

Health Is Humber

Well-Being Strategy



At Humber, we are prioritizing health and well-being in all aspects of our campus culture. This Well-Being Strategy outlines our ongoing commitment to making Humber* a healthier place to live, work and learn for our community.

Co Table of



*Humber College and the University of Guelph-Humber

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Land Acknowledgment

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok, the “Place of the Alders” in Michi Saagiig language, the region is uniquely situated along the Humber River Watershed, which historically provided an integral connection for Anishinaabe, Haudenosaunee, and Wendat peoples between the Ontario Lakeshore and the Lake Simcoe/Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of interconnection for all.

Humber's Vision, Mission, Values

Vision

Transforming post-secondary education through global, polytechnic leadership.

Mission

Humber develops global citizens with the knowledge and skills to lead and innovate.

Values

Courage

We are bold in charting a new course in high-quality education.

Innovation

We drive innovation and creative enterprise.

Health and Well-Being

We nurture the health and well-being of our communities.

Equity

We cultivate an environment where all individuals can achieve their full potential.

Sustainability

We preserve our collective future.



President's Message



In October 2018, Humber College and the University of Guelph-Humber became the first public college in Canada to adopt the Okanagan Charter. It was an ambitious statement, and Humber is no stranger to ambition.

Five years later, we continue on the trajectory to reach the commitments laid out in the Charter with the release of the Humber Well-Being Strategy.

In order to operate at the highest level, we must ensure that we prioritize our health and overall well-being. This requires a holistic approach to wellness that recognizes the multi-dimensional facets of well-being. Humber's strategy focuses on physical, mental, financial and social wellness.

This strategy stems from Pillar 3 of Humber's Strategic Plan (2018–2023), which calls for the creation of a healthy and inclusive community. In a joint venture, Humber College and the University of Guelph-Humber bring together strengths to promote well-being through a collaborative and integrated approach to the entire Humber community. We recognize that well-being is a lifelong pursuit and are committed to supporting the Humber community to meet their wellness goals.

I am proud to affirm that Humber is committed to being on this wellness journey with our students, faculty and staff, and will provide support along the way. Together we will build a strong, resilient community that is equipped with the tools and resources to achieve success.

Built on the foundation of Humber's values — courage, innovation, equity, health and well-being, and sustainability — we will establish a safe environment where people who need support can access it without judgment. We will embed a comprehensive understanding of health and well-being throughout all aspects of the college's culture and are committed to developing policies that consider health impacts.

This strategy is a remarkable accomplishment, and the work that has brought us to this point will continue to take shape in the years to come. Just as in 2018, Humber College and the University of Guelph-Humber are taking an ambitious step forward in supporting the health and well-being of our community. I am grateful for the commitment of our leadership and employees for bringing forward bold ideas and working diligently to implement them.

