



SUBJECT	Wellbeing Annual Report
SUBMITTED TO	People, Community and International
MEETING DATE	March 16, 2022
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Vice-President, Students
SUPPORTED BY	Ainsley Carry, Vice-President, Students Marcia Buchholz, Vice President, Human Resources Matt Dolf, Director, Office of Wellbeing Strategy

PRIOR SUBMISSIONS

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

1. [November 20, 2020](#) (OPEN SESSION)
Action/Follow up: None
2. [June 13, 2019](#) (OPEN SESSION)
Action/Follow up: None

The following Executive Summary assumes familiarity with the prior submissions and provides a status update from the date of the most recent submission.

EXECUTIVE SUMMARY

Since launching the Wellbeing Strategic Framework (WSF) in 2019, UBC's vision for becoming a health and wellbeing promoting university has become more important than ever in the face of complex societal challenges, including the global pandemic, climate emergency, colonization, and systemic racism. Guided by our commitments to the *Okanagan Charter for Health Promoting Universities & Colleges*, departments and community members from across UBC worked together to advance the WSF targets. The report highlights this collective community action and showcases our community's resilience and innovation through an unprecedented year. We have attached a highlights infographic and posted the full report, including WSF target metrics and stories for each priority area at <https://wellbeing.ubc.ca/annualreport20-21>. In addition, below we showcase select community actions and Office of Wellbeing Strategy accomplishments supporting collaborative efforts towards creating a campus community where health and wellbeing are championed and celebrated.

KEY 2020/21 COMMUNITY ACTIONS

Work to advance the university toward its 2025 wellbeing targets is being actioned through the integrated, collective activities of students, faculty, and staff from various units, departments, and portfolios. Many of the targets will only be reached by groups coming together to tackle them. Below we highlight collaborative efforts initiated in fiscal year 2020/21, including some calls to action for the Board of Governor's consideration:

Mental Health & Resilience: In its first year, the Mental Health & Resilience Committee identified three priority milestones for Committee working groups to advance our two 2025 WSF targets:

1. Implement a virtual 45 minute workplace training on Mental Health Literacy for managers and leaders within required workplace training mechanisms.

2. Develop and implement an engagement strategy to collaborate with affinity groups on mental health literacy training, programs, and campaigns.
3. Develop mental health literacy program learning outcomes and competencies for students, staff, and faculty, and create a shared hub for training resources.

Call to action: When the training for managers and leaders comes out, be among the first to take and promote it.

Food and Nutrition: COVID-19 has exacerbated food security issues and underscores the need to dignify resources and support for community members in need and enhance our food environment on campus. The Food & Nutrition Committee and the Food Security Initiative are focusing efforts in the following areas to support the 2025 wellbeing targets:

1. Launch Community Food Hubs on both campuses to drive collective food security action.
2. Contribute to the Affordability Plan.
3. Reach full compliance with "Healthier Choices in Vending Machines in BC Public Buildings" policy.
4. Launch a Healthy Beverage Initiative designation for food providers and events.

Call to action: Promote the [Food Hub](https://foodhub.ubc.ca) website (foodhub.ubc.ca) and visit the pilot [Food Hub Market](#) (CIRS building).

Collaborative Leadership: Leadership at all levels is critical to meeting our Wellbeing targets. The Office of Wellbeing Strategy, HR's Health Wellbeing & Benefits teams, and VPS/AVPS Health & Wellbeing teams work to support leaders at all levels to model and enable wellbeing champions. These teams are collectively advancing the following actions:

1. Partner with the Office of Provost to build capacity for units to embed cross institutional plans into their strategic planning and decision-making.
2. Develop an information system and engagement approach to unify action, capacity, recognition, and connection of wellbeing champions.
3. Develop tools and approaches to evaluate and communicate UBC's role and approach as the leading health and wellbeing promoting campus.
4. Report and plan using a multisolving approach to ensure wellbeing efforts align with other People and Place priorities.

Call to action: Connect with us to identify ways you can champion wellbeing.

