

Workplace Wellness Task Force Six Month Action Items Update

In November 2014, the Workplace Wellness Task Force (WWTF) shared with the campus a number of objectives for the campus based on the results of the Guarding Minds survey. The group identified action items based on those larger objectives that they would set out to achieve over the six months that would follow.

As we are now at the six month point, the WWTF Communication sub-committee would like to provide a status report. These action items fell within the three areas for improvement:

- Civility and Respect
- Clear Leadership and Expectations
- Organizational Culture

The action items included:

[Offer Mental Health First Aid \(MHFA\) workshops](#)

[Develop a Respect in the Workplace Strategy](#)

[Develop a Diversity & Equity Plan](#)

[Provide Leadership Development Opportunities for Existing and Future BU Leadership](#)

[Develop a Sense of Campus Community & Pride](#)

[Develop and implement a Workplace Wellness Task Force Communication Plan](#)

The WWTF is excited to be able to share the following details and invites the campus to provide us with updates on related initiatives and activities that have been taking place in your faculties or departments. As the WWTF puts the finishing touches on its website, we would be thrilled to post these stories in celebration of the work and efforts of the campus.

Action/Strategies Update (May 2015)

Offer Two (2) Mental Health First Aid (MHFA) workshops

In April/May 2015, two Mental Health First Aid (MHFA) workshops were held on campus (a Student Services initiative). In November 2014, BU Faculty Members Chris Brown (Education) and Pete Wittington (Geography) became certified to conduct MHFA workshops, having participated in a one-week MHFA "Train the Trainer" certification program. The campus sessions were made available to students, faculty and staff, as well as the general public. Additional workshops are being planned for fall 2015. Check out the links on the [WWTF website](#) in relation to Mental Health Awareness .

Develop a Respect in the Workplace Strategy

In October 2014, the campus was invited to attend a *Respect Matters* webinar hosted by the Mental Health Commission of Canada (MHCC), in partnership with University of Calgary and [Respect Group Inc.](#)

The webinar shared information on the *Respect in the Workplace (RiW)* program and the launch of that program at the University of Calgary. The WWTF was provided access to a preview of the 90 minute, self-paced learning program. After review and deliberation, the WWTF put forward the recommendation to purchase a 3 year license of this program and for the training to be rolled out to Senior Leaders first, then faculty and staff. The cost of this program is \$12 per employee per year for three years. Budgetary funding was approved and the WWTF is working with Respect Group Inc. to roll out the program to the campus in fall 2015.

Develop a Diversity and Equity plan

Identify diversity within the existing faculty and staff complement

In November 2014, the Diversity & Equity Committee and Human Resources asked BU employees to complete a survey that requested voluntary self-identification in relation to four designated groups as identified by the Employment Equity Act who experience discrimination in the Canadian Labour Market. An analysis is to be done within the next couple of months to determine representation of members of the designated groups at Brandon University and how this compares to Canadian Labour Market benchmarks.

Hire a Diversity and Human Rights Advisor

The recruitment and selection process will get underway in May 2015 for the hiring of a *Diversity & Human Rights Advisor* at Brandon University. This position will report to the Chief Human Resources Officer (at arm's length) and will be responsible for promoting Human Rights principles and practices; responding to complaints and consultations from members of the University community related to the University's Respectful Environment Policy and Provincial Human Rights and Workplace Safety and Health legislation; conducting investigations and audits upon receipt of complaints or consultations; as well as developing and implementing an effective Employment Equity program.

Provide Leadership Development Opportunities for Existing and Future BU Leadership

Build leadership capacity for current and emerging leaders

Brandon University and Assiniboine Community College are developing an internal, shared leadership development program to be launched August 2015. This program is important for developing high potential employees for increasing responsibility and leadership and to provide new and existing leaders an opportunity to build their leadership capacity.

Engage Senior Administrators in leadership development

In May/June 2015, Brandon University's Senior Administrative Leaders will participate in a leadership development opportunity that will include the completion of a 360° degree Feedback Leadership Assessment, confidential and individual feedback including one-to-one overview of their survey results, followed by a group workshop and action planning for their own personal and professional development. This process will be led by an external consulting company.

Enhance the sense of campus community and pride by mobilizing people to attend existing events and generating ideas for new events, as well as setting an example and encouraging others to take part

In recent months, the campus community has continued to engage its faculty, staff, students and surrounding community in a variety of ongoing and new events, initiatives, and activities. The following provides just a sampling of all that has been taking place:

- The Friends of the University Network (FUN) Committee hosted a Valentine's Day Coffee Break on February 13 that drew a crowd of faculty, staff, and administration from all areas of the campus. Seats were full, leaving standing room only.
- The *Beat the Cold* Community Brunch held on February 21, served up a hot brunch and music by the newgrass group, *Man Alive* to approximately 200 guests.
- This past season, 160 shirts were purchased as a part of the Healthy Living Centre's "wear your Bobcat Nation t-shirts" initiative where faculty and staff were invited to wear their shirts on game days.
- On April 1, 24 BU students celebrated their achievements in BU's inaugural Student Leadership Certificate Program. The program was developed by Student Services with leadership seminars led by BU faculty.
- The Positive Space Campaign, initiated by Dr. Corinne Mason (Sociology/Gender & Women's Studies) continues to grow. Since fall 2014, over 140 faculty, staff and students took part in *LGBTQ* Awareness & Positive Spaces* Workshops. Visual & Aboriginal Arts students in Assistant Professor Peter Morin's drawing class designed images representing the statement, "*I only take up Positive Space*" with selected images to be put onto t-shirts and in the form of temporary tattoos. Additional Positive Space initiatives will be a part of the fall's Student Orientation week.
- Faculty members from across campus showcased their research, expertise and talents at book launches, Speaker Series and Pro Series events, festivals, workshops, and conferences throughout the year.

Develop and implement a Workplace Wellness Task Force Communication Plan

The WWTF communication sub-committee developed a communication plan. The committee's goal is for effective communication to the campus community related to the identified objectives using a number of mechanisms including:

Development of a website that will feature:

- WWTF and campus updates
- Guarding Minds @ Work survey results
- Links to related institutional policies (e.g. Respectful Environment Policy)
- Links to related resources (e.g. LifeWorks Employee Family Assistance Program, Mental Health in the Workplace links and webinars)

Developing a visual identity for the Workplace Wellness Initiative. The sub-committee has been working with Bryan Cesmystruk of IMM to establish a visual identity.

The sub-committee has proposed a number of communication strategies to the larger WWTF and plan to bring these forward to the ICC.

Once again, we are excited about all that has been taking place on campus in support of promoting a healthy workplace and invite your participation, ideas and feedback.

Thank you from your Workplace Wellness Task Force (WWTF): Renee Robinson (Co-Chair), Sharon Hooper (Co-Chair), Amy Wyntjes, Andrea Cruise, Andrée Dagenais, Carla Navid, Chris Brown, Darlene Paquette, Debra Dusome, Erica Brown, Greg Gatien, Marian Ramage, Mary Smith, Roberta Graham, Shannon Gadbois, Sheilagh Grills, Sherry Sawatzky-Dyck, Steve Robinson, Kim Fallis, Derrek Eberts