Thank you all,

Dr. Ann Marie Vaughan
*President and CEO, Humber
College I.T.A.L.*

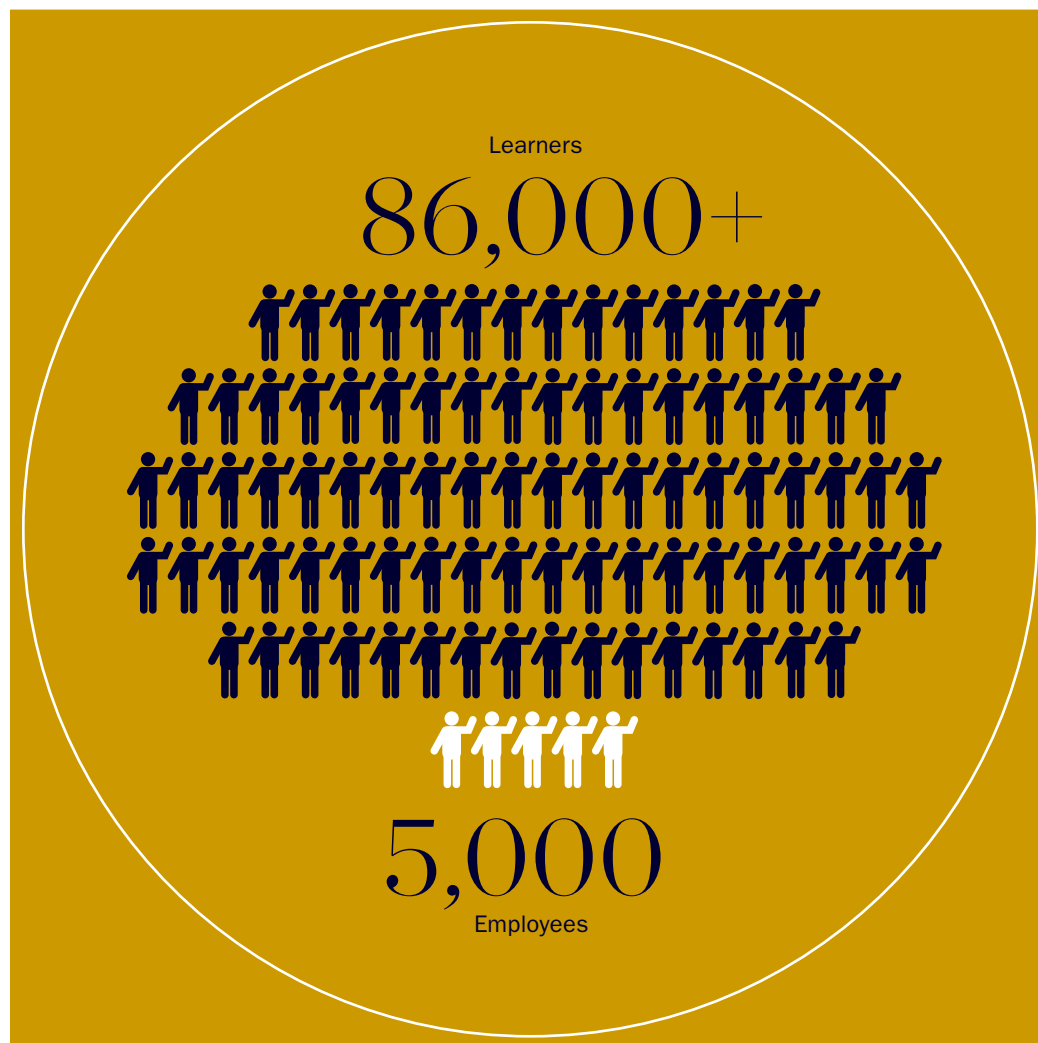
“
Humber is taking an ambitious step forward in supporting the health and well-being of our community.”



Elevating Health

The Humber Community is more than 86,000 learners and 5,000 employees strong, all of whom contribute to a vibrant campus life that brims with energy and activity.

To help foster the success that we want everyone in the Humber community to enjoy, we've prioritized health and well-being in all aspects of our campus culture. We continue to advocate for and develop initiatives that build on this promise, as outlined in our 2018–2023 Strategic Plan. We have also established the Healthy Community Committee, which brings together learners and employees to help fulfill our ambitions around community health.





We have a fundamental duty to foster conversations and promote activities at Humber that elevate health.

By adopting the Charter, Humber has committed to:

- **Infusing health and sustainability** into the decisions we make, expanding our focus on the success and well-being of our students, employees, community and environment.
- **Recognizing that diversity is our strength** and continuing to cultivate a rich and diverse learning and working environment.
- **Respecting the primary importance of Indigenous cultural foundations** and the principles of mutual respect, inclusion, and community engagement.

Since 2020, the Healthy Community Committee (formerly known as Healthy Campus Committee) has guided the next iteration of our planning to create a systems approach to integration, collaboration and the evaluation of our efforts.

We have a fundamental duty to foster conversations and promote activities at Humber that elevate health. To become a health-promoting post-secondary institution, it is vital to consider how well-being is reflected in all aspects of our community: through policies and procedures, the environment, as well as classrooms, communications, programs, and services across campus.

Okanagan Charter

In 2018, Humber College Institute of Technology & Advanced Learning and the University of Guelph-Humber became the first public college in Canada to formally adopt the Okanagan Charter: An International Charter for Health Promoting Universities and Colleges. The Charter provides institutions with common language, principles, and a framework to become health and well-being-promoting campuses.

The Plan to Build a Healthier Humber

Developing Our Well-Being Strategy

Pillar 3 of Humber's Strategic Plan (2018–2023) calls to create a healthy and inclusive community. As leaders who value the widespread benefits of health and well-being, we're trusted to advance these ideals through all of our policies, programs and services. This is fundamental to creating an environment that thrives.



Developing Our Well-Being Strategy

How to define “well-being”?
We envision a community where everyone can fully exercise their cognitive, emotional, physical and social powers so they can truly flourish.¹

There are countless ways to experience and express health and well-being – there is no one definition. It is a combination of dimensions that encompasses physical, emotional, intellectual, social, spiritual, environmental, occupational and financial elements.²

Community Consultations and the Healthy Community Committee

To better understand the priorities for the Humber community, the Healthy Community Committee consulted with the community for input.

The Healthy Community Committee

Established in 2020, the Healthy Community Committee met monthly to collectively surface key challenges impacting the health and well-being of Humber community members, and co-construct solutions and pathways to make Humber a healthier place to live, work and learn. It was comprised of representatives at Humber College and the University of Guelph-Humber whose portfolios have core accountabilities for employee or student health and well-being, equity, diversity and inclusion, and sustainability, either operationally or as a lead of a strategic priority. Learners from Humber and University of Guelph-Humber were also an integral part of the committee.

Learner consultations

The Student Engagement Discussions facilitated by Excellence Canada in 2020 confirmed the most important

aspects of health to the learner population. These discussions identified mental, physical and financial health and well-being as priority areas.

Employee consultations

The Employee Well-Being and Engagement (EWE) Framework is an established framework launched in 2020. Employees took the Employee Well-Being and Engagement survey and voted on dimensions and drivers that they find most meaningful. The dimensions include personal well-being, work well-being, environmental and social well-being, organizational well-being and cultural well-being. As a living document, the Framework will undergo ongoing reviews and revisions to identify areas where initiatives and resources can better support the EWE Framework.

The strategy encompasses well-being concepts among both learners and employees.

1 Hughes, 2018

2 Stoewen, 2017

Key Documents

The following documents will guide the Well-Being Strategy and its actions.

Okanagan Charter (2015): An International Charter for Health Promoting University and Colleges

A call to action for post-secondary schools to embed health into all aspects of campus culture and to lead health promotion locally and globally.

Mental Health Commission of Canada: Mental Health and Well-Being for Post-Secondary Students (2020)

A national standard that supports student health and wellness and addresses barriers to wellness, within institutions and communities.

Humber College Employee Well-Being and Engagement Framework (2020)

A framework that represents what Humber defines as drivers of well-being and engagement for employees.

Humber College Indigenous Education Plan (2021–2023)

Humber College's commitment to Indigenous Education guides the ongoing development of programs and services to support Indigenous learners, families and communities.

Humber College Equity, Diversity and Inclusion Framework (2018–2023)

A college-wide framework and strategy that supports fostering an inclusive learning, working and living environment.

Humber College Academic Plan (2023–2026)

A college-wide foundational document that identifies the college's academic priorities.

Humber College Sustainability Plan (2019–2024)

This college-wide strategic plan outlines a bold approach to shape healthy, inclusive and sustainable communities.

Humber College Strategic Plan (2018–2023)

College-wide strategic priorities that focus on developing career-ready citizens, providing accessible education, and building a healthy and inclusive community.

Humber College Digital Campus Plan (2023–2026)

A document that builds on the Strategic Plan and identifies three key priorities to enhance teaching, learning and discovery while improving digital capabilities throughout the Humber community.

Canadian Association of College & University Student Services: Systemic Approach Framework (2013)

A framework for addressing student mental health that fosters well-being and transformative learning within campus communities.



Centring on Innovation

Humber's Centre for Innovation in Health & Wellness (CIHW) is a vital partner in implementing Humber's Well-Being Strategy.

CIHW is a research and innovation hub that brings together students, faculty and industry partners to create innovative solutions that enhance health and wellness. CIHW works closely with the Healthy Community Committee in supporting the implementation of wellness programs and initiatives that promote physical, mental and social well-being on campus. CIHW's expertise in health and wellness research and innovation allows them to play a key role in the development and implementation of Humber's Well-Being Strategy. Through their partnerships and research initiatives, CIHW helps to create a culture of well-being on campus that benefits all members of the Humber community. Currently, CIHW offers Healthy Breaks, Mindfulness@Humber, and Health and Wellness coaching programs for learners and employees on campus.

In addition to the Centre for Innovation in Health & Wellness, there are four other Centres of Innovation (COI) including Barrett Centre for Technology Innovation, Centre for Creative Business Innovation, Longo Centre for Entrepreneurship, and Centre for Social Innovation. All five COIs work collaboratively with industry partners, community organizations, and Humber faculty and learners to develop innovative solutions that address real-world challenges. Each COI brings a unique set of expertise and focus areas to the table, but all play a critical role in embedding well-being into the campus culture in various ways, from promoting environmental sustainability to enhancing social inclusion and supporting healthier lifestyles.



Campus Check-Up

Learner and Employee Well-Being at a Glance

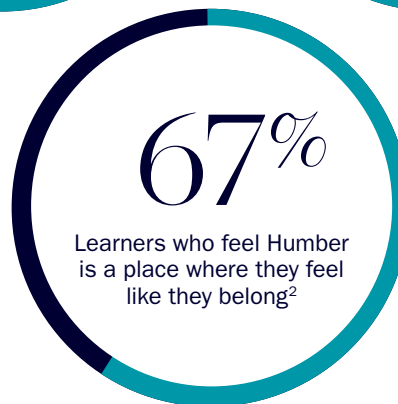
What are the well-being priorities for learners and employees at Humber?



Learner and Employee Well-Being at a Glance

Learners

Pursuing post-secondary education can be an exciting time, but also stress- and anxiety-inducing for learners. This can impact their well-being and overall college experience. These feelings of stress reach well beyond presumed areas (e.g. academics) and include stressors that span social-environmental elements, interpersonal factors and concerns around the future following graduation. Consider, too, that research indicates anxiety and depression continue to be prevalent among this population,¹ a fact that's further reflected in data for Humber learners.



Between the Humber Student Success Survey² and the National College Health Assessment Survey³ at Humber College, the Healthy Community Committee has produced a snapshot of well-being among Humber's learners.



1 Linden & Stuart, 2022
2 HSSS, 2022
3 NCHA, 2022

Employees

Humber’s faculty members and staff are central to the learning experience, as both providers of higher education and touchpoints for well-being. They are trusted advisors, making it more important than ever to ensure they feel well and are engaged to best support learners.⁴

Despite a lack of research around employees’ well-being in post-secondary settings, some data show that this group reports high levels of stress.^{4,5} One study indicates nearly two-thirds of academics surveyed reported mental health issues, anxiety, psychological distress, depression and burnout at some point in their career.⁶ Heavy workloads, precarious work, pressure to publish

research, and balancing responsibilities at home and work contribute to increased stress and anxiety.⁶

Conversely, employee job satisfaction, work quality and work-life balance were linked to a higher overall sense of well-being.⁴ This research indicates an investment in a culture of self-care, providing dedicated resources for wellness programs, setting goals for improved outcomes and job satisfaction, and ongoing professional development opportunities, is strongly recommended. Support from leadership for these initiatives is essential to well-being and should focus on creating an equitable work environment and advocating for racial justice.⁵



Humber’s Employee Well-Being and Engagement Survey (2020) found that employees identified:

- Mental resilience and work-life balance as essential to personal well-being.
- Opportunities for growth and development, and empowering employees to make decisions and deliver high-quality results, drive a stronger sense of work well-being.
- Diversity, equity, inclusion and fairness are powerful determinants of organizational well-being.
- A positive and supportive work environment and a sense of belonging strengthen environmental and social well-being.
- Organizational culture backed by strong leadership helps to drive cultural well-being.

