

## Wellness Collaborative Launch Facilitated Activity Results

### Background

At the June 25<sup>th</sup> Wellness Collaborative Launch event, participants were asked the following questions:

1. Name one thing that YOU are currently doing or could be doing as you live, learn, work, and play at UWaterloo to contribute to the wellbeing of our campus community?
2. Name one thing that the WELLNESS COLLABORATIVE could do to contribute to wellbeing of our campus community?

Each participant provided a response to the questions on a post-it note. At each table, participants had the opportunity to share their responses. Each table had to choose their favourite idea for each question.

### How it is organized

The favourite ideas for each of the questions have been organized according to the domains of health that University of Waterloo committed to when signing the Okanagan Charter, which include:

- 1) Mental health and resilience;
- 2) Physical health;
- 3) Social inclusion and belonging;
- 4) Spiritual wellbeing.

The ideas in the table below are further organized by themes within each domain. These themes represent only one perspective and may evolve with feedback from the Advisory Committee.

Question # 1: Name one thing that YOU are currently doing or could be doing as you live, learn, work, and play at UWaterloo to contribute to the wellbeing of our campus community?

Domains of Health	Theme	Ideas
<b>1) Mental health &amp; resilience</b>	Spaces	Offer space for quiet & meditation
	Empathy	Increase training opportunities for compassionate and empathetic interaction between students & faculty, students & students, and faculty & faculty
		Continue pushing for compassionate responses
	Education	Teach 1 <sup>st</sup> year students about how the “pond” of university is different from the “pond” of secondary school & resource to help adapt
	Inspiration	For the past 20 years, sent out an inspiring quote of the week to office and campus partners, and team members the works closely with
	Work-life balance	Email management <ul style="list-style-type: none"> <li>• No emails after 6pm and on weekends unless life/death situation- instead use time delay</li> <li>• Use of time delay so I do not impose and respect others family time. Also stagger time delayed emails, so they don’t come in all at once first thing in the morning.</li> <li>• Reduce CC email</li> <li>• Try to limit email length to one-page</li> <li>• It would help if we had a policy</li> </ul>
		Encouraging staff to take vacation days and have cross-training so team members can support different types of extended leaves
		Do not schedule events over lunch our
	Student Experience	Mapping the UWaterloo student experience for all students (including co-op) to better understand the unnecessary/undue pressure points and take action to reduce stress ad increase feelings of support
		WatCACE research project on Co-op student wellbeing during the recruitment term during the co-op process: <ul style="list-style-type: none"> <li>• What is stressful?</li> <li>• Why is it stressful?</li> <li>• When is it stressful?</li> <li>• What can the University and students do to help?</li> </ul> Development of resources that better prepare students for stress
First-year professors gathering to map assignments/exams for the term to make sure its evenly mapped		
Currently in pilot: Ready for Co-op? An online resource to enable co-op students to self-assess their readiness for co-op AND encourage more students to access		

