



# A Pathway to Mental Health and Community Wellness: A Roadmap for Manitoba

February 2022

Manitoba 



We acknowledge we are gathered on Treaty 1 Territory and that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk Nations.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

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## A Message from the Minister



As Manitoba's Minister of Mental Health and Community Wellness, I am pleased to launch our five-year plan for improving wellness, mental health, substance use and addictions services and programs in the province – A Pathway to Mental Health and Community Wellness: A Roadmap for Manitoba.

In building this roadmap we listened to thousands of Manitobans including experts, advocates, and people with lived experience.

They told us we need to:

- make it easier to access and navigate services, especially for vulnerable and marginalized populations
- ensure services are high quality, evidence-based and recovery-oriented
- increase the capacity of supports and services for clients and their families/caregivers
- reduce the stigma around seeking help for mental health and addictions challenges
- better support Indigenous health and wellness
- focus more on health promotion, chronic disease prevention and early intervention activities, especially for children and youth

Our roadmap reflects and incorporates this feedback and the extensive reports we have received over the past five years including the [VIRGO Report](#), reports from the [Manitoba Advocate for Children and Youth](#), and the findings of the [Illicit Drug Task Force](#). It also aligns with broader plans for health system transformation including the [Clinical and Preventive Services Plan](#).

We are deeply grateful to those who shared their stories and recommendations – breathing life into this plan and motivating us to create lasting change.

There has been a long-standing need to invest in programs and services to better support the mental health, wellness and recovery needs of Manitobans, and we are taking action. Since 2019, the Manitoba government has invested more than \$50 million to address these needs. This included establishing an Illicit Drug Overdose Response Steering Committee to respond to the increasing number of overdose events in our province. We have also made investments in innovative services like Rapid Access to Addictions Medicine Clinics, Supportive Recovery Housing units

and Youth Hubs, which have improved access to and coordination of critical mental health, substance use and addictions services.

Additionally, the government has responded to the significant mental health and wellness impacts of the COVID-19 pandemic through the creation of the Department of Mental Health and Community Wellness. We are the first government in Canada to bring mental health, substance use and addictions services, as well as wellness and health promotion programs together under one department. By leading a whole-of-government approach to address opportunities to improve and expand services, we will work to realize a vision of optimal physical, mental, emotional, cultural and spiritual well-being for all Manitobans across their lifespan.

We know there is a need to do more, and this roadmap represents our plan to invest in and work together to create an integrated, responsive and accessible system that meets the needs of Manitobans.

**Honourable Sarah Guillemard**

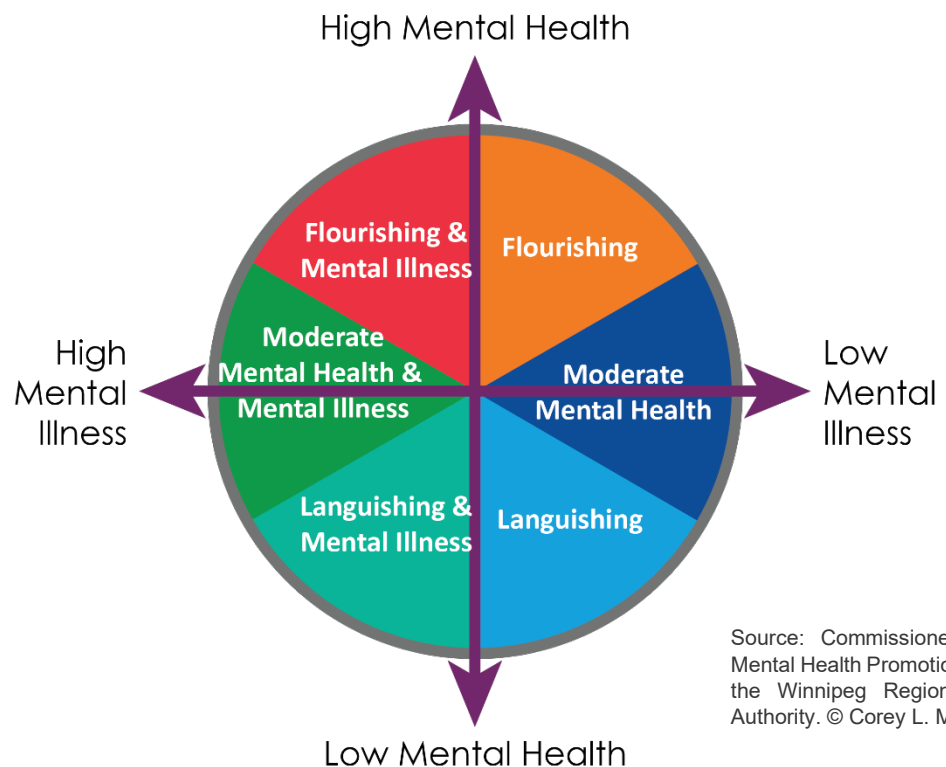
Minister of Mental Health and Community Wellness

## Introduction

Over the last few years, there has been a collective movement to recognize mental health and wellness as essential aspects of our overall health. As a department, we want to accelerate this progress and lead the path forward in our province.

Strong mental health encompasses a state of well-being in which a person realizes their abilities, can cope with the normal stresses of life and can contribute positively to their family and community. We know that our mental health changes over time and many people may experience fluctuations in their mental health throughout their lives. Individuals can experience challenges with their mental health without having a mental illness. Mental illnesses are conditions that affect a person's thinking, feeling, behaviour or mood. There are many kinds of mental illnesses including anxiety, depression, post-traumatic stress disorders, schizophrenia, personality disorders, addictions and eating disorders. It is estimated that over 28 per cent of adults in Manitoba have a diagnosed mental illness<sup>1</sup>. An individual with a mental illness can be in a state of well-being with appropriate coping strategies, treatment and supports in place. While experiencing changes to mental health or a mental illness can be very difficult, it is important to know that supports and services are available.

### The Two Continua Model of Mental Health and Mental Illness



Source: Commissioned by the Mental Health Promotion Team of the Winnipeg Regional Health Authority. © Corey L. M. Keyes

Wellness means something different to everyone, and there is no “one way” to be healthy. Our mental, physical, social, spiritual well-being and our environment all contribute to mental health and wellness. Like most things in life, our wellness will change over time based on a number of factors. Not all Manitobans have the same access to physical activity opportunities, nutritious food, or a safe place to live. Some people experience higher levels of stress and trauma. We need to find meaningful solutions that promote wellness and resilience by improving access to healthy lifestyle choices, fostering cultural safety in the care we provide and better supporting those who have experienced high stress and trauma.

As a province we need to invest more in services to meet Manitobans’ needs for mental health, substance use and addictions services. The broader social and economic costs of mental health, substance use and addictions are substantial as is the impact felt by individuals, families loved ones and communities. Mental health problems and mental illnesses are projected to have cost the Canadian health care and social support system \$80 billion in 2021<sup>2</sup>. Costs related to substance use in Manitoba were estimated to be more than \$1.7 billion in 2017<sup>3</sup>. The situation has only worsened over the last two years of the pandemic, the long-term impacts of which are still unknown.

Similarly, the high incidence of chronic disease in Manitoba results in significant health system and broader economic costs in addition to the significant quality of life impacts for patients and families. We need to do more to reduce and prevent chronic disease. A chronic disease is a health condition that lasts over one year, typically requires ongoing medical attention and worsens over time. Examples of chronic diseases include arthritis, asthma, diabetes and heart disease. Chronic diseases not only impact an individual’s physical health, they also impact mental health and can affect one’s ability to work or partake in activities they find fulfilling for their well-being. Over half of Manitobans live with a chronic disease, yet up to 80 per cent of chronic illness can be prevented<sup>4,5</sup>. That is why wellness-related investment is needed to maintain and improve the well-being of Manitobans through programs that support nutrition, physical activity and prevention.