4 Chessman, 2021

5 Roos & Borkoski, 2021

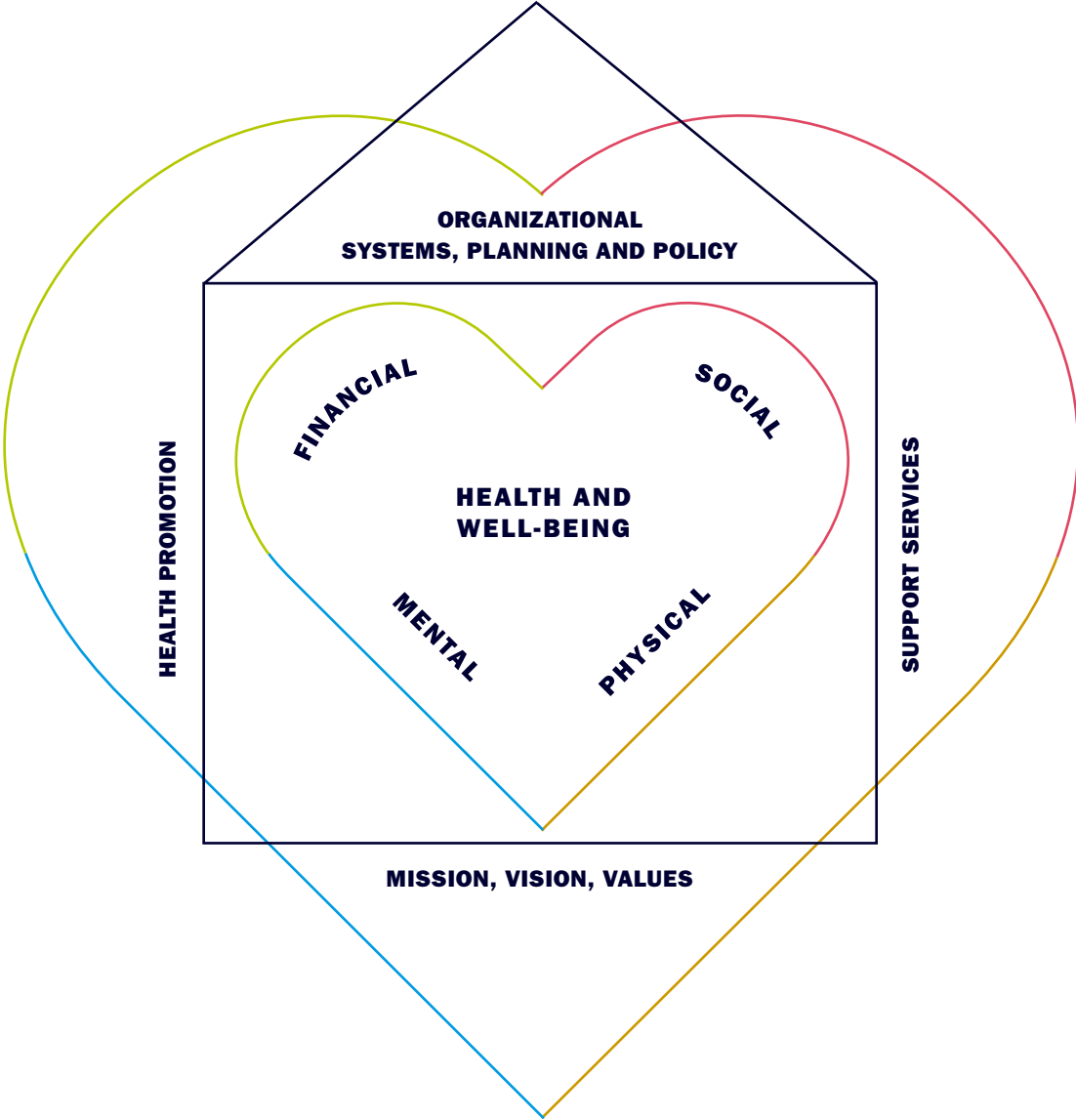
6 Bourgeault et al., 2021

Humber's Holistic Approach to Community Well-Being

Well-Being Strategy

Physical, mental, social and financial health
all play their part in our well-being.

Humber’s Well-Being Strategy aspires to optimize learner, employee and community success by embedding health and well-being throughout the college’s culture. Advocating healthy behaviours, providing accessible and inclusive programs and services, promoting the natural assets of our surrounding environment, and developing policies that consider health impacts will all contribute to achieving these goals.





The following key drivers will enhance the entire Humber community's well-being:

Humber's Mission, Vision, Values

At Humber, health and well-being are prominent values that we nurture.

Health promotion

Health promotion must inform our decisions and actions. This idea enables people to exercise greater control over improving their health!¹ It requires a positive, proactive approach and, according to the Okanagan Charter (2015), an approach that moves “beyond a focus on individual behaviour towards a wide range of social and environmental interventions” to address health determinants.

Support services

We provide a range of support services that empower Humber community members and allow them to optimize their physical, mental, financial and social health and well-being. Initiatives include health promotion programming, peer support, educational workshops, professional development opportunities, counselling, case management and more.

Organizational systems, planning and policy

Organizational frameworks have a direct impact on the well-being of those within them.² By reviewing, creating and coordinating campus policies and practices with health in mind, our planning and decision-making places greater emphasis on how we can help our community, campus and environment to flourish.

1 World Health Organization, 1986
2 CACUSS, 2022

Humber's Healthy Community Hub

Humber's commitment to health and well-being is an opportunity for students, employees and the broader Humber community to be supported in creating their own healthy experience at Humber. Our healthy YOU community hub provides information, resources and timely health highlights. Visit the hub at humber.ca/healthyYOU.

Humber's four dimensions of health and well-being

Each of the following dimensions have been informed by well-being literature/research.



WELL-BEING STRATEGY

Working Out Our Well-Being

Physical Health and Well-Being

Exercise, good nutrition and caring for our physical health is fundamental to our overall well-being.





Physical Health and Well-Being

This involves caring for your body and staying healthy now and in the future. Exercise, nutrition and good sleeping habits, as well as having ready access to related support services, all contribute to good health.¹



Supporting Action #1:

Increase and ease access to a range of physical health supports and resources.

Getting there:

- 1 Develop food strategies that emphasize healthy, locally sourced food.
- 2 Collaborate with the Athletics and Recreation department to explore opportunities to provide a range of exercise options for Humber community members with disabilities.
- 3 Develop communications materials that encourage on-campus participation in physical health.

1 Stowen, 2017

Supporting Action #2:

Enhance campus design to promote physical health and well-being.

Getting there:

- 1 Continued development of the campus environment to provide spaces for rest, sleep and practicing mindfulness.
- 2 Collaborate with the Facilities department to embrace healthy building design in new projects.
- 3 Reinforce the commitment to physical health by establishing a new athletics complex at the North Campus.
- 4 Collaborate with the Facilities department to direct outdoor space design towards more active living.

Supporting Action #3:

Develop and promote activities that boost physical health and well-being.

Getting there:

- 1 Strengthen community partnerships that support physical activity and health.
- 2 Encourage and provide opportunities to participate in daily physical activity while on campus.
- 3 Develop and promote peer programming that reflects the commitment to physical health, education and well-being. This includes peer advising on nutrition, wellness, sleep and exercise.



Sample campus initiatives in progress



Peer-led wellness coaching and wellness workshops

Peer-based wellness initiatives offer both 1:1 and group programming options to support learners with personal wellness goals. Tailored wellness plans establish ongoing goals for participants, while wellness workshops highlight the range of available wellness resources and strategies.



Opportunities to engage in outdoor activities

The North Campus features the 250-acre Humber Arboretum, which is home to a public garden, conservation area and education centre. The Lakeshore Campus is situated adjacent to Colonel Samuel Smith Park, where the community enjoys bike trails and scenic views of Toronto.



Embedding well-being into campus design

The idea of constructing well-being into our buildings and renovations would advance ideas such as greater emphasis on natural light, air quality, access to water filling stations, gender-inclusive washrooms and more.



Humber Food Learning Garden

Established in 2018, this outdoor demonstration garden provides fresh, locally grown ingredients for the college's student-run restaurant, The Humber Room, as well as Gourmet Express (campus café) and Soupbar soups.



Adaptive equipment in the fitness centre

The Athletics department is increasing its inventory of adaptive sports equipment for community members with disabilities. Training and support services are offered for those who require instruction on how to use the equipment.

WELL-BEING STRATEGY

Mental Health Is Vital to Overall Health

Mental Health and Well-Being

Good mental health helps us to cope with life's stresses while pursuing a life that is engaged, socially connected and personally fulfilling in all that we do.





Mental Health and Well-Being

The state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to the community.¹



Supporting Action #1:

Boost access to a diversity of mental health supports and resources.

Getting there:

- 1** Review policies and procedures to ensure ease of access to mental health supports.
- 2** Work with Human Resources & Organizational Effectiveness to consider how the Employee Assistance Program could be expanded to other employee groups.

Supporting Action #2:

Promote mental health literacy.

Getting there:

- 1** Explore institution-wide approaches to mental health response.
- 2** Identify successful practices and programs at companion institutions adopting, adapting and implementing strategies.
- 3** Assemble a cross-section of the Humber community to develop mental health programming.

Supporting Action #3:

Cultivate a sense of belonging and inclusion throughout the Humber community.

Getting there:

- 1** Take action to educate and reduce mental health stigma while promoting and normalizing help-seeking behaviour.
- 2** Engage senior leadership in discussion related to the effects of policies, practices and procedures around mental health.
- 3** Develop a mental health policy framework to better assess how institutional policies and decision-making processes may impact the mental health of the Humber community members.
- 4** Collaborate with faculty to foster well-being in the learning environment. For example, through curriculum design, class activities, contents shared with learners, and teaching practices.

¹ WHO, 2022



Sample campus initiatives in progress



Increasing accessibility and flexibility in the learning environment

Creating flexible programs and course delivery options that personalize the learning experience is a cornerstone principle in Humber's Academic Plan (2023–2026). By offering a selection of online, hybrid and in-person programs — delivered synchronously and asynchronously — we can reimagine how programs and courses are structured. Removing traditional constraints opens the door to equitable access for learners and educators alike and invites alternative approaches.



Mental health literacy for leadership

Ongoing training in mental health literacy for Humber's leaders will foster greater appreciation for how decisions around policies and processes can affect mental health.



Mindfulness@Humber

A collaborative effort between two key campus-based organizations, this initiative offers virtual and in-person guided mindfulness meditation sessions to all Humber community members throughout the semester. Participants register for sessions and choose the format that best suits their needs.



Mental health-related workshops for employees

These workshops provide Humber employees with the insights and understanding of how best to increase mental health literacy while reducing stigma around mental health and addiction. The programs teach staff to foster a more supportive environment for those struggling with challenges while contributing towards a psychologically safe and healthy work environment.

WELL-BEING STRATEGY

Invest in Your Fiscal Health

Financial Health and Well-Being

Taking command of your fiscal understanding puts financial health within your grasp.





Financial Health and Well-Being

The importance of meeting financial commitments, making informed financial decisions and investments, setting realistic goals, and preparing for short-term and long-term needs and emergencies.¹

Supporting Action #1:

Develop policies and programs to improve food security.

Getting there:

- 1 Develop a multi-year food strategy that enhances food security for all members of the community. Through this strategy, determine ways to increase the number of healthy, affordable food choices on campus.

Supporting Action #2:

Reduce systemic economic barriers in programs and services to increase learners' access.

Getting there:

- 1 Establish financial relief programs and wraparound systems to boost learner access to financial resources.
- 2 Develop a policy and procedure review rubric to assess internally created barriers that prevent access to learner funding and barriers to withdraw or deferral due to financial need and pressures, and identify how practices (outreach, programming, education) can be improved for the entire Humber community.
- 3 Develop a retention strategy for those learners whose ability to focus and succeed academically is compromised by their financial concerns.

¹ Stoewen, 2017

Supporting Action #3:

Enhance practices to help mitigate financial burdens endured by learners and employees.

Getting there:

- 1 Bolster access to open educational resources that reduce costs for learners.
- 2 Explore ways to limit delays for learners who need to access emergency funds.
- 3 Continue to develop and enhance financial literacy programming.

Supporting Action #4:

Increase paid part-time and full-time employment and placement opportunities for learners.

Getting there:

- 1 Continue to develop partnerships with employers to increase paid work opportunities for learners with disabilities.
- 2 Explore ways to expand paid experiential learning (work-integrated learning) opportunities across all programs.



Make a small investment in your financial health now and watch it grow for life.

Sample campus initiatives in progress



Financial Literacy Project

Starting in August 2022, Humber College and RBC struck a partnership that focuses on financial literacy. This five-part series teaches learners where and how to get started to be financially successful with the goal of boosting their financial success while in school and after graduation.



Financial Relief Program

Humber IGNITE's Financial Relief Program provides confidential, short-term assistance to full-time learners when emergency financial situations arise. Examples of emergency situations include but are not limited to: imminent homelessness, health issues, child care issues, and abuse.



The GARDENS Pod Project

The Green Artisan Retailers & Designers Environmental Networking Space (GARDENS) and the GARDENS Advisory Council (GAC) is a local non-profit organization that is committed to food security and education. All food grown in the garden pods is redistributed to the community and contributes to enhancing food security at the Humber Lakeshore Campus and beyond.



Student Fees and Financial Resources Hub

The Student Fees and Financial Resources Hub is a one-stop web page for students to access information about bursaries, financial aid, scholarships, financial literacy programming, fees, etc.



Soupbar Initiative

Humber's student union IGNITE offers pay-what-you-can grab-and-go frozen 1L containers of pre-made soup to help reduce some of the financial stress put upon our learners.

