



SUBJECT	Wellbeing Annual Report
SUBMITTED TO	People, Community and International
MEETING DATE	November 20, 2020
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ACTION REQUESTED	Please indicate requested Board action: No decision requested: for information
SUBMISSION DATE	November 2, 2020
LEAD EXECUTIVE	Vice-President Students
PRESENTED BY	Ainsley Carry, Vice-President, Students Marcia Buchholz, Vice-President, Human Resources Matt Dolf, Director, Strategic Support, UBC Wellbeing
SUPPORTED BY	

PRIOR SUBMISSIONS

The subject matter of this submission has been considered previously by the People, Community and International Committee on the following occasions:

1. [June 13, 2019](#) (OPEN SESSION)
Action/Follow up: None

EXECUTIVE SUMMARY

Launched in 2019, the *Wellbeing Strategic Framework* articulates UBC's commitment and approach towards becoming a health and wellbeing promoting university where all people, places, and communities can flourish. In this first Wellbeing Annual Report, we demonstrate the commitment and action taken at all levels of the institution to embed wellbeing into our operations, learning, research, and academic mandate. We have attached a highlights infographic and posted the full report at <https://wellbeing.ubc.ca/annualreport19-20>. Below we call out some key actions within priority areas of Collaborative Leadership, Mental Health & Resilience, and Food & Nutrition, as well as discuss data challenges and wellbeing future priorities.

KEY 2019/20 ACTIONS

Mental Health & Resilience: Celebrating 10 years, Thrive 2019 was expanded from one week to the full month of November to increase the capacity of the UBC Community to support mental health literacy events and opportunities. VPS and AVPS have continued to embed mental health literacy into student learning outcomes and curriculum, including Jump Start. As well, a capacity building focus in Human Resources saw an 85% increase in the number of managers trained and certified in The Working Mind for Managers – this was also incorporated into the Managing@UBC program curriculum at both UBC Vancouver and UBC Okanagan. Building on increased collaboration around mental health literacy for students, staff, and faculty commenced in 2019, a new UBC system-wide committee was launched in 2020 with a mandate to facilitate collaboration and evidence-informed action in support of the *Wellbeing Strategic Framework* commitments and targets.

Leadership Engagement: In October, 2019, 120 UBC leaders gathered for the President’s Leadership Forum resulting in 46 whole-system commitments across the 6 wellbeing priority areas. Case studies were created from follow-up interviews conducted with leaders showing exemplar commitments to wellbeing. A Fall leadership event planned for early December 2020 will bring together senior leaders from across Canada around the Okanagan Charter and how its principles for becoming health promoting campuses can inform our collective response to the current crises of global pandemic, systemic racism, and climate emergency.

Food Security Initiative: From June to August 2019, a whole institution, collaborative, and community-led engagement was undertaken to identify opportunities to enhance existing initiatives as well as create new action to address campus food insecurity. As a result, the Food Security Initiative (FSI) was established with three staff to focus on projects and research for a two year pilot period. COVID-19 has exacerbated this already serious issue and a focused update on campus food security including new data for graduate students is provided to the Board of Governors PCI Committee in a separate Food Security Report.

DATA CHALLENGES AND OPPORTUNITIES

To focus action, the *Wellbeing Strategic Framework* identified targets and indicators that support our understanding of impact and change. In an institution like UBC, complexity of population-based data cannot be underestimated. Aligning measures across populations and coordinating survey instruments remains a challenge demonstrated by data gaps as well as the current lack of baseline data and targets for some priority areas.

UBC Wellbeing is working with partners to address these challenges and align measures. A significant opportunity is further utilization of the Canadian Campus Wellbeing Survey (CCWS) which has just provided the first food insecurity prevalence data for graduate students and could be adapted for use with faculty and staff. The process of alignment takes time and support from many partners. UBC Wellbeing is well positioned and continues to support this work.

LOOKING FORWARD

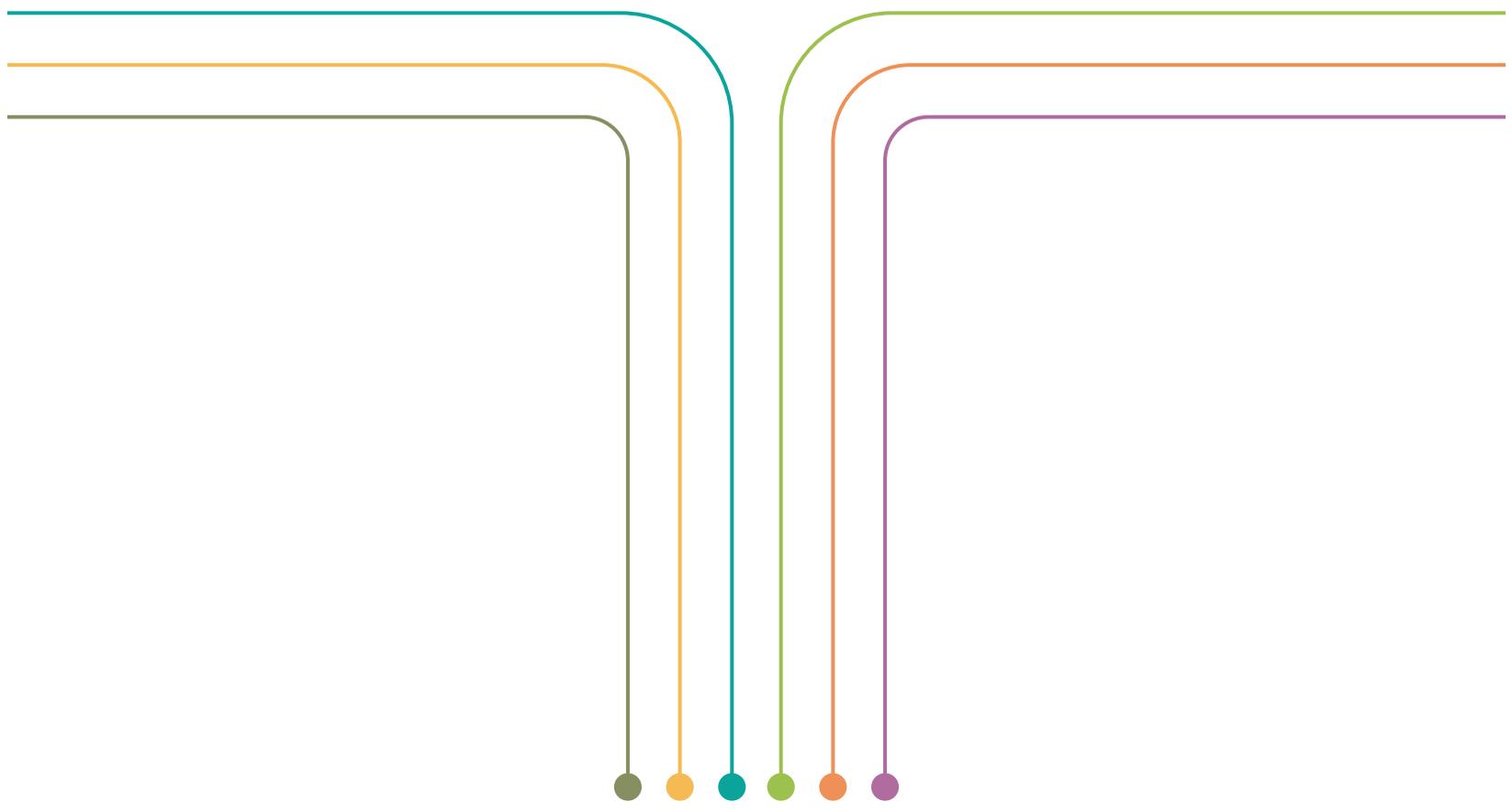
UBC Wellbeing continues to facilitate a process that supports the development of key actions in each wellbeing priority area. In addition, a Developmental Evaluation approach has been adopted to move our evaluation beyond metrics and allow for responsiveness and flexibility in the current world climate. The initial stages of this work are already providing valuable insights into processes and systems that will better align with evolving needs and priorities of key stakeholders and partners. Through this process, we will refine priorities for the year ahead to ensure focus on areas of greatest need and opportunity.

CONCLUSION

Institutions face complex issues around health and wellbeing as has been highlighted by the global COVID-19 pandemic, the climate emergency, and the renewed urgency of the Black Lives Matter and Truth and Reconciliation movements to address systemic racism. The *Okanagan Charter for Health Promoting Universities & Colleges* provides us with a common language, principles, and framework to address these pressing systemic issues through its call on higher education institutions to embed health into everyday operations, business practices and academic mandates, as well as lead health promotion action and collaboration. UBC has made steady progress on its Wellbeing Priority Areas and the work continues with added urgency as we navigate these challenging times together.

SUPPLEMENTAL MATERIALS

1. Wellbeing Annual Report – infographic
2. Wellbeing Strategic Framework



UBC WELLBEING 2019-2020 ANNUAL REPORT

A Year of Wellbeing at UBC

In Fall 2019, UBC launched the *Wellbeing Strategic Framework*, our shared vision and approach for becoming a health and wellbeing promoting university. Over the past year, departments and community members from across UBC have worked together to advance the targets in the *Wellbeing Strategic Framework* and help to create campus communities where health and wellbeing for all is championed and supported. This annual report represents our collaborative approach to achieving this vision.

Read the full annual report at wellbeing.ubc.ca/annualreport19-20



COLLABORATIVE LEADERSHIP



UBC is Committed to Wellbeing: Community members feel UBC is committed to the wellbeing of its people, places, and community.



All Faculties & Units Take Action: All faculties and units have included wellbeing in their plan and report on progress annually.



120 UBC LEADERS

gathered at the President's Leadership Forum to consider ways to embed wellbeing into their portfolios at a systems-level.

46 unique whole-system commitments across **6 wellbeing priority areas** were made.

Student Wellbeing Fund launched

A joint collaboration between VP Development & Alumni Engagement and VP Students portfolios.

The **UBC Wellbeing Okanagan Action Network** and the **Wellbeing Teaching & Learning Network** were launched at UBC Okanagan.



Completion of a three-year TLEF project on academic tenacity. Health Promotion and Education engaged **15 faculty member collaborators from 10 Faculties and schools** in implementing teaching practices to promote student wellbeing.



8 toolkits highlighting tangible strategies and featuring faculty stories were developed.

\$90,000

in Strategic Initiatives Funds granted to 24 capacity-building projects to support wellbeing at UBC.

263

students undertook student-led research through the SEEDS Sustainability Program, to advance UBC's wellbeing commitments.

22

Canadian post-secondary institutions adopted the *Okanagan Charter* on their campuses with guidance from the Canadian Health Promoting Campuses Network.



MENTAL HEALTH



UBC Cares:

Increase community members who feel mental health is a UBC priority by 2025



Mental Health Literacy:

Community members have access to opportunities to develop mental health literacy

100+

mental health workshops delivered by units in HR, Student Services, and Workplace Health Services.



Celebrated **10 Years of Thrive** at UBC, supporting mental health literacy, with a month-long campaign.