Advancing People and Place Plans: This year, specific attention was made by Wellbeing Committees and partners to action wellbeing efforts through a multisolving lens – a dynamic framework used to explore and address interconnected societal challenges in a unified way. This annual report highlights our collaborative approach to advancing sustainability, decolonization, and equity while advancing wellbeing.

KEY 2020/21 ACTIONS OF THE OFFICE OF WELLBEING STRATEGY

The Office of Wellbeing Strategy (formerly UBC Wellbeing Office) acts as the backbone coordinating organization for the collaborative work with many units and portfolios to advance our Wellbeing targets. Key actions the Office focused on in 2020/21:

- **Wellbeing Roadmap creation:** Supporting UBC Wellbeing committees and units to identify and track progress on key initiatives/milestones to advance the 2025 WSF targets.
- **Facilitate and strategically support UBC-wide initiatives/campaigns:** Primarily the Food Security initiative, Thrive, and MoveUBC.
- **Convene and enable partners to implement the WSF:** Supported UBC Wellbeing Committees and helped advance key activities. Facilitated a Collaborative Leadership working group and advanced its activities.

- Steward Canadian Campus Wellbeing Survey: In 2021, supported the implementation of the second CCWS Student Survey and created and piloted a CCWS Employee survey. Results are included on our Annual Report webpage.
- Position UBC as a leader and convener in implementation of the Okanagan Charter: Chaired the Canadian and International Health Promoting Campus Networks and produced two events:
 - Centering Indigenous Engagement in the work of wellbeing and health promotion
 - Leveraging the Okanagan Charter to Bounce Forward From the Major Crises of our Time: COVID-19 Pandemic, Systemic Racism, Colonialism, and the Climate Emergency
- Wellbeing reporting, story-telling, and communication on WSF progress
- Convening People & Place plan regularly leads to inform approaches

LOOKING FORWARD

UBC is at a critical juncture. The health and wellbeing of our people and planet have been exasperated over the past two years. Students, staff, and faculty are navigating added strains on mental health, social connection, food security, and physical activity. Work in these areas needs heightened attention to meet our 2025 targets and support our community to advance from surviving to thriving. The Office of Wellbeing Strategy continues to facilitate the development and implementation of key WSF Roadmap milestones. It will regularly collect updates from Committees and partners, and communicate WSF Roadmap progress on the UBC Wellbeing [website](#).

CONCLUSION

UBC has made steady progress on some Wellbeing Priority Areas, and the work continues with added urgency as we navigate a post-pandemic reality together. We all have a hand in shaping campus environments where all people, places, and communities can flourish.

PRESENTATIONS

1. Slide Deck

SUPPLEMENTAL MATERIALS (optional reading for Governors)

1. [UBC Wellbeing Annual Report 2020-21 - Infographic](#)
2. [Wellbeing Strategic Framework](#)

Annual Wellbeing Update

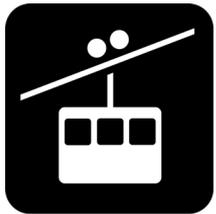
Presented by Office of Wellbeing
Strategy

Presented to Board of Governors, March 16, 2022



Layers of action to progress toward UBC's 2025 wellbeing targets





Backbone Support: Office of Wellbeing Strategy

- ✓ **Wellbeing Roadmap** developed to advance Wellbeing Strategic Framework (WSF)
- ✓ Convene and enable **wellbeing committees and partners** to implement the WSF
- ✓ Facilitate and support UBC-wide initiatives and campaigns, such as **Food Security Initiative, Thrive, Move UBC**
- ✓ Steward the **Canadian Campus Wellbeing Survey** at UBC for students and employees
- ✓ Chair **Canadian + International Health Promoting Campus Networks** and host international events
- ✓ Wellbeing reporting, evaluation, story-telling, and communication on **WSF progress**
- ✓ Convene **People & Place plan leads** regularly to inform and align approaches





Collective Action: Mental Health & Resilience Committee

Priority milestones:

- Implement a virtual 45 minute workplace **training on Mental Health Literacy for managers and leaders** within required workplace training mechanisms.
- Develop and implement an engagement strategy to collaborate with **affinity groups on mental health literacy** training, programs and campaigns.
- **Develop mental health literacy program learning outcomes** and competencies for students, staff, and faculty, and **create a shared hub** for training resources.

BOG Call to Action: When the mandatory training for managers and leaders comes out, be among the first to take and promote it.



Deep dive: Mental health and resilience is declining and most community members don't feel this is a priority at UBC



Target: (UBC Cares) 10% increase in community members who feel mental health is a UBC priority by 2025

UBC Vancouver			UBC Okanagan		
Population	2021 Data	Change from baseline (B)	Population	2021 Data	Change from baseline (B)
Undergraduate students	20%	-9%	Undergraduate students	28%	-17%
Graduate students	30%	-6%	Graduate students	39%	-14%
Staff and faculty combined	41%	B	Staff and faculty combined	48%	B
Staff	44%	B	Staff	53%	B
Faculty	29%	B	Faculty	26%	B

Metric: At UBC, I feel that student, staff, and faculty mental and emotional wellbeing is a priority (% who strongly agree or agree)





Community Action Mental Health & Resilience



UBC WELLBEING

2020-2021 Annual Report



Thrive — UBC's annual mental health literacy initiative — went virtual with **199 events** focused on help-seeking, stigma-reduction and diverse perspectives on mental health, addressing the systemic and structural factors that impact our community.

NEARLY
100

virtual mental health sessions across both campuses, **reaching 2,300 staff and faculty.**



Mental Health & Resilience Committee launched with diverse representation from UBC Vancouver and Okanagan, including students, staff, faculty, and senior leaders, to focus on advocacy and systems-level change.



Workplace Wellbeing launched "**Intersectional Approaches to Mental Health — A Facilitator's Guide**", a new resource offering an intersectional approach to support mental health literacy from a place of inclusion and diversity.



2 QPR Workshops

7 Working Mind Workshops

4 Mental Health First Aid Workshops

135 staff and faculty participants engaged in mental health literacy capacity-building at UBC Vancouver and Okanagan campuses.

41 virtual QPR Workshops for students

with **474 student participants** funded by the Student Wellbeing Fund.

The Wellness Centre launched virtual health education and literacy training for students at our campuses via Canvas with up to **2,500 course users.**



38% more faculty and staff from across 43 departments participated in **Not Myself Today**, a Canadian Mental Health Association workplace mental health initiative.

2,000+

students completed **Live Well to Learn Well**, a mental health literacy course to help new students successfully transition to UBC.



Collective Action: Food and Nutrition Committee

Priority milestones:

