

# Lakehead University

# Wellness Strategy Update

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# Overview



Background



Strategy Overview & Highlights



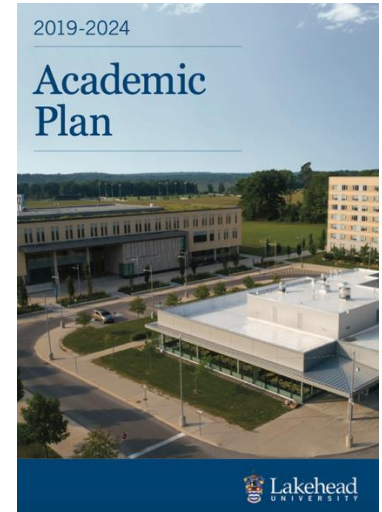
Student Mental Health Policy



Next Steps

# Background

- Lakehead University is committed to supporting the holistic health and wellbeing of our Lakehead community, recognizing that investing in the enhancement of health and wellness interventions will better position us for success in both the classroom and the workplace.
- Strategy development influenced and supported by:
  - 2018-2023 Strategic Plan: Academic Excellence and Capacity Development
  - 2019-2024 Academic Plan: Developing People, Places & Systems



# Our Commitment

- March 2019 - Signing of the Okanagan Charter
- With the adoption of the Okanagan Charter, Lakehead University pledged the following commitments:
  - a. Develop a comprehensive Wellness Strategy for all who study and/or work at Lakehead University
  - b. Work collaboratively to promote health and wellbeing for both students and employees
  - c. Collaborate and share our processes, practices and expertise locally, nationally and internationally

# Consultation Process -2019-2025

## Context

- Literature
- Review/Industry Best Practices
- Environmental Scan
- Assessment of Existing Surveys

## Engagement

- Wellness Advisory Committee
- Adopt Okanagan Charter
- Broad Based Consultations
- Tabling
- Survey

## Plan Development

- Targeted Consultations
- Strategy Framework
- Development of Goals and Actions
- Validation by Advisory Committee

## Action Plan & Approval

- Develop Key Deliverables Accountabilities
- Provost and VP Admin/Finance Review
- Executive Team Approval

2020-2025

# Our Trail to Wellness

Lakehead University Wellness Strategy



# Strategy Overview

# Guiding Framework

## **Institutional Structure: Organizing, Planning, and Policy**

**Goal:** Build, encourage, and support a culture of wellbeing where all Lakehead University community members play a role in their own and others wellness

## **Supportive and Inclusive Campus Environment**

**Goal:** Create and sustain an inclusive campus environment through a health and wellness lens

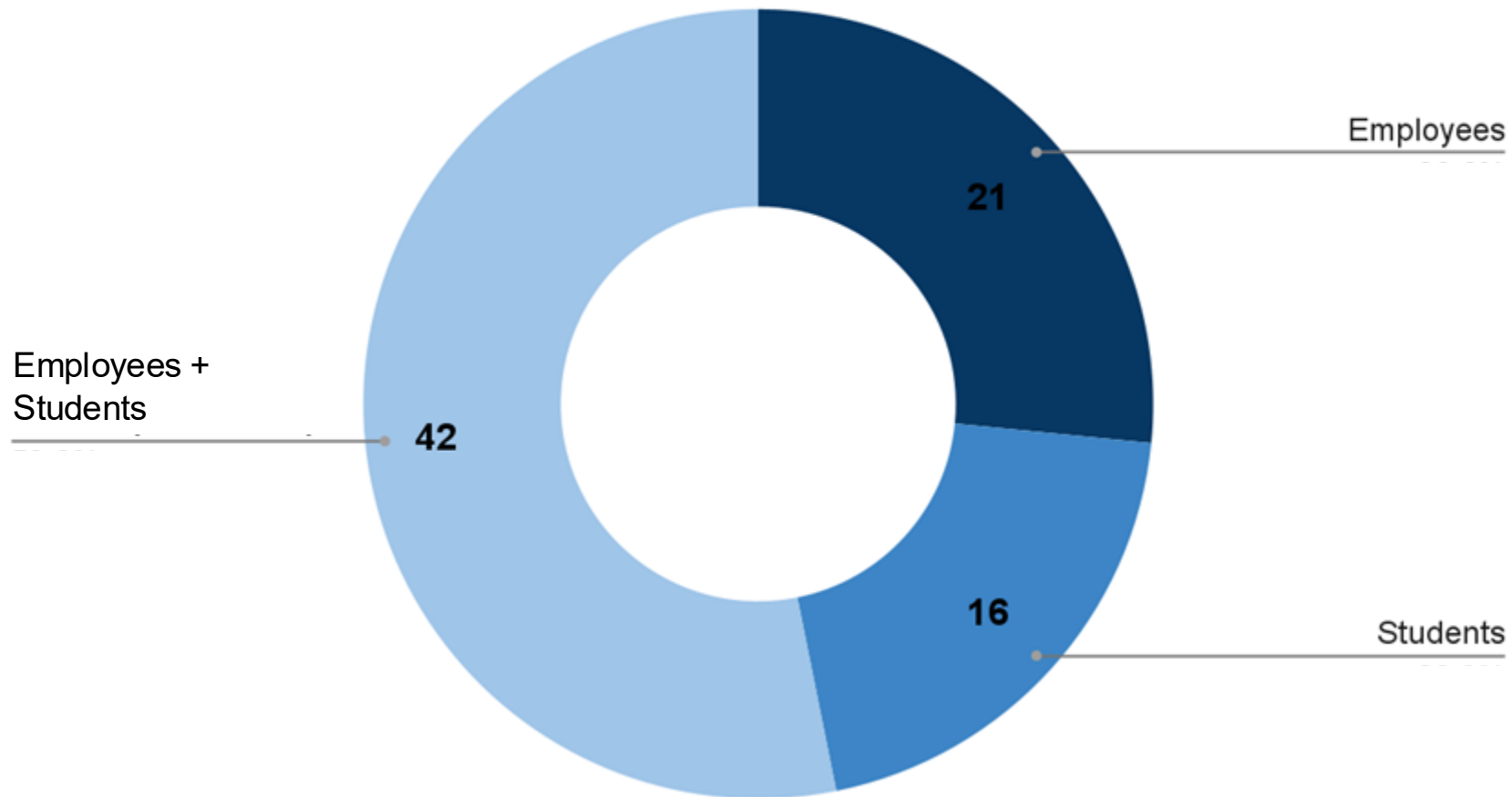
## **Wellness Awareness and Education**

**Goal:** Positively encourage the uptake of healthy behaviours in individuals, groups and communities

## **Wellness Services**

**Goal:** Ensure the provision of accessible, effective, health services which employ evidence-based finding and strategies in support of the campus community

## Objectives by Target Group





# Overview of Objectives- 2025

Progress	Number of Objectives
Green - Sustainable	43
Blue - In Progress	33
Grey - Not Started	3
<b>Total Number of Objectives</b>	<b>79</b>

# Highlights

- Promoting an inclusive and supportive environment
- Enhancing the physical and social campus infrastructure and environment
- Supporting flexibility and work-life balance
- Expanding wellness education and best practices
- Shift towards creating a culture of wellness




## Beneficial

- **Students**
  - Student accommodations
  - Opportunity to be outdoors
  - Well-being Resources
  - WellU Wednesdays
- **Employees**
  - Alternative Work Arrangements (AWA)
  - Wellness Days
  - Opportunities to connect
  - Perks and Benefits
  - Outdoor spaces

# Opportunities for Further Dialogue

- Broadening strategy awareness and engagement
- Consider structure and accountability - expand wellness champion network
- Integrate wellness for sustainability

**Priority**

- **Students**
  - Physical Health and Inactivity
  - Medical Resources and Mental Health Supports
  - Food Security
  - Faculty Best Practices
  - Strategy Awareness
- **Employees**
  - Health & Wellness Days
  - Mental Health Supports & Resources
  - Social Events
  - Alternative Work Arrangements
  - On / Reboarding

# Student Mental Health Policy

# Student Mental Health Policy

- Policy Mandate: Policy approved (January 28, 2025) in response to a provincial directive stemming from the *Strengthening Accountability and Student Supports Act 2024*
- Alignment with existing work: Policy reinforces our commitment to supporting students wellbeing (e.g. Student Health & Wellness, Wellness Strategy), formalizing it with a Policy and infusing it throughout the organization
  - Policy promotes and supports positive student mental health and wellbeing for our students by fostering a psychologically safe, inclusive and supportive environment

# Policy Implementation

- Awareness building throughout the University community:
  - Policy Library, Bulletin
  - Email campaign to students and the University community “Lakehead is here for you: your health, safety and belonging matters”
- Faculty and staff resource sharing: **WellU Key** hub for student mental health
- Student Health & Wellness Annual Campaigns:
  - No Stigma November
  - Thrive Week
    - Canadian Campus Wellbeing Survey

# Next Steps

# Moving Forward...

- Renewed commitment to prioritize Workplace Wellness and Wellbeing with a refreshed Wellness Strategy
- Build on past successes, focus on opportunities
- Connect and Integrate with other Lakehead initiatives (e.g. Student Mental Health Policy, Employee Experience Action Plan, EDI Plan, etc).





# Consultation Process – 2025-2030

## Context

- Previous strategy
- Continue to Review/Industry Best Practices
- Assessment of Existing Surveys – Employee Experience Survey, Canadian Campus Wellbeing Survey
- Review Okanagan Charter

## Engagement

- Wellness Advisory Committee
- Targeted Consultations (LUSU, IRC etc)
- Other Resources- EPID, Superior Mental Wellness@Work, Canadian Standard Mental Health for Post Secondary Students

## Plan Development

- Link to University Strategy Framework
- Development of Goals and Actions
- Validation by Advisory Committee

## Action Plan & Approval

- Develop Key Deliverables Accountabilities
- Provost and VP Admin/Finance Review
- Executive Team Approval
- University wide Communication