240+ Thrive events were held by **113 partners.**



85% increase in the number of managers trained and certified in **The Working Mind for Managers**, a training program aimed at increasing mental health literacy.

Campus Health led UBC Okanagan in hosting the **first Jack.org summit** in the interior.



38 QPR Workshops

5 Mental Health First Aid Workshops

38 QPR workshops and 5 Mental Health First Aid Workshops engaged **782 faculty, staff and student participants** in mental health literacy capacity-building at UBC Vancouver.



"Connecting the Dots" workshops at UBC Okanagan equipped student leaders with resiliency skills as they transition from post-secondary school into careers.

Mental health literacy learning outcomes and curriculum delivered to **all Jump Start and Go Global students.**

PHYSICAL ACTIVITY



Move More:

10% reduction in the prevalence of physical inactivity for UBC community members by 2025



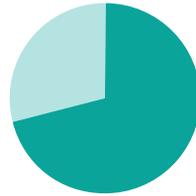
Diverse Community, Diverse Programming:

10% increase in UBC community members' satisfaction with recreation facilities and programs by 2025



1000+

community members participated in physical activity programs during **Move UBC**.

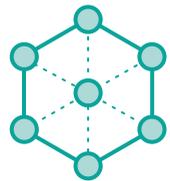


71%

of survey respondents discovered new ways to be active, with **64% planning on continuing to move more**.



UBC Recreation, School of Kinesiology, and UBC Wellbeing partnered to facilitate a student-led fitness testing pilot with the **School of Music** and **Thunderbird Sports Clubs**.



Physical Activity Framework developed to guide recreational programming at UBC Okanagan.

UBC Recreation, Health Promotion and Education, the Faculty of Arts, School of Kinesiology, and Faculty of Education partnered to assess the impact of movement breaks in the classroom. A **Physical Activity Toolkit** was created for educators to embed movement into their learning environments.



HR, Human Kinetics and UBCO Recreation teamed up to offer **Healthy Measures Fitness Testing and Ergo Your Office** to staff and faculty at UBC Okanagan.



Move UBC Research Roundtable brought together faculty members from **7 disciplines** to share and discuss their research with the community.



FOOD & NUTRITION



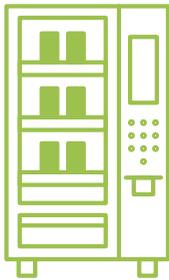
Increase Food Security:

Reduce food insecurity for UBC community members by 2025



Healthy Beverage Consumption:

50% reduction in sugar-sweetened beverage consumption on our campuses by 2025



25%

of vending machines at UBC Vancouver converted to comply with the provincial **Healthier Choices in Vending Machines Policy**.



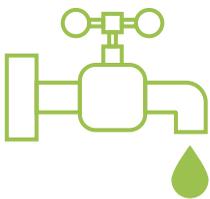
Food service operations at UBC Okanagan transitioned to an in-house model, prioritizing fresh, local ingredients.

VOICE 5, *Food Security at UBCO: What's your recipe?*

launched, with an emphasis on understanding the lived-experience of student food insecurity, system-level barriers and facilitators to food security, and identifying opportunities for action.

Food Security Initiative

formed to deepen our understanding of food security, provide dignified supports for students in need, and further policy and advocacy work.



UBC Drinks Tap Water

campaign encouraged community members to take to the tap instead of sugary bottled beverages.

57% of survey respondents said they are now more likely to drink tap water.

FOOOD, a "**pay-what-you-can**" cafe launched by UBC Food Services on the Vancouver campus.

68%

68% of UBCO catering orders provided with **Healthy Beverage Initiative** options

BUILT & NATURAL ENVIRONMENTS



Active Transportation:

Increase trips to and from UBC made by walking, cycling, or transit by 2025



Complete Communities:

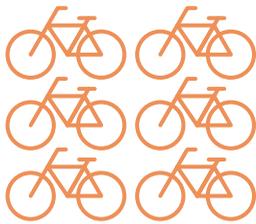
Increase opportunities for people to learn, work, play, and live on our campuses



UBC, Musqueam, Squamish, Tsleil-Waututh, and the City of Vancouver joined together to advocate for rapid transit to campus.



Health precinct and Library Gardens **smoke and vape-free area** implemented at UBC Vancouver.



48,996 KM

travelled by using green modes of transportation during UBCO's participation in the **National Campus Commuter Challenge**.

200+ BIKES

brought to UBC Vancouver through the **HOPR bike-share program**, while a partnership between C+CP and local bike shops let faculty and staff in Vancouver try e-bikes for free.

12,425

student beds available at UBC Vancouver, including the pilot of **71 recently-built nano units**.

1,680

student beds available at UBC Okanagan, with plans to add **440 more** over the next few years.



SOCIAL CONNECTION



Feel Part of a Community:

Community members feel part of a community at UBC.



Inclusive Environment:

Community members report that their beliefs, identity and experiences are valued at UBC



The Equity and Inclusion Office presented the **Inclusion Action Plan** to the Board of Governors. It was endorsed by UBC Executive and will formally launch at UBC in Fall 2020.

Indigenous Student Collegium

created in collaboration between the First Nations House of Learning and UBC's Collegia program.

800+

community members gathered during the 5th Annual Harvest Festival to share a meal and a night of arts and culture.



24 graduate students in 20 departments across campus participated in the pilot for the **Graduate Student Wellbeing Ambassador Program**.

600+

Staff and Faculty engaged in IBPOC Connections, an initiative designed for and by Indigenous, Black, and People of Colour at UBC. It was established in December 2019, as a convening space where IBPOC faculty and staff can come together to be in good company, to have candid conversations, and to collaborate.



Staff and Faculty Sports Day

at UBC Okanagan saw its highest ever participation rates and included a celebration with food trucks and beer garden.



Wellbeing Strategic Framework

University of British Columbia
Vancouver and Okanagan Campuses



THE UNIVERSITY OF BRITISH COLUMBIA

PHOTO CREDITS

Cover: Aerial view of Martha Piper Plaza, UBCV. Hover Collective

Page 3: Okanagan Territory, Musqueam Territory

Page 4: Professor Santa J. Ono, President and Vice-Chancellor. Paul Joseph/UBC

Page 5: Students share a laugh in the International Collegium at UBC Okanagan. Martin Dee

Page 7: UBC Okanagan students enjoy a stroll outside the EME building. Martin Dee

Page 8: Deborah Buszard, Deputy Vice-Chancellor of UBCO, and Blake Edwards, former President of UBC Students' Union Okanagan, at UBCO's Okanagan Charter signing

Page 10: Thrive at UBC Vancouver. Philippe Roberge

Page 12: UBC Farm on the Vancouver campus. Jamil Rhajiak/UBC Communications & Marketing

Page 14: Reconciliation Pole, Hereditary Chief 7idansuu (James Hart), Haida. Paul Joseph/UBC

Page 16: Musqueam Post welcomes visitors to UBC Vancouver. Hover Collective

Page 18: Students take a physical activity break at UBC Vancouver. Justin Lee/UBC Communications & Marketing

ABOUT UBC

The University of British Columbia is a global centre for research and teaching, consistently ranked among the top 20 public universities in the world. UBC aims to be a global leader in championing wellbeing for faculty, staff, students, and community members as part of our campus culture, promoting and supporting wellbeing in both large and small ways, and helping one another address challenges.



Acknowledgement

The Musqueam and Syilx Okanagan Nation peoples have lived in their respective territories for millennia and have deep understandings of the importance of wellbeing and its connection to all aspects of life. In recognition of this knowledge and because our Vancouver and Okanagan campuses are located on their traditional and unceded territories, UBC is working collaboratively with the Musqueam and Okanagan peoples in pursuit of greater wellbeing at UBC and in their communities.



UBC's Commitment to Wellbeing

UBC is a health- and wellbeing-promoting university where all people, places, and communities can flourish.

At UBC, we know that increased wellbeing leads to deeper learning, higher productivity, and a stronger sense of connection — all of which help create happier, healthier communities.

Supporting the wellbeing of our community members is very important to me personally. I was proud to take part as UBC became one of the first universities in the world to adopt the *Okanagan Charter: An International Charter for Health-promoting Universities and Colleges* in 2016. The launch of our *Wellbeing Strategic Framework* is an opportunity for us to strengthen our commitment to the Charter's calls to action to embed wellbeing across our university culture and lead health-promotion action and collaboration local and globally.

Now I ask each of you to join me in helping UBC become a health- and wellbeing-promoting university by seeking opportunities to work with each other, the community, and government to advance this important priority.

Our commitment as the University Executive, which extends to academic and administrative leaders, is to:

- Implement actions that promote wellbeing in the six priority areas of the *Wellbeing Strategic Framework*: Built & Natural Environments, Food & Nutrition, Mental Health & Resilience, Physical Activity, Social Connection, and Collaborative Leadership.
- Continue to invest resources into strategic supports for faculties, administrative units, and our community to facilitate UBC-wide action on wellbeing.
- Evaluate and report on outcomes through annual reporting.
- Collaborate with community members to embed wellbeing into organizational plans, including academic and operational policies, practices, workplans, and everyday decision making.
- Convene conversations and share best practices across Canadian and international campuses.

Our university is not just a place, it is our people – their success is UBC's success. By promoting their wellbeing, we promote their excellence. That is why we must do this together— across the university, for everyone, by everyone — to ensure that all our people, places, and communities can flourish.

Professor Santa J. Ono
President and Vice-Chancellor



Translating the Okanagan Charter into Action

In 2015, UBC led an international movement of campuses creating and adopting the *Okanagan Charter: An International Charter for Health-promoting Universities and Colleges*. The Charter provides institutions with a common language, principles, and framework to become health- and wellbeing-promoting campuses. From the Charter:

Vision

Health-promoting universities and colleges transform the health and sustainability of our current and future societies, strengthen communities and contribute to the wellbeing of people, places and the planet.

Shared Aspirations

Health-promoting universities and colleges infuse health into everyday operations, business practices and academic mandates. By doing so, health-promoting universities and colleges enhance the success of our institutions; create campus cultures of compassion, wellbeing, equity and social justice; improve the health of the people who live, learn, work, play, and love on our campuses; and strengthen the ecological, social, and economic sustainability of our communities and wider society.

Calls to Action

1. To embed health into all aspects of campus culture, across the administration, operations and academic mandates.
2. To lead health promotion action and collaboration locally and globally.

UBC AS A HEALTH- AND WELLBEING-PROMOTING UNIVERSITY

UBC Wellbeing is a strategic, collaborative, and system-wide effort to make the university a better place to live, work, play, and learn. The work of UBC Wellbeing is guided by the *Okanagan Charter*, a shared call to action for partners, leaders, and community members to make UBC a leading university in promoting health and wellbeing.

UBC has also chosen to use "wellbeing" to represent our broader engagement in health promotion and social sustainability efforts. Our focus on wellbeing best represents the emergent conversations at UBC and draws on the concepts of health, health promotion, and regenerative sustainability.

We recognize that as part of a broader community and society, we have a duty and responsibility to work in and with our communities and partners at all levels to enable the adoption of wellbeing-related concepts and practices.

As the diagram below highlights, students, staff, faculty, and community are central to leading and informing actions in the wellbeing priority areas. Work is also guided by themes and core areas in the *UBC Strategic Plan*, to ensure that wellbeing is embedded at all levels of the university.



UBC is a health and wellbeing-promoting university where all people, places and communities can flourish.

Legend			
			
UBC Community Members All who work, study, play, and live on our campuses.	UBC Strategic Plan Themes Cross-cutting principles that guide the university's work.	UBC Strategic Plan Core Areas These capacities represent UBC's work as a public institution.	UBC Wellbeing Priority Areas We are collaborating to address challenges and enact meaningful change in these areas, which we identified through research and consultation with the UBC community.



Wellbeing Priority Areas for Action

UBC Wellbeing's priority areas for action were identified through consultation with our community and informed by research. Across UBC, faculties, departments, and units are collaborating to address challenges and enact meaningful change in each of these areas.

We recognize that all priority areas are interconnected and that advancement in one will impact advancement of another. For example, nourishing our bodies and being physically active both positively influence our mental health. Individual committees and initiatives should therefore consider alignment and partnerships across all areas.

We recognize that promoting wellbeing needs to be an iterative process and will revisit priorities, targets, and actions regularly as a community.



Collaborative Leadership

LONG-RANGE DESCRIPTION OF SUCCESS

As an institution and as individuals, we are committed to wellbeing and put our people, places, and communities first. Learning is cultivated across the institution through collaboration, and we work together to embed wellbeing into all our plans, processes, policies, and in everyday decision-making.

At UBC, we collaborate meaningfully to share expertise and work across differences to collectively enable creative and innovative systemic change. Senior leaders, Deans, managers, supervisors, faculty members, alumni, and student leaders model and advocate for wellbeing, and our whole community is empowered to champion it. We are interconnected and inclusive, reflecting the diversity of our community.

Recognizing that our responsibility to lead extends beyond our campuses, we work closely and collaboratively with communities and governments to support a resilient and flourishing civic society.

WHY IT MATTERS

Collaborative leadership starts with the premise that "if you bring the appropriate people together in constructive ways with good information, they will create authentic visions and strategies for addressing the shared concerns of the organization or community."¹ Culture change is greatly impacted by the commitment of leadership and involvement within an organization. Engaging in collaborative leadership reproduces and builds social capital, strengthening the beliefs and values that an organization embodies. Organizational performance and productivity, and therefore student experience and learning, are linked to the wellbeing of staff and faculty. Leadership support of collaborative problem-solving, knowledge sharing, and decision-making creates a culture of empowerment and trust, important contributors to happiness and wellbeing.

TARGETS

INDICATORS

UBC is Committed to Wellbeing

Community members feel UBC is committed to wellbeing of its people, places, and community*

Baseline and target established

% students, staff & faculty report UBC is committed to wellbeing of its people, places, and community

All Faculties & Units Take Action

All faculties and units have included wellbeing in their plan and report on progress annually

faculties & schools

administrative units

*Target to be developed based on 2019 baseline data

SAMPLE ACTIONS IN PROGRESS

Establishing Senior Leadership Collaborative Dialogue

As part of the bi-annual Presidential Leadership Forum, Vice-Presidents and their direct reports will determine collaborative and portfolio-specific opportunities on how to take action on advancing wellbeing commitments, integrating strategic priorities from the *Inclusion Action Plan*, *Indigenous Strategic Plan*, *20-Year Sustainability Plan*, and *Focus on People Strategic Framework*.

Collaborative Planning & Reporting

Representatives of *People and Place* priorities within the UBC Strategic Plan — Wellbeing, Sustainability, Indigeneity, Inclusion, and *Focus on People* — are collaborating to develop processes to support faculties and units to take action and report annually on progress.

Collaboration Between Campuses

UBC is driving new conversations and knowledge sharing across Canadian and International Health-Promoting Campuses networks to activate the *Okanagan Charter*.

Action Plan Design Lab

The UBC Wellbeing Strategic Support team is supporting units and departments to develop, implement, and evaluate wellbeing action plans that activate the *Okanagan Charter* and the *Wellbeing Strategic Framework* in their unique contexts.

ASSOCIATED STRATEGIES AND PLANS

[UBC Strategic Plan: Shaping UBC's Next Century](#)

[Focus on People Strategic Framework](#)

[Indigenous Strategic Plan](#)

[20-Year Sustainability Plan](#)

[Inclusion Action Plan \(in draft\)](#)

¹ Chrislip, D., & Carl, E. (1994). *Collaborative Leadership: How Citizens and Civic Leaders Can Make a Difference*. San Francisco: Jossey-Bass Publishers.



Mental Health & Resilience

LONG-RANGE DESCRIPTION OF SUCCESS

At UBC, we all value mental health and resilience as crucial to our capacity to flourish.

We recognize everyone's shared role in creating thriving communities. When challenges arise, we know when, where, and how to seek help for ourselves and others, and we feel safe discussing these challenges. Everyone has the skills, social networks, and access to resources they need to bounce back.

UBC works with local and Indigenous community members to understand and recognize distinct cultures and needs. Everyone has access to culturally appropriate opportunities to learn and share knowledge related to enhancing mental health.

University leadership has made a meaningful and inspiring commitment to create a culture and environment that promote mental health and resilience for all. Actions and decisions are driven by research, innovation, and the voices of our community.

WHY IT MATTERS

Mental health affects everyone, at UBC and far beyond. According to Statistics Canada,² one in four Canadians aged 15 and older reported finding most work days extremely or quite a bit stressful. At UBC, a substantial number of student respondents (14%) report having a mental health condition that has affected their everyday functioning, and nearly one quarter (24%) report having been diagnosed or treated for mental health conditions in the past year, with the most common being anxiety, depression, and panic attacks. Less than half (47%) of staff and faculty report having energy left at the end of the most day workdays for their personal life.

Enhancing mental health literacy, creating a supportive campus culture, and ensuring that faculty, staff, and students have the resources to help them understand mental health issues, and improve resiliency and coping skills, are key to living, learning, working well, and supporting one another.

This health-promotion approach to mental health and resilience is about equipping our community with the skills they need to live well and improve their health by creating environments that support them.

TARGETS

INDICATORS

UBC Cares

Increase community members who feel mental health is a UBC priority by 2025*

Baseline and target established

% students, staff & faculty reporting mental health is a UBC priority

Mental Health Literacy

Community members have access to opportunities to develop mental health literacy:

10% increase for students across all indicators by 2025**

10% increase for staff & faculty across all indicators by 2025**

% students, staff, & faculty who report a knowledge of resources designed to support mental health

% students, staff, & faculty who report an ability to manage stress successfully

% student, staff, & faculty who feel the campus climate encourages free and open discussion about mental health

*Target to be developed based on 2019 baseline data

**Using a 2019 baseline

SAMPLE ACTIONS IN PROGRESS

Mental Health Literacy for Students

UBC is embedding mental health literacy in student programs and curriculum, including Jump Start orientation for first-year students and student leader training for all residence advisors, Collegium Advisors, and Jump Start student staff. Through a Teaching & Learning Enhancement fund grant, pilot projects in Engineering and Biology will be assessed for impact on students' mental health literacy outcomes. The project will include strategies for building and maintaining mental health and help-seeking efficacy.

Mental Health Literacy in Workplace Environments

UBC Human Resources is expanding mental health literacy for faculty, staff, and postdoctoral fellows through a diversity of evidence-based programming and health promotion activities. Human Resources is also exploring pathways for embedding mental health literacy in leadership development programs and workplace practices.

ASSOCIATED STRATEGIES AND PLANS

[UBC's Commitment and Approach to Mental Health and Resiliency](#)

[Focus on People: Workplace Practices](#)

[Student Mental Health Strategy](#)

[Early Alert: Identifying students facing difficulties](#)

[Framework for Senate Consideration of Student Mental Health and Wellbeing](#)

² Source: Statistics Canada Mental Health Indicators, 2012



Food & Nutrition

LONG-RANGE DESCRIPTION OF SUCCESS

At UBC, it's easy to choose healthy food options. We can all find delicious, wholesome food we can afford and safe tap water to drink. Food served on campus is nutritious and diverse, and it reflects the university's goals to reduce waste. Labels indicate ingredients, source, certifications, and nutrition facts. At our dining halls, restaurants, and events, we celebrate diverse cultures and locally grown ingredients.

We all value the role of food in our lives, and we understand and appreciate how it enriches our ability to work, learn, and play. We are all food literate. In farms, gardens, kitchens, and other spaces on campus, we gather to learn, eat together, and share food traditions from a variety of cultures. These experiences help us lead healthier and happier lives at UBC and beyond while supporting both local and global food systems that continually strive to be more equitable and just.

A leader in food and nutrition, UBC shares its knowledge, practices, and research widely, and it challenges itself and the community to implement even more innovative, effective, and resilient food systems.

WHY IT MATTERS

Currently, one in 12 Canadians over 20 years old live with heart disease and 11 million Canadians live with diabetes or prediabetes. Improving the quality of our food and what we drink will not only benefit individual and population health but enhance academic and workplace performance outcomes.

Household food insecurity, defined as the inadequate or insecure access to food due to financial constraints, is a serious public health issue in Canada. It negatively impacts physical, mental, and social health, and costs our healthcare system considerably.³ Adequate physical and economic access to safe, sufficient, and nutritious food can be a challenge for students. The largest cross-campus study in Canada found 39% of students surveyed experienced some degree of food insecurity.⁴ At UBC Okanagan, the VOICE 4 research project found that 42% of student respondents were sometimes or often worried that food would run out before they got money to buy more. Similarly, at UBC Vancouver, a study conducted in the Faculty of Land and Food Systems found that 40% of students surveyed reported food insecurity. A thriving campus community requires that we understand and address food insecurity.

TARGETS

INDICATORS

Increase Food Security⁵

Reduce food insecurity for UBC community members by 2025*

Baseline and target established

% students, staff & faculty reporting food insecurity

Healthy Beverage Consumption

50% reduction in sugar-sweetened beverage consumption on our campuses by 2025**

% SSB sales

% SSB availability in outlets/vending

% buildings that have at least one tap water fixture with bottle filling capacity

* Targets to be developed based on 2019 baseline data

** Using a 2019 baseline

SAMPLE ACTIONS IN PROGRESS

Food Insecurity Baseline and Action Plan Project

The Food & Nutrition Committee will bring together stakeholders to develop a food insecurity baseline for the UBC community. Outcomes include creating food insecurity reduction targets, as well as advocacy and program activities to address the issue.

Swipe Out Hunger Feasibility Project

Conducted in Winter 2019 by Student Housing and Hospitality Services to determine how a meal sharing program could work in UBC residence dining rooms. This will be based on the “Swipe Out Hunger” program implemented on almost 50 campuses in the US, which provides a platform for students with left over meal dollars to donate to students in need.