Domains of Health	Theme	Ideas
		services and opportunity to better prepare them for co-op. Objective: enhance the accessibility of co-op
		Stress reliever during final exams
	Staff Recognition	Encourage and harness opportunities to recognize staff. “Shout out Boards”. Incorporate in staff meetings and ensure follow-up and time to continue this practice.
2) Physical health	Physical activity	Plan more “walking meetings” for conversations that are not confidential – outside as weather allows or using bridges/tunnels that connect our space
		Walking meetings
		Support yoga classes at lunch on a campus
		Shoe-tag subsidy for undergraduate students within the Faculty – as a result of partnering with the student society and athletics, we can promote physical and mental health by making it more accessible and increasing awareness
		Walking meetings
		Organize wellness meet-ups (e.g., student running groups, staff walking meetings)
		Being physical active at lunch with co-workers playing basketball
	Food	Better choices of food and drinks and the promotion of them
		Healthy food during final exams
		Table in undergrad studies area with free tea, coffee, fresh fruit and healthy snack bards available to students while studying.
		Bring water bottle to work and dedicate a person to do water runs each day and fill everyone’s water bottle
	Healthy weights	Tackling weight bias and stigma through increase awareness and education about its negative (physical and mental) consequences
3) Social inclusion and belonging	Social Connection	Engaging more to campus – conversation tables
		Talking more to individuals (say “Hi” “Thanks” “how are you?”)
		More visual contact
		Sponsor/initiate a campaign to foster social inclusion (i.e., counter loneliness)
	Gather students for shared meals on campus and in my house	
	Team building	Morning check-ins with team to talk about work and personal anecdotes to help foster a healthy team dynamic
	Spaces	Group collaboration and spaces for meals and socializing
Safety	Teach people to work safely by controlling risk	
4) Spiritual wellbeing	Spiritual health	Pray with students and offer space for quiet & meditation Offer pastoral care and a listening ear for students
5) General health & wellness	Teaching	Teaching wellness in a co-curricular setting by raising wellness/health as a key component of success at university
	Healthy lifestyle	Maintain healthy lifestyle and work-life balance <ul style="list-style-type: none"> <li>• Read &amp; podcast</li> <li>• Own a martial arts school and health club</li> <li>• Always willing to talk and provide information to anyone who has questions or want help (social connection theme)</li> </ul>
	Leadership	Advocating through my role as Associate VP Academic for initiatives, including these in the current and future strategic plan that focus on student wellbeing/student centeredness (e.g., agency, flexible learning, mentoring, etc.)
	Procurement	Buying swag/give-aways with less waste/garbage potential and promoting wellness
	Outreach & collaboration	Currently identifying opportunities on campus to learn about departments, faculties, etc. to better understand their culture, staff and build relationship as well as share our role within my department and UWaterloo
		Participating in the wellness collaborative and encouraging and supporting our colleagues to do the same
Community	Support/engage community health & wellness	

Question #2: Name one thing that the WELLNESS COLLABORATIVE could do to contribute to wellbeing of our campus community?

Domains of Health	Theme	Ideas	
<b>1) Mental health &amp; resilience</b>	Work-life balance	More acknowledgment of no-response times (email) – evening and weekends	
	Staff & Resources	Increase employment of mental health professionals- 1 psychologist is bad	
		I feel that a lot of the mental health materials are largely focused around Undergrad students and not so much on graduate students/faculty. Grad students have different needs	
	Animal therapy	More dogs	
More therapy dogs/animals			
<b>2) Physical health</b>	Natural & Built Environment	Plant gardens on open main campus spaces (where lawns are currently mowed) – garden collaboration	
		Encourage building design/renovations that facilitate activity/movement (e.g., secure bike storage, showers/lockers) - Don't forget satellite campuses	
		Make campus prettier - Those drone shots were abysmal	
		Allow for sustainability - Water, energy, waste	
		Design building with shower facilities to encourage biking to work/working out, walking-running at lunch	
		Encourage others to make more active use of greenspaces on campus. Being outdoors is good for health, so the more it's encouraged and normalized, the better! Particularly during Waterloo's spring term (unique opportunity to our institution)	
		Reinforce the interconnections between student/employee health and wellbeing with that of our natural environment as much as possible Campaigns, communications, events, etc.	
	Physical Activity	Have physical activity programming available for staff at lunch <ul style="list-style-type: none"> <li>Walking groups</li> <li>Basketball games</li> <li>Fitness classes</li> </ul>	
		More dedicated gym space for staff to utilize. This could include: <ul style="list-style-type: none"> <li>Space</li> <li>Classes</li> <li>Supporting staff</li> <li>More communication</li> </ul>	
		Free PAC access to all of staff	
		Promote walking meetings	
		Increase employment of physical trainers	
	Food	Provide healthier food options at affordable prices. Healthy should be cheaper than unhealthy	
		Community gardens and cooking classes in cafeterias for students to use garden goods	
		Reasonably priced and easily accessed healthy food options (all three terms)	
	Promote & reward healthy choices	Promote and reward healthy choices (e.g., healthy food and beverage choices are less expensive, have a fitness challenge with prize/lottery, encourage team-building activity, Thrive days, etc.) <ul style="list-style-type: none"> <li>Tap water</li> <li>Free fitness</li> </ul>	
	<b>5) General health &amp; wellness</b>	Senior leadership & Organizational Change	Senior leadership buy-in and actively walk the talk – demonstrate to campus their commitment to the community
			“Walk with the Executive” - every Friday in the summer, organize a lunchtime walk with members of the senior leadership team . <ul style="list-style-type: none"> <li>At all of our sites</li> <li>Opportunities to hear from the community</li> </ul>
			Ensure enough resources to allow employees to take full lunch break and other required breaks. Encourage breaks from work/sitting at desk
Leadership			
Onboarding/PD workshops			
Student leadership courses			
Reduce length of meetings (reducing sedentary behaviours) <ul style="list-style-type: none"> <li>Tighter agendas</li> </ul>			

