



SUBJECT	Wellbeing Annual Report 2021/22 & Focus on Workplace Mental Health & Wellbeing
SUBMITTED TO	People, Community and International
MEETING DATE	March 21, 2023
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Marcia Buchholz, Vice-President, Human Resources
SUPPORTED BY	Ainsley Carry, Vice-President, Students Natasha Malloff, Director, Health, Wellbeing, & Benefits 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. [March 16, 2022](#) (OPEN SESSION)
Action/Follow up: Focus on mental health & resilience in future presentation to PCI Committee
2. [November 20, 2020](#) (OPEN SESSION)
Action/Follow up: None
3. [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 adopting the *Okanagan Charter for Health Promoting Universities & Colleges* in 2016 and launching UBC's *Wellbeing Strategic Framework* (WSF) in 2019, enacting UBC's vision to become a health and wellbeing promoting university is more important than ever. The Wellbeing Annual Report for fiscal year 2021/22 highlights collective community action and our community's resilience and innovation in the face of another challenging year. An infographic is attached in Appendix 1, and the full report, including WSF target metrics and stories for each priority area, is available at <https://wellbeing.ubc.ca/annualreport21-22>. We showcase VP Human Resources' work in UBC achieving "Gold" certification as part of Excellence Canada's benchmark assessment and launching new training for all managers and supervisors to promote mental health and wellbeing in the workplace.

UBC AS A LEADING HEALTH & WELLBEING PROMOTING UNIVERSITY

UBC continues to be seen as an international leader in the health promoting campuses movement through our whole university approach to make the university a better place to live, work, learn, and play. Innovative wellbeing work is led by faculty, staff, and students across both campuses under the banner of UBC Wellbeing.

However, 2021 data from the Canadian Campus Wellbeing Survey for both UBC Students and Employees highlighted that **some** community members, especially students, are less likely to feel this is a priority at UBC. For

students, where we have a 2019 baseline to measure change against, we saw a decrease in this measure of between 6% to 17% compared to pre-COVID times. Numerous surveys have shown that the mental health and wellbeing of students and employees have been negatively impacted by COVID in postsecondary institutions across Canada. The UBC community needs to continue to work together and put in place system-wide initiatives to support our ongoing commitment towards becoming a health and wellbeing promoting university.

SELECT “MENTAL HEALTH & RESILIENCE” ACCOMPLISHMENTS

Under UBC’s Wellbeing Strategic Framework, work to advance UBC towards its 2025 wellbeing targets is being actioned through the integrated, collective activities of faculty, staff, and students from various units, departments, and portfolios. In addition to the community-led wellbeing work highlighted in the 2021/22 Wellbeing Annual Report <https://wellbeing.ubc.ca/annualreport21-22>, we call particular attention to the following activities from this past fiscal year:

- Led by VP HR, UBC achieved Gold certification for the *Mental Health at Work® Framework* through an external benchmark assessment by Excellence Canada focused on desired outcomes by four drivers: leadership & commitment; planning & risk management; implementation & evaluation; and people & wellbeing.
- Led by VP HR, UBC launched a new 30-minute required training program in January 2023: *Supporting Mental Health in the Workplace for Managers and Supervisors*.
- Led by VP Students, Led by VP Students, the Vancouver campus has been practicing a Stepped Care model of mental health care.
- Led by AVP Students, the Okanagan campus is decolonizing health and social services across the Student Wellness portfolio.
- Led by Office of Wellbeing Strategy, UBC co-hosted the International Health Promoting Campuses Symposium, a 1-day virtual event with 800 registrants from 21 countries (35% were students).

LOOKING FORWARD

UBC is at a critical juncture. The health and wellbeing of our people and planet have been negatively impacted over the past two years. Faculty, staff, and students are navigating added strains on mental and physical health, social connection, and affordability. Work in these areas requires heightened attention to meet our WSF 2025 targets and to support our community to advance from surviving to thriving. Key units within UBC Wellbeing continue to facilitate the development and implementation of WSF Roadmap milestones – particularly within VP HR and VP Students portfolios on both campuses. Tools, resources, stories, and progress are communicated on the UBC Wellbeing [website](#).

Of note, the new mental health literacy required training launched in January 2023 for all managers and supervisors at UBC: *Supporting Mental Health in the Workplace for Managers and Supervisors*. User uptake and experience is being evaluated and a maintenance plan is being developed to ensure the content continues to be responsive and current.

Further, this Spring a new *Activate Wellbeing Toolkit (AWT)* will be launched to identify and accelerate action in workplace policies and practices towards stronger mental health and wellbeing for all. AWT is designed to engage faculty, staff and leaders at all levels through a settings and strengths-based approach. This toolkit advances the *Wellbeing Strategic Framework* “Collaborative Leadership” Priority Area and the *Focus on People* Catalyst 1 action

“Activate the UBC Wellbeing Strategy for faculty and staff through an approach that reflects the diversity of faculty and staff experiences.”

CONCLUSION

UBC has made steady progress on 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.

APPENDICES

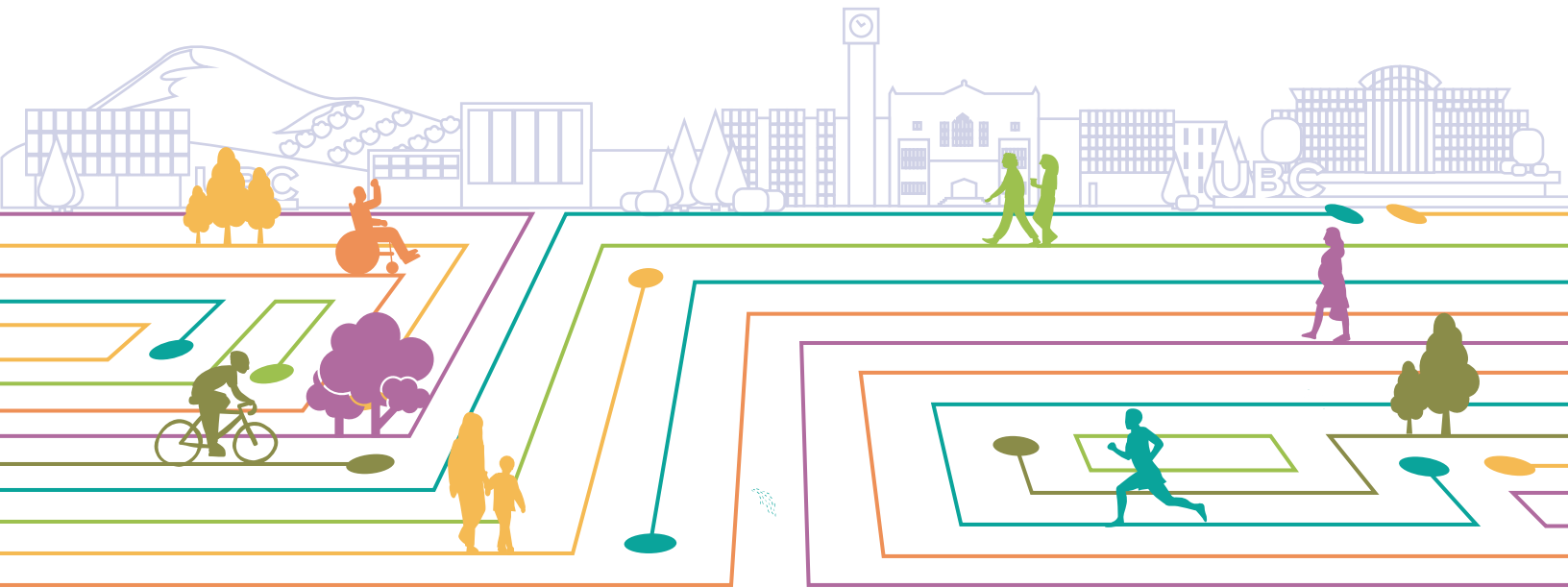
1. Wellbeing Annual Report Infographic

PRESENTATIONS

1. Wellbeing Annual Report - Slide Deck

SUPPLEMENTAL MATERIALS (optional reading for Governors)

1. [UBC Wellbeing Annual Report 2021-22 - Website + Infographic](#)
2. [Wellbeing Strategic Framework](#)



UBC WELLBEING

2021-2022 Annual Report

Over the past year, teams across UBC Vancouver and Okanagan campuses faced new complexities and uncertainties impacting the health and wellbeing of our community. Through an evolving pandemic and ongoing interconnected societal and systemic issues, teams continued to tackle challenges and activate the Okanagan Charter and Wellbeing

Strategic Framework targets in support of campus communities where health and wellbeing are championed.