Healthy Beverage Initiative

UBC has identified the promotion of drinking water and the reduction of sugar-sweetened beverage consumption as a priority on both campuses. Our major food and beverage providers are collaboratively participating in a Healthy Beverage Initiative launched in Fall 2018 to promote healthier beverages choices.

Making Healthier Options Available

UBC Okanagan is transitioning to an in-house food service delivery model. This will give UBC Food Services the ability to emphasize fresh, nutritious foods, prepared in-house and in alignment with UBC’s sustainability and wellbeing goals. UBCO will also be hiring a Manager, Nutrition & Wellbeing, to lead programs and initiatives to enhance students’ health and wellbeing, with a focus on food and nutrition.

ASSOCIATED STRATEGIES AND PLANS

[UBC Action Framework for a Nutritionally Sound Campus](#)

[Food Vision and Values](#)

[UBC Sustainable Campus Food Guide](#)

[AMS Student Driven Sustainability Strategy](#)

[UBC Centre for Sustainable Food Systems Strategic Plan](#)

[UBC Land and Food Systems Action Plan](#)

³ Source: PROOF Food Insecurity Policy Research

⁴ Source: 2016 Meal Exchange Hungry for Knowledge Report

⁵ Supports UN Sustainable Development Goal #2: End hunger and ensure access by all people, to safe, nutritious and sufficient food all year round by 2030



Social Connection

LONG-RANGE DESCRIPTION OF SUCCESS

At UBC, we all understand that social connection is a core human need, and that everyone thrives when they feel respected, supported, and part of a community. UBC encourages all community members to work, learn, collaborate, and build connection in ways that are meaningful to them.

We celebrate diversity and inclusion of individuals, groups, and histories; we share knowledge, listen to each other, and learn from differences. Understanding local Indigenous peoples and their histories deepens everyone's relationships to community and place.

Everyone at UBC feels welcome and see themselves represented. Those who are historically, persistently, and systemically marginalized are treated equitably, feel respected, and belong.

All community members at UBC feel included, connected, and valued.

WHY IT MATTERS

Strong and lasting social and friendship connections are critical to our wellbeing and have a positive influence on our physical wellbeing, mental wellbeing, and longevity.

Conversely, having few or poor-quality social connections has been shown to cause detrimental health outcomes.

In 2012, one-third of respondents to the Vancouver Foundation's "Connections and Engagement" said it was difficult to make new friends in Vancouver, and one in four reported feeling alone more often than they would like. At UBC, just over one-third of Vancouver undergraduate students feel part of their campus community whereas 72% of staff and faculty report similar feelings. Seventy-six percent of staff and faculty feel that people treat each other with respect and consideration in the workplace and 73% of Vancouver undergraduate students feel UBC is a respectful environment.

The opportunity to cultivate strong and lasting connections contributes positively to our capacity for learning and a sense of fulfilment in our working lives.

TARGETS

INDICATORS

Feel Part of a Community

Community members feel part of a community at UBC:

10% increase for students by 2025*

10% increase for staff & faculty by 2025**

% students who report they have a group, community or social circle at UBC where they feel they belong

% staff & faculty who feel part of a community at UBC

% 1st year students that visit Collegia at least once a week

Inclusive Environment

Community members report that their beliefs, identity and experiences are valued at UBC:

10% increase by 2025*

% students

% staff & faculty

*using a 2019 baseline

**using a 2017 baseline

SAMPLE ACTIONS IN PROGRESS

New Collegia

Two new Collegia location will open in 2019, increasing opportunities for first-year commuter students to experience this “home away from home.” This will bring the total number of Collegia locations to six on the Vancouver campus and five on the Okanagan campus.

Enhancing Graduate Student Community

This project – which is a collaboration between the Graduate Student Society, VP Students Office and the Faculty of Graduate and Postdoctoral Studies – aims to explore the feasibility of creating a vibrant Graduate Life Centre at UBC. It also aims to pilot a program to encourage and support enhanced intellectual community within and between graduate programs.

Honouring Indigenous Histories and Cultures

UBC is increasing supports for students, staff, and faculty to build awareness of Indigenous history and core issues and to work respectfully with Indigenous students, colleagues, and communities.

ASSOCIATED STRATEGIES AND PLANS

[Focus on People Strategic Framework](#)

[UBC Student Experience Strategic Framework](#)

[Indigenous Strategic Plan](#)

[Valuing Differences: A Strategy for Advancing Equity and Diversity at UBC](#)

[Inclusion Action Plan \(in draft\)](#)



Built & Natural Environments

LONG-RANGE DESCRIPTION OF SUCCESS

At UBC, our built and natural campus environments contribute to human and natural systems.

Wellbeing is embraced by and deeply embedded in the ways in which we plan, design, and program our spaces and places. We strive to develop buildings and landscapes that promote active living, enhance social connections, and are inclusive and accessible to all. We create places for reflection, contemplation, and respite.

UBC is deeply engaged with our local and global community members, and we work with them to create complete, sustainable, and vibrant campus communities that not only support the academic mission but also provide a range of housing choices, amenities, and services such as childcare.

UBC attracts, engages, and retains a vibrant and diverse community to learn, work, play, and live on our campuses.

WHY IT MATTERS

UBC's campus environments play an important role in enhancing the physical, mental, social, and ecological wellbeing of our community. The ways in which we design our spaces and provide access to nature can have a profound impact on people's health and resilience and can facilitate better learning outcomes.

Our campuses are large and growing. The Point Grey campus in Vancouver currently has 400 institutional and residential buildings, its community members take over 150,000 trips to and from campus each day, and an additional 11,000 people live in campus neighbourhoods surrounding the academic core. The Okanagan campus has 35 buildings, and community members take around 20,000 trips to and from campus daily. To effectively provide for such a large number of people with diverse needs, UBC aims to be a model of a vibrant, complete, sustainable community at an urban neighbourhood scale complete with diverse housing options, active transportation choices, and community programs to enhance human and ecological wellbeing.

