

KEEPING YOURSELF AND OTHERS SAFE DURING COVID-19

AT HOME

Keeping others safe at work begins with keeping yourself safe at home. Employees must use prevention strategies to keep themselves safe outside of work.

Prevention strategies include:

- washing your hands
- avoiding touching your face
- using proper hygiene when coughing or sneezing
- cleaning and disinfecting items and surfaces that are touched often.
- staying home as much as possible
- practicing physical distancing

AT WORK

During the COVID-19 pandemic, essential workers must still report to work. To keep others safe at work, you can:

- if you show signs of sickness - stay home
- wash your hands when entering and leaving the workplace
- remain in your office as much as possible
- practice physical distancing
- clean your workstation daily
- hold meetings by phone when possible
- for meetings that must be held in person, set up the room to allow for physical distancing

THE LMG RESPONSE

The LMG was one of the initial First Nations to identify the virus threat and began proactive steps:

- create working groups, establish COVID-19 policy, conduct vulnerability assessments, purchase essential items early, identify essential staff, create directorate work plans, and provide funds for elders
- In almost every step, the LMG was ahead of Provincial and Federal Government positions

Our response has evolved as the situation has progressed:

- Feb 18 - COVID-19 is first identified as a concern; Communications strategy developed
- Feb 29 - Working group created to develop a response plan and supply chain issues
- Mar 6 - Emergency meeting to develop an LMG position
- Mar 11 - Directors' meeting to create and adopt COVID-19 working policy; WHO declares global pandemic
- Mar 13 - Public announcement closing primarily schools until March 30; message to 8 directors
- Mar 14 - Quebec declares State of Emergency
- Mar 16 - An initial strategic preparedness & response plan developed
- Mar 18 - LMG closed except for "essential" services (initially for 2 weeks: March 18-31)
- Mar 19 - NB declares state of emergency
- Mar 24 - June 6th Chief & Council elections postponed, LMG closure extended two weeks (April 1-14)
- Mar 27 - Strategic Food Plan developed
- Mar 30 - Monitoring checkpoints implemented
- April 6 - State of Emergency declared for Listuguj First Nation. A "Unified Command" is created to direct LMG's emergency response
- April 14 - Emergency Plan and protocols developed by the "Unified Command." The plan was based on the "continuum" model of escalation. Closure of the LMG was extended 2 weeks (April 15-28)
- April 15 - LMG "Unified Command" and the 8 directorates begin relief of essential workers, rotate critical staff and schedule gradual, phased in return to work
- April 15 - Quebec announces gradual loosening of shelter-in-place restrictions allowing parts of the construction industry, garages, and garden centres to re-open
- April 22 - Council postpones the commencement of phased return to work
- April 24 - NB announces gradual phased in return to work
- April 24 - increase in stress levels and likelihood of burnout amongst essential staff prompts Unified Command to initiate "critical workers mental health" plan, to be implemented the following week

MENTAL HEALTH AT WORK

LMG guide to mental health during COVID-19



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POSITIVE WORKPLACE MENTAL HEALTH DURING COVID-19

BEFORE WORK

Just five minutes of mindful activity every morning, away from any screens, can make a big difference throughout your day.

Mindful activity could include:

- a five-minute (or more) meditation: visualize your day, how do you want it to go?
- looking out the window over coffee or breakfast
- listening to a song or podcast
- exercise or deep breathing

AT WORK

In the workplace, this is not business as usual, so don't get down on yourself if you're having trouble working as effectively as you once did.

Protecting your mental health at work can be done by:

- communicating with your supervisor about your feelings and concerns
- knowing and following all COVID-19 prevention protocols
- engaging in positive conversations with colleagues
- getting into "work mode" - disconnect from news and social media and focus on your work
- knowing your limit - do not feel obligated to engage in COVID-19 discussion
- respecting the limits of others - it is important to share with others, but check with them first to see if they are able to listen

AFTER WORK

Power down at the end of the day.

To stay motivated, find evidence of the good work you've done.

Make a list of all the tasks you accomplished for the day, no matter the size, or ask for feedback from someone you trust.

Take time at home to relax and decompress.

REDUCE STIGMA

Public health emergencies, such as the outbreak of COVID-19 are stressful times for people and communities. Fear and anxiety about a disease can lead to social stigma toward people, places, or things.

Some groups of people who may be experiencing stigma because of COVID-19 include:

- Persons of Asian descent
- People who have traveled
- Emergency responders or healthcare professionals

Stigma hurts everyone by creating fear or anger towards other people.

Reducing stigma in the workplace is a job for everyone. Employees can reduce stigma by:

- refusing to engage in gossip
- speaking up when others make false and/or harmful statements
- speaking directly to a supervisor if they are concerned about a colleague
- sharing positive news
- Staying informed about COVID-19

THE FACTS

Staying informed is one of the most important ways to promote positive mental health and reduce stigma during the COVID-19 pandemic. You can stay informed and help inform others by:

- using reliable sources to ensure you are getting accurate information. LMG suggests the Public Health Agency of Canada, the Centers for Disease Control and Prevention, and the World Health Organization.
- checking before you share. People can post anything on social media; make sure it is accurate before you share it.
- stopping rumors. Spreading rumors about others is not helpful and often leads to lasting damage.