Working together, students, faculty, staff and community members adapted to create hybrid plans, programs, and initiatives that accommodated new environments using a collaborative, multisolving approach — addressing health and wellbeing while also advancing decolonization, equity, and sustainability in meaningful ways. This annual report represents and celebrates the collective efforts and resilience of university-wide teams sparking innovation, leading action, and inspiring positive change for people, places, and the planet.

UBC Wellbeing acknowledges the x^wməθk^wəyəm (Musqueam), skwxwú7mesh (Squamish), səilwətaʔ (Tsleil-Waututh), and Syilx Okanagan Nation Peoples, on whose traditional territories UBC campuses are located and where we are privileged to live, work, learn, and play.

Read the full annual report at wellbeing.ubc.ca/annualreport21-22



MENTAL HEALTH & RESILIENCE



UBC Cares:

10% increase in community members who feel mental health is a UBC priority.



Mental Health Literacy:

10% increase in community members reporting access to opportunities to develop mental health literacy by 2025.



1,774 participants

engaged in 106 education and outreach workshops, booths, and events focused on sexual health, substance use health and harm reduction, and mental wellbeing led by **14 Peer Health Educators** at the Wellness Centre.



67 departments and units participating

in **Not Myself Today, a Canadian Mental Health Association** workplace mental health initiative available to UBC Vancouver and Okanagan employees provided through UBC Human Resources.



10 workshops

provided by the **Climate Wellbeing Engagement Network** to 8 different departments and organizations, including UBC Counselling, UBC Geography, UBC Nursing, Sustainability Ambassadors, and Parks Canada to create space and build resources to meet the growing impacts of climate change on mental health and wellbeing.

342 Thrive events

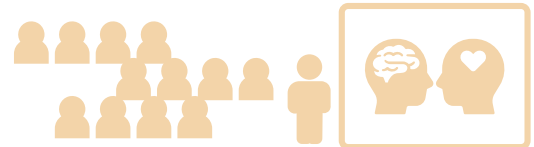
held in-person and virtually across UBC Vancouver and Okanagan.

98 micro-grants supported students, faculty and staff in leading initiatives during UBC's annual mental health literacy month, across diverse units, departments, and groups at UBC Vancouver and Okanagan.

Initiatives included the **Thrive HR IBPOC series** and workshops on Indigenous plants and medicines, mindfulness, nature walks, and compassion fatigue.

21 mental health literacy and capacity building workshops and training opportunities

led by UBC Vancouver and Okanagan Human Resources for employees, including **QPR, Working Minds, Mental Health First Aid, and Understanding Mental Health** workshops, engaging 314 faculty and staff.



Residence Wellness Hub was launched at UBC Okanagan, providing students living on campus drop-in access to nurse practitioners, counsellors, harm reduction specialists, and a health promotions coordinator and workshops on healthy sleep habits, naloxone training, mindfulness and more.



300+ participants

attended 10 training sessions by the **Health Promotion & Education** team on how to respond to accidental drug poisoning in response to the toxic illegal drug supply and the substance use of students returning to campus.



Funded 4 Wellbeing Strategic Initiative Fund projects totalling \$12,000, including **Thrive micro-grants, Weaving Wellness mindfulness**, meditation and art therapy program, and **Leading with Kindness** train-the-trainer relational workshop.



COLLABORATIVE LEADERSHIP



UBC is Committed to Wellbeing:

10% increase in community members who feel UBC is committed to the wellbeing of its people, places, and communities.



All Faculties & Units Take Action:

All faculties and units are engaged with wellbeing action.

In December 2021, UBC was among thousands of international health promotion leaders who met virtually for the World Health Organization's 10th Global Conference on Health Promotion and to establish the **"Geneva Charter for Well-being"** — a global commitment to achieving equitable health and wellbeing outcomes for people and the planet.



54 recommendations

were released in the Final Report of the **President's Anti-Racism and Inclusive Excellence Task Force** to address racism and bring about a more inclusive university community.

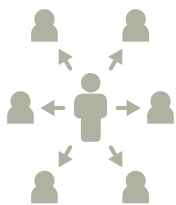
UBC launched its **Climate Action Plan (CAP 2030)** at both campuses, positioning UBC as a model for how universities can mobilize to address the climate emergency and reduce carbon emissions.

51 Workplace Wellbeing Ambassadors

representing various departments and units across UBC Vancouver and Okanagan to champion **workplace wellbeing**.



The four-year **Wellbeing Strategic Framework Roadmap** was launched in collaboration with Wellbeing Priority Area Committees and key stakeholders to meet the 2025 Targets outlined in the Wellbeing Strategic Framework.



75 managers

completed workshops to strengthen workplace leadership in the area of **psychological health and safety** through UBC Human Resources.

UBC's Student Strategic Plan (SSP)

launched in early 2022, to shape how the university supports students—from both Vancouver and Okanagan campuses—in their experience at UBC over the next 5 years, including a commitment to wellbeing for people, places, and the planet.



15 projects

supported by the **Wellbeing Strategic Initiative Fund** to support student, faculty, staff and community collaborative initiatives across UBC Vancouver and Okanagan, including Climate Emergency Week initiatives and xʷcícəsəm — Musqueam's Community & Medicine Garden.



FOOD & NUTRITION



Increase Food Security:
Reduce food insecurity for UBC community members by 2025.



Healthy Beverage Consumption:
50% increase in healthy beverage consumption on our campuses by 2025.



599 students, faculty, and staff registered for **NourishU** – UBC’s annual nutrition month program centred around intuitive eating and led by UBC Vancouver and Okanagan Food Services, Student Housing & Community Services, and Health Promotion & Education.



“Visions of a Just, Food Future on Campus: BIPOC Students’ Stories of Food” collaborative digital storytelling workshop engaged students from UBC, University of Guelph, and University of Waterloo to explore diverse food security experiences.



UBC Okanagan’s AVPS, Campus Wellness, UBC Students’ Union Okanagan, and Food Services confirmed commitments and funding to establish a **Food Hub** in 2022/23 to advance food security at UBC Okanagan.



100% of UBC Okanagan & **~70%** of UBC Vancouver vending machines are now compliant with the **Healthy Beverage Initiative**.

537 individuals

engaged via student-led surveys and community dialogues to co-create a vision for a community **Food Hub** at UBC Vancouver, through support from Campus as a Living Lab and tuition funds.



4,750+ students

provided up to \$200 in financial support to access food through **UBC Meal Share’s** program at UBC Vancouver and Okanagan.



2,365+ purchases

at the **Food Hub Market**, a 12-week pilot at UBC Vancouver providing low cost groceries, in collaboration with UBC Food Services, Sustainability Hub, and the Office of Wellbeing Strategy.

“Not only does it save money, it makes me feel like I’m a part of the campus community”

- Food Hub Market shopper

90+ students

from UBC Vancouver and UBC Okanagan participated in Health Promotion & Education unit’s nutrition and relationship with food & body programming, including **Encounters of Hope: Lived experiences of Disordered Eating and Recovery** panel with Student Recovery Community and UBC Food Hub.



foodhub.ubc.ca new digital platform launched, providing a centralized hub for UBC Vancouver and Okanagan students, faculty, staff, and community members to access resources in support of food security and community resilience.



SOCIAL CONNECTION



Feel Part of a Community:

10% increase in UBC community members feeling part of a community by 2025.



Inclusive Environment:

10% increase in UBC community members reporting that their beliefs, identity and experiences are valued by 2025.

The Inspiring Community Grants led by Campus + Community Planning launched its first **Just for Kids!** grant cycle to fund ideas that bring people together, imagined by young people 5-17 years old living in the UBC, UNA, or Musqueam neighbourhoods.



UBC Okanagan Campus Health partnered with the Disability Resource Centre for **Golden Apple Awards** and the **I Am Accessible Awards**, where students nominate faculty and staff who are supporting wellbeing and accessibility in learning environments at UBC Okanagan.



In March 2022, Residence Life staff at UBC Okanagan organized the first **Black Excellence Evening** in residence where students gathered to celebrate culture and excellence in the black community through food and performances.

UBC Arts & Culture District led its 4th annual student-run art festival **UBC Artivism**, featuring the theme "Queering the Self", highlighting stories of resilience and activism, with support from UBC's Anti-Racism Initiative Grant, UBC Equity & Inclusion Office, and UBC Exposure.



Sustainability Hub and **Centre for Sustainable Food Systems at UBC Farm** invited guests from across the UBC community and Musqueam Nation to collectively reflect on the songs and stories of transformation that will support the creation of new and renewed pathways for sustainability and climate justice.



