



# Terms of Reference

Name: UBC Wellbeing Mental Health & Resilience Committee

Updated: May 2022

## CONTEXT / PURPOSE

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 resilience and coping skills, are key to living, learning, working well, and supporting one another.

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

The mandate of the UBC Mental Health and Resilience Committee is to facilitate collaboration and evidence-informed action towards enhancing mental health and resilience for all of our community members and supporting healthy and sustainable workplaces and learning environments.

## SHARED VISION FOR THRIVING AT UBC

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 promotes mental health and resilience for all. Actions and decisions are driven by research, innovation, and the voices of our community.



## LINK TO UBC STRATEGIC PLAN

**Strategy 3. Thriving communities:** Support the ongoing development of sustainable, healthy and connected campuses and communities, consistent with the 20-Year Sustainability Strategy, Focus on People, and the Wellbeing Strategic Framework.

Supports the vision, calls to action and principles set out in the ***Okanagan Charter: An International Charter for Health Promoting Universities & Colleges***.

Supports UBC's ***Wellbeing Strategic Framework*** "Mental Health & Resilience" priority area, in particular the targets:

- UBC Cares: Increase community members who feel mental health is a UBC priority by 2025
- Mental Health Literacy: Increase community members with access to opportunities to develop mental health literacy

## COMMITTEE OBJECTIVES

1. Cultivate a culture of collaboration and capacity building for all members of the campus community to contribute to the mental health and resilience priorities within UBC's Wellbeing Strategic Framework and in alignment with the *Okanagan Charter* (see Appendices 3 & 4).
2. Advocates for and acts as an advisory group for university-wide initiatives related to mental health and resilience targets in UBC's Wellbeing Strategic Framework (ex. Thrive).
3. Cross-inform and inventory current mental health & resilience committees, campaigns, policies, terminology and initiatives on our campuses, and identify any gaps or opportunities to share and streamline in line with the *Okanagan Charter*.
4. Act as a resource to formulate evidence-informed recommendations on emerging opportunities from external groups/organizations for UBC to implement new mental health and resilience initiatives.
5. Oversee disbursement of Wellbeing Strategic Initiatives Fund for mental health & resilience priority area.

## RESPONSIBILITIES

Committee Members will:

- Bring forward diverse perspectives, emerging research, innovative approaches, and evidence to inform mental health & resilience initiatives and priorities at the University.



- Inform and engage others about the work of the Committee, any working groups, and link to the community and stakeholders.
- Be informed about the committee's mandate, processes, procedures, and initiatives.
- Review agenda and supporting materials prior to committee meetings.
- Attend committee meetings and functions.
- Serve and/or support the development of other ad-hoc working groups or sub-committees in alignment with annual priorities.

Members are asked to be active participants in advancing our Vision for a Thriving Campus. Members are expected to attend at least 75% of meetings. If a member cannot attend a meeting, we kindly request they send an alternate representative from their unit.

## COMMITTEE MEMBERS

- AMS (1): VP Academic & University Affairs
- UBCSUO (1): President
- GSS (1): VP University & Academic Affairs
- Student member at large UBCV: TBD
- Student member at large UBCO: Katie Del Buono (Nursing) \*Co-Chair
- Faculty member UBCV (1): Michael Lee (Medicine)
- Faculty member UBCO (1): Sabre Cherkowski (Education)
- VPHR Health, Wellbeing & Benefits (2): Natasha Malloff, Crystal Hutchinson
- VPHR UBCO (2): Carleigh Benoit, Amanda Swoboda
- VPHR Distributed HR (1): Jeeva Delraj (IT)
- VPS Student Health & Wellbeing (1): Noorjean Hassam
- VPS Health Promotion & Education (1): Levonne Abshire
- VPS Counselling Services (1): TBD
- AVPS UBCO Health and Wellness (2): TBD, Melissa Feddersen
- UBCO Campus Health (1): Lauren Airth
- UBC Health (1): Carrie Krekoski
- Office of Wellbeing Strategy (1): Matt Dolf

## COMPOSITION AND ORGANIZATION

Includes faculty, students and staff from across the Vancouver and Okanagan campuses. An additional chair of the committee may be nominated. The chair(s) will serve for a 2 year renewable term. Members will consist of representatives from key faculties and units. The committee will be supported by staff at UBC Wellbeing. Terms of Reference will be reviewed after the first year and every two years thereafter.



## REPORTING

The Mental Health & Resilience Committee is accountable to the Wellbeing Executive Leadership Team.

## MEETING FREQUENCY

Every two months for 90 minutes.

## APPENDIX I – DEFINITIONS

*\*Taken from UBC's Commitment and Approach to Mental Health and Resilience*

There are many ways in which we think and talk about mental health and resilience. For the purpose of this committee, we propose the following definitions:

**Mental health** is the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual wellbeing that respects the importance of culture, equity, social justice, and interconnections and personal dignity (Public Health Agency of Canada, 2014).

**Resilience** is the process of individuals and communities drawing upon multiple sources of strengths, social networks, and resources to overcome adversities (Youth Resilience and Protective Factors Associated with Suicide in First Nations Communities, 2014).

**Mental health literacy** involves understanding how to obtain and maintain positive mental health, understanding mental disorders and their treatments, decreasing stigma related to mental disorders, and enhancing help-seeking efficacy (Kutcher et al., 2016, p.155; Whitley, Smith, & Vaillancourt, 2012; Whitley & Gooderham, 2016).

