

Calgary's Mental Health and Addiction Strategy: Leadership Group, Guiding Principles and Ways of Working Together

Role:

- Provide leadership to the implementation of Calgary's Mental Health and Addiction Strategy, including maintaining fidelity to the public value statement and shared outcomes identified in *A community of connections: Calgary Mental Health and Addiction Community Strategy and Action Plan 2021-2023*.
- Champion and influence change within and across organizations and sectors that have a role in improving mental health and addiction outcomes for Calgarians.
- Identify and provide direction to address risks and issues in the implementation of Calgary's Mental Health and Addiction Strategy.
- Identify emerging issues and determine their impact on the scope and approach of Calgary's Mental Health and Addiction Strategy.

Leadership Group details:

- 7-10 members
- Meets every 4-6 weeks as required for the implementation of Calgary's Mental Health and Addiction Strategy.
- Ability to form sub-committees to provide more focused and delegated leadership to particular theme areas (i.e. Being Well, Getting Help, Staying Safe) or projects.
- Once convened, the Leadership Group will develop terms of reference.

Calgary's Mental Health and Addiction Strategy Guiding Principles and Ways of Working Together:

1. **Action-oriented:** We will prioritize nimble action and outcomes above formal process in order to test our assumptions and interventions. We will use evidence to scale up what works.

My Commitment:

PAY IT FORWARD - I agree to "pay forward" whatever positive benefits I receive.

- For every introduction I get, I will introduce another person.
- For every hour of advice I receive, I will give an hour of advice to someone else.
- For every risk someone takes with me, I will take a risk with a different person.

2. **Collaborative and People-centred:** We will learn together, put the people we serve at the center of the work, and adopt a common non-stigmatizing language among stakeholders, organizations and orders of government. Everyone has a role to play in creating hope and strengthening support for individuals, families and communities so that we all can live healthy and meaningful lives. Mental Health and Addictions affect every Calgarian and it affects each person uniquely.

My Commitment:

DIVERSITY - I embrace diversity, strive to create equal opportunity for every person, and I am open to meeting anyone in this community. I commit to ensuring every single individual is given the

opportunity to excel, succeed and contribute.

3. **Collectively Accountable:** We will build relationships based on mutual respect and trust. The organizations who choose to be involved will authorize this work and each organization will be accountable to the communities and citizens they serve. We will be transparent and open in our efforts, knowing greater success comes from inclusiveness.

My Commitments:

SHARING - I will open myself to learning from others. I am eager to act to learn. I will share my knowledge in the spirit of the Creative Commons to help nurture learning in others. I will be open to a culture of risk-taking and commit to rapidly implement change.

ROLE MODEL - I will lead at times and follow at other times. Each person acts as a role model for everyone else.

TRUST - I will give trust to others before expecting to receive trust in return.

4. **Barrier Breaking:** In order to address addiction we must acknowledge mental health as an underlying cause. We will establish the full continuum of care that acknowledges the individual experience of each person, and work to eliminate barriers between services. This work will be informed by intersectional initiatives across other relevant sectors.

My Commitments:

HONESTY - I will be truthful and frank. I will break rules and call out elephants in the room. I will not judge or apply labels and stigmatize. I will be open to the honest feedback of others.

5. **Evidence-informed:** We will build upon the impact of past work relevant to Calgary to develop interventions based on the best available evidence, and develop robust evaluation tools to ensure that interventions are serving the people they are designed to help. We will reduce barriers to data sharing between organizations where possible to create a common baseline. Where appropriate, this evidence will empower us to reallocate existing resources to improve the coordination of services offered by the Province, The City and civil society.