In September 2021, the **Indigenous Strategic Initiatives (ISI) Fund** launched with up to \$4 million to be allocated across UBC Vancouver and Okanagan in 2022 to support the implementation and advancement of the Indigenous Strategic Plan and its eight goals and 43 actions.



43 events

led by UBC Wellness Centre's newly launched **IBPOC Wellness Mentors** pilot program to support the specific wellbeing needs of IBPOC students at UBC Vancouver with a targeted approach to health equity with peer affinity-based support, mentorship, and wellbeing programming.

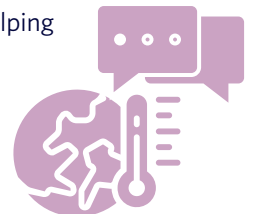
"My [mentor] was very helpful and interactive. I felt much more confident after talking to her."

- Student attending 1:1 mentoring with IBPOC Wellness Mentor



25 community chats

led by UBC's Climate Hub, building community and helping students process complex **climate emotions** through conversations celebrating community, COP 26, dystopia narratives, music and social movements, climate grief and storytelling.



PHYSICAL ACTIVITY



Move More:

10% increase in the prevalence of physical activity for UBC community members by 2025.



Diverse Community, Diverse Programming:

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

42 initiatives

funded by \$9,000 in **Move UBC micro-grants** supporting groups, departments and units at UBC Vancouver and Okanagan to host an event promoting physical activity, including the Centre for Student Involvement & Careers' Cirque De Sore Legs and Animal Care Services' Scooter Share Program.

10,000+ in-person and virtual **Movement Breaks**

completed across both campuses, where students, faculty, and staff engaged in short routines of stretches and light exercises to add movement to and break up bouts of sedentary behaviour in lectures, meetings, and at events.

"In just ten minutes you can change your whole view of your day. Give your mind a chance to relax while focusing on the movement only."

- Movement Break participant

UBC Vancouver and Okanagan Recreation launched new movement opportunities focusing on accessible, beginner, and cultural programming such as **New Moves with the Move U Crew, Rec 101, Cultural Wellbeing Series, and Indigenous Wellbeing Series.**



34,827+ participants

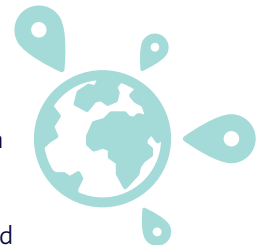
engaged in UBC Vancouver and Okanagan Recreation programs, events, and services that inspired **diverse ways to move year-round.**



50 registrants for **Move UBC x Climate Emergency Week's** Research Roundtable: Physical Activity & Climate Action, discussing the intersections of physical activity, climate action and social justice in partnership with **UBC's Sustainability Hub** and **Climate Hub.**



UBC Vancouver and Okanagan launched a **Cultural Physical Activity Series**, in partnership with various campus partners and student clubs. Featured activities included cultural dances, Indigenous games, and South and East Asian sports.



86 participants in **New Moves with the Move U Crew**, a new beginner sports program in collaboration with Undertoe Skateboarding Academy, Morica Sports, BC Wheelchair Sports Association, and BC Blind Sports & Recreation Association to feature classes in skateboarding, pickleball, wheelchair basketball, and goalball.



613 participants

in **Staff & Faculty Sports Day** at UBC Vancouver and Okanagan offered through UBC Vancouver and Okanagan Recreation and Human Resources.



BUILT & NATURAL ENVIRONMENTS



Active Transportation:

At least 66% of all trips to and from UBC made by walking, cycling or transit by 2040. At least 55% of all trips to and from UBC Okanagan made by walking, cycling or transit by 2040.



Complete Communities:

Increase opportunities for people to learn, work, play, and live on our campuses through an increase in the number of student beds to 17,300 and an increase in child care spaces to 1,200 by 2040.

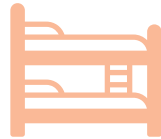
978 childcare spaces

making UBC Vancouver the **largest campus child care provider in North America**, and the largest provider of infant and toddler care in Vancouver.



14,611 student residence beds

available at UBC Vancouver and Okanagan, making UBC the **largest student housing system in Canada** and one of the largest in North America.



980 faculty and staff housing units

available at UBC Vancouver.



51% of all trips

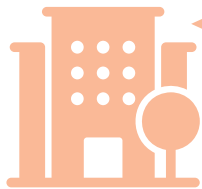
to and from campus were made by **walking, cycling, and transit** at UBC Vancouver.



4,200+ comments generated & analyzed,

3,200+ engaged in needs & aspirations discussions for the newly launched **Campus Vision 2050**, a two-and-a-half-year public land use planning process led by Campus + Community Planning to meet the needs and aspirations of the university community and Musqueam Nation, while tackling timely, local, regional and global challenges.

The xʷməθkʷəy̓əm (Musqueam) Nation generously gifted the hə́nqə́mihə́m-language name for UBC's newest residence community, **tə ʂxʷhələlə́ms tə kʷaʂkʷəʔaʔl** (The Houses of the Ones Belonging to the Saltwater), and each of its five houses: qə́łłə́ləməcən lelə́m, qʷta:yθən lelə́m stəwə́t lelə́m, təməs lelə́m, and skiməkʷ lelə́m.



tə ʂxʷhələlə́ms tə kʷaʂkʷəʔaʔl



UBC was recognized as one of **Canada's Greenest Employers** in 2022 for the 11th consecutive year.



16,140 km cycled, 75 riders, 1,013 rides, and 3,498 KgGhgs

saved during **GoByBike Week** at UBC Okanagan, an initiative encouraging students, faculty and staff to improve wellbeing while reducing carbon footprint.

200 unique interactions

during **UBCycles**, expanding programming to include 16 social, trail and road ride events and two maintenance clinics.



Annual Wellbeing Update

Matt Dolf, Director, Office of Wellbeing

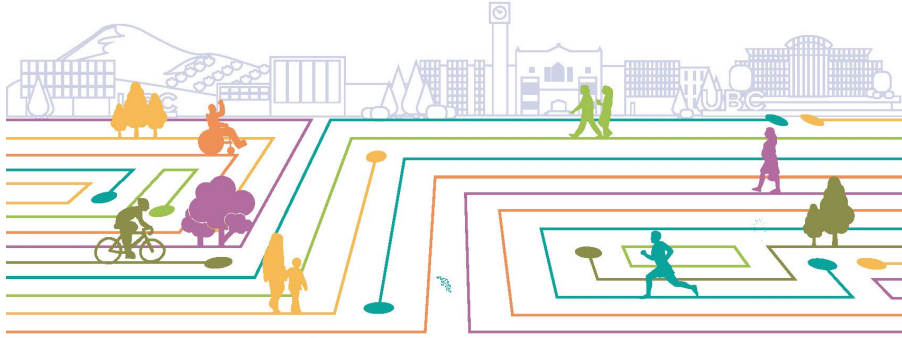
Natasha Malloff, Director, Health, Wellbeing, and Benefits

Presented to Board of Governors, March 21, 2023



UBC WELLBEING

2021-2022 Annual Report



Community Action Mental Health & Resilience



UBC Cares:

10% increase in community members who feel mental health is a UBC priority.



Mental Health Literacy:

10% increase in community members reporting access to opportunities to develop mental health literacy by 2025.



1,774 participants

engaged in 106 education and outreach workshops, booths, and events focused on sexual health, substance use health and harm reduction, and mental wellbeing led by **14 Peer Health Educators** at the Wellness Centre.



67 departments and units participating

in **Not Myself Today, a Canadian Mental Health Association** workplace mental health initiative available to UBC Vancouver and Okanagan employees provided through UBC Human Resources.



10 workshops

provided by the **Climate Wellbeing Engagement Network** to 8 different departments and organizations, including UBC Counselling, UBC Geography, UBC Nursing, Sustainability Ambassadors, and Parks Canada to create space and build resources to meet the growing impacts of climate change on mental health and wellbeing.

342 Thrive events

held in-person and virtually across UBC Vancouver and Okanagan.

98 micro-grants supported students, faculty and staff in leading initiatives during UBC's annual mental health literacy month, across diverse units, departments, and groups at UBC Vancouver and Okanagan.

Initiatives included the **Thrive HR IBPOC series** and workshops on Indigenous plants and medicines, mindfulness, nature walks, and compassion fatigue.

21 mental health literacy and capacity building workshops and training opportunities

led by UBC Vancouver and Okanagan Human Resources for employees, including **QPR, Working Minds, Mental Health First Aid, and Understanding Mental Health** workshops, engaging 314 faculty and staff.



Residence Wellness Hub was launched at UBC Okanagan, providing students living on campus drop-in access to nurse practitioners, counsellors, harm reduction specialists, and a health promotions coordinator and workshops on healthy sleep habits, naloxone training, mindfulness and more.