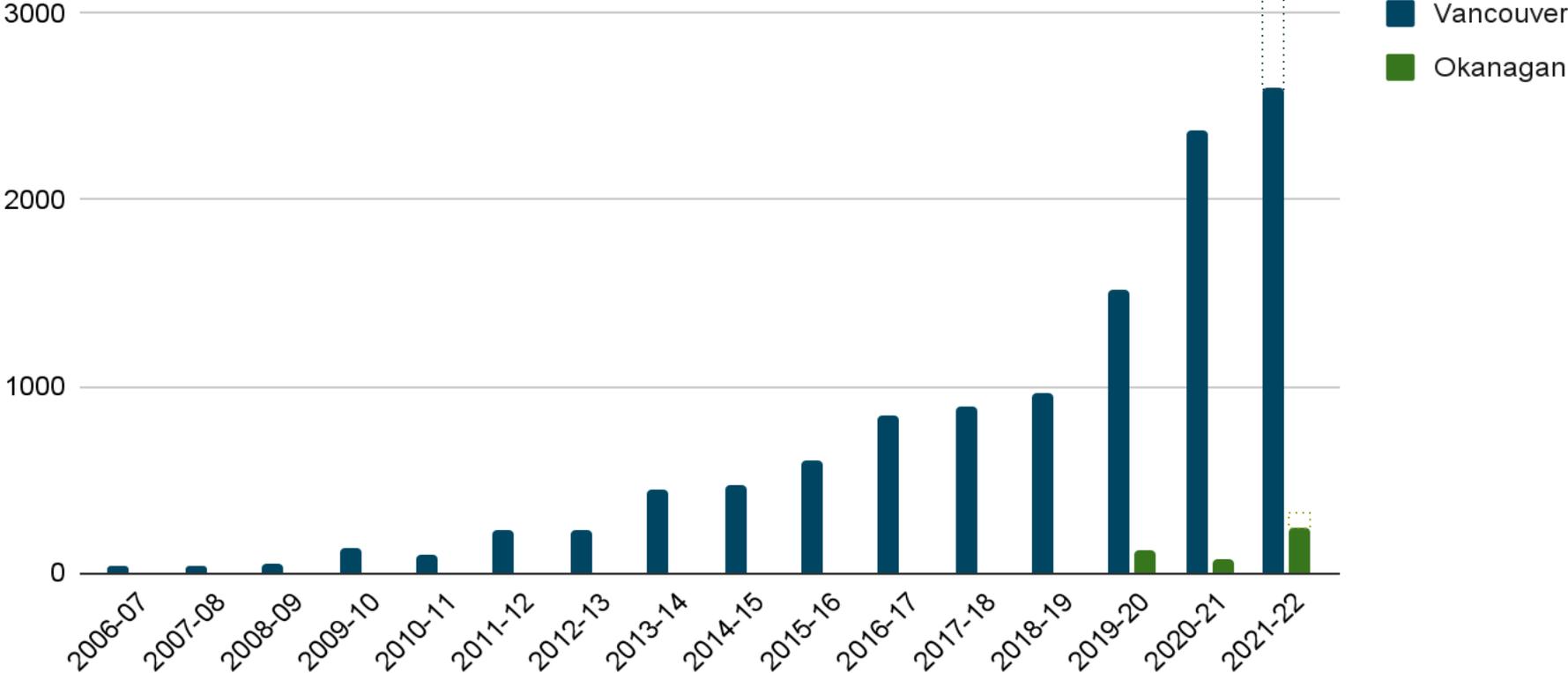
- Launch **Community Food Hubs** on both campuses to drive collective food security action.
- Contribute to the **Affordability Plan**.
- Reach full compliance with "**Healthier Choices in Vending Machines in BC Public Buildings**" policy.
- Launch a **Healthy Beverage Initiative designation** for food providers and events.

BOG Call to Action: Promote the [Food Hub](https://foodhub.ubc.ca) website (foodhub.ubc.ca) and visit the pilot [Food Hub Market](#) (CIRS building).



Deep dive: Food bank visits continue to rise at UBC

Annual Food Bank Visits





Community Action Food & Nutrition



UBC WELLBEING

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96

students at UBC Vancouver supported through the **UBC Meal Share Program Pilot**, a new food security initiative ensuring students have a low barrier and discrete access to food.

500+



students and families supported with weekly food and baby supplies hampers at the height of COVID-19 provided through the combined efforts of **volunteers, Faculty of Education, Origin Church, Acadia Park community, AMS Food Bank, Student Housing and Community Services, and UBC Wellbeing.**

545

participants engaged in **NourishU**, a new nutrition month program led by UBC and UBCO Food Services and funded by UBC Wellbeing.

23

consultation sessions were held with 109 stakeholders to create a vision for a **Community Food Hub** at UBC Okanagan campus.

Promoting Food Security in Higher Education conference had 700+ students, staff, faculty and community members attending 12 virtual events held in partnership with **UBC, Meal Exchange, University of Guelph, McMaster University, and University of Ottawa.**



Campus as a Living Lab

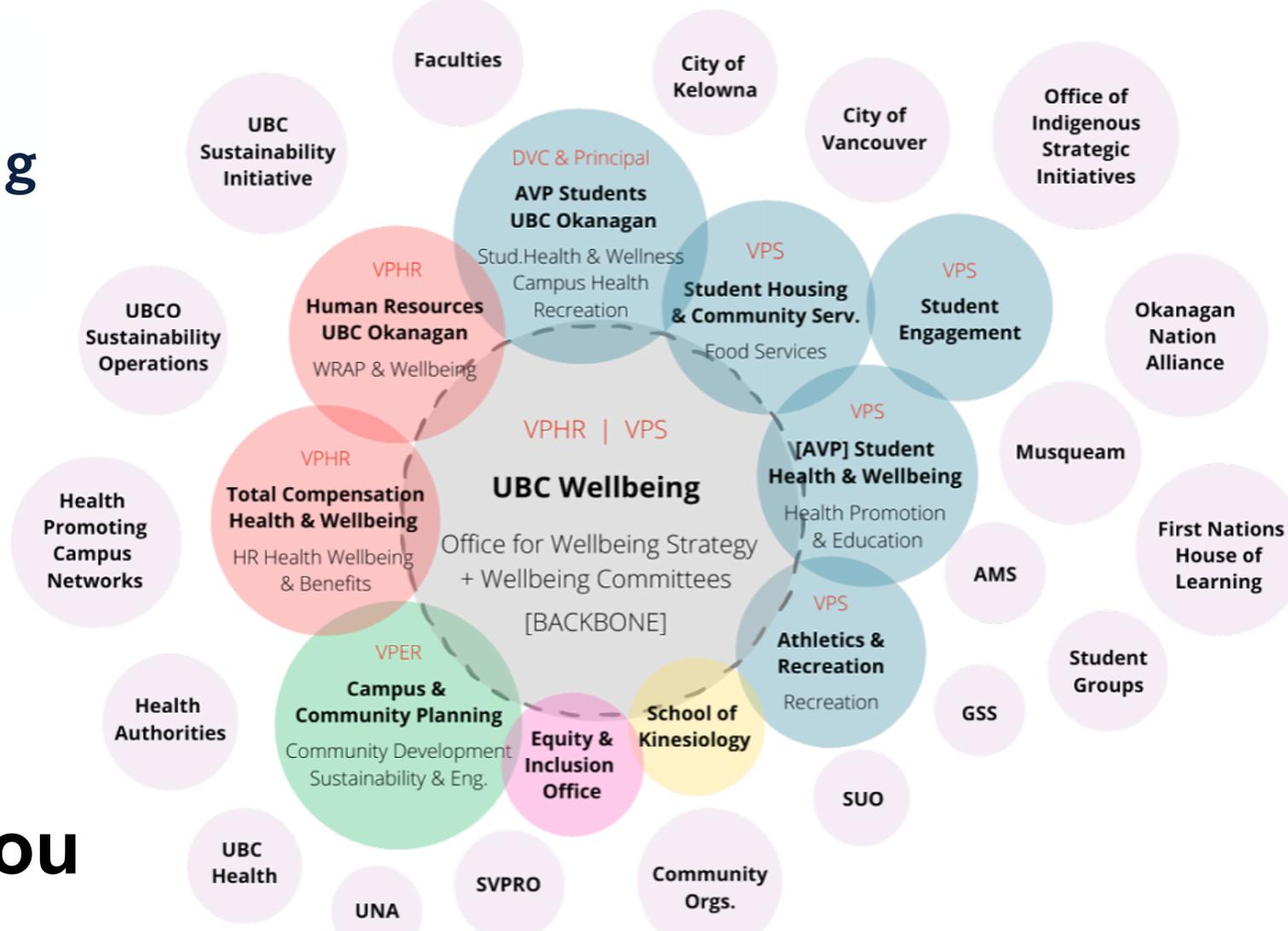
competition awarded the Food Security Initiative \$50,000 towards supporting community engagement for the launch of a future physical **Community Food Hub** at UBC Vancouver.



Healthy Beverage Initiative transitioned Sunshine, a UBC Okanagan dining location, to 100% HBI compliant



Funded **7 strategic initiative projects** totaling \$15,000 in funding, including the **Beyond the Plate** recipe video competition with the **Counsellors in Residence.**



Thank you