



# Wellness Stakeholder Update

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September 27, 2022

# Agenda

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- Welcome Back and Introductions
- Employee Wellness Framework Recap
- The Working Mind for IUOE 963 Employees

## ***New Well-being Support Programs***

- Launch of Indigenous AbilitiCBT Program
- Breaking Free for Substance Use

## ***Upcoming Events***

- Employee Health Fair – October 21 Pro-D Event
- Flu Vaccination Campaign 2022
- Total Well-being Self-Assessment Campaign
- Upcoming Promotions and Awareness

***Questions and any other business***  
***Date and Time of Next Meeting***

# Employee Wellness Framework (2022-2026)

## Vision and Goals

### VISION

*To create a supportive work environment where employees feel safe, visible, connected, valued, respected, and included, which will contribute to a positive student experience*

### GOALS

#### GOAL 1

Improve the employee experience so that they feel supported, connected, engaged and resilient, through promotion and delivery of evidence-based, trauma-informed, psychologically healthy and safe programs and resources.

#### GOAL 2

Ensure access to programs is equitable across all staffing groups, through offering a wide range of health and well-being programs that represent and meet the emerging wellness needs of our diverse population.

#### GOAL 3

Ensure wellness programs are culturally safe, by including, acknowledging, celebrating and promoting Indigenous knowledge and perspectives.

### PH&S FACTORS

Building the Foundation  
Organizational Culture  
Psychological Protection  
Psychological and Social Support  
Growth and Development  
Recognition and Reward  
Engagement  
Balance

Building the Foundation  
Organizational Culture  
Psychological and Social Support  
Civility and Respect  
Engagement  
Balance  
Psychological Protection  
Growth and Development  
Protection of Physical Safety

Organizational Culture  
Psychological and Social Support  
Growth and Development  
Recognition and Reward

# The Working Mind Workshops for IUOE 963 Staff

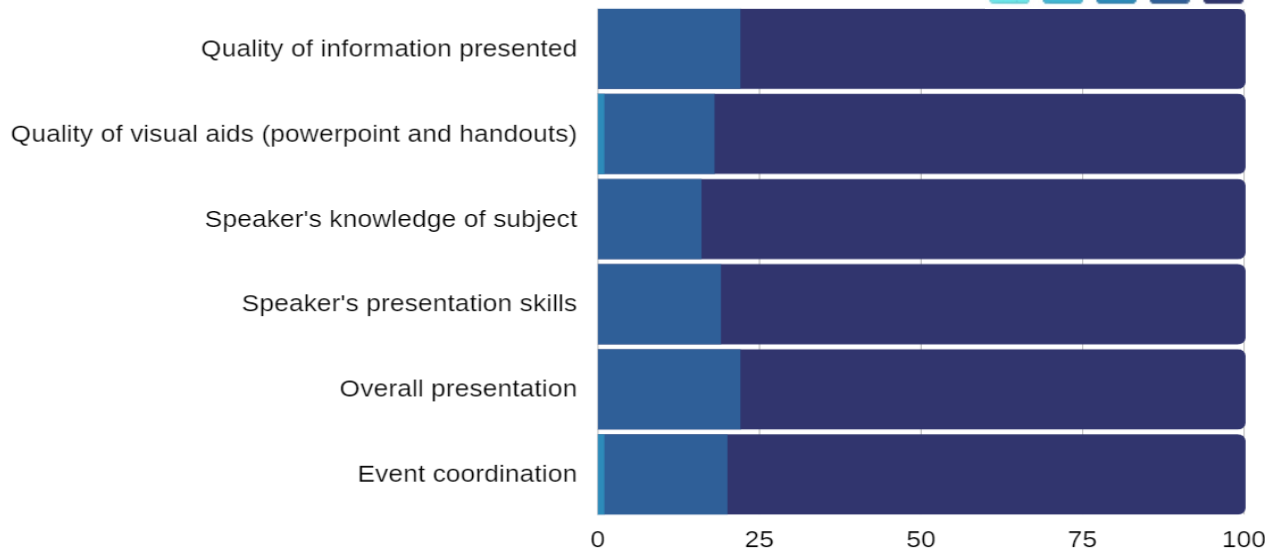


- 5 In-person Workshops in July/August
- 82 Participants

## Program Satisfaction

Rate on a scale of 1-5 the following factors (%) (1 = Poor ~ 5 = Excellent):