300+ participants

attended 10 training sessions by the **Health Promotion & Education** team on how to respond to accidental drug poisoning in response to the toxic illegal drug supply and the substance use of students returning to campus.



Funded 4 Wellbeing Strategic Initiative Fund projects totalling \$12,000, including **Thrive micro-grants, Weaving Wellness mindfulness**, meditation and art therapy program, and **Leading with Kindness** train-the-trainer relational workshop.



In the face of declining mental health and resilience, some community members, especially students, are less likely to feel this is a priority at UBC

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



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

*Metric: At UBC, I feel that student, staff, and faculty mental and emotional wellbeing is a priority (% who strongly agree or agree)
 Student data from CCWS 2019 and 2021 | Faculty / staff data from CCWS 2021*

Excellence Canada - Mental Health at Work® Framework

- Comprehensive external benchmark assessment including feedback from faculty, staff, and leaders focus groups
- UBC achieved Gold certification in 2022, scoring 77% overall



Strengths

- Long-term focus & commitment to wellbeing, mental health & resilience including financial support & leadership in adopting Okanagan Charter
- Structure & systematic approach to strategy & planning for WSF & FOP with a strong governance framework
- Increased availability & awareness of mental health resources, supports, & training

Opportunities

- Address competing priorities & impact of work demands on faculty and staff health & safety including psychological health and safety (PH&S)
- Consistent leadership accountability & commitment
- Increase mental health literacy (MHL)
- Understand wellbeing (WB) & PH&S risks
- Engage faculty
- Plan & empower centrally, act locally

Mental Health Literacy Training – Launched Jan. 17, 2023




- Required training designed for new and existing faculty and staff with supervisory responsibilities to build mental health literacy in the workplace
- Interactive content and design that aligns with institutional priorities to advance truth and reconciliation, inclusive excellence, anti-racism
- As of Feb 15, 2023:
 - **1,100 enrolled** and **590 completed**
 - Of those who completed, **20% are faculty** and **80% are staff**
- Of the 275 feedback survey respondents:
 - **87% agree** they can apply what they learned to support mental health in the workplace
 - **83% agree** the training enhanced their knowledge of resources for supporting mental health in the workplace
- Next steps: continue promotion, evaluate, and develop a maintenance plan to ensure training is responsive and current

Activate Wellbeing Toolkit

- Designed to accelerate action in policies and practices towards stronger mental health and wellbeing for all
- Provides a structured approach to identify 1-3 concrete actions at the local level
- Designed to engage staff, faculty and leaders at all levels
- Strengthen awareness and commitment to important determinants of mental health and wellbeing
- Broad launch this spring

Activate Wellbeing Toolkit



Estimated time: 50 minutes

3 ACTION PLANNING - OPERATIONS

This action planning activity will help your department, faculty, or unit identify potential actions.

A As a group, review the topic statements below and consider whether each is true for your faculty, department, or unit. Circle those that do **not** feel true.

1. Workplace wellbeing and mental health inform faculty, department, or unit internal practices, processes, and procedures that shape our work culture and expectations.
2. We continue to address identified challenges in our current context in order to improve faculty and staff's wellbeing and mental health.
3. Faculty and staff regularly and routinely model wellbeing practices within our faculty, department, or unit.
4. We seek to advance inclusion, equity, decolonization, indigenization, and sustainability when implementing wellbeing efforts.
5. We regularly provide progress updates on wellbeing efforts within our faculty, department, or unit. We pivot when needed.
6. We regularly check-in on team wellbeing.
7. Wellbeing considerations inform all decision-making.

B Choose one or two of the topic statements that you circled where there is team interest to discuss further and take action.

C For the 1-2 topic statements that you selected, consider the **examples of supportive actions** provided on the next pages. Mark the example actions that may be useful for your unit with a checkmark.

D For the 1-2 topic statements that you selected, brainstorm additional actions appropriate to your context. You will prioritize actions later. Be creative and don't worry about feasibility yet.

E Once your unit has identified several actions to explore, go back to the Activate Wellbeing Toolkit webpage wellbeing.ubc.ca/AWT (or the slide deck) and click on step 4 for the **prioritization and planning** activity.

page 1 of 3 wellbeing.ubc.ca/awt

UBC's Commitment to Wellbeing

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

Thank you

