THE CARE² PLAN

Student Mental Health and Well-Being at NIC

Care **Compassion** Agency **Accessibility** Resilience **Responsibility** Engagement **Equity**

Dashboard

YEAR 4 REPORT

NORTH ISLAND COLLEGE
NIC

How the Dashboard Works

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
1. INSTITUTIONAL LEADERSHIP, ADMINISTRATION AND OPERATIONS			
Goal 1.2 Ensure appropriate funding and resources for mental health and well-being initiatives identified in *The CARE² Plan*.			
a. Cost out *The CARE² Plan* for the next 5 years – to include annual budgetary expenses for operations supporting the plan. BUILD 2.0 Foundation BUILD 3.0 Frame	The Director, Student Affairs (DSA) to work with VP, Students & Community Engagement to cost plan and present costing to Leadership Team.	Virtually all elements of *The CARE² Plan* have been costed out, with most of these operationalized within Student Affairs, and CARE² Grants representing an ongoing expense. The only outstanding unknown expense is the ongoing Community Competency Program. By collaborating with and accessing the administrative structures and processes of the Continuing Education department, we are working to minimize program costs.	On Track

YEAR 5 GOAL
A cohesive goal statement for each item
BUILD 2026 priority/priorities the goal supports

STRATEGY
Approach to achieve the goal

PROGRESS UPDATE
Recent accomplishments, highlights or barriers toward achieving the goal

STATUS
Current goal status at a glance

LEGEND

■	Complete
■	On track
■	Behind
■	No data yet
□	Not started
■	Removed

CARE² PLAN REPORTING

Current Report

PLAN YEAR	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
	2021/22	**2022/23**	**2023/24**	**2024/25**	**2025/26**
Measurement Period	July 2021–June 2022	July 2022–June 2023	July 2023–June 2024	July 2024–June 2025	July 2025–June 2026
Reporting Date	June 2022	June 2023	June 2024	June 2025	June 2026

THE CARE² PLAN DASHBOARD
YEAR 4 REPORT

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
1. INSTITUTIONAL LEADERSHIP, ADMINISTRATION AND OPERATIONS NIC will incorporate mental health and well-being into all aspects of the institution and operations.			
Goal 1.1 Establish area of responsibility for _The CARE² Plan_.			
a. Determine lead to develop annual road map, and coordinate and report back on milestones and completion. BUILD 2.0 Foundation			Complete
b. Develop and implement a student Mental Health and Well-being (MHWB) Committee. BUILD 2.0 Foundation BUILD 3.0 Frame	Liaise with key stakeholders on student mental health and well-being for consultation and leadership.		Complete
Goal 1.2 Ensure appropriate funding and resources for mental health and well-being initiatives identified in _The CARE² Plan_.			
a. Cost out _The CARE² Plan_ for the next 5 years – to include annual budgetary expenses for operations supporting the plan. BUILD 2.0 Foundation BUILD 3.0 Frame	The Director, Student Affairs (DSA) to work with VP, Students & Community Engagement to cost plan and present costing to Leadership Team.	Virtually all elements of _The CARE² Plan_ have been costed out, with most of these operationalized within Student Affairs. CARE² Grants represent an ongoing budgeted expense, and the only outstanding unknown expense is the ongoing Community Competency Program. By collaborating with and accessing the administrative structures and processes of the Continuing Education department, we are working to minimize program costs.	On Track
b. Apply to grant funding through Bell _Let's Talk_ and other grant-offering organizations. BUILD 3.0 Frame	Research grant opportunities.		Complete

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
1. INSTITUTIONAL LEADERSHIP, ADMINISTRATION AND OPERATIONS *continued*			
Goal 1.3 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.			
a. 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. BUILD 1.0 People BUILD 3.0 Frame	DSA to meet with Director, Indigenous Education and VP, Academic to identify opportunities for collaboration.	The Department of Student Affairs (teams from DALS, Library, Student Life) dedicated a full day for every staff member to focus on the question, "What does Indigenization mean in your context?" The results will be shared with the Working Together Working Group for consultation to ensure teams' conceptualizations align with appropriate steps towards Indigenization. From there, we can create and action a plan to embed Indigenous ways of being, knowing and doing in our operations and services.	On Track
Goal 1.4 Encourage departments to identify goals to support student mental health and well-being during annual strategic planning.			
a. Create a mental-health-and-well-being 'lens' checklist to support policy and procedure development. BUILD 2.0 Foundation BUILD 3.0 Frame	DSA to work with the committee to create a checklist 'lens' tool to be piloted with Students, Community Engagement & Admin Team (SCEAT) and Health & Human Services (HHS).	This lens tool is utilized concurrently with lens tools for accessibility and DEI; however, we are proposing a single, multi-aspect lens tool to ensure all key factors (mental health, equity, and accessibility) are embedded in our programs, policies and services.	On Track

b. Departments create a benchmark report for the MHWB Committee, indicating:
 	
  i) Current operations and initiatives that support mental health and well-being
  ii) Annual goals
 	