1 2 3 4 5



## Health Behaviour Change Intention

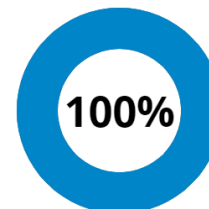
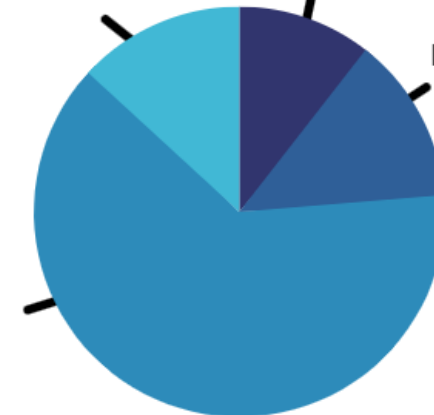
As a result of this webinar, do participants plan to make any changes to their perspective, health behaviours, or lifestyle?

Has a strategy in mind and intends to follow through (13%)

No (11%)

Is thinking about making a change (13%)

Has made a decision to change (63%)



Participants would recommend this workshop to their colleagues



# New Employee Support Programs

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# Indigenous AbilitiCBT

## Launching September 30



Developed collaboratively with First Nations and Métis partners to be culturally safe and responsive.

This version of the internet-based CBT program combines Indigenous knowledge with cognitive behavioural therapy techniques to support each user's individual path to well-being.

Teachings are available for ***anxiety and depression***, with more well-being focuses under development.

**Due for national launch on September 30** - National Day for Truth and Reconciliation

Access Link: <https://vsbindigenous.abiliticbt.com/>



# Breaking Free by LifeWorks

- Breaking Free is an evidence-based, online program that understands goals, uncovers triggers, and provides personalized action plans that can help you resolve and move on from difficulties with substances and alcohol.
- It's completely free and confidential (employees with benefits) and is available 24/7 on smartphones, tablets, or computers.
- Supports over 70 different substances
- Sign Up at: <https://lifeworks.breakingfreeonline.ca/>

**Enter Service Code: vsb**





Breaking **Free**  
by **LifeWorks**

Learn how **Breaking Free** can help you





# Upcoming Wellness Events and Campaigns

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# Employee Health Fair

## October 21 Pro-D Event @ Kits Secondary

**KEYNOTE SPEAKER**

**Dr. James Makokis**  
Canadian Two Spirit, Diversity, Indigenous Health and First Nations Leader and Author  
Winner of The Amazing Race Canada Season 7!

Other speakers shown in smaller portraits include:  
- Yadeem Somji, Financial Advisor, IA  
- Kristy Ware, 2SLGBTQIA+ Educator  
- Erin Levine, Registered Dietitian  
- Sue Wilson, SLP, Arbutus Speech Therapy  
- Muntir Vellil, RCC, LifeWorks  
- Dr. Briar Scultz, BSN, MA, Ph.D., RCC, CTRI  
- USB Indigenous Education logo

- 10 Workshops ranging from 1 hour to 3 hours in duration with subject matter experts
- 1 Keynote Speaker – Dr James Makokis
- Registration now open on the Pro-D Registration Site

# Employee Health Fair Highlights

**OCTOBER 21, 8:30 - 3:00, KITSILANO SECONDARY**

Join us for a full day of wellness programming including:

- Workshops
  - Meal Prep & Nutrition
  - Voice Protection & Projection
  - Finance: Taxes & Retirement
  - The Working Mind
  - Resilience at Work
  - 2SLGBTQIA+ Perspectives
  - Indigenous Medicines
  - Vicarious Trauma, Mental Health & Resilience
- Flu Vaccination Clinic
- Wellness Assessments & Screening
- Movement Breaks
  - Bhangra
  - Stretching
- Health Expo
  - Explore and meet a wide variety of local health & wellness organizations

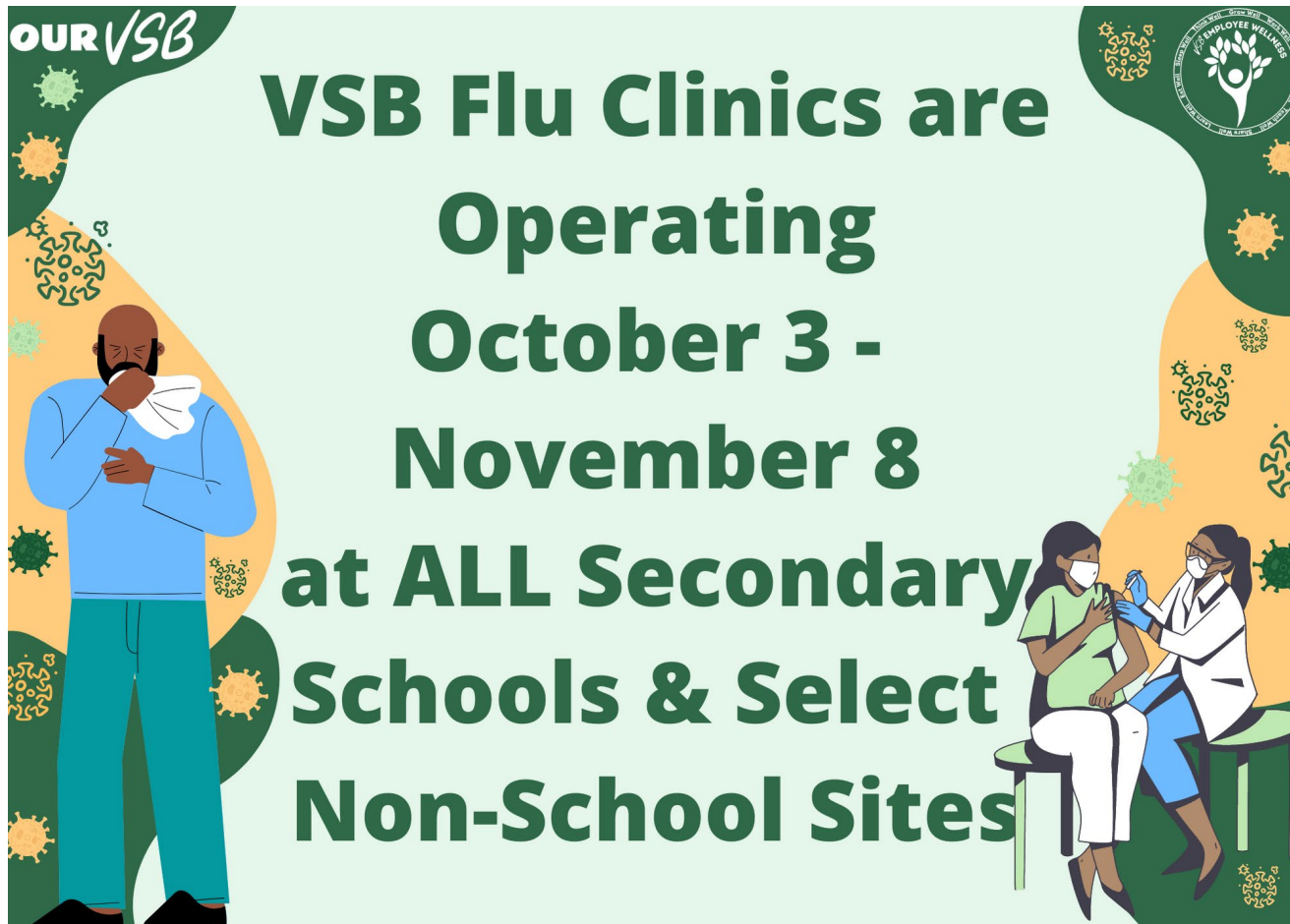
Sign up for as many or as few activities as you like, design your day!

