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INSIGHTS FOR INCLUSIVE WORKPLACES

This spring, the OCTC team has been busy connecting with local businesses across Ontario—from healthcare to hospitality, skilled trades to manufacturing. No matter the sector, one concern keeps coming up: **mental health in the workplace.**

As business owners and team leads continue to navigate economic uncertainty, many are asking: **How do we support our people while still meeting our business goals?**

In honour of Mental Health Awareness Month and National Accessibility Week (May 26–June 1), we're sharing a few tools and practices to help you embed mental health into the foundation of your workplace culture.



Promising Practices: Start Meetings With a Check-In

minutes to ask how everyone is doing and give space to share, listen, and connect. It's a small practice that's made a big impact. Even as a fully remote team, it has helped us build trust, improve communication, and support one another through challenges.

Creating a culture where people feel safe to share how they're doing is one of the most meaningful ways to support mental well-being and it's something any workplace can do, no matter the size or structure.

Check-ins can also improve accessibility. Simply asking "What support would help you do your best work right now?" opens the door to conversations around supports, workload, and inclusion without stigma.

It's a reminder that supporting mental health and accessibility starts with listening.

Featured Mental Health Resources

We've rounded up three free, practical tools and training to help you support your employees' mental health in the workplace:

1. [Your Health Space \(CMHA Ontario\)](#)

A free workplace mental health program tailored for Ontario's health care sector. It includes live workshops, self-directed learning, and tools to address chronic stress in the workplace.

2. [Workplace Mental Health Playbook for Business Leaders \(CAMH\)](#)

This user-friendly guide offers five clear recommendations for business leaders to support employee well-being while improving outcomes for your business.

3. [Mental Health Toolkit \(YES WorkAbility Project\)](#)

Created to help employers create accessible, inclusive environments for employees who have a mental health disability. It includes training modules, interactive courses, and resources you can start using right away.

Welcome OCTC's New Collaborators!



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Upcoming Events: Save the Date!

Ontario Disability Employment Network (ODEN) Information Session

May 20, 2025 | 12:00 PM ET | Online

This information session is in collaboration with Invest Ottawa to discover how the Ontario Disability Employment Network collaborates with businesses to:

- Enhance Inclusion and Diversity efforts with a focus on disability
- Increase hiring and retention
- Improve Disability Awareness and Confidence
- Connect businesses with local job seekers

[Register Here](#)

Seminar

May 26, 2025 | 10:00 AM ET | Online

In recognition of National AccessAbility Week, join us on May 26th for the Disability Awareness & Confidence Training for Executive Leadership. Designed for executive leaders, business owners and decision makers, this training will equip you with the knowledge and confidence to foster a disability inclusive workplace, positioning your business for long-term success.

Tools and services available through the Ontario Corporate Training Centre (OCTC) project will also be shared to support your disability inclusion journey.

[Register Here](#)

ODEN Business Lunch & Learn: Mentor & Make an Impact with MentorAbility!

June 3, 2025 | 12:00 PM ET | Online

Is your organization interested in expanding and strengthening workplace culture and employee engagement strategies?

In this session, you will learn about MentorAbility Canada, a national initiative built on a supported employment foundation that promotes the recruitment, employment, and retention of people who have a disability.

[Register Here](#)

If you're looking to start or continue your disability inclusion journey in your business, please e-mail us at

info@ontariotrainingcentre.com



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