TARGETS

INDICATORS

Active Transportation ⁶

Increase trips to and from UBC made by walking, cycling, or transit by 2025*

Baseline and target established

% commuting trips made by walking, cycling or transit

Complete Communities ⁷

Increase opportunities for people to learn, work, play, and live on our campuses

Baseline and target established

Change in housing, child care, and community amenities

* Target to be developed based on 2019 baseline data

SAMPLE ACTIONS IN PROGRESS

Advocating for SkyTrain extension to UBC Vancouver

A rapid transit connection to UBC's Vancouver campus is critical to meeting our sustainability and wellbeing objectives. The university is committed to an advocacy strategy focused on accelerating investment in a Millennium Line extension to the Point Grey campus, building upon the recently approved extension to Arbutus Street. These advocacy efforts will include exploration and communication of the wellbeing benefits of the project to both the campus community and broader region.

Campus-wide bike share pilots

In 2018-2019, UBC Vancouver is piloting a campus-wide bike share program with support from TransLink's New Mobility program. The pilot, operated by Dropbike Inc. under a license agreement with the university, will reduce barriers to cycling on campus and generate new data to support other active transportation initiatives. UBC Okanagan is also exploring participation in Dropbike's city-wide program in Kelowna.

ASSOCIATED STRATEGIES AND PLANS

[Campus Biodiversity Initiative: Research and Demonstration](#)

[Green Building Action Plan – Pathway to a Net Positive Campus](#)

[Land Use Plan](#)

[Neighborhood Plans](#)

[Okanagan Campus Plan](#)

[The University Community on Campus: UBC's Housing Action Plan](#)

[UBC Child Care Expansion Plan](#)

[UBC Transportation Plan](#)

[UBC Okanagan Public Realm Plan](#)

[UBC Vancouver Public Realm Plan](#)

[Vancouver Campus Plan](#)

⁶ Target as set in the UBC Transportation Plan

⁷ Target in development by Campus & Community Planning



Physical Activity

LONG-RANGE DESCRIPTION OF SUCCESS

At UBC, we are all inspired to move more and spend less time being sedentary. We know that physical activity is important to our wellbeing and that daily movement benefits us all in work, study, and life.

Collaboration and partnerships across our campuses produce accessible programs, policies, and facilities that support physical activity for all ages and abilities, making it simple and convenient to be active. We can all find diverse and inclusive opportunities to add movement to our days, and we are encouraged to use active and sustainable transportation.

It's easy to find information and resources to support being more physically active no matter where we are — on or off campus. There is an accessible option for every community member, no matter their skills or experience.

UBC inspires us all to be active for life.

WHY IT MATTERS

Being physically active is key to good overall physical and mental health and is an important factor in preventing chronic disease. Here at UBC, the 2018 Undergraduate Experience Survey (UES) found that 45% of students are physically inactive (not meeting recommended Canadian physical activity guidelines). Additionally, there are disparities in physical activity participation by gender, social economic status, and cultural background. UES outcomes show that students who meet Canadian physical activity guidelines are significantly more likely to report higher satisfaction with their campus experience, sense of belonging, and connection to the campus community.

TARGETS

INDICATORS

Move More⁸

10% reduction in the prevalence of physical inactivity for UBC community members by 2025*

% students, staff, & faculty meeting Canadian physical activity guidelines

Diverse Community, Diverse Programming

10% increase in UBC community members' satisfaction with recreation facilities and programs by 2025*

% students satisfied with availability of recreation programs on campus

% students satisfied with quality of recreation facilities and programs on campus

**using a 2019 baseline*

SAMPLE ACTIONS IN PROGRESS

Creation of UBC Physical Activity Office

UBC Kinesiology, UBC Athletics & Recreation, and UBC Wellbeing partnered in 2018 to establish the Physical Activity Office on the UBC Point Grey Campus. Its mission is to change behaviors, improve health, advance and translate research, and positively impact our campus and broader community through physical activity.

Enhancing Inclusive Recreation for Women of Diverse Cultural Backgrounds

A new project led by UBC Recreation and UBC School of Kinesiology to enhance understanding of and address barriers to recreation participation for UBC Asian female students as well as to expand recreation opportunities and communications that would reach this target group and encourage their participation in physical activity.

Recreation @ UBC Strategic Framework

Recently completed, this framework will guide the strategic direction of recreation at UBC Vancouver, with leadership from UBC Recreation, Community Development, and the VP Students' Office. Within the scope of this framework, recreation is considered as activities and pursuits that provide the campus community with opportunities to move while enhancing wellbeing and social connection.

Exercise as Medicine at UBC Okanagan

Health & Wellness and Campus Recreation have partnered to implement an exercise "prescription" program for some students who visit the clinic or counsellors. Students from Campus Recreation will provide their peers with an orientation to the gym and other recreational amenities on campus. This peer-to-peer interaction is intended to reduce barriers to access and encourage students to support their wellbeing through physical activity when appropriate. The program will be trialed in Spring 2019.

ASSOCIATED STRATEGIES AND PLANS

[UBC Action Framework to Increase Physical Activity and Reduce Sedentary Behaviour](#)

[Recreation @ UBC Strategic Framework](#)

[UBC School of Kinesiology Strategic Plan](#)

⁸ Aligned with the WHO Global Target #3: A 10% relative reduction in prevalence of insufficient physical activity 2010-2025



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