

# Fire Service Leadership

First Responder Mental Health Conference

January 31, 2019

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# Topics

- ▶ Experiences
- ▶ Challenges
- ▶ Leadership & Opportunities

# Experiences

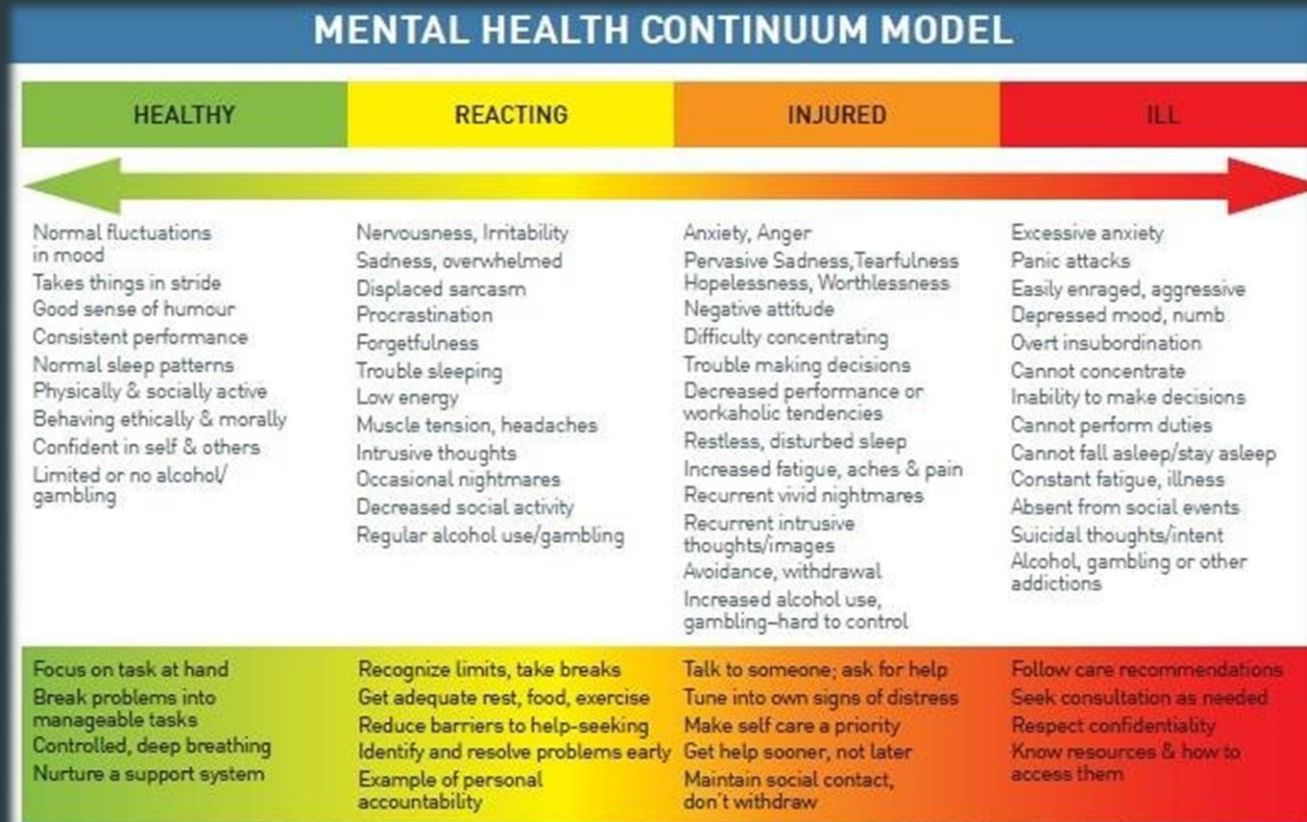
- ▶ Nanaimo's CISM - Late '80s
- ▶ Surrey
- ▶ Nanaimo

# Road to Mental Readiness



# Understanding the Continuum

- ▶ Healthy
- ▶ Reacting
- ▶ Injured
- ▶ Ill



# Loon Lake Learnings

- ▶ Everyone has a story
- ▶ Peer Support
- ▶ 200%
- ▶ What happens to our colleagues affects us



# Challenges

- ▶ Gap between internal programs → Extended Health Benefits → WorkSafeBC diagnosis
- ▶ Funding
- ▶ Compassion fatigue
- ▶ Staffing levels

# Leadership opportunities

- ▶ Build trust
- ▶ If not you - find someone
- ▶ Create a safe and supported work environment
- ▶ Become a champion





# Bringing the issue to the forefront

- ▶ Take every opportunity to raise awareness and reduce the stigma around mental health
- ▶ Annual reports
- ▶ Council presentations
- ▶ Media interviews

# What should we do next

- ▶ Families and education
- ▶ Budget priorities
- ▶ Do What is RIGHT for your employees - for their families - for your organization

Questions?