

Activate Wellbeing Toolkit



Estimated time: 50 minutes

3 ACTION PLANNING - EVALUATION & REFLECTION

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. We review our identified metrics to evaluate the success of our wellbeing efforts.
 2. We continually deepen our understanding as a unit of our key wellbeing and mental health challenges and supports.
 3. We evaluate our efforts and identify gaps in knowledge, representation, and changing contexts that influence wellbeing and mental health.
 4. We stop to consider, celebrate, and amplify what has worked well to promote wellbeing and mental health.
 5. The faculty, department, or unit thoughtfully considers and is responsive to wellbeing and mental health priorities and concerns raised by students, faculty, staff and community members.
 6. We share our learnings and progress with our immediate community.
 7. We share our learnings and outcomes with the larger UBC community.
 8. We review the inclusion, equity, decolonization, indigenization, and sustainability co-benefits that occurred as a result of our efforts.
- 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.

IDENTIFYING POSSIBLE ACTIONS - **EVALUATION & REFLECTION**

1. We review our identified metrics to evaluate the success of our wellbeing efforts.

Possible Action: Use the faculty, department, or unit's most recent Workplace Experiences Survey results to identify any changes that have occurred since wellbeing efforts were initiated.

Brainstormed Actions:

2. We continually deepen our understanding as a unit of our key wellbeing and mental health challenges and supports.

Possible Action: Consider and respond to wellbeing and mental health priorities and concerns raised by students, faculty, staff and community members.

Possible Action: Hold space for discussion to uncover deep-rooted systemic issues that are influencing the faculty, department, or unit's wellbeing. (Use the iceberg activity from the Additional Tools slide deck).

Brainstormed Actions:

3. We evaluate our efforts and identify gaps in knowledge, representation, and changing contexts that influence wellbeing and mental health.

Possible Action: Document what has and hasn't worked. Identify what adaptations are needed.

Possible Action: Document gaps in knowledge, representation, or changing contexts.

Brainstormed Actions:

4. We stop to consider, celebrate, and amplify what has worked well to promote wellbeing and mental health.

Possible Action: Host a reflection meeting to discuss what your team is most proud of accomplishing, how they have worked well together, and any other successes. Plan to celebrate!

Brainstormed Actions:

IDENTIFYING POSSIBLE ACTIONS - **EVALUATION & REFLECTION**

5. The faculty, department, or unit thoughtfully considers and is responsive to wellbeing and mental health priorities and concerns raised by students, faculty, staff and community members.

Possible action: We have procedures in place to track and respond to wellbeing and mental health concerns that we receive.

Possible action: Identify the ways that we will make special efforts to listen to dissenting voices and voices of groups who are typically underrepresented, knowing that divergent thinking may highlight meaningful priorities and concerns.

Brainstormed Actions:

6. We share our learnings and progress with our immediate community.

Possible Action: Practice transparency and report back on progress by providing updates through internal communication processes or at unit meetings.

Brainstormed Actions:

7. We share our learnings and outcomes with the larger UBC community.

Possible Action: Share your story to the UBC Wellbeing website by emailing ubc.wellbeing@ubc.ca.

Brainstormed Actions:

8. We review the inclusion, equity, decolonization, indigenization, and sustainability co-benefits that occurred as a result of our efforts.

Possible Actions: Use the multisolving flower to reflect on the approach taken and on what elements could be enhanced in future planning and action (see the Additional Tools slide deck).

Brainstormed Actions: