

# York University Well-being Strategy Implementation Guide: Faculty



This guide is a collection of suggestions to help with implementing individual-level change at York. If you are already doing some of these things, or have your own approach, continue creating a culture of well-being at York.

## ➤ BUILDING AWARENESS

- Read [York's Well-being Strategy \(PDF\)](#).
- Familiarize yourself with the [Well-being at York website](#).
- Familiarize yourself with the [Well-being Strategy webpage](#).
- Familiarize yourself with the [Okanagan Charter](#).
- Bookmark and save the [Student Resources](#) page.
- Bookmark the [Health, Safety, and Employee Well-Being](#) YULink pages.
- Review the [Psychological Health and Safety Standard for Post-Secondary Students](#).
- Take the free course on [Psychological Health & Safety in the Workplace](#).
- Reflect on your personal and professional goals and write them down.

## ➤ BUILDING AND SHARING CAPACITY

- Share this Implementation Guide with other faculty members.
- Refer students to the [Virtual Well-being Hub](#) to assess their well-being needs and work towards their personal action plan.
- Learn more about [Being a Mindful Employee \(PDF\)](#).
- Determine your top priority within the dimensions of well-being and set time to work on it.
- Visit your [YU Learn Dashboard](#) and/or [LinkedIn Learning](#) profile to enroll in skill-building courses related to well-being (E.g.. workload management, conflict resolution, leading as an employee etc.)
- Read [YFile](#) to learn what's happening at York and become aware of upcoming events.
- If you're not already subscribed, click here to [subscribe to YFile](#).

[Connect with the Well-being Strategy team for extra support.](#)

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## ➤ CREATING A SUPPORTIVE ENVIRONMENT

- Read the following **brochure** on how Sun Life's EFAP can help you, including information on their services and how you can sign up.
- Engage in discussions with your department(s) to **advocate** for the adoption of wellness initiatives
  - E.g. revisions to department processes/policies, hobby or skill sharing activities, lunch and learns, or other **no-to-low cost activities**.
- Connect to **Teaching Commons Student Resources to Support Connection, Dialogue and Well being**
- Encourage students to use the Ask Savy tool to find resources for their needs.
- Support students' emotional regulation using **self-development tools like this**.
- Add this **Well-being Resources QR code** to your lecture slides for the first 6 weeks of classes so that students can easily and discreetly access it when they need.

## ➤ TAKING ACTION

- Participate in well-being activities and assessments.
  - E.g. webinars, trainings, surveys etc.
- Experiment well-being practices while at work and note your experience.
- Set a positive example for colleagues by practicing healthy behaviours regularly
  - E.g. self-regulating, taking breaks, eating well, healthy boundaries.
- Join committees, working groups, and decision-making bodies related to well-being.
- Advocate for your Faculty while delivering feedback on York's resources and systems.
- Share recommendations or successful implementation ideas with Faculty peers.

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