

## Engaging Student Voice to Cultivate Wellness Culture

### Webinar handout

#### Resources: Workplace wellness culture and student staff practices

- Canadian Association of College and University Student Services (CACUSS). (2021). Working towards inclusion: Equitable practices for hiring student staff and new professionals. <https://www.cacuss.ca/resources/publications-and-webinars.html#P15>
- Frock, D. (2015). Identifying mentors for student employees on campus. *European Journal of Training and Development*, 43(1), 43-58. <http://doi.org/10.1108/EJTD-09-2013-0099>
- Healthy Campus Alberta (HCA). (2020). Student led initiatives toolkit. <https://www.healthycampusalberta.ca/toolkit/student-led-toolkit/>
- Hernandez, C. L., & Smith, H. G. (2019). Leadership development in paraprofessional roles. *New Directions for Student Leadership*, 162, 75-89. <https://doi.org/10.1002/yd.20335>
- Melnyk, B. M., Amaya, M., Szalacha, L. A., & Hoying, J. (2016). Relationships among perceived wellness culture, healthy lifestyle beliefs, and healthy behaviors in university faculty and staff: Implications for practice and future research. *Western Journal of Nursing Research*, 38(3), 308-324. <https://doi.org/10.1177/0193945915615238>
- Mental Health Commission of Canada (MHCC). (2020). The national standard of Canada for mental health and well-being for post-secondary students. <https://mentalhealthcommission.ca/studentstandard/>
- Mental Health Commission of Canada (MHCC). (2019). A practical toolkit to help employers build an inclusive workforce. <https://mentalhealthcommission.ca/aspiring-workforce/>
- Mental Health Commission of Canada (MHCC). (2013). The national standard for psychological health and safety in the workplace. <https://mentalhealthcommission.ca/national-standard/>
- Amaya, M., & Melnyk, B. M. (2020). Leveraging system-wide well-being and resiliency in higher education during the Covid-19 pandemic. *Building Healthy Academic Communities Journal*, 4(1), 7-16. <https://doi.org/10.18061/bhac.v4i1.7656>
- Simula, B. L., & Willink, K. (2021, July 29). Navigating the continuing psychological pandemic. *Inside Higher Ed*. <https://www.insidehighered.com/advice/2021/07/29/how-academic-leaders-can-help-support-faculty-through-pandemics-next-phase-opinion>

#### Resources: What you can do for you

- The Eight Dimensions of Wellness: [https://www.youtube.com/watch?v=2NR4\\_5dt7JA](https://www.youtube.com/watch?v=2NR4_5dt7JA)
- The Mental Health Continuum: <https://www.healthycampusalberta.ca/resources/alberta-framework/>
- Coaching Up: <https://www.workplacestrategiesformentalhealth.com/resources/dealing-with-a-stressful-boss#coach>
- Stress Strategies: <https://www.stressstrategies.ca/>
- Working Through It <https://www.mentalhealthworks.ca/resources/working-through-it/>
- Check Up from the Neck Up: <https://mooddisorders.ca/sites/mooddisorders.ca/quiz2/checkup.php>
- Access campus wellness services
- Explore provincially available resources, such as BounceBack

## Resources: What we can do for each other

- Resolving Personal Conflict:  
<https://www.workplacestrategiesformentalhealth.com/resources/resolving-personal-conflict>
- Relationship Management for Emotional Intelligence:  
<https://www.workplacestrategiesformentalhealth.com/resources/relationship-management-for-emotional-intelligence>
- Emotional Intelligence for Employees:  
<https://www.workplacestrategiesformentalhealth.com/resources/emotional-intelligence-for-employees>
- Helping Troubled Co-workers:  
<https://www.workplacestrategiesformentalhealth.com/resources/helping-troubled-co-workers>

## Wellness culture ideas from the HCA staff facilitation team

### Orientation

- Introduce values, practices, and policies

### Weekly team meeting structure

- Meet regularly as a team
- Take turns leading team reflections
- Use check-in questions
  - Questions could include: What is going well? What is challenging you this week? What do you need from the team? What are you grateful for today?

### Working online

- Utilize overlap in work schedules for collaboration
- Share work schedules and priorities
- Create a dedicated space for non-work-related chat

### Team learning

- Key conversation workshop series
  - Topics could include: Intersectionality, The 3C's of Teamwork (Collaboration, Coordination, Cooperation), Language in Diverse Environments, Equity and Mental Health
- Student experience journal
  - Content could include: pre-work for key conversation workshop series, reflective questions for one-on-one check-ins
- Co-create team learning opportunities with student staff

### Team wellness commitment

- Embodied or active team reflections
  - Walking or stretching
  - Breathing exercises or meditation
  - Creative activities like origami or colouring
- Long-term bingo activities
  - Kindness
  - Self-compassion

## Reflection activity

How could your team include student staff in the wellness culture conversation?

*Think of some ways that you could take action within your campus context or your team. The prompts are suggested areas to reflect upon.*

- What makes your campus context or your team unique:
  
  
  
  
  
  
  
  
  
  
- A resource to share:
  
  
  
  
  
  
  
  
  
  
- A current practice to keep up:
  
  
  
  
  
  
  
  
  
  
- A new practice to implement:
  
  
  
  
  
  
  
  
  
  
- Other reflections: