicide alertness training and normalization slide prepared for New Student Orientation workshop. Consideration of offering safetalk to student leaders to increase capacity.	Michelle Chimenti initiated collaboration with the First Year Transition team, continuing in discussion of an implementation committee. Donna George, Michelle Chimenti, Kaylene, Trevor, and Alena Boczek to explore the overlap between recommendation #1 and #12 and integration of the two committees.	In progress
13. Review employee onboarding resources and processes to ensure the integration of mental health and suicide prevention information and training, and encouragement of MRU community engagement.	1 to 3 years	Human Resources; Mount Royal Staff Association; Mount Royal Faculty Association, Michelle Chimenti (HCT), Tricia Lewchuk (Employee Wellness)	Review of existing resources completed. Focusing on continuous resource sharing, as onboarding provides comprehensive options. Members contacted to continue progress.		In progress

<p>14. Identify and reduce experienced and perceived barriers (e.g., awareness, wait times, confidentiality concerns) to mental health help-seeking, including considerations for groups that have lower access rates for mental health services on campus.</p>	<p>1 to 3 years</p>	<p>Kristen Chappell (Lead), Wellness Services, Access and Inclusion (Pat Pardo), Office of EDI (Moussa), , Janet Miller (Counselling)</p>	<p>Telaina Sewers can help with pulling data from the National College Health Assessment (NCHA) survey, if needed.</p> <p>Counselling 2022 report completed: “Investigating Barriers to Accessing Student Counselling at MRU”</p>		
<p>15. Review and, if appropriate, expand suicide screening processes and tools in Wellness Services (e.g., Counselling intake form, Columbia Suicide Severity Rating Scale) to increase the ability to effectively identify individuals at risk of suicide.</p>	<p>1 to 3 years</p>	<p>Jody Arndt (Wellness Services), Bob Lambert (Residence Life Services), Patti (Wellness Services), Manesha Sidhu (Security), Janet Miller (Counselling)</p>	<p>Suicide risk screening has been developed for use on campus and is in review. Implementation team is meeting with the Mobile Response Unit on January 25th to discuss a potential role for them on campus. They use the Columbia Screener and it can be adapted to our campus environment as well.</p>		<p>In progress</p>
<p>16. Bring forward the Death of an Employee Policy for review, update, and revision with a focus on coordination and compassion.</p>	<p>3 to 5 years</p>	<p>Human Resources, University Secretariat, Office of General Counsel, Alison Whiting</p>	<p>There is no policy, only an internal operating procedure.</p>		
<p>17. Develop a Death of an Employee Procedure to outline clear roles for various stakeholders in enacting the Policy.</p>	<p>3 to 5 years</p>	<p>Human Resources, University Secretariat, Office of General Counsel</p>	<p>See above.</p>		

<p>18. Develop supplementary materials to the Death of an Employee Policy as needed to help stakeholders and departments understand their detailed roles and responsibilities in responding to the death of an employee.</p>	<p>3 to 5 years</p>	<p>Human Resources, University Secretariat, Office of General Counsel</p>	<p>See above.</p>		
<p>19. Explore appropriate opportunities for employees who are brought into a crisis situation to have closure through an appropriate feedback loop.</p>	<p>3 to 5 years</p>	<p>Tess Bickley (Lead) (Residence Services), Manesha (Security Services), Jody Arndt (Wellness Services), Human Resources</p>		<p>Tess Bickley to connect in with Chris Rogerson re: Death of a Student policy</p>	
<p>20. Identify and enhance opportunities for collaboration across campus and with community partners with a focus on mental health programming and referrals.</p>	<p>3 to 5 years</p>	<p>Jody Arndt (Lead), Employee Wellness (Tricia Lewchuk) , Residence Services (Bob Lambert), Iniskim Centre (Dion Simon), (Wellness Services), SAMRU (John Hadley), Office of Student Success (Alena Boczek), Access and Inclusion (Pat Pardo)</p>	<p>Engaged MRT, Calgary Distress Center, CCASA, ASIST, Buddy Up, and ROC.</p>		

2. Foster a Thriving Campus Environment

Larger campus community-wide actions that support a campus that is open, welcoming, and inclusive to mental health and suicide prevention