**Evidence-informed** decision-making is a continuous interactive process involving the explicit, conscientious and judicious consideration of the best available evidence to provide care. It is essential to optimize outcomes for individual clients, promote healthy communities and populations, improve clinical practice, achieve cost-effective nursing care and ensure accountability and transparency in decision-making within the health-care system. (Retrieved from <https://www.cna-aiic.ca/>)

Mental health and resilience have been shown to enhance social connectedness, satisfaction, innovation, engagement, subjective wellbeing, productivity, and performance (Oades, Robinson,



Green & Spence, 2011; Diener, Wirtz, Biswas-Diener, Tov, Kim-Preito, Choi & Oishi, 2009; Wright & Cropanzano, 2000; Youseff & Luthans, 2007; Lowe, 2004).



## APPENDIX 2 – Other UBC Committees supporting Mental Health & Resilience

### Existing:

- Student Mental Health & Wellbeing Advisory Committee (UBCV)
- HR workplace groups working on mental health & resilience (Dual Campus)
- Thrive Committee (Dual Campus)
- Faculty, department and unit level workplace mental health committees
- Human Resources Wellbeing, Change, Career Transition & Navigation, Organizational Design Working Group (UBCV/O membership)
- Okanagan Wellbeing Action Network (UBCO)
- Teaching & Wellbeing Community of Practice (Dual Campus)

### Former:

- Senate Adhoc Committee on Student Mental Health & Wellbeing (UBCV)



## APPENDIX 3 – Okanagan Charter Key Principles for Action

### USE SETTINGS AND WHOLE SYSTEM APPROACHES

Use holistic settings and systems as the foci for inquiry and intervention, effectively drawing attention to the opportunities to create conditions for health in higher education. Set an example for health promotion action in other settings.

### ENSURE COMPREHENSIVE AND CAMPUS-WIDE APPROACHES

Develop and implement multiple interconnected strategies that focus on everyone in the campus community.

### USE PARTICIPATORY APPROACHES AND ENGAGE THE VOICE OF STUDENTS AND OTHERS

Set ambitious goals and allow for solutions and strategies to emerge through use of participatory approaches to engage broad, meaningful involvement from all stakeholders, including students, staff, faculty, administrators and other decision makers. Set priorities and build multilevel commitments to action.

### DEVELOP TRANS-DISCIPLINARY COLLABORATIONS AND CROSS-SECTOR PARTNERSHIPS

Develop collaborations and partnerships across disciplines and sectors, both within the campus community and with local and global partners, to support the development of whole campus action for health and the creation of knowledge and action for health promotion in communities more broadly.

### PROMOTE RESEARCH, INNOVATION AND EVIDENCE-INFORMED ACTION

Ensure that research and innovation contribute evidence to guide the formulation of health enhancing policies and practices, thereby strengthening health and sustainability in campus communities and wider society. Based on evidence, revise action over time.

### BUILD ON STRENGTHS

Use an asset-based and salutogenic approach to recognize strengths, understand problems, celebrate successes and share lessons learned, creating opportunities for the continual enhancement of health and wellbeing on campus.

### VALUE LOCAL AND INDIGENOUS COMMUNITIES' CONTEXTS AND PRIORITIES

Advance health promotion through engagement and an informed understanding of local and indigenous communities' contexts and priorities, and consideration of vulnerable and transitioning<sup>11</sup> populations' perspectives and experiences.

### ACT ON AN EXISTING UNIVERSAL RESPONSIBILITY

Act on the “right to health” enshrined in the Universal Declaration of Human Rights to ensure health promotion action embodies principles of social justice, equity, dignity and respect for diversity while



recognizing the interconnectedness between people's health and health determinants, including social and economic systems and global ecological change.

## APPENDIX 4 – Okanagan Charter Calls to Action

### 1. EMBED HEALTH INTO ALL ASPECTS OF CAMPUS CULTURE, ACROSS THE ADMINISTRATION, OPERATIONS AND ACADEMIC MANDATE

**1.1 Embed wellbeing in campus policies:** review, create, and coordinate policies, practices and guidelines to support the flourishing of people, campuses, communities, and our planet.

**1.2 Create supportive campus environments:** identify and study opportunities on campus to inform change in built, natural, social, economic, cultural, academic, organizational, and learning environments.

**1.3 Generate a culture of wellbeing:** by creating empowered, connected, and resilient campus communities that foster an ethic of care, compassion, collaboration, and community action.

**1.4 Support personal development:** build student, staff and faculty resilience, competence, personal capacity and skills

**1.5 Create or re-orient campus services:** to support equitable access, enhance health and wellbeing, optimize human and ecosystem potential, and promote a supportive organizational culture.

### 2. LEAD HEALTH PROMOTION ACTION AND COLLABORATION LOCALLY AND GLOBALLY

**2.1 Integrate health, wellbeing and sustainability in multiple disciplines to develop change agents:** use cross-cutting approaches to develop future citizens who have commitment and capacity to create health promotion change beyond campuses.

**2.2 Advance research, teaching, and training for health promotion knowledge and action:** advance multi-disciplinary and trans-disciplinary research agendas relevant to real-world research outcomes that benefit the future wellbeing of our communities.

**2.3 Lead and partner towards local and global action for health promotion:** build and support relationships and collaborations on and off campus to develop, harness, and mobilize knowledge and action.