

Mapping WPI onto Okanagan Charter

Year 1 Outline (2023-24)

WPI embraces the two Calls to Action within the Okanagan Charter as a means of joining the expanding network of Institutions of higher education worldwide in extending the base of knowledge of promoting health and well-being within campus communities.

Call to Action #1: Embed health into all aspects of campus culture, across the administration, operations, and academic mandates.

1.1 Embed health in all campus policies

- **Campus Wellness Coalition** meets eight times each academic year to identify, advocate, and support the evolution of campus policies and practices with attention to health, well-being, and sustainability.
 - Examples of key partners include Registrar's Office, Faculty Governance, Student Affairs, Talent & Inclusion, as well as student leaders
 - Examples of recent/current initiatives: student leave of absence process review, student account hold policies, faculty flexibility,
 - Academic Initiatives
 - Systems to enhance equitable workload distribution between classes, grading policies, flexibility
 - *SWEET Center* work (equity in teamwork)
 - Equitable access and experiences within Global Projects Program

1.2 Enhance support within WPI campus environment

- Ongoing training for faculty, staff, and students in how to recognize and respond to student (and other) distress
 - Examples include Student Support Network, Recognizing and Responding to Student Distress, Question Persuade Refer Training, Campuswide guest speakers
- Well-developed and supported peer support network on campus
 - Student Support Network (peer support), Active Minds, SMART (alcohol education), Student Mental Health Committee, SPARC (sexual assault prevention), Peer Well-Being Ambassadors, ProjectConnect
- Creation and sustainment of affinity spaces
 - Center for Black Excellence, Lavender Lounge, Lotus Lounge
 - Mental Health presence within affinity spaces (Let's Talk)
 - Affinity Housing Options
 - Current examples: Black Boulevard, Lavender Lane
- Improve comfort/hominess within common areas (e.g., residential lounges, hallways, academic lounges)
 - Center for Well-Being physical space, Campus Center (Octo-wedge)
 - Physical design elements to welcome students from diverse backgrounds into spaces
- Wellness concepts/voice in physical design

- Biophilic design

1.3 Enhance culture of well-being and flourishing within the WPI campus community

- Continue to provide and evolve **Wellness Days** for the entire campus community as a means of enhancing a campus culture of well-being and support
- T&I initiatives
 - Employee recognition and rewards initiatives
 - Employee job description/compensation analysis
 - Enhancing awareness and use of employee support benefits
- Promote faculty/staff flourishing through CWB and SDCC initiatives
 - Student Support Network Training
 - MIEA Mindfulness Classes
 - ProjectConnect
 - Drop-in Mindfulness
- Preparing/supporting faculty to support/promote student well-being during study away
 - Supportive project centers – thriving while off-campus
 - Focus on community-based projects enhances meaningful values development

1.4 Provide ongoing support for personal development

- Employee (Faculty/Staff) well-being
 - Staff Council, Faculty Governance initiatives
- Evidence-based personal development trainings for campus community
 - Mindfulness, Yoga, Reiki, QPR, ProjectConnect, Connections Program
 - DEIB initiatives, Vector solutions (online training), Talent & Inclusion Leadership development
 - Offerings around health promotion topics
- Accessible self-help resources for personal development
 - Vector solutions, WellTrack, Balanced Card sort, Mindwise (self assessments)
- Evidence-based “for credit” opportunities for student development
 - Courses for Wellness and PE (WPE) credit
 - Insight Program (extended orientation)
 - Social Science and Humanities classes

1.5 Enhance equitable access to all well-being resources and services

- Enhanced streamlining of supports
 - Consolidated/more centralized support services – Center for Well-Being as Hub.
 - Enhanced intuitive navigating of support services
 - Awareness/Instant access to initial support/questions/concerns
- Robust communication strategies around population level/individual health-related needs (particularly between student support services and academic)
- Embedded Counseling Staff from SDCC across campus
- Specialized group support opportunities
 - e.g., BIPOC, LGBTQIA+, International Student, Men
- Enhanced employee awareness and use of Employee Assistance Program
- Enhanced ease of access to Counseling/Health Services

- Online scheduling, walk-in hours, Let's Talk Hour
- Access to resources, clinical assessment, and support for students with non-documented accessibility needs
- Enhanced universal design to address physical, academic access for all
- Building relationships between support resources and Global Projects Program

Call to Action #2: Leadership for health promotion action and collaboration locally and globally

2.1 Enhance integration of health, well-being, and sustainability across campus disciplines

- Administrative/structural support for holistic care
 - Center for Well-being
 - Dean of Student Wellness
 - Case Management Positions (Dean's Office, SDCC)
 - Food and housing access assistance
 - Assistant Director of Religion/Chaplains
 - Dean of The Global School
 - ID and enhance new interdisciplinary collaborations
 - Working closely with sustainable development goals working group
 - WPI Office of Sustainability
 - Promoting local climate activities and initiatives
- Well-being embedded/prioritized within Strategic Plan
 - Well-being, Belonging, Community

2.2 Advance research, teaching and training for health promotion knowledge and action

- Student Projects – Interactive Qualifying Project, Major Qualifying Project, Great Problems Seminar
 - GQP – graduate qualifying project
- Global Health Program and community climate adaptation
- Faculty/staff/student research collaboration and support
 - NOAA-CAP Climate adaptation program grants, etc., Practice Point Research Lab
- Employ survey strategies as a means of directing/informing systems level changes
 - CWB research initiatives (WISHES Survey, research mini grants)
- Incorporate existing data: Enrolled Student Survey, Well-being Improvement Survey for Higher Education Settings (WISHES), Healthy Minds Survey, faculty/staff surveys to inform ongoing efforts to enhance wellness and support within the campus community

2.3 Lead and partner toward local and global action for health promotion

- Leadership engagement within national/international efforts to enhance campus/global well-being, safety, support, and sustainability
 - USHPCN, NASPA, AUCCCD, ACHA,
- Forum on Education Abroad, NAFSA, Mobility International USA (ntl ?? national? clearinghouse on disability)
- Community-based global learning collaborative

- Worcester Community Project Center (food, health, well-being), Paxton Farm Center, Water resource outreach center (Mass EPA), Worcester Mobility Action Plan, Action Network for Equitable Well-Being, and Pacesetters Action Community