Recommendation	Timeline for completion	Implementation team	Status Update – December 2022	Next Steps	Complete/In Progress/Not Started
<p>21. a) Complete a review of mental health equity at MRU through tools such as the Equity in Mental Health Framework through the Steve Fund and The Jed Foundation to identify barriers.</p> <p>b) Develop and implement strategies to reduce identified barriers, improve mental health from an equity lens, and support positive mental health for equity-seeking groups.</p>	1 to 3 years	<p>Moussa Magassa (Office of EDI), Student Counselling Services(Janet Miller) and Healthy Campus Team (once Donna consults Michael-will identify),</p> <p>Various departments, groups, and committees across campus as determined by the review</p>	Initial email sent to Michael Huston to identify most appropriate individual to lead this	<p>Donna George to ask Marva Ferguson and Janet Miller if they are familiar with the Equity in Mental Health Framework and its inclusion in the document (as they were both on the framework development committee).</p> <p>Connection to Recommendation 14</p>	Not started
<p>22. Research mechanisms for space renovations, including the renovation plan for the former library, and new designs to include consideration of mental health and suicide prevention.</p>	1 to 3 years	<p>Facilities Management, Jody Arndt, Phil Warsaba, Manesha Sidhu (Security Services), Faculty teaching course on environmental design and criminal justice (Ritesh Narayan)</p>		Tess Bickley reaching out to Ritesh Narayan and Chris Rogerson	

<p>23. Determine mechanisms to provide information on suicide prevention to students making a full withdrawal, including methods for enabling outreach directly to students.</p>	<p>1 to 3 years</p>	<p>Formerly Sarah Rude, Morgan Loberg (Registrar's Office), Nicole Cross (Student Records), Alena Boczek (Office of Student Success), Wellness Services, Telaina Sewers, Kristen Chappell (International Education), Student Conduct?, Dion Simon (Inskim Centre)</p>	<p>In discussion with the Office of the Registrar and Office of Student Experience.</p>	<p>Telaina Sewers in initial conversations and will send on information to identified areas once current process are explored.</p>	<p>In progress (considerations of resources, study permit requirements, etc.)</p>
<p>24. Continue and expand support for campus-wide initiatives to reduce stigma surrounding mental health and suicide (e.g., International Suicide Prevention Day, BuddyUp).</p>	<p>1 to 3 years</p>	<p>Michelle Chimenti, Patti Paccagnan, Huyen Hou, Danni Lei (Wellness Services), Tricia Lewchuk (Safety, Risk and Employee Wellness), Bjorn Billehaug (Cougar Athletics and Recreation), Joseph Nguyen (SAMRU)</p>	<p>Members contacted to review existing initiatives, and consider potential future collaborations to expand this work.</p>		<p>Ongoing</p>
<p>25. Complete the Standard Audit Tool to assess the feasibility and resource requirements for MRU to</p>	<p>1 to 3 years</p>	<p>Wellness Services (Donna George and Michael Huston)</p>	<p>Will be using the Campus Mental Health Tracker (Mental Health Commission of</p>		<p>In progress</p>

adopt the National Standard for Mental Health and Well-being for Post-Secondary Students			Canada/Social Research and Demonstration Corporation) to complete the audit (by June 2023)		
26. Research and implement mechanisms for restricting access to means of suicide on campus.	3 to 5 years	Facilities Management, Jody Arndt, Chris Rogerson, Manesha Sidhu (Security Services), Faculty teaching course on environmental design and criminal justice (Ritesh Narayan)	Connection to recommendation 22		
27. Develop and provide resources that clearly outline referral processes for students and employees, and how individuals can support others throughout the pathway of services.	3 to 5 years	Jody Arndt (Wellness Services), Sara Djellal (Marketing and Communication), Manesha Sidhu (Security Services), Tricia Lewchuk (Safety, Risk and Employee Wellness)	Website page being developed to navigate through referral sources		In progress
28. Research and explore the feasibility and appropriateness of a text or chat box for the mru.ca/mentalhealth	3 to 5 years	Jody Arndt, Sara Djellal	mru.ca/mentalhealth website has been reviewed. A plan is in place to restructure the		In progress

website to increase ease of access and availability of information.			website, Currently working on the build.		
29. Find permanent support for the Iniskim Centre and Wellness Services initiative for Indigenous Elders to be brought to campus to sustainably support students' wellbeing.	3 to 5 years	Office of the Vice-Provost and Associate Vice President, Students, Dion Simon (Iniskim Centre), Jody Arndt (Wellness Services)			

3. Increase Community Awareness and Capacity

Initiatives to increase awareness of suicide prevention, intervention, and postvention, and to increase the capacity of campus members to take action in these areas

Recommendation	Timeline for Completion	Implementation leads	Status Update – December 2022	Next Steps	Complete/In Progress/Not Started
30. Increase the number of students and employees with suicide prevention training through regularly offering and encouraging students and employees to attend training that builds knowledge and awareness related to suicide (e.g., Question Persuade Refer, LivingWorks Start, ASIST).	Ongoing	Donna George (Wellness Services), Tricia Lewchuk (Safety, Risk and Employee Wellbeing), University Leadership Group (support to ensure training is mandatory and funding available)	No longer using QPR materials. Currently have 150 LivingWorks START Licenses.		Complete/ Ongoing

<p>31. Increase the number of students and employees with suicide intervention training through regularly offering and encouraging students and employees to attend in-depth training that builds suicide intervention skills (e.g., Applied Suicide Intervention Skills Training).</p>	<p>Ongoing</p>	<p>Donna George/Jody Arndt (Wellness Services), University Leadership Group (funding considerations)</p>	<p>Working to ensure 100% of security and RLC staff have received ASIST Training. Wellness Services will fund 2 yearly training opportunities in ASIST that will provide priority for MRU security and RLC staff so that they are equipped to provide after-hours mental health triage support (see recommendation 41).</p> <p>March 2023 - Janet Miller will be completing the training to become an ASIST Tune-Up Workshop facilitator and through a GreenShield donation, we will be able to have an additional staff trained to deliver ASIST to increase capacity and reach.</p>		<p>In progress</p>
<p>32. Increase the number of students and employees with knowledge and skills focused on harm reduction and opioid overdose through regularly offering and encouraging students and employees to attend</p>	<p>Ongoing</p>	<p>Wellness Services (Telaina Sewers); Human Resources</p>	<p>Wellness Services continues to offer Harm Reduction & Naloxone Training to all campus members.</p> <p>We facilitate anywhere from 4 to 8 trainings per semester depending on</p>		<p>Complete/ Ongoing</p>

Naloxone and Harm Reduction Training.			requests. At least 3 a semester are open sessions that anyone can register for.		
33. Implement safeTALK training 3 times per year to increase the number of students and employees equipped with knowledge and awareness related to suicide prevention.	1 year and ongoing	Donna George/Bob Lambert	Annual schedule/calendar to be determined to offer safeTALK sessions; could target specific groups of staff, faculty or students. Michelle Chimenti taking the T4T to become a safeTALK facilitator.		Complete/ongoing
34. Embed and promote the recently created 'Navigating MRU Services' tool to streamline the process of directing students to relevant resources and supports.	1 year	Student Systems and Communications	Tool no longer exists		Remove/delete recommendation
35. Develop a suicide prevention communication plan that includes regular communications across different groups on campus (e.g., faculty, staff, students, management). Information should include resources, different roles in suicide prevention, encouragement of help-seeking, and how to support others. Use diverse communication methods such as social media,	1 to 3 years	Marketing and Communications (Sara Djellal), Jody Arndt, Janet Miller, Student Systems & Communications (Maureen Evans)			

websites, emails, and on-campus media and ensure accessibility (e.g., closed captioning, alternative text).					
36. Promote awareness of existing supports at MRU through channels such as the MRU website, myMRU, social media, physical media, classes, and office spaces.	1 to 3 years	Marketing and Communications (Sara Djellal), Student Systems & Communications (Maureen Evans) Wellness Services, Employee Wellness, Student Systems & Communications			Ongoing
37. Review and revise the mru.ca/mentalhealth website so that information is accessible and streamlined for students and employees. This will include providing clear information on community organizations and services available in multiple languages to increase access.	1 to 3 years	Marketing and Communications (Sara D), Wellness Services (Jody), Student Systems & Communications (Maureen E)			
38. Explore the development of a centralized website that includes information and	1 to 3 years	Marketing and Communications, Wellness Services	Worked with Director, Wellness Services to update current crisis page		In progress

resources specific to crisis and suicide.		(Michelle Chimenti/ Telaina Sewers)	on Wellness Services webpage This recommendation will be completed in conjunction with additional updates to the Wellness Services webpages and will be supported by Marketing and Communications to increase the visibility of this crisis page to make it more “centralized”		
39. Make available online training that can be accessed by all campus members with a focus on indicators of concern, managing difficult conversations, and referrals (e.g., 7 Cups of Tea).	1 to 3 years	Wellness Services (Donna George; counselling) Tricia Lewchuk (Safety, Risk and Employee Wellness)	Wellness Together Canada is available at no cost - working to develop marketing materials so all campus members are aware of this resource. MindWise (?)		Ongoing
40. Develop and/or share media (e.g., from The Jed Foundation, Mental Health Commission of Canada, or jack.org) that involve narratives of lived experiences to increase awareness of suicide and destigmatize mental illness.	3 to 5 years	Marketing and Communications (Sara Djellal), Wellness Services (Janet Miller),			
41. Promote and improve access to after-hours and	3 to 5 years	Marketing and Communications,	Working to ensure 100% of security and RLC staff have received ASIST and		In progress

