Wellness Collaborative Launch

June 25, 2019
## Overview of the morning

<table>
<thead>
<tr>
<th>What</th>
<th>Who</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mindfulness meditation</td>
<td>Dr. Wade Wilson</td>
</tr>
<tr>
<td>Context of the UWaterloo Wellness Collaborative</td>
<td>Walter Mittelstaedt &amp; Katrina Di Gravio</td>
</tr>
<tr>
<td>Inspirations &amp; lessons learned from UBC Wellbeing</td>
<td>Matt Dolf</td>
</tr>
<tr>
<td>Stretch break</td>
<td>Stacey Majaury</td>
</tr>
<tr>
<td>UWaterloo Wellness Collaborative – Where we’ve been and where we’re</td>
<td>Jennifer McCorriston</td>
</tr>
<tr>
<td>headed</td>
<td></td>
</tr>
<tr>
<td>Your turn! An opportunity to hear from you</td>
<td>Everyone</td>
</tr>
<tr>
<td>Closing remarks</td>
<td>Chris Read &amp; Marilyn Thompson</td>
</tr>
</tbody>
</table>
mindfulness
CONTEXT OF THE WELLNESS COLLABORATIVE

Walter Mittelstaedt & Katrina Di Gravio
President’s Advisory Committee on Student Mental Health (PAC-SMH)

- Review requested by University President in Spring 2017 after heightened concern about student mental health and suicide
- Report released March 2018
  - 36 recommendations with a strong emphasis on proactive approach to addressing mental health and wellness
  - Committee on Student Mental Health (CoSMH) launched in May 2018
- One for the first recommendations to be completed was the University’s adoption of the Okanagan Charter for Health Promoting Universities and Colleges
- The adoption and associated commitment signed by the President October 24, 2018
Context of the Wellness Collaborative

UWaterloo Commitments

1. Health and wellness lens to inform planning, policies and procedures,

2. Development of a university-wide Health Promotion and Wellness Collaborative,

3. Promoting health and wellness across campus – research and education forums; developing metrics to evaluate impact; fostering innovative pilot projects.
Committee on Student Mental Health (CoSMH)

- Meeting for approximately for one year
- Providing oversight for the implementation of the 36 recommendations
- Some areas of focus:
  - Enhanced services for students
  - Improved communication about services
  - Better access to training (mental health literacy) for faculty, staff and students
  - Academic policies and practices
- 50 per cent of recommendations are in progress and 22 per cent have been completed
Context of the Wellness Collaborative

In accordance with its philosophy of Caring for the individual, and as part of its responsibility to the community to which it belongs, the University strives to enhance employee social, emotional, spiritual, physical and psychological health, safety and the quality of their lives. The University believes that achieving its goal of a healthy, sustainable work environment.

The University of Waterloo also believes that healthy employees help to create a healthy organization. Greater health, safety and wellness lead to improved productivity and morale, which contribute to a more effective organization. The University feels it is important to attract and retain the best people. This means offering a healthy, safe and supportive work environment.

Our Commitment:

Creating a healthy, safe and supportive work environment requires a comprehensive effort that includes the following key elements of a healthy workplace. We promise to:

- Foster a healthy, safe and supportive workplace where individuals are valued, engaged and able to thrive;
- Create, maintain and ensure a healthy workplace environment, with fair and equitable access for all.

Our Strategies:

We recognize that healthy practices are important factors that contribute to personal and professional success and, as such, will focus efforts on:

- Workplace Culture and Supportive Environment;
- Psychological Health and Wellness in the Workplace;
- Physical Environment and Occupational Health and Safety;
- Health and Lifestyle Promotions, Tobacco, Programs and Support.

Our Action:

Senior leadership at all levels of the University is committed to supporting all employees by reinforcing a healthy workplace. All employees of the University of Waterloo are accountable for promoting and ensuring a healthy workplace environment. It is our responsibility to collectively provide a healthy, safe and supportive workplace.

FERDINAND MACULLAPUR
President and Vice-Chancellor
Healthy Workplace Statement in action

- Keeping Well @ Work Day – Cross campus partnerships - October 16, 2019
- Healthy Workplace Newsletter
- Psychological Health and Safety Assessments
- Lunch & Learn events
- Campus Workshops – EFAP, OHD and others
- Wellness Events – Scavenger Hunts, Movember, Walking Route Maps
**So what** does this mean for UWaterloo?