**Our mission in implementing this plan is to create an integrated, responsive and accessible system of wellness, mental health, substance use and recovery services and supports that meets the needs of Manitobans. This mission will guide us to achieve our vision of Manitobans experiencing optimal physical, mental, emotional, cultural and spiritual well-being across their lifespan.**



Our work over the next five years will focus on five Strategic Focus Areas:

1. Equitable Access and Coordination
2. Mental Well-Being and Chronic Disease Prevention
3. Quality and Innovation
4. Governance and Accountability
5. Indigenous Partnership and Wellness

This roadmap is a commitment to build on momentum that is already underway to improve Manitoba's wellness, mental health, substance use and addiction services. It builds on past high-quality reports and plans and responds to what we heard from Manitobans. It also aligns with existing initiatives and programs from many government departments to reflect a whole-of-government approach.

The roadmap calls on Manitobans to work together and be a part of the solutions that will support everyone in our community to live life to their fullest potential.

We have developed this roadmap to set the direction for our work over the next five years. Our hope is that we all see this unified vision for Manitoba as a shared responsibility.



## Where We Are Today




Manitoba has some of the **highest mental health and substance use and addictions needs** in the country<sup>6</sup>.



Manitoba has the highest rates of **suicide** of any Canadian province<sup>7</sup>.

**28%** 

of Manitoba adults have a **mental illness**, and there are currently long wait lists for many services and programs<sup>8</sup>.




**14%**

of Manitoba **children and youth** 6–19 years old are diagnosed with a mental illness, a rate almost double that of the national average<sup>9,10</sup>.




**18%**


During the fall of 2020, almost **1 in 5 Canadians 12 years old and up** reported that they needed some help with their mental health in the past year<sup>11</sup>.

**95%** 

increase in **substance related deaths** in Manitoba in 2020 compared to the 2017-2019 average<sup>12</sup>.

**28%** 

increase provincially in substance-related overdose **emergency department visits** in 2020 compared to 2019<sup>13</sup>.

More than **50%** 

of Manitobans live with a **chronic disease** yet up to **80%** of chronic illness can be prevented<sup>14,15</sup>.

## COVID-19

The COVID-19 pandemic has placed additional strain on the mental health and well-being of Manitobans, as well as service providers, resulting in increasing wait lists and wait times to access care.



**25%**

of Canadians 18 years old and up screened positive for symptoms of depression, anxiety or post-traumatic stress disorder in spring 2021. The prevalence is over three times higher among young adults than among older adults<sup>16</sup>.



**68%**

of those who screened positive for a disorder reported that their mental health had worsened since the start of the pandemic<sup>17</sup>.



To inform this plan we heard from over 3,000 Manitobans across the province, including people with lived/living experience of mental illness, substance use and addictions challenges, families and caregivers, clinical and administrative leaders, front line service providers and wellness and public health organizations. We heard clearly that we need to focus on the following areas.

### Support Wellness, Prevention and Early Intervention

- Poor physical health can have a major impact on mental health and vice versa. There is a need to focus on health promotion activities to decrease the incidence of avoidable risk factors within the community as well as support individuals and families to improve their mental well-being.
- We know that the onset of mental health problems and illnesses in childhood can predict future issues in adolescence and adulthood, including substance use and addictions challenges<sup>18</sup>. These outcomes highlight the need to invest in support for families and school-based health promotion, prevention and early intervention programming.

### Improve Access and Navigation

- Finding the right mental health, substance use or addiction services can be confusing to clients, families and other support people, as well as front line workers and clinicians who are making referrals. Discrimination and stigma based on gender, sexuality, race, disability and socioeconomic status can further exacerbate these access and navigation challenges for vulnerable and marginalized populations and communities. These are long-standing issues that need to be improved.
- There is significant opportunity to increase capacity and efficiency in mental health and addiction services to improve access and bring care closer to home for more

Manitobans. We heard that many Manitobans who try to access services are excluded based on eligibility criteria, end up on waitlists, or the service they are looking for does not exist in their region.

