

# Activate Wellbeing Toolkit



Estimated time: 50 minutes

## 3 ACTION PLANNING - **AWARENESS & KNOWLEDGE**

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

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- 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. We understand what currently supports and challenges our wellbeing and mental health. Data/evidence informs us.
  2. We ensure that all faculty and staff have a strong understanding that everyone is responsible for creating a culture that promotes wellbeing and mental health – as individuals, units, and portfolios.
  3. We are familiar with the Wellbeing Strategic Framework (WSF) and other foundational documents, such as the Okanagan Charter, the National Standard for Psychological Health and Safety in the Workplace, and the National Standard for Mental Health and Wellbeing for Postsecondary Students.
  4. We engage in ongoing work to understand the impacts of intergenerational trauma, racism, exclusion, and other systemic forms of discrimination that impact our wellbeing and mental health.
  5. We are aware of the fundamental interplay between human and planetary health.
  6. We are aware of and utilize workplace wellbeing and mental health training, education, resources, and services.
  7. We are aware of and participate in cross-institution wellbeing and mental health knowledge building campaigns, such as Thrive, moveUBC, or nourishUBC as a way to deepen learning.
- 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](https://wellbeing.ubc.ca/awt) (or the slide deck) and click on step 4 for the **prioritization and planning** activity.

## IDENTIFYING POSSIBLE ACTIONS - **AWARENESS & KNOWLEDGE**

### 1. We understand what currently supports and challenges our wellbeing and mental health. Data/evidence informs us.

Possible Action: Host a conversation. What supports faculty and staff wellbeing (including processes and practices)? What challenges it? How do faculty and staff's intersecting identities influence their needs?

Possible Action: Review the unit's Workplace Experiences Survey results.

Possible Action: Review UBC's wellbeing metrics for staff and faculty at [wellbeing.ubc.ca](https://wellbeing.ubc.ca)

Brainstormed Actions:

### 2. We ensure that all faculty and staff have a strong understanding that everyone is responsible for creating a culture that promotes wellbeing and mental health – as individuals, units, and portfolios.

Possible Action: Host a conversation or, for anonymity, create a 2 minute survey to answer and then discuss: What is your role in creating a culture that promotes wellbeing and mental health?

Brainstormed Actions:

### 3. We are familiar with the Wellbeing Strategic Framework (WSF) and other foundational documents, such as the Okanagan Charter, the National Standard for Psychological Health and Safety in the Workplace, and the National Standard for Mental Health and Wellbeing for Postsecondary Students.

Possible Action: Review UBC's Wellbeing Strategic Framework at [wellbeing.ubc.ca/framework](https://wellbeing.ubc.ca/framework)

Possible Action: Review the Okanagan Charter at [wellbeing.ubc.ca/okanagan-charter](https://wellbeing.ubc.ca/okanagan-charter)

Brainstormed Actions:

### 4. We engage in ongoing work to understand the impacts of intergenerational trauma, racism, exclusion, and other systemic forms of discrimination that impact our wellbeing and mental health.

Possible Action: Learn about the impacts of racism on wellbeing and mental health by reading and discussing a recommendation in the Anti-Racism Task force and Inclusive Excellence report [antiracism.ubc.ca/task-force](https://antiracism.ubc.ca/task-force).

Brainstormed Actions:

## IDENTIFYING POSSIBLE ACTIONS - **AWARENESS & KNOWLEDGE**

### 5. We are aware of the fundamental interplay between human and planetary health.

Possible Action: Learn about Climate Anxiety: [ubccclimatehub.ca/project/climate-anxiety](https://ubccclimatehub.ca/project/climate-anxiety)

Possible Action: Work through the Climate Change and Mental Health educational toolkit: [pressbooks.bccampus.ca/eccmh](https://pressbooks.bccampus.ca/eccmh)

Possible Action: Learn about UBC's climate commitments and how they intersect with wellbeing:

Climate Action Plan: [planning.ubc.ca/cap2030#focus-areas](https://planning.ubc.ca/cap2030#focus-areas)

Climate Emergency Task Force: [climateemergency.ubc.ca](https://climateemergency.ubc.ca)

Brainstormed Actions:

### 6. We are aware of and utilize workplace wellbeing and mental health training, education, resources, and services.

Possible Action: Explore UBC Workplace Wellbeing offerings ([wellbeing.ubc.ca/workplace-wellbeing-resources](https://wellbeing.ubc.ca/workplace-wellbeing-resources)) and Workplace Learning offerings ([wpl.ubc.ca](https://wpl.ubc.ca)) and encourage everyone on the team to participate in at least one offering to build knowledge and skills.

Brainstormed Actions:

### 7. We are aware of and participate in cross-institution wellbeing and mental health knowledge building campaigns, such as Thrive, moveUBC, or nourishUBC as a way to deepen learning.

Possible Action: Explore available campaigns and encourage everyone on the team to participate in at least one, either individually or as a unit.

Brainstormed Actions: