**By doing these…**

**ESDC expects to reach these outcomes…**

**Promote understanding, awareness and acceptance**

* Better general awareness about what to do to manage their own mental health.
* Effectively managed conflict: early, informally and directly (not allowed to fester).
* Reduced fear of reprisal and confidence about accessing support systems (formal or informal) including from their manager.
* Reduction in stigma and greater appreciation for diversity.
* Increased confidence to support colleagues who may face challenges; where to turn for support and how to access supports early.

**Equip managers and executives to proactively support employees in maintaining good mental health and addressing mental health issues**

* Identified occupations with psychological hazards and put mitigation measures in place.
* Better awareness of how to support employees in maintaining good mental health.
* Confident management cadre able to understand and effectively address situations of mental illness in the workplace and have the supports they need to do so.
* Enhanced familiarity with resources available to managers to address mental health issues in the workplace.
* Strengthened conflict management, Interpersonal and people management skills.

**Build supportive mechanisms for those dealing with mental health challenges**

* Collective commitment to support recovery, for example through organizational systems and policies that support creative and flexible work arrangements to try to keep people at work, when healthy, as long as possible and to facilitate gradual return to work.