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## **Top Canadian and U.S. Employee Assistance Program Innovators To Be Honored in Vancouver, May 9-11**

*EASNA Announces 2018 Corporate & Leadership Awards*

Alexandria, VA, March 30, 2018—The Employee Assistance Society of North America (EASNA) announces its 14th Annual Corporate Awards of Excellence winners and its 4th Annual Leadership Award honoree. The awards are given to showcase the excellence, innovation and impact of Employee Assistance Programs (EAPs) in the workplace and the outstanding contributions of a workplace health advocate and pioneer. This year's winners will be honored at EASNA's 30<sup>th</sup> Annual Institute, May 9-11, at the Pinnacle Hotel Harbourfront in Vancouver, British Columbia, Canada.

The following companies have been selected as 2018 Corporate Award winners:

- Representing Canada are two winners:
  - **The Law Society of Ontario**, whose EAP is Homewood Health.
  - **Ontario Power Generation**, whose EAP is Morneau Shepell.
- Representing the U.S., the winner is **Yale New Haven Health System**, whose EAP is Beacon Health Options.

**The Law Society of Ontario**, which serves lawyers and paralegals, created a comprehensive Member Assistance Program, which includes counseling, coaching, online courses, wellness information and a unique peer support program crafted to address the mental health challenges legal professionals face in a fast paced, high stress field. In operation since 2013, the success of the program is best judged through the increase in its utilization and the number of members who are accessing counseling, coaching services and peer support services, as well as members volunteering to be peers. Despite the challenge of delivering services to legal professionals in different organizations, the Law Society of Ontario has worked to make mental health services more accessible and dispel the stigma surrounding emotional health within the legal profession.

**Ontario Power Generation** (OPG), one of the largest North American public utilities, is being recognized for its commitment to not only an organizational culture that values safety but also that recognizes good mental health as a critical component to the organization's success. To achieve its objective and anticipate expected business transitions, the Total Health Strategy was launched in 2014 and has been integrated into the overall organizational mission and vision. Governed by a tri-partite union and management committee, the Employee and Family Assistance Program (EFAP) Committee oversees all aspects of the programming that intersects with the employees, ensuring quality and coordination throughout the organization. OPG has employed an individualized strategic approach to employee wellness in partnership with the EFAP services to increase its employees' understanding of the value of early intervention in their personal health issues and to engage them in the vast number of resources

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and tools that are available to assist them with managing work, health and life issues. In the past four years, EFAP utilization has increased to the highest levels in OPG's history from 12.4% to 16.47%.

The **Yale New Haven Health System** (YNHHS), a health delivery system in Eastern Connecticut and Southern Rhode Island, instituted an EAP program model that achieves excellence by leveraging a six-session, solution-focused EAP model with internal resources dedicated to wellness. Strategically, YNHHS developed its Employee and Family Resource Program so it focuses on prevention and resilience, creating a structure that mitigates disruption for the inevitable trauma experienced in the healthcare workplace. The cornerstone of disruption management is their prevention programs, especially the mindfulness programming. Prevention services also include the Resident Wellness Visit Program, which is designed to prevent burnout among healthcare providers. A peer program regularly responds to critical incidents, such as deaths in the workforce. Among their healthcare workforce, YNHHS has documented a 19.71% utilization for 2017.

**EASNA's Leadership Award** recognizes an individual who throughout his or her career demonstrates ongoing commitment and support of EAP and workplace health. The 2018 Leadership Award will be presented to **Michel J. Arsenault**, MSW, RSW, Clinical Director, Ontario/Atlantic Canada and Digital Clinical Services at Morneau Shepell.

Arsenault's commitment and passion for supporting transgender employees led to the development of a program to help organizations manage gender diversity in the workplace and to support transgender individuals ready to make the transition at work in a sensitive and respectful manner. As a visionary leader, he understood the direct impact this type of program would have on transitioning employees and on the organizational culture as a whole. Since 2001, the demand for this type of intervention has grown, and Arsenault supports hundreds of organizations globally.

An independent panel of judges reviews Corporate and Leadership Awards submissions and evaluates them on a series of criteria that underscore the importance of integrating the services of an EAP provider to ensure the health and well-being of the company's workforce. It also evaluates the contributions of visionary EAP pioneers and advocates.

As the employee assistance industry's trade association, EASNA advances the competitive excellence of its members by fostering best practices, research, education, and advocacy in behavioral health and wellness that impacts workplace performance.

## ABOUT

The **Employee Assistance Society of North America** is a trade association of employee assistance program companies, organizations and professionals dedicated to promoting high and fair standards of employee assistance practices through research, training, and networking. Learn more at <http://www.easna.org>.

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**The Law Society of Ontario** regulates Ontario lawyers and paralegal licensees in the public interest. They ensure that these individuals are licensed and insured, qualified to assist in maneuvering through the legal process and meet the standards of learning, competence and professional conduct. The Law Society of Ontario provides service to approximately 58,000 legal professionals in Ontario. Read more at <https://www.lsuc.on.ca/>

**Ontario Power Generation** is the largest generator of electricity for the Province of Ontario, and one of the largest producers of electricity in North America. With a diversified, low-cost and low-emission portfolio, the company includes 66 hydroelectric, two biomass, one thermal and two nuclear generating stations, and one wind-power turbine. Read more at <https://www.opg.com/>

**Yale New Haven Health System** (YNHHS) is Connecticut's leading healthcare system, consisting of Bridgeport, Greenwich, Lawrence and Memorial, Yale New Haven, and Westerly hospitals. YNHHS also includes the Northeast Medical Group, a physician foundation of primary care and medical specialists. As a provider of comprehensive, family-focused care in more than 100 medical specialties, YNHHS has more than 6,300 university and community physicians and advanced practitioners. Read more at <https://www.ynhhs.org/>

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