### Support Indigenous Mental Health and Well-being

- Indigenous peoples within Manitoba consistently experience poorer mental health and wellness outcomes than the rest of the population<sup>19,20</sup>. This reflects the ongoing impacts of colonialism, racism and intergenerational trauma faced by Indigenous peoples.
- The Manitoba health system has historically delivered services using a western medical model and worldview. This is changing and the province has invested in traditional health practices and treatment, but we need to do more.

### Deliver High Quality, Recovery-oriented Services

- Our system cannot function without the workforce needed to deliver high quality, recovery-oriented services. We need to support front line workers including improved recruitment, retention and training to help those who work so hard to provide needed help to Manitobans.
- Recovery-oriented principles (e.g., hope, dignity, inclusion, self-determination and responsibility) need to be better integrated across the entire system. This will support individuals to become active participants in their own care planning and decision making.

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“I wanted my voice to be heard, respected and trusted.”

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### Reduce Stigma

- Research suggests that stigma prevents 40 per cent of people with anxiety or depression from seeking medical help<sup>21</sup>. We heard that many Manitobans hesitate in seeking treatment due to a fear of being judged by members of their community and by service providers. Stigma experienced by Indigenous peoples is even more pronounced when combined with racism and ongoing trauma from colonization.



## Working Together

The effective implementation of this roadmap will require the collective effort of many organizations and individuals. One of the key roles of Manitoba Mental Health and Community Wellness is to support, connect and enable all partners who have a role in achieving the roadmap's vision and mission, including other government departments and service delivery partners.

We are committed to working with Indigenous governments and rights-holders to build strong relationships based on mutual respect, and to work together to co-design solutions to support Indigenous mental health and well-being. This process of collaboration is just the beginning. We look forward to listening, learning and working together to collaboratively address the challenges experienced by Indigenous peoples, and to ensure Indigenous voices and priorities are heard and reflected in the implementation of this plan and the work of the department more broadly.

We recognize Manitoba has diverse populations resulting in different needs from, and experiences with, our system and its services. We are committed to listening to and working with people with lived/living experience representing diverse populations across our province so their voices inform and guide the implementation of this roadmap. This will help ensure that our work results in a better, more equitable and inclusive system that meets the needs of those it serves.

## The Plan

This roadmap sets out the long-term vision for our wellness, mental health, substance use and recovery system. Together, over the next five years, we will achieve our mission to create an integrated, responsive and accessible system. Five strategic focus areas and seven system principles will prioritize and guide our decisions and actions.

### Vision

**Manitobans experience optimal physical, mental, emotional, cultural and spiritual well-being across their lifespan.**

### Mission

**To create an integrated, responsive and accessible system of wellness, mental health, substance use and recovery services and supports that meets the needs of Manitobans.**

### Strategic Focus Areas



### System Principles

**Accountability**  
**Culturally Relevant**  
**Evidence Based**  
**Person and Family Centred**  
**Reconciliation**  
**Recovery Oriented**  
**Trauma Informed**

## Initiative Highlights

Each strategic focus area includes a number of initiatives that will move us towards our vision. A selection of priority initiatives for the first three years of the plan are outlined below.

Equitable Access and Coordination	Mental Well-being and Chronic Disease Prevention	Quality and Innovation	Governance and Accountability
Design essential core services that are funded, available and accessible	Implement provincial tobacco and vape cessation and control initiatives	Develop a workforce strategy for recruitment, training and other supports	Invest in core services across Manitoba
Identify requirements for core services by region	Develop Manitoba's first Diabetes Prevention strategy	Develop quality standards for programs and services	Continue leading the illicit drug overdose response
Establish standards for eligibility criteria to lower barriers to access	Review and refresh Healthy Together Now to respond to community needs	Support the provision of culturally relevant care	Update legislation and policy to enable the roadmap
Refresh in-province and out-of-province travel programs	Review and enhance family supports and school-based programming	Support sharing of leading practices and innovative models	Measure system performance and track progress
Develop integrated models of care and assessment with education, justice and social services	Enhance mental well-being self-management supports	Design and implement a licensing regime for treatment facilities	Foster quality monitoring, evaluation and continuous improvement throughout the system
Increase supports for clients and their family members/ caregivers	Provide workplace wellness and psychological health and safety programming	Develop a provincial information technology plan	Refresh the mandate and capacity of the Office of the Chief Provincial Psychiatrist

Equitable Access and Coordination	Mental Well-being and Chronic Disease Prevention	Quality and Innovation	Governance and Accountability
Collaborate with other departments on a whole- of - government approach to housing with supports for complex clients	Develop and launch an anti-stigma strategy	Support the mental health, resilience and psychological health and safety of our front-line workers	Coordinate annual health service planning for mental health, substance use and addictions services
Increase awareness of core services and how to access them	Establish a centralized and coordinated harm reduction distribution and monitoring program	Expand the use of standardized assessment and screening tools for mental health and substance use and addictions	Develop planning and advisory groups that foster collaboration and gather input from diverse voices
Develop service pathways and navigation tools for accessing programs and services	Build a coordinated provincial response for the prevention of suicide	Expand access to virtual care	
Indigenous Partnership and Wellness			
Strengthen relationships with Indigenous governments, rights-holders and Indigenous-led organizations	Support Indigenous partners in leading the design of culturally relevant programs and services	Enhance capacity for Indigenous-led healing services	Support Indigenous-led community initiatives

## Strategic Focus Area #1: Equitable Access and Coordination

It is critical that all Manitobans are able to access mental health, substance use and addictions services, as well as, wellness programs where and when they need them. To achieve this we are investing in services and programs to ensure they are more consistently available across the province. We also recognize that recovery is a journey, and on the path to recovery there are often ups and downs. As such, care needs to be accessible, and services and programs need to be connected and coordinated so they work together to support an individual in their recovery journey.

To advance equitable access and coordination, we will:

### **1. Invest in Services and Programs**

We are investing to increase access to innovative and evidence-based services across the province. These investments will help to ensure that when someone needs help there are programs and services available to meet that need. Determining what types of services are required and where those services are offered will be based on evidence and population need. Investments will include addictions services, crisis stabilization unit beds, housing with supports, expanding Indigenous-led services, expanding peer support programs and planning for the unique needs of children and youth to name a few.

### **2. Improve Equitable Access and Bring Care Closer to Home**

To make sure people receive the support they need, services need to be closer to home and easier to access, especially for marginalized and vulnerable populations. We will remove barriers to access and improve support for Manitobans who need to travel to access services. We will also work across sectors, levels of government and with our provincial government and system partners in Health, Seniors and Long-Term Care, Education, Families, and Justice to ensure that Manitobans have equitable access to mental health, substance use and addictions supports. This will include collaborative efforts to address the impacts of social determinants of health with a specific focus on safe, affordable housing.



### 3. Enhance System Navigation

Recognizing that recovery is a journey, we are investing in services to ensure they are more connected, coordinated and supportive. We will make it easier to find the most appropriate care and for health care providers to refer individuals to the right level of service for their needs. We will proactively identify and support individuals experiencing or at-risk of mild and moderate mental health and substance use challenges, and enhance supports for families and caregivers.

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“Despite having worked in the mental health system for 30 years, when I went through issues with family, I found them very difficult to navigate. I can’t imagine the average person with no professional mental health experience having to go through that.”

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## Strategic Focus Area #2: Mental Well-being and Chronic Disease Prevention

As a province, we can do much more to support the mental well-being of our population, especially given the impacts of the COVID-19 pandemic. Physical health and mental well-being are closely linked, therefore we will take action to reduce chronic disease, prevent addiction, reduce stigma and invest in child and youth development.

To advance mental well-being and chronic disease prevention we will:

### 1. Advance Chronic Disease Prevention

Recognizing the high rate of chronic disease in the province, we are investing in improved programs and supports to help prevent chronic disease, address gaps in our system and improve health outcomes for Manitobans. This includes the development of a provincial tobacco and vape cessation and control strategy, with an emphasis on children and youth and the development of Manitoba's first Provincial Diabetes Prevention strategy. These strategies will address important gaps in our system and will improve health outcomes for Manitobans. We will continue to support and strengthen Manitoba's [Healthy Together Now](#) program, a community-led,

regionally coordinated chronic disease prevention program, to ensure it meets the unique needs in communities across the province. Innovative funding models such as Social Impact Bonds will continue to be used to support investment in prevention related activities.

## **2. Promote Mental Well-being**

Several actions will be taken to improve the mental well-being of Manitobans. We will develop and launch an anti-stigma strategy, so more Manitobans feel comfortable and encouraged to seek mental health, substance use and addictions support when they need it. We will also build upon our existing work to create a provincially coordinated strategy for the prevention of suicide among children, youth and adults, with a special focus on at-risk communities and populations. To support Manitobans to improve their mental well-being more broadly and deal with the ongoing impacts of the pandemic, we will increase access to mental well-being self-management supports as well as work with partners to implement workplace wellness and psychological health and safety programming.

## **3. Support and Invest in Child and Youth Development**

The gap between the need and availability of child and youth mental health services is well known. We are committed to providing services for children and youth that consider both mental and physical health care to support their well-being. Supporting children, youth and their parents/caregivers is crucial to their development and not only leads to better health outcomes, but also improved school achievements and an increased feeling of resilience and belonging. To do this, we will provide more mental health promotion programming in the school system, strengthen the [Healthy Food in Schools](#) initiative and expand the availability of school-based services and programming across the province.

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**“We do testing and preventative care for all sorts of physical illnesses, but for some reason with mental health we often wait until it’s too late.”**

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### Strategic Focus Area #3: Quality and Innovation

The dedication and passion of those working in the mental health, wellness, substance use and addictions system is clear, but we need to ensure those providing services have the capacity, skills and training needed to deliver high quality care. This means investing in more front-line workers and giving them access to best practices and clear quality standards that set the bar for service delivery across the province. It also means enabling service delivery through modern virtual care and information technology solutions.

To enhance quality and innovation, we will:

#### **1. Strengthen Our Workforce**

Investments in services means we must invest in our workforce as well. This will include working with service delivery organizations and other partners including universities, colleges, unions, associations and academic organizations to strengthen and support our workforce. Our work will include recruiting and retaining front line staff, new professional regulations, improving consistency in the payment of health service providers, enhancing representation in the workforce to reflect the communities being served, as well as increasing training and educational opportunities. We also know there is mental fatigue and burnout experienced by front line workers, and we will improve the mental health and resiliency supports available to them.

## **2. Define Quality Standards**

It is important that Manitobans are able to access high quality care anywhere in the province. We will achieve this by establishing quality standards for programs and services. We will also implement legislation for some provincially-funded programs, services and treatment facilities, and will work with privately funded programs and services where appropriate to define quality standards.

## **3. Mobilize Knowledge and Innovation**

Evidence and best practices are constantly changing. To make sure that leading practices and innovative models are incorporated into service delivery, the department in partnership with Shared Health will create a centralized forum to support knowledge sharing. One expected area of focus is the development of resources and tools to increase the availability of culturally relevant care. This will be done in partnership with research and academic institutions to incorporate and disseminate emerging research and evidence.

## **4. Enhance Information Sharing and the Use of Technology**

The adoption of technology can provide Manitobans with additional ways to access care, improve screening and care planning, and support information sharing between individuals and their care team. We will work with our partners in the health system to expand virtual care options for mental health, substance use and addictions programs and services. We will expand the use of standardized screening and assessment tools and work towards a provincial mental health and substance use and addictions information technology system that includes a shared electronic client record. An individual should only have to tell their story once.

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“Every new visit I would spend most of the time repeating my story. This made it hard to make progress.”

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## Strategic Focus Area #4: Governance and Accountability

Planning, decision-making and oversight of mental health, substance use, addictions and wellness programs and services are spread across many systems and government departments. This plan takes a whole-of-government approach to coordinating planning, funding and oversight in a more integrated and evidence-based way. We will make sure that people with lived/living experience, Indigenous peoples, service providers and our partners across government have a voice in system planning and decision-making.

To advance governance and accountability, we will:

### **1. Implement Collaborative Decision Making and System Planning**

We will create governance and advisory structures to support policy development, planning and implementation, with a specific focus on clarifying governance and improving coordination between programs for children, youth and transitional care. This will ensure that system partners, people with lived/living experience, Indigenous governments and rights-holding organizations, and diverse communities and populations will have a voice in policy development and planning. We will also work across jurisdictions with federal partners and federally funded organizations. Finally, we will continue to support targeted system planning, reviews, and initiatives to respond to Manitoba's overdose crisis.

### **2. Strengthen Accountability and Funding**

It is critical that resources are allocated where there is the most need and they will have the greatest impact. As part of this plan, we will be taking steps to strengthen how funding is calculated and the mechanisms that exist to ensure that Manitobans are getting value for money from the programs and services funded with public dollars.

### 3. Improve Outcome and Performance Measurement

Measuring performance is crucial to understanding the progress we are making to improve access to services, the effectiveness and coordination of those services, and ultimately whether we are helping Manitobans achieve better outcomes into the future. As part of our work, we will develop a provincial performance measurement and reporting framework based on key indicators for wellness, chronic disease prevention, mental health, substance use and addictions. We will provide regular public updates on our performance, so that all Manitobans and those responsible for delivering services know where we must focus improvement efforts to improve the health and well-being of Manitobans.

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“We need a system that expands its focus from just treating illness to promoting wellness, including how we plan, fund and measure success.”

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### Strategic Focus Area #5: Indigenous Partnership and Wellness

We are committed to listening to, learning from and working with Indigenous governments, rights-holders and Indigenous-led organizations to support the mental health and well-being of Indigenous peoples in Manitoba. We recognize that colonial practices, past and present, have contributed to reduced access to culturally safe and relevant care and resulted in poor outcomes for Indigenous peoples. We are committed to advancing reconciliation by working collaboratively to address these challenges while respecting the distinct nature and lived experience of First Nations, Inuit and Métis.

To enhance Indigenous partnership and wellness, we will:

#### 1. Strengthen Relationships with Indigenous Governments, Rights-holders and Indigenous-led Organizations

Through a distinctions-based approach that respects the cultures, needs and aspirations of First Nations, Inuit and Métis, we are working to build meaningful partnerships to collaboratively address the challenges experienced by Indigenous peoples and to co-design and implement solutions

based on their priorities. The Manitoba government will also work in partnership with the Government of Canada to make sure jurisdictional concerns do not prevent Indigenous peoples from receiving the care they need.

## **2. Increase Access to Indigenous Cultural Programming and Healing Services**

It is important that Indigenous peoples can access culturally safe and relevant services that are respectful of community-driven needs, and that are inclusive of traditional healing practices, ceremony and treatment. We are committed to investing in these services and supporting Indigenous-led organizations to increase their availability. How and where we invest will be informed through the partnerships that are being built.

As we continue to implement the VIRGO Report recommendations, we expect work with Indigenous communities to include:

- engaging Indigenous communities, organizations, Elders and youth in strategy refinement, planning and implementation.
- situating planning and implementation activities in a larger historical context and healing process and using the First Nations National Mental Wellness Continuum.
- working together across sectors to address jurisdictional issues.
- building on existing strengths, including those among Indigenous youth, to increase cultural competence.
- ensuring treatment content is culturally relevant and appropriate.
- supporting work and enhancing capacity of community Elders to fulfill their traditional roles.



## Measuring Our Progress

As we implement this five-year roadmap we will be transparent about our progress. This will include sharing updates, ensuring Manitobans are aware of local service changes, and reporting on performance measures related to system performance and the overall health and wellness of Manitobans. This will also align with our government's Measuring Progress work.

During the first year of this plan we will work with system partners and stakeholders to create a performance measurement framework that will allow us to track our progress and benchmark against our peers.

## Conclusion

This roadmap is ambitious. This ambition reflects our commitment as a government to support Manitobans to enhance their mental well-being and physical health and ensure there is a system of supports and services available when needed. We will continue to build on the positive work and momentum already underway across the system and work with our partners to implement the change.

Through the work we will do together, Manitobans will experience real and significant improvements to mental health, substance use and addictions services, as well as expanded chronic disease prevention and health promotion activities within our province. Together we will create an integrated, responsive and accessible system of wellness, mental health and substance use and addictions services and supports, so that Manitobans experience improved physical, mental, emotional, cultural and spiritual well-being across their lifespan.



## Acknowledgements

Since the public consultation plan was announced in July 2021, the department has engaged extensively with over 3000 Manitobans to gather input and identify priorities for this plan. We thank everyone who contributed their ideas, experience and advice to this process.

This included:

- People with lived/living experience
- Front-line service providers
- Clinical and administrative leadership
- Associations and professional organizations
- Advocates and community leaders
- Not-for-profit organizations
- Pan-Canadian organizations



## Glossary of Terms:

<b>Term</b>	<b>Definition</b>
<b>Caregivers</b>	A caregiver is a person who tends to the needs or concerns of a person with short- or long-term limitations due to illness, injury or disability. Caregivers often are family members, friends and loved ones.
<b>Core Services</b>	Core services are essential mental health and addictions services and supports that all Manitobans can access and have reliably available to them if they have the need for them. Programs and services could include community-based, residential and hospital-based care.
<b>Cultural Safety</b>	Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the health care system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.
<b>Diverse Community or Population</b>	The terms diverse community and diverse population reflect that individuals in our province differ with respect to age, ethnicity, gender, gender identity, language, physical ability, race, sexual orientation and socioeconomic status.
<b>Mental Health</b>	Low mental health refers to specific signs and symptoms that cause significant and persistent psychological or emotional distress. This can affect our ability to function, to process information and to make decisions. Strong or high mental health reflects a state in which an individual realizes their abilities, can cope with the normal stresses of life, and can contribute positively to their family and community.
<b>Mental Illness</b>	Mental illnesses are conditions that affect a person's thinking, feeling, behaviour or mood. There are many kinds of mental illness including anxiety, depression, post-traumatic stress disorders, schizophrenia, personality disorders, addictions and eating disorders.
<b>Mental Well-Being</b>	Mental health and mental well-being are two related but independent concepts. Mental well-being refers to our sense of self and our ability to live our lives as close as possible to the way we want to. A flourishing mental well-being is associated with meeting our potential, developing

	strong relationships and doing things we consider important and worthwhile. An individual experiencing low mental well-being over a long period of time is more likely to experience low mental health.
<b>People with Lived/Living Experience</b>	People with lived/living experience are those with first-hand experience with a diagnosis or health condition. This may include those who have experienced or are experiencing mental illness and substance use or addictions challenges, as well as their caregivers.
<b>Recovery-oriented Services</b>	The concept of recovery refers to living a satisfying, hopeful and contributing life, even when there are ongoing limitations caused by mental health challenges or illnesses. Recovery-oriented services support individuals on their recovery journey and reflect an approach to care where service providers engage in shared decision-making and offer a range of services and supports to support an individual in meeting their needs and achieving their goals.
<b>Social Determinants of Health</b>	The social determinants of health are the non-medical factors that influence health outcomes. They are the conditions in which people are born, grow, work, live and age, and the wider set of forces and systems shaping the conditions of daily life.

## Endnotes

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