



Stronger Together

OVERVIEW

The Health and Wellness Advisory Committee met with employees in their centre and department meetings in May 2021 to present the institutional health and wellness strategy, *LC Cares: Stronger Together*. In addition to providing background information, the Advisory Committee asked employees for their input on key questions related to health and wellness practices. Below is a thematic overview of those responses.

WHAT WE'RE DOING WELL:

- Being personable and incorporating humour – having meme wars, creating threads for people to share photos etc.
- Checking in on colleagues and asking what they need
- Enjoying/celebrating seasonal activities and having them incorporated into meeting agendas
- Sharing events and good news stories
- Tokens of appreciation – providing food to employees, sending birthday cards

WHAT CAN BE DONE IN THE FUTURE:

- Students would like to see the Health and Wellness strategy incorporated into course syllabi and a Canvas course and/or video created to summarize the strategy
- Building in more flexibility to accommodate different needs
- Schedule meetings so there is a short break in between for processing and decompressing before the next meeting (this was implemented :!)
- Be more collaborative – share ideas between centres and departments
- Think of ways to support equity, diversity and inclusion
- Listen and tell stories
- Be aware of the resources that are available to employees and students and refer when necessary

WHAT DOES HEALTH AND WELLNESS MEAN TO US?

The LC community recognizes that health and wellness is multifaceted. During strategy presentations, you provided numerous examples that touched upon the domains of health and wellness – physical, emotional, spiritual, social, and mental/intellectual. Below are a few examples of what you do to take care of your health and wellness:

- Connect with others (friends, family, coworkers)
- Stay active – go for walks/runs, hike, bike, workout, crossfit
- Eat a balanced diet and drink water
- Enjoy nature
- Set boundaries and disconnect from work
- Self reflect, journal, meditate, practice yoga, find the silver linings
- Listen to music
- Set aside time to be creative
- Cuddle pets
- Have a sleep routine (good sleep hygiene)
- Spending time with family/kids

WHAT WE'RE DOING WELL AS A TEAM

Below are examples of health and wellness practices that departments and centres across LC utilize:

- Daily check-ins
- Being humorous
- Being respectful and building people up
- Talking about things other than work
- Celebrating each other
- Participating in initiatives and trainings that focus on mental health

OTHER OPPORTUNITIES FOR HEALTH AND WELLNESS

Below is a list of opportunities that can be incorporated into our daily LC practices moving forward:

- Encourage each other to exercise and go for a walk at lunch
- Continue to mark successes and build each other up
- Strong encouragement to each other to take time off and create work life balance
- Connect with people you don't normally connect with
- Finding one or two small tasks throughout the week that can be done away from the computer
- Focus Fridays - no meetings!
- Write a thank you to a colleague
- More meetings outside - fresh air is key!
- Flexibility
- Professional development through strengths

HOW CAN WE EFFECTIVELY MEASURE HEALTH AND WELLNESS?

We asked employees how we could measure health and wellness in a way that was more meaningful for the LC community. We recognize the benefits and usefulness of surveys but wanted to see if there were other approaches/methods to capturing health and wellness on campus. Below were suggestions you provided:

- Anecdotes during Teams meetings. We have a lot of surveys. Can get a sense by talking with people and what they are sharing
- MyAnalytics - tells you every three or four weeks how much you answered email outside of work hours, how many quiet days, etc.
- Ask employees "How are you feeling today?" during a period of time and look at the trends
- Ask employees how they feel, much like a NPS, ask them on a scale from 1-10 how they are feeling. Email on a regular basis
- Using LifeWorks assessments to see where you are at personally
- McLean Employee Experience Survey email - quick and easy to fill out. Have a similar email survey for something related to health and wellness where you can track responses over time
- Engagement and check ins, phone calls
- Create metrics on work life balance so people can report back - what worked well, what didn't work
- Add a stress level measurement to a health and wellness survey
- Track sick days
- Team challenges among departments, friendly competitions, partnerships