THE CARE² PLAN

Student Mental Health and Well-Being at NIC

Care Compassion Agency Accessibility Resilience Responsibility Engagement Equity

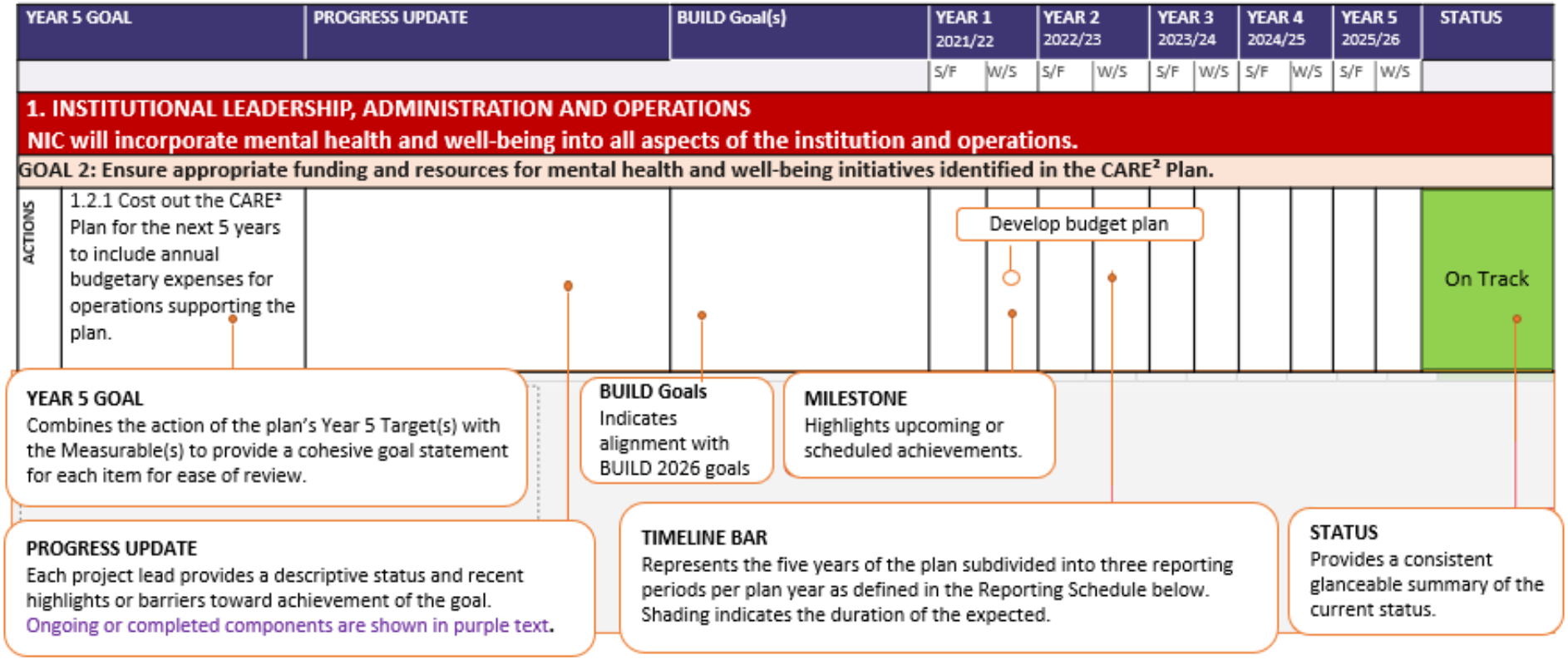
The CARE² PLAN Dashboard Year 1 Report

NORTH ISLAND COLLEGE
2021-2026

NORTH ISLAND COLLEGE
NIC

How the Dashboard Works

LEGEND	Complete	On track	Behind	No data yet	Not started



PLAN YEAR	YEAR 1		YEAR 2		YEAR 3		YEAR 4		YEAR 5	
	2021/22		2022/23		2023/24		2024/25		2025/26	
Terms	Summer/Fall	Winter/Spring	Summer/Fall	Winter/Spring	Summer/Fall	Winter/Spring	Summer/Fall	Winter/Spring	Summer/Fall	Winter/Spring
Measurement Period	July to December 2021	January to June 2022	July to December 2022	January to June 2023	July to December 2023	January to June 2024	July to December 2024	January to June 2025	July to December 2025	January to June 2026
Reporting Date	January 2022	June 2022	January 2023	June 2023	January 2024	June 2024	January 2025	June 2025	January 2026	June 2026

CARE² DASHBOARD

YEAR 1 REPORT 1: June 2022

LEGEND	Complete	On track	Behind	No data yet	Not started

YEAR 5 GOAL	PROGRESS UPDATE	BUILD Goal(s)	YEAR 1 2021/22		YEAR 2 2022/23		YEAR 3 2023/24		YEAR 4 2024/25		YEAR 5 2025/26		STATUS
			S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	
1. INSTITUTIONAL LEADERSHIP, ADMINISTRATION AND OPERATIONS **NIC will incorporate mental health and well-being into all aspects of the institution and operations.**													
GOAL 1: Establish area of responsibility for the CARE² Plan													
ACTIONS	1.1.1. Determine lead to develop annual road map and coordinate and report back on milestones and completion.	. Director, Student Affairs will provide leadership on the implementation, coordination and evaluation of the Plan	BUILD 2.0 Foundation										Complete
	1.1.2. Develop and implement a student mental health and well-being committee	DSA to establish committee and TOR.	BUILD 2.0 Foundation BUILD 3.0 Frame										Not Started

YEAR 5 GOAL		PROGRESS UPDATE	BUILD Goal(s)	YEAR 1 2021/22		YEAR 2 2022/23		YEAR 3 2023/24		YEAR 4 2024/25		YEAR 5 2025/26		STATUS
				S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	
GOAL 2: Ensure appropriate funding and resources for mental health and well-being initiatives identified in the CARE² Plan.														
ACTIONS	1.2.1 Cost out the CARE² Plan for the next 5 years to include annual budgetary expenses for operations supporting the plan.	DSA to work with VPSCE to cost plan and present costing to LT. Created separate CARE2 GL with some funding from LRF and transfer of 3K from Assessment Services to support CARE Grants	BUILD 2.0 Foundation BUILD 3.0 Frame											On Track
	1.2.2. Apply to grant funding through Bell Let's Talk and other grant-offering organizations.	Research grant opportunities Grant proposal submitted to Bell Let's Talk (100K) to support trades students. Received $75k in one-time outside funding towards MHWB initiatives (Bell Let's Talk and CMHA)	BUILD 3.0 Frame											On Track

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GOAL 3: Identify where the goals of the CARE² Plan align with other NIC Plans including BUILD 2026 and Working Together and develop opportunities for cross-departmental collaboration.														
ACTIONS	1.3.1. Identify where the CARE² Plan overlaps with other plans (such as Widening our Doorways and Working Together) and work with Leadership Team, Indigenous Education and Education Team to identify opportunities for collaboration.	DSA to meet with Director, Indigenous Education and VP, Academic to identify opportunities for collaboration. SCEAT BUILD 2026 reporting template includes alignment with other NIC plans	BUILD 1.0 People BUILD 3.0 Frame											On Track
GOAL 4: Encourage departments to identify goals to support student mental health and well-being during annual strategic planning.														
ACTIONS	1.4.1. Create a mental health and well-being lens checklist to support policy and procedure development.	DSA to work with the committee to create a checklist 'lens' tool to be piloted with SCEAT and HHS.	BUILD 2.0 Foundation BUILD 3.0 Frame											Not Started
	1.4.2. Departments create a benchmark report for the MH&WB Committee indicating: a) Current operations and initiatives that support mental health and well-being b) Annual goals	DSA to meet with Education Team, DCWG, CTLI and other divisions (SCEAT, Finance) to discuss how best to achieve this. The creation of a pilot with key departments (HHS, CTLI, SCEAT) is recommended.	BUILD 2.0 Foundation BUILD 3.0 Frame											Not Started

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			S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	
1.4.3. Encourage institutional responsibility and opportunity to create conditions for student well-being	CARE Grants are now base funded to a total of $3000 and are offered annually. Five grant applications are being supported 22/23, including a contribution towards territorial signage on each campus. Developed a pilot program where CARE Grants were offered to support projects which supported conditions for enhanced mental health and well-being across all campuses. Ten projects received a total of $7500.	BUILD 1.0 People BUILD 2.0 Foundation BUILD 3.0 Frame											On Track

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			S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	S/F	W/S	
2. TEACHING AND LEARNING **NIC will develop and promote pedagogy, curriculum and academic processes that support mental health and well-being.**													
GOAL 1: Provide support and training for faculty to recognize, respond and refer students experiencing academic or personal distress.													
ACTIONS 2.1.1. Offer and promote workshops for NIC employees including: Capacity to Connect, Supporting Students in Distress, Understanding Duty to Accommodate.	DSA with input from the committee and other stakeholders will provide an annual program of training/PD events for employees. Soft launch of mandatory employee training on Sexualized Violence Prevention and Response (full launch W2023) Employee training opportunities included 15 workshops with over 100 participants.	BUILD 1.0 People BUILD 2.0 Foundation BUILD 3.0 Frame											On Track
2.1.2. Integrate education regarding student mental health into new employee orientation.	DSA to work with HR to identify opportunities and to update current new employee orientation. Also, discuss possible mandatory 'supporting students in distress' employee training module. Presented policy/process overview workshops to 13 new administrators and supervisors to support compassionate practices related to judicial affairs	BUILD 1.0 People BUILD 2.0 Foundation BUILD 3.0 Frame											On Track
2.1.3. Evaluate the effectiveness of Early Assist through a robust review of user experience and perceived impact.	F2022/W2023 - ADSL and SLOL to develop review strategy and format.	BUILD 3.0 Frame											Not Started

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GOAL 2: Support the development of inclusive curriculum and pedagogical approaches which foster and highlight mental health and well-being.													
ACTIONS 2.2.1. Work with CTLI and decanal areas to identify and promote well-being in learning environments.	See 1.4.2. DSA and DCTLI added student supports to LMS and course outline templates.	BUILD 2.0 Foundation BUILD 3.0 Frame											On Track

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3. MENTAL HEALTH LITERACY, CAPACITY-BUILDING AND EDUCATION **NIC will reduce the stigma associated with mental health and mental illness, foster help seeking behaviour and resilience and encourage healthy behaviours.**														
GOAL 1: Increase mental health training and support for student leaders, volunteers and student employees.														
ACTIONS	3.1.1. Work with OGE, Student Life, SES and HR to develop and implement training plans for student employees that include awareness of supports, suicide awareness and self-care	Review current student employee training and procedures.	BUILD 3.0 Frame											Not Started
GOAL 2: Create awareness of and access to support services.														
ACTIONS	3.2.1. Identify key 'pressure points' within the student cycle. Consider the cycle from diverse perspectives including Indigenous, international, mature, dual credit, trades, credential type and entry point and other student ways of knowing and being. Create campaigns and initiatives to coincide with need	Map out the student cycle from a range of perspectives and lived experience. **Annual** - Student Life programming developed in alignment with student needs.	BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof											On Track

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3.2.2. Develop marketing campaigns and other resources and strategies to increase awareness of supports.	Using the information from the student cycle initiative, establish events, information sharing (about available supports) and marketing needs. Developed/enhanced Student Life and Support webpage content to including Thrive at NIC (new), Student Life, Early Assist (new), Counselling, DALS, Rights and Responsibilities (new) and Sexualized Violence Prevention and Response.	BUILD 3.0 Frame			○								On Track
GOAL 3: Create opportunities to foster resilience and self-advocacy (see also Student support Services – Goal 5).													
ACTIONS 3.3.1. Integrate and leverage national campaigns such as Bell Let's Talk with NIC campaigns such as Mental Health Week.	Include mental health and well-being campaigns in regular Student Life programming. DSA and MH&WB committee to consider how to better integrate campaigns and associated events into other divisions including teaching and learning. Leveraged BLT campaign to promote and launch Thrive Months. Launched CARE2 Plan to coincide with CMHA Mental Health Week	BUILD 2.0 Foundation BUILD 3.0 Frame		○ ○									On Track

3.3.2. Provide opportunities to understand resilience and self-advocacy.	F2022 – New Academic Integrity webpage to be launched. Offered 3 student workshops in collaboration with Selkirk College and COTR – Bystander Intervention, Consent, Supporting Survivors. Updated policies (3-06 and 3-31) to emphasize opportunities to self-advocate through engaging in judicial processes and included restorative processes to promote learning and healing. Created Student Rights and Responsibilities webpages to better inform students.	BUILD 3.0 Frame													On Track

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GOAL 4: Encourage and support healthy behaviours.														
ACTIONS	3.4.1. Develop support strategies for contract and short-term programs (e.g. micro-credentials) for vulnerable population	Liaise with SCEAT and Education Team to identify needs for students entering short-term programs.	BUILD 3.0 Frame											On Track
	3.4.2. Pave a pathway towards long-term systemic change in relation to the institution's approach to, and capacity to address, the toxic drug poisoning crisis.	'Walk with Me', a community-engaged research project took place on the North Island College Comox Valley campus beginning in November 2021 and ending in March 2023.	BUILD 3.0 Frame											On Track

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4. CAMPUS LIFE **NIC will connect, engage and inform students through the development of inclusive, accessible and relevant initiatives and events.**														
GOAL 1: Create opportunities for students to connect with each other and with other members of the college community.														
ACTIONS	4.1.1. Provide in-person and virtual events and initiatives based on student needs and interest. Evaluate the success of these events.	F2022 (and on-going) – continue to evaluate and adapt programming related to the needs of students and emerging themes. Student Life programming developed annually (May/June) based on feedback from student surveys, current literature and emerging themes.	BUILD 3.0 Frame											On Track
GOAL 2: Foster opportunities for student leadership and agency.														
ACTIONS	4.2.1 Partner with NISU on campaigns and initiatives that build agency and capacity	NISU input and collaboration is actively sought in all aspects of Student Affairs/Life including policy development, advocacy and events. DSA/ADSL continue to hold regular meetings with NISU to discuss collaborations and build relationships.	BUILD 3.0 Frame											On Track

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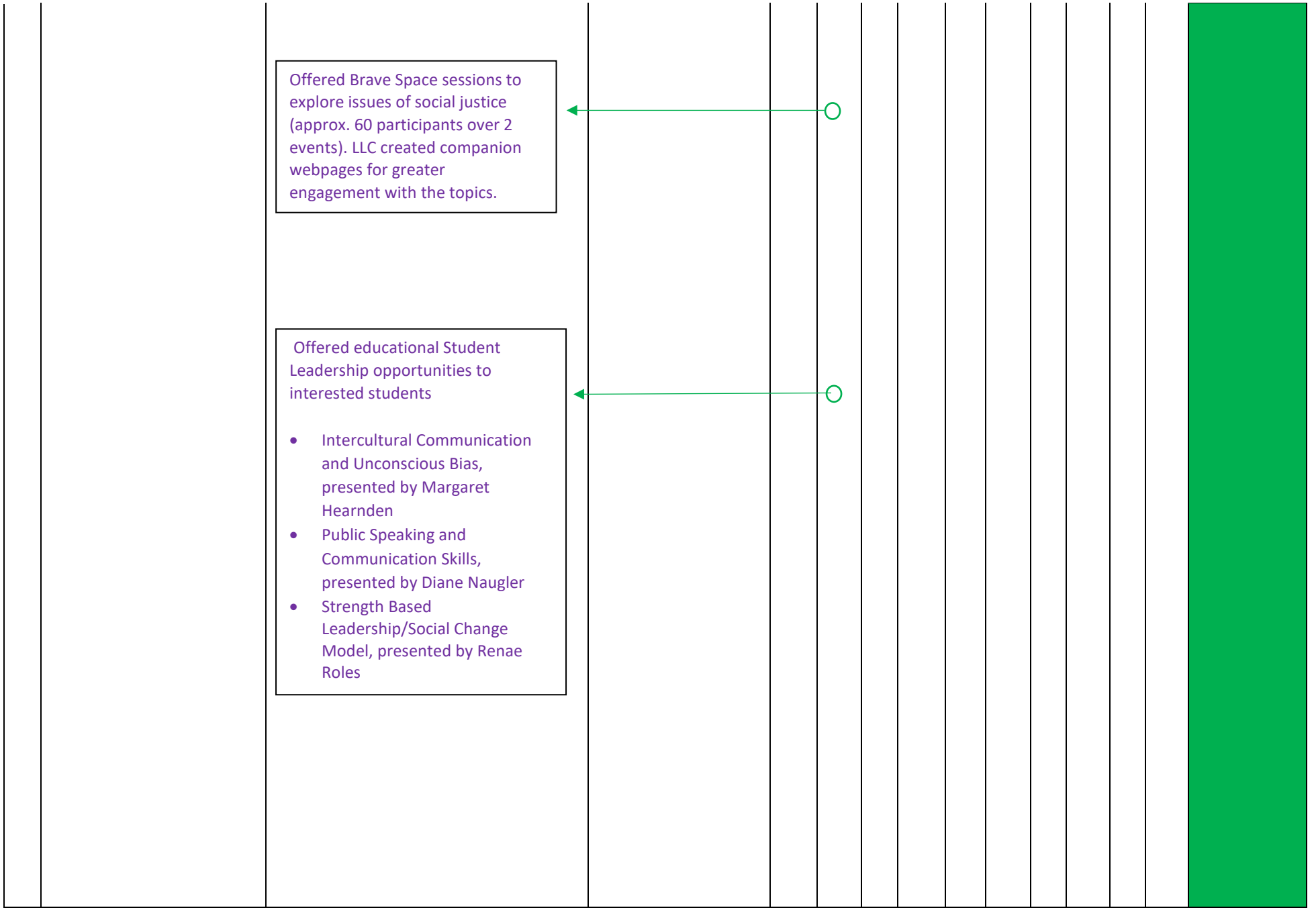
4.2.2. Provide opportunities for student leadership through student employment, volunteering and educational offerings.	Review training (see 3.1.1.) and roles to ensure meaningful engagement for student employees. Continue to offer opportunities for students to engage with social justice issues through Student Life programming and collaboration with faculty/curriculum. Supported 12 BSN students in 3rd and 4th year projects related to health and well-being (including Naloxone training booths). **Ongoing** - Hired student employees (e.g. Campus Life Assistants) to support the work of Student and Community Engagement.	BUILD 3.0 Frame BUILD 7.0 Roof BUILD 9.0 Communities											On Track


Offered Brave Space sessions to explore issues of social justice (approx. 60 participants over 2 events). LLC created companion webpages for greater engagement with the topics.
Offered educational Student Leadership opportunities to interested students
• Intercultural Communication and Unconscious Bias, presented by Margaret Hearnden
• Public Speaking and Communication Skills, presented by Diane Naugler
• Strength Based Leadership/Social Change Model, presented by Renae Roles

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GOAL 3: Ensure student life initiatives and events reflect the diversity of our student population and are inclusive, relevant and accessible.													
ACTIONS 4.3.1. Develop a Justice, Diversity, Equity and Inclusion Policy	JDEI Policy presented to Leadership Team in June 2022	BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof BUILD 9.0 Communities		●									Complete
4.3.2. Develop a JDEI lens tool to support effective planning of Student Life and other NIC events. The tool will support event planners in determining accessibility and inclusivity as well as indicating consideration of diverse needs and participants.	Create advisory group to begin the pre-development (research, planning) of this tool. Include representatives from DALS, IE, OGE, Student Life, NISU and student representatives. See SFU example https://www.sfu.ca/content/dam/sfu/healthycampuscommunity/PDF/Well-being_through_Policy/Guide%20to%20Action%20-%20Well-being%20through%20SFU%20Policy.pdf	BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof BUILD 9.0 Communities											Not Started

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5. STUDENT SUPPORT SERVICES **NIC will provide accessible, inclusive and effective mental health and well-being supports.**														
GOAL 1: Increase awareness of available support services at NIC and within the community.														
ACTIONS	5.1.1. In conjunction with 3.2.1 (student cycle), develop an annual promotion plan with Student Life and other support services to include regular updates and information about available services and new support initiatives and events.	Create an inventory of supports and how it is promoted. Review based on student cycle and other events/campaigns.	BUILD 3.0 Frame											Not Started
GOAL 2: Normalize help-seeking behaviour.														
ACTIONS	5.2.1 Promote the range of supports that can improve the academic and personal experience for all students – not only those in distress	Create a campaign(s)that indicate the range of services we provide and how they can help students who are in distress or who are simply looking to enhance their educational experience. **Ongoing** - Sent reminders through email, workshops and College Newsletter to encourage faculty awareness and support of services as a preventative as opposed to reactive tool to promote success.	BUILD 3.0 Frame											On Track

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5.2.2. Offer workshops and other resources to promote help-seeking behaviour to students.	Offered 'Starting a Conversation about MH' training for students with a certificate of completion – 14 participants Partnered with eleven BC PSIs to create digital resources to support suicide awareness and prevention Offered two Thrive months (October and February) to promote mental health and well-being through various events, workshops and tabling events – over 300 student participants from all campuses	BUILD 3.0 Frame											On Track

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GOAL 3: Develop relationships with community and other support services/networks.													
ACTIONS 5.3.1. Explore and establish connections and partnerships with external organizations including those in each campus community. These might include victim services, crisis lines, mental health and substance use, shelter/transition houses, RCMP liaisons and family services (sexualized violence)	Continue to build partnerships/connections with external community organizations that support our students including foodbanks Partnerships/connections created with: CR Family Services Anti hate and discrimination (CR, PH) CV Community Health Network Counsellor	BUILD 3.0 Frame BUILD 9.0 Communities			○								On Track
GOAL 4: Provide culturally appropriate supports.													
ACTIONS 5.4.1 Hire an Indigenous counsellor	Sarah Lawrence will be returning from maternity leave in Jan 2023 and will be providing Indigenous Counselling services in CV and CR	BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof	●										Complete
5.4.2. In hiring processes, include language about experience working with diverse populations in the JD and questions related to this experience in the interview.	Questions related to working with diverse student populations have been included in hiring for counselling, DALS and library services staffing. Language about experience working with diverse populations has been added to some templates.	BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof		○									On Track

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GOAL 5: Increase student resilience and coping skills.														
ACTIONS	5.5.1. Develop website content prioritizing mental health and well-being to include links to internal and external resources and self-screening tools.	Continue to review website and other resources for more accessible and relevant information related to student mental health and well-being. Thrive at NIC webpages created with links to Wellness Assessment, campus and community resources and Thriving in Action weekly workbook. Enhanced Counselling webpages with link to Student Life Outreach and Liaison for triage to other support services.	BUILD 3.0 Frame											On Track