BUILD 2.0 Foundation
BUILD 3.0 Frame
			Removed

c. Encourage institutional responsibility and opportunity to create conditions for student well-being. BUILD 1.0 People BUILD 2.0 Foundation BUILD 3.0 Frame	Seek base funding for CARE² Grants.		Complete

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
2. TEACHING AND LEARNING NIC will develop and promote pedagogy, curriculum and academic processes that support mental health and well-being.			
Goal 2.1 Provide support and training for faculty to recognize, respond and refer students experiencing academic or personal distress.			
a. Offer and promote workshops for NIC employees including: Capacity to Connect, Supporting Students in Distress, Understanding Duty to Accommodate. BUILD 1.0 People BUILD 2.0 Foundation BUILD 3.0 Frame	DSA to consult with the MHWB Committee and other stakeholders in developing an annual program of training/PD events for employees.		Complete
b. Integrate education regarding student mental health into new-employee orientation. BUILD 1.0 People BUILD 2.0 Foundation BUILD 3.0 Frame	DSA to work with HR to identify opportunities and update current new-employee orientation. Also discuss possible mandatory employee-training module, "Supporting Students in Distress".	This program, which includes how to support people in distress, is set to roll out to all staff and students in Winter 2026.	On Track
c. Evaluate the effectiveness of Early Assist through a robust review of user experience and perceived impact. BUILD 3.0 Frame	Associate Director, Student Life and Student Life Outreach Liaison to develop and implement a review strategy.		Complete
Goal 2.2 Support the development of inclusive curriculum and pedagogical approaches which foster and highlight mental health and well-being.			
a. Work with CTLI and decanal areas to identify and promote well-being in learning environments. BUILD 2.0 Foundation BUILD 3.0 Frame	DSA stakeholders, CTLI and decanal areas work together and fundamentally support the program-review process, helping ensure best practices in mental health are embedded in the learning environment of all programs. This will produce a positive, sustainable outcome for NIC community members.		Complete

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
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 age-healthy behaviours.			
Goal 3.1 Increase mental-health training and support for student leaders, volunteers and student employees.			
a. Work with OGE, Student Life and HR to develop and implement training plans for student employees that include awareness of supports, suicide awareness and self-care. BUILD 3.0 Frame	Review current student-employee training and procedures.	The Community Competency Program will be launched by Winter 2026.	On Track
Goal 3.2 Create awareness of and access to support services.			
a. Identify key 'pressure points' within the student cycle. Consider the cycle from diverse perspectives, including Indigenous, international, mature, dual credit, trades, credential type, entry point and other student ways of knowing and being. Create campaigns and initiatives to coincide with need. BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof	Map out the student cycle from a range of perspectives and lived experience.		Complete
b. Develop marketing campaigns and other resources and strategies to increase awareness of supports. BUILD 3.0 Frame	Using the information from the student-cycle initiative, establish events, information sharing and marketing that highlight available supports.	Currently fine-tuning our web presence under the new Content Management System (CMS) to ensure students and staff can connect with the right resources at the right time. Also working with Marketing and Communications to strengthen recognition of individual Student Affairs units (Phase 2 of our Student Affairs plan).	On Track

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
3. MENTAL-HEALTH LITERACY, CAPACITY BUILDING AND EDUCATION *continued*			
Goal 3.3 Create opportunities to foster resilience and self-advocacy (see also 5. Student Support Services).			
a. Integrate and leverage national campaigns such as Bell *Let's Talk* with NIC campaigns such as Mental Health Week. BUILD 2.0 Foundation BUILD 3.0 Frame	Include campaigns on mental health and well-being in regular Student Life programming.		Complete
b. Provide opportunities to understand resilience and self-advocacy. BUILD 3.0 Frame	The new Academic Integrity web page will support this goal.		Complete
Goal 3.4 Encourage and support healthy behaviours.			
a. Develop support strategies for contract and short-term programs (e.g., micro-credentials) for vulnerable population. BUILD 3.0 Frame	Liaise with SCEAT and Education Team to identify needs for students entering short-term programs.		Complete
b. 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. BUILD 3.0 Frame	Expand existing programs which support the college community, and collaborate with partner organizations to help support regional communities.		Complete

