

## ***Seeds of Change toolkit.***

The Seeds of Change project created a “How Can You Help?” toolkit for settlement workers, faith leaders, English as a Second Language (ESL) teachers, as well as other Service Provider Workers who work with refugees and immigrants who may be experiencing mental health or addiction related issues. The resources and training materials making up the toolkit are modular and flexible to adapt to organizational training needs. The toolkit is composed of a **guide** – “How Can You Help?”–, five **in-person training modules**, and the **teaching notes** for trainers.

### ***The guide***

“How Can You Help?” is a guide designed to provide stakeholders with tools and strategies to enhance their daily work with immigrants and refugees struggling with mental health and addiction issues. This resource will help you to recognize signs and symptoms of mental health and addictions issues, start and hold a conversation about mental health and addiction issues, as well as supporting and referring people to appropriate service providers in a non-judgmental, culturally sensitive, and timely manner. The guide is the main source of the in-person training core module.

### ***In-person training modules description***

**The meaning of Culture.** This module is centered on ‘culture’, and its meanings and implications arising when an immigrant or refugee has to enter a new society and a new system, as well as when a service provider has to welcome and serve someone without knowledge of the system and different cultural background.

**Health, Mental Health, and Well-Being.** This module focuses on definitions of mental health, mental illness, and addictions, and their implications when contextually positioned and interpreted. It highlights current trends and statistics of mental health and addictions issues in Canada.

**Mental Health and Addiction through Cultural Lenses.** This module combines the previous ones in order to investigate how cultural perspective influences the understanding of ‘mental health’, ‘mental illness’, ‘addiction’, and the ‘healing processes’. This module creates the environment to challenge Western cultural perspectives and biases, and how they influence our interactions with cultural diversity.

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**Risks and Protective Factors.** Here, the training illustrates factors that constitute risks and protection for mental well-being of immigrants and refugees. This module emphasizes the protective factors that can be used to provide strength based programming. The focus is on pre-migration, migration, and post-migration phases, and for each of these periods specific information is provided.

**“How Can You Help?”, tools and strategies. Contents are based upon the “How Can You Help?” guide.** For faith leaders, ESL teachers, and settlement workers, this module will provide tools and strategies to help start or engage in a conversation about mental health and/or addictions, tips for recognizing signs and symptoms, and eventually making a timely referral to mental health and addictions Service Providers. **For Mental Health and Addiction Service Providers a specific sub-module is developed** in order to provide information and some tips to better deal with clients’ cultural diversity, at the interpersonal as well as organizational level.

***Ways in which the in-person training modules can be provided***

Presentation of the modules is flexible. **Stakeholders can tailor their training request based on their needs. In addition to the guide and core training module, one or all of the additional thematic modules could be requested,** e.g. an organization may have expertise in working with clients with mental health and/or addiction issues but needs training on how culture affects mental health and addiction services. In this case, our stakeholders can request the ‘Mental Health and Addictions through Cultural Lenses’ module in addition to the Core Module “How Can You Help?”.

The five in-person training modules together require a two-day time-frame, included several activities that involve the audience. If the availability is only one full day, the training can be provided in a shorter version.

If the time-frame available is shorter (1-3 hours), it is possible to ask for one module or a combination of two selected modules. The combination of information and activities will be adjusted accordingly, and the structure of the session will be planned with the organization representative.