Domains of Health	Theme	Ideas
		<ul style="list-style-type: none"> <li>• More pre &amp; post meeting “homework”</li> </ul>
	Communication	<p>Let staff know well in advance of wellness events to ensure they can schedule time to attend. More than 6 weeks notice</p> <p>Share tangible/practical examples of change that all stakeholders could incorporate into their daily activity on campus (whole campus approach)</p> <ul style="list-style-type: none"> <li>• Through newsletter, campus-wide events, videos, training/resource packages</li> <li>• Inclusive of all stakeholders, especially faculty/instructors who have significant daily impact on students</li> </ul> <p>Communicate more</p> <p>Get access and list all of existing projects and initiatives across our campus and regularly update the list and publish it so initiatives do not overlap</p> <p>Create a central calendar for ALL campus wellness initiatives run by all groups</p> <p>Share best practices online and provide platform for individual departments to share their ideas with others</p> <p>Knowledge exchange – give and get exchange- community of practice</p>
	Collaborate	<p>Collaborate more</p> <p>Don’t wait – Start now</p> <ul style="list-style-type: none"> <li>• Launch a challenge immediately (e.g., challenge campus community to meet 1 new person/week OR go to 1 new location on campus)</li> </ul> <p>Engage and support services working directly with students (at the WUSA-level) to ensure that students feel part of the process and have opportunity to share their knowledge and experience</p> <p>Allow participation on the committee to change regularly (maybe not everyone at once) to allow more people to get involved and keep new ideas coming and spread the work further</p> <p>Sparking a new collaboration to start “The Walks for Wellness” initiative. Mood Walk:</p> <ul style="list-style-type: none"> <li>• Mental</li> <li>• Physical</li> <li>• Social Connection</li> </ul> <p>Establish a framework for action – tangible, doable action items/best practices for all units</p> <ul style="list-style-type: none"> <li>• Enable the campus community to put data and research into action</li> </ul> <p>I like the living lab idea</p> <p>How is the wellness collaborative approach the unique needs of both domestic and international students?</p> <p>How is the wellness collaborative engaging with the Indigenous communities on campus and in the broader community?</p> <p>Coordinate more</p>
	Events	<p>Staff/faculty/students events (department, faculty, campus-wide) where all members of the community participate and are present to show commitment to wellness</p> <ul style="list-style-type: none"> <li>• Bring audiences together</li> <li>• Don’t forget about grad students too</li> </ul>
	Capacity building & Resources	<p>Training for managers on importance of staff wellness and going to professional development to improve wellness</p> <p>Wellness Toolkit</p> <ul style="list-style-type: none"> <li>• Sustainability</li> <li>• Meditation/stretch</li> <li>• Structure/flow</li> <li>• Food</li> </ul> <p>Resources</p>
	Academic Schedule	<p>Common time for no classes (4-7 pm)</p> <ul style="list-style-type: none"> <li>• Scheduled breaks in daily academic calendar</li> </ul>
	Research	<p>At outset we have a unique opportunity to measure, evaluate, track success. Create a longitudinal study through AHS &amp; other researchers. Different demographics for data rich case studies</p>