WELL-BEING STRATEGY

Creating Connections, Strengthening Community

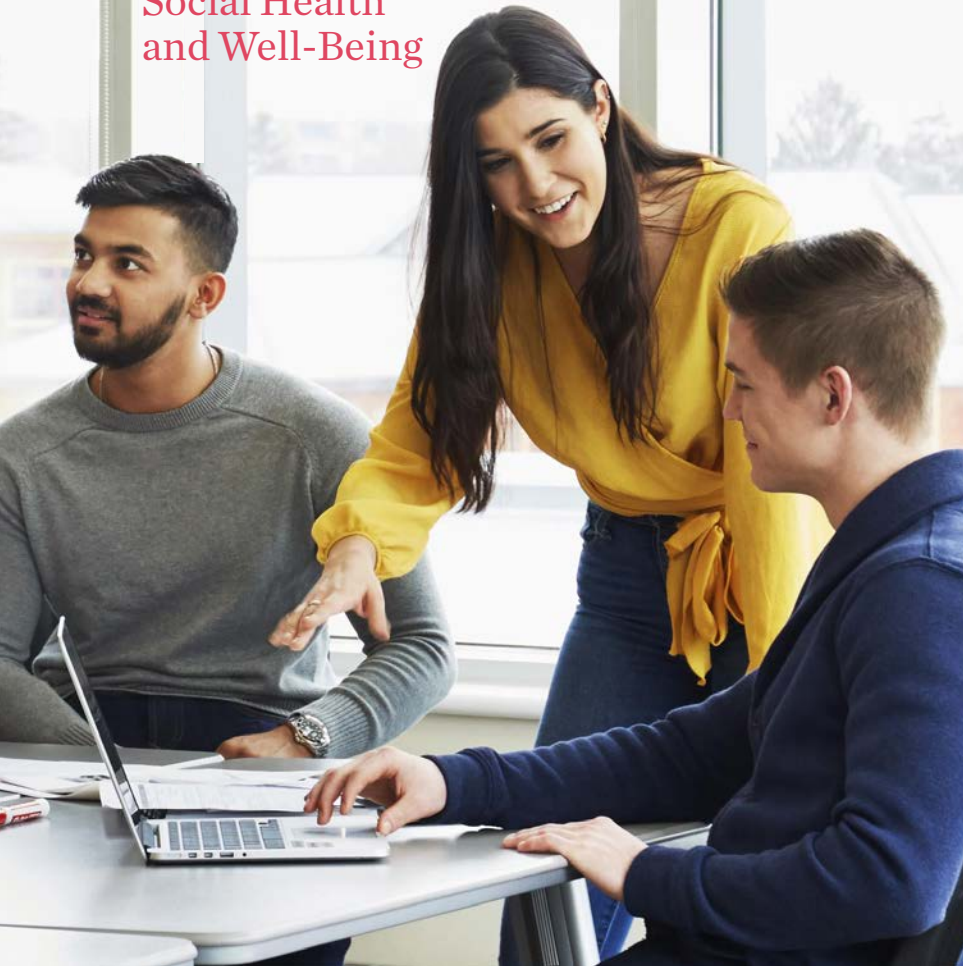
Social Health and Well-Being

There are many ways to develop deeper connections on campus. It's essential to ease access to community interaction as this is the basis for a more fulfilling educational experience.





Social Health and Well-Being



Developing and maintaining healthy relationships, caring for others, letting others care about you, and contributing to the community.¹

Supporting Action #1:
Building greater capacity to foster meaningful connections.

Getting there:

- 1 Explore ways to expand work-study opportunities that lead to meaningful job roles and strengthen learners' connections to the Humber community.
- 2 Explore the possibility of establishing a peer mentoring program for Humber employees.
- 3 Build connection opportunities for learners with both in-person and hybrid formats.

Supporting Action #2:

Enhance campus design to encourage greater interaction among learners and employees while reducing feelings of isolation.

Getting there:

- 1 Collaborate with the media team to create a centralized communications hub that highlights social events, groups and opportunities while reducing the need to navigate to multiple sites.
- 2 Design physical spaces outside of program and class environments that boost the potential for greater social interaction.

Supporting Action #3:

Develop and promote opportunities that foster a greater sense of community.

Getting there:

- 1 Increase the involvement of learners in the First Year Experience program through stronger promotional efforts and collaborating with student equity hubs.
- 2 Invest in greater communications efforts to amplify wellness initiatives and promote within academic spaces to broaden the reach (e.g. Blackboard).

¹ Stoewen, 2017

Sample campus initiatives in progress



Indigenous learners are supported and connected to their learning environment — academically, culturally and socially.



Connecting people through Indigenous perspectives

Indigenous Education & Engagement works in partnership with regional Indigenous communities to ensure Indigenous learners are supported and connected to their learning environment — academically, culturally and socially. We assist Indigenous learners in making the transition and adjustment to the challenges of college life while creating an awareness and appreciation of Indigenous culture and history in the greater campus community.



H205 Computer Lab and Lounge

H205 is one of many Open Access Learning Spaces found throughout the college. Located at the North Campus, H205 is designed to “bring the outdoors in” and provides a multipurpose space for learners to work, rest, and connect with others.



Recognizing our employees

At Humber, we proudly celebrate the contributions and accomplishments of our faculty and staff. The following programs are designed to celebrate the many ways our employees excel and contribute to the community: Humber’s President’s Awards, the Career Milestones Recognition Program, and Retiree Recognition.

First Year Experience

First Year Experience (FYE) is a peer mentoring program for all Humber and University of Guelph-Humber first-year learners. Learners are paired with a an upper-year student in a similar program (the Peer Mentor) who assists them with the college transition both academically and socially.

The Way Forward

Taking the steps necessary to bolster health and well-being for everyone.

Healthy Community Committee

The Healthy Community Committee drives health-focused activities, programs and policies on campus. Comprised of community members and working groups, its role encompasses advising and enacting key objectives.

The steering committee is responsible for identifying priorities, providing strategic direction and maintaining alignment with overall objectives. Its ongoing coordination and evaluation of campus efforts ensures all those involved are informed and that learner and employee needs are met.

healthy YOU hub

We created an online resource that will promote the Health and Well-Being Strategy, offer opportunities for community feedback, showcase a dashboard that reflects our progress, and provide an expansive archive of well-being resources.

Reporting and evaluation

Ongoing evaluation will drive continuous program improvements! We will collaborate with the Institutional Planning & Analysis team to identify key performance indicators that best track our progress and which will be used to report back to the steering committee.



¹ Stoewen, 2017

