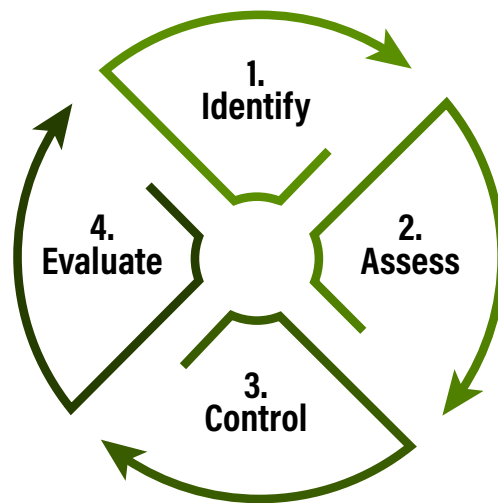


## Beyond the Assessment: Recognize, Assess, Control and Evaluate Workplace Mental Health Webinar Series

In psychological health and safety, the employer has a responsibility to create a work environment that protects workers from mental harm and promotes psychological well-being.

It is possible to create psychologically healthy and safe workplaces by applying existing health and safety methods. For example, to protect workers' psychological health and safety, employers must be able to identify and recognize hazards that may cause harm, assess the risk of harm, control the hazard, and evaluate the effectiveness of the control measure.



This process may also be referred to by the acronym 'RACE,' which stands for recognize, assess, control, and evaluate.

Good practices for applying the RACE model:

- Consult your health and safety committee
- Vary your assessment methods
- Prioritize impacting the whole organization over targeting individuals
- Designate responsibility when implementing initiatives
- Communicate results and celebrate successes
- Evaluate effectiveness

The foundation of creating and sustaining an environment like this comes from consistently and continuously working to foster trust and build relationships.

Embed psychosocial safety into the way business is done **every day**.

## References

Psychological Health and Safety Program - Assessing Psychosocial Hazards | CCOHS

[https://www.ccohs.ca/oshanswers/psychosocial/phs/mentalhealth\\_checklist\\_phs.html](https://www.ccohs.ca/oshanswers/psychosocial/phs/mentalhealth_checklist_phs.html)

Psychological Health and Safety Program - Controlling Psychosocial Hazards | CCOHS

[https://www.ccohs.ca/oshanswers/psychosocial/phs/phs\\_controllinghazards.html](https://www.ccohs.ca/oshanswers/psychosocial/phs/phs_controllinghazards.html)

Psychological Health and Safety Program - Evaluation and Continuous Improvement | CCOHS

[https://www.ccohs.ca/oshanswers/psychosocial/phs/phs\\_evaluation.html](https://www.ccohs.ca/oshanswers/psychosocial/phs/phs_evaluation.html)

Mental Health - Recognizing and Addressing Stigma at Work | CCOHS

[https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealth\\_stigma.html](https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealth_stigma.html)

Mental Health - How to Address and Support | CCOHS

[https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealth\\_address.html](https://www.ccohs.ca/oshanswers/psychosocial/mh/mentalhealth_address.html)

How to improve workplace equity: Evidence-based actions for employers | Employment and Social Development Canada

<https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/reports/employers-improve-workplace.html>

Inclusion strategies for leaders | Workplace Strategies for Mental Health

<https://www.workplacestrategiesformentalhealth.com/resources/inclusion-strategies-for-leaders>

Employer resources and tools on employment equity | Government of Canada

<https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/tools-resources.html>

Employment Equity | Public Service Alliance of Canada

<https://psacunion.ca/employment%20equity>