# Health Fair Timetable

## Employee Health Fair – October 21, 2022 Professional Development Day (Proposed Agenda)

<b>8:30 AM</b>	8:30 – 9:00 Introduction, Indigenous Welcome & Land Acknowledgement at 8.45AM/Hand out Programs & Passports - Theatre							
<b>9:15 AM</b>	9:15 – 12:15 Resilience @ Work (75 - VSB Facilitators) Multipurpose Room 271/272	9:15 – 12:15 The Working Mind (25 - VSB Facilitators) Rm 204	9:15 – 10:45 Vicarious Trauma (75 – Briar Schultz - CTRI) Theatre	9:15 – 10:45 Indigenous: Medicine Wheel (30 – VSB Ind Ed or LW) Rm 201	9:15 – 11:15 Nutrition: Meal Prep Demo Workshop 32 - Erin Levine Rm 217	9:15 – 10:15 Finance: Taxes (30 – IA) Rm 202	9:15 – 10:45 6 Dimensions of Wellness (30 - Kristy Ware) Rm 203	9:15 – 1:00 Lifespeak/TWB Assessments (Lab 142)
<b>11:00 AM</b>			11:00 – 12:00 Voice Projection (30 – AST) Rm 202	11:00 – 12:00 Retirement (30 – Munir Vellji, LW) Rm 201	11:30 – 12:00 Bhangra	11:00 – 12:30 2SLGBTQA+ - Breaking Barriers (30 – Kristy Ware) Rm 203	10:20 – 10:50 BC Chiro Stretch Break	
<b>12:00 PM</b>	12:15 – 1:00 Lunch, Flu Shots, TWB Assess, Health Fair Exploring Atrium		12:00 – 1:00 Lunch, Flu Shots, TWB Assess, Health Fair Exploring Atrium			12:30 – 1:00 Lunch, Flu Shots, TWB		11:00 – 1:00 Health Fair Atrium
<b>1:00 PM</b>	1:00 – 2:30 Keynote – Dr James Makokis (300 Max) Theatre							
<b>3:00 PM</b>	2:30 – 3:00PM Closing/Prizes Theatre							

# Employee Flu Vaccination Campaign



**OUR VSB**

**VSB Flu Clinics are Operating October 3 - November 8 at ALL Secondary Schools & Select Non-School Sites**

**EMPLOYEE WELFARE**

- Employees can attend any clinic
- All school-based clinics operating outside of instructional time
- Bookable appointments and drop-in opportunities available at all clinics
- Dedicated Flu Vaccination Campaign SharePoint page – went live Sept 23

# Total Well-being Health Campaign

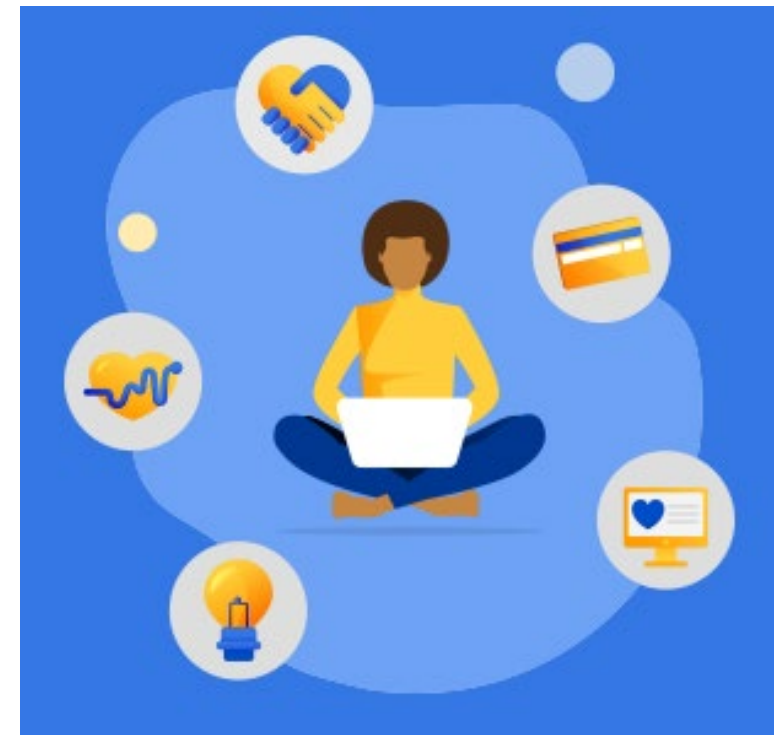
## *October 1 – October 31*

With October being Healthy Workplace Month, we encourage to complete the Total Well-being Assessment on the LifeWorks Platform. Takes less than 5 minutes and is confidential to complete.

It's a behavioural-based assessment that measures four pillars of well-being - *Physical, Mental, Social and Financial*.

Employees receive an individual report where they can discover how each of these pillars intersects, and how each is vital to their overall health and tips to further support each pillar.

[Access on the LifeWorks Platform > Well-being Tab > Assessments](#)



# Upcoming Promotions and Awareness (Sept – Nov)

## National Day for Truth and Reconciliation



## Staff Appreciation (Oct & Nov)

Teacher Appreciation Day  
National Custodian Day  
School Support Staff Day

Wellness Campaigns



**MENTAL ILLNESS  
AWARENESS WEEK**  
first full week of October





**Any  
Questions  
or any other  
business?**

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**Date and Time  
of Next Meeting**