- Everyone shares responsibility for health and wellness
- Common language for planning and evaluation
- Bring all wellness initiatives under one umbrella "as a collaborative"
- There are initiatives underway, some emphasizing student wellness; others more focused on employees
- The Collaborative is a forum to learn from each other, grow the existing initiatives, and collaborate on new ones.
Okanagan Charter Video
INSPIRATIONS & LESSONS LEARNED

Matt Dolf
BREAK

Stacey Majaury
Why is it called a Collaborative?
Collaborative (adjective)
Collaborative (noun)

“An organized group of people or entities who collaborate towards a particular goal”

1
Community development approach

Community\(^2\)

- Has a specific location, culture, heritage and often shared governance
- Is defined by geographic boundaries
- Social group that shares common characteristics, interests or beliefs
Why this approach?

- Community members identify and take collective action on issues that are relevant to them.
- Empowers community members and creates connections.
- Individual and community level outcomes
- Effective for:
  - addressing social and community issues
  - creating change
  - building capacity
Where did we start?

We used the values of Community Development to guide our approach:\(^4\)

- Respect
- Equity
- Meaningful participation
- Meaningful process
- Integrity
- Inclusion
- Collaboration
- Hope
- Strength-based assets
Strengths & assets

Existing Affiliated Groups:

- Healthy Workplace Committee
- Committee on Student Mental Health
- Thrive Planning Committee
- Sexual Violence Prevention Working Group
- Peer Health Educators
- Student Societies
- FEDS Wellness
- PACE
- Faculty wellness committees
- Department wellness committees
- And more

Wellness Champions:
Collaboration

Community of Practice

- People/positions across campus with a direct mandate for health and wellness
- Need and desire to share, communicate, coordinate and leverage each other’s work
- First meeting on June 7, 2019 with 25 members in attendance and growing
Inclusion

Wellness Newsletter

- Monthly sharing of updates, learning opportunities on and off-campus, highlighting champions and programs across campus

Launch event

- 400 members of the campus community to share, learn and inspire
Meaningful participation

- President’s Advisory Committee on Student Mental Health (PAC-SMH)
- National College Health Assessment (NCHA) 2019
- Employee engagement survey 2019
- A Bridge to 2020: Strategic Planning consultations
- Excellence Canada consultations
Meaningful processes

Action groups

University of Waterloo Wellbeing

- Mental health & resilience
- Social inclusion & belonging
- Spiritual wellbeing
- Mental health
- Physical health
- Built and natural environments
- Learning and working environments
- Addressing personal development
- Supportive policies

Comprehensive

Holistic

Wellness Collaborative
Equity & integrity

Advisory Committee

- Ensure all stakeholders voices are heard and needs are addressed.
- Develop and implement a plan for moving health and wellness priorities forward through action groups.
- Determine indicators of success, reporting and accountability.
Advisory Committee

Comprised of members that represent:

- Direct influence/link to senior administration of respective faculty/department
- Strategic planning and thinking
- Research, evaluation and evidence-based practice
- Diverse perspectives of students, staff, faculty and CUPE
- Expertise and/or interest in health promotion and wellness
- Systems-thinking and design
- Strong communication – advocates for health & wellness to leadership
The Collaborative will be inclusive

Informed

Involved

Influence
Hope

Individual people have hope that change can occur through collective action\textsuperscript{4,5}

“Communities are complex—people, relationships, systems and even physical spaces are constantly changing. Hope plans for change, using an innovative and flexible approach that rewards creativity and learning—even learning through failure.”\textsuperscript{5}
YOUR TURN
Everyone
Overview

1) 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) one thing that the WELLNESS COLLABORATIVE could do to contribute to wellbeing of our campus community?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Answer the questions above and write it on the post-it notes</td>
<td>3 minutes</td>
</tr>
<tr>
<td>2) Table discussion – share post-it note ideas</td>
<td>10 minutes</td>
</tr>
<tr>
<td>3) Table discussion – choose one favourite idea</td>
<td>5 minutes</td>
</tr>
<tr>
<td>4) Bring favourite idea to the front and place it on the board</td>
<td>5 minutes</td>
</tr>
</tbody>
</table>
Thank you for your support in creating a culture of health & wellness
References