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
4. CAMPUS LIFE NIC will connect, engage and inform students through the development of inclusive, accessible and relevant initiatives and events.			
Goal 4.1 Create opportunities for students to connect with each other and with other members of the college community.			
a. Provide in-person and virtual events and initiatives based on student needs and interest. Evaluate the success of these events. BUILD 3.0 Frame	Evaluate and adapt programming related to the needs of students and emerging themes.		Complete
Goal 4.2 Create awareness of and access to support services.			
a. Partner with North Island Students' Union (NISU) on campaigns and initiatives that build agency and capacity. BUILD 3.0 Frame	NISU input and collaboration is actively sought in all aspects of Student Affairs/ Life, including policy development, advocacy and events.	We continue to have a strong and collaborative relationship with NISU.	On Track
b. Provide opportunities for student leadership through student employment, volunteering and educational offerings. BUILD 3.0 Frame BUILD 7.0 Roof BUILD 9.0 Communities	Review training and roles to ensure meaningful engagement for student employees.	Student Leadership job descriptions are finalized, and staff are currently being hired for Fall 2025.	On Track

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
5. STUDENT SUPPORT SERVICES **NIC will connect, engage and inform students through the development of inclusive, accessible and relevant initiatives and events.**			
Goal 5.1 Increase awareness of available support services at NIC and within the community.			
a. In conjunction with 3.2.a. (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. . BUILD 3.0 Frame	Create an inventory of supports and how they are promoted, and review the list based on the student cycle and other events/campaigns.	The Department of Student Affairs is putting the finishing touches on our Procedures Manual, which includes an annual calendar of communications based on the student lifecycle.	On Track
Goal 5.2 Normalize help-seeking behaviour.			
a. Promote the range of supports that can improve the academic and personal experience for all students – not only those in distress. BUILD 3.0 Frame	Create one or more campaigns to highlight the range of student services and their capacity to help students who are either in distress or simply looking to enhance their educational experience.		Complete
b. Offer workshops and other resources to promote help-seeking behaviour to students. BUILD 3.0 Frame	Shift to a shorter, more focused Thrive event (1 week instead of a full month) to encourage participation and create a more equitable experience across our various campuses.		Complete
Goal 5.3 Develop relationships with community and other support services/networks			
a. Explore and establish connections and partnerships with external organizations, including those in each campus's community. These might include victim services, crisis lines, mental health and substance use, shelter/transition houses, RCMP liaisons and family services (sexualized violence). . BUILD 3.0 Frame BUILD 9.0 Communities	Continue to build partnerships/ connections with external community organizations (including food banks) that support our students.	Work is ongoing toward this goal, including a re-imagination of our Community Services Fair. Traditionally held during Fall orientation, the fair will move to October – a less hectic time at the college – to ensure more dedicated and meaningful engagement between our community partners and members of the college community.	On Track

YEAR 5 GOAL	STRATEGY	PROGRESS UPDATE	STATUS
5. STUDENT SUPPORT SERVICES *continued*			
Goal 5.4 Provide culturally appropriate supports.			
a. Hire an Indigenous Counsellor. BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof	This role is twofold: 1) provide the service; and 2) develop and demonstrate what it means to provide Indigenous counselling to enhance the culturally appropriate practices and skill set of the entire counselling team.		Complete
b. In hiring processes, include language about experience working with diverse populations in the job description and questions related to this experience in the interview. BUILD 3.0 Frame BUILD 6.0 Windows BUILD 7.0 Roof			Complete
Goal 5.5 Increase student resilience and coping skills.			
a. Develop website content prioritizing mental health and well-being – to include links to internal and external resources and self-screening tools. . BUILD 3.0 Frame	Continue to review website and other resources for more accessible and relevant information related to student mental health and well-being.	Currently working with CMS to ensure our refreshed web presence is appropriate, and have rolled out new reporting models through the Service Desk system to help staff identify concerns with students.	On Track