

# Live, learn and work

An integrated approach to health and  
wellness for students, faculty and staff





## WELLNESS STRATEGY GOAL

To foster an environment, a culture and a community of health and wellness, for students, faculty and staff, across all Saskatchewan Polytechnic campuses.



*“Our Wellness Strategy goes to the heart of Saskatchewan Polytechnic’s core values. We care about one another and about our workplace, and we strongly support the health, safety and overall well-being of our students, employees and partners.”*

**Dr. Larry Rosia**

**President and CEO, Saskatchewan Polytechnic**

## **BACKGROUND**

Saskatchewan Polytechnic has developed a Wellness Strategy. We are focusing on a broad spectrum of wellness elements captured in the four dimensions — life, mind, body and community — as wellness is vital to student success and a healthy workplace for our faculty and staff.

The strategy offers a consistent and a holistic approach to foster wellness across our campuses. We recognize that health and wellness challenges are common regardless of background, culture, education or experience and only through a supportive and inclusive community, can we make a difference. We see wellness as a requisite for student success and success at work.

In June 2018, a Wellness Steering Committee, with representation from students, faculty and staff, was formed to develop the new strategy. The committee engaged with students, faculty and staff to gather feedback and ideas to create a strategy that guides our wellness focus now and for years to come.

## **OUR STRATEGY**

Our Wellness Strategy will help our people and institution focus on creating an inclusive wellness environment. It ensures that health and wellness are included in our planning, in the decisions that we make and in the programs and services we offer. We are building on the great things we already do when it comes to wellness and filling in the gaps where we need to do more work.

Our strategy is for everyone. It offers the opportunity for individuals to take ownership of their own health and wellness and feel like they can achieve their wellness goals with the support of Saskatchewan Polytechnic. It is about building a community where our people come first, they feel supported and their wellness is valued.

The focus and approach outlined in this strategy recognizes where we are at today and where we aspire to be in the future. The strategy and its dimensions will evolve over time to ensure it is inclusive of our people's needs and will continue to be built through engagement and input.

## WELLNESS MODEL

The Saskatchewan Polytechnic Wellness Model is a holistic approach to fostering an environment, a culture and a community of health and wellness, for students, faculty and staff, across all campuses.

### The wellness model is designed to:

- Highlight Saskatchewan Polytechnic's commitment to prioritizing wellness for our students, faculty and staff.
- Offer a holistic approach to wellness through the dimensions of life, mind, body and community.
- Identify the elements within each dimension that affect overall health and wellness.
- Recognize the role each of us has in supporting and impacting the health and wellness of ourselves and those around us.

## THE FOUR DIMENSIONS OF WELLNESS

Saskatchewan Polytechnic's Wellness Strategy focuses on a holistic approach to health and wellness through four dimensions:



## HOW CAN WE CREATE A HEALTHY LIFE, MIND, BODY AND COMMUNITY?



### Life

- **Cultural** – Recognize and embrace the culture and diversity of others and share your cultural heritage.
- **Family** – Make the time and take the time for family.
- **Financial** – Establish financial goals and create a financial plan.
- **Life balance** – Understand what balance means for you and put into practice methods that help you maintain that balance.
- **Lifelong learning** – Focus on continuous learning and participating in new experiences.
- **Safety** – Safeguard yourself from mental and physical harm and manage illness.
- **Spiritual** – Find peace, meaning and purpose in life and get involved in your spiritual community.



### Mind

- **Emotional** – Focus on self awareness and understanding, and managing your thoughts, feelings and attitudes.
- **Intellectual/academic** – Be open to new ideas and experiences that can be applied to personal decisions, group interaction and community betterment.
- **Psychological** – Take the time to better understand your personality, how you react in situations and your stress triggers. Recognize when you need to take a mental health break and seek help if needed.
- **Resilience** – Develop strategies to help manage stress and work through new challenges. Better understand your personality, behaviours and what environmental factors impact your wellness.



### Body

- **Food/nutrition** – Eat quality, nutritious food and follow the recommended choices as per Canada's Food Guide.
- **Physical** – Understand the benefits of physical exercise and invest time in individual and group activities.
- **Sexual health** – Choose a positive, respectful and safe approach to sexuality and sexual relationships. Have the courage to speak out and seek help if needed.
- **Sleep health** – Get sufficient amounts of rest. Take breaks during the day and ensure you get the recommended sleep at night.
- **Substance use** – Limit, eliminate or be informed about the use of substances — tobacco, alcohol, drugs and others — on your health and well-being.



### Community

- **Career** – Seek personal fulfillment and meaningful work that enhances your natural gifts and talents.
- **Environmental (built and natural)** – Understand your impact on the environment and ways to care for the planet and nature.
- **Social** – Take time to make new connections and reconnect with people in your network.
- **Volunteerism** – Look for opportunities to give back to causes that matter to you.

## THREE PRIORITY AREAS

### Fostering a healthy culture and environment

We will create a culture of health, support and wellness for students, faculty and staff.

We will consider health and wellness as it applies to the programs that we