off-campus resources (e.g., Distress Centre, 211 Alberta).		Jody Arndt, Bob Lambert, Manesha Sidhu	Distress Line Crisis Intervention Training. Wellness Services will fund 2 yearly training opportunities in ASIST and Distress Line Crisis Intervention that will provide priority for MRU security and RLC staff so that they are equipped to provide after-hours mental health triage support.		
42. Determine and regularly offer specific training (including refreshers) for University Leadership Group members with a focus on the role of leadership in mental health, suicide prevention, intervention, and postvention.	3 to 5 years	Wellness Services, University Leadership Group (Andrea Hennel)	Jody Arndt to reach out to Andrea Hennel to invite her to join the implementation team for this recommendation		
43. Research and develop a departmental mental health ambassador program across campus.	3 to 5 years	Wellness Services (Jody Arndt), Employee Wellness (Tricia Lewchuk)	Need to identify key people across the institution		
44. Explore opportunities to further integrate suicide prevention literacy and training (e.g., ASIST) into academics and to acknowledge this work	3 to 5 years	Career Services, (Sarah Imran) Academic Affairs; Katelyn, Marva	Marva Ferguson to see about adding ASIST into curriculum for Social Work; Donna, Sara and Katelyn to work on embedding suicide risk assessment document and training (by either an ASIST facilitator or a		In progress

through e-portfolios, digital badges, and certificates.			safeTALK facilitator) into training for all student leaders		
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4) Develop Sustainable Framework Implementation and Evaluation

Mechanisms to ensure that the recommendations and action items of the framework are effectively implemented and routinely evaluated to measure progress

Recommendation	Timeline for Completion	Implementation leads	Status Update – December 2022	Next Steps	Complete/In Progress/Not Started
45. Convene a Suicide Prevention Strategic Framework Implementation Committee with broad representation across the campus (e.g., Academic Affairs, Finance and Administration, Students, University Advancement, and SAMRU) to facilitate implementation of the recommendations.	1 year	Academic Affairs, Finance and Administration, Students, University Advancement, and SAMRU, Jody Arndt	SPSF Implementation Committee membership is as follows: Mariberth, Blanco (secretariat), Curtis Desiatnyk, Donna George, Dion Simon, Michelle Chimenti, Sara Djellal, Tess Bickley, Jody Arndt, Kristen Chappell, Marva Ferguson, president@samru.ca , Telaina Sewers, Carrie Scherzer, Heidi Peterson, Ines Sametband, Janet Miller, Manesha Sidhu	SPSF Implementation Team to begin working on their assigned recommendations.	Complete
46. Work with the Students division to establish a full-time Suicide Prevention and Case Manager Position	1 year	Chris Rogerson (with support of Office of the Vice-Provost and Associate Vice		Explore whether this suggestion could be combined or be part of an established position (Critical	

		President, Students, Security Services Residence Services, Wellness Services, Office of Student Success)		Incident Manager perhaps).	
47. Develop an audit tool and regularly monitor the activities of the framework and measure progress towards short and long-term outcomes.	1 year and ongoing	Office of Institutional Research and Planning (Internal Auditor), Jody Arndt	An evaluation tool has been developed to support the Suicide Prevention Strategic Framework implementation work.	Bring together an evaluation team to monitor and evaluate the framework	
48. Through consistent communication, raise awareness of the Suicide Prevention Strategic Framework, the shared responsibility for mental health, and the role of leadership in implementation.	1 year and ongoing	University Leadership Group, Jody Arndt (disseminating through the University Leadership Group)			
49. Commit to being accountable to the Suicide Prevention Strategic Framework through yearly reporting to the campus community including progress on scheduled recommendations.	1 year and ongoing	Jody Arndt (possibly to designate this work to the new position)			

<p>50. Assess ongoing developments in suicide prevention, intervention, and postvention and adapt into the framework as necessary and needed to meet the changing needs of the campus community.</p>	<p>1 to 3 years and ongoing</p>	<p>Jody Arndt (lead), Framework Implementation Committee, All contacts listed in recommendations</p>	<p>Develop a timeline to meet and follow up as an implementation committee</p>		
<p>51. Coordinate with departments and groups to facilitate alignment between the goals of the framework and their activities related to suicide prevention, intervention, and postvention.</p>	<p>1 to 3 years</p>	<p>Multiple departments across campus (individual recommendation implementation committees), New position (once hired)</p>			
<p>52. Work with university leadership to demonstrate commitment to this work through acknowledgement of the importance of suicide prevention and clear messaging to all campus members.</p>	<p>1 to 3 years</p>	<p>University Leadership Group, Jody Arndt, Sara Djellal (MarComm)</p>	<p>Connected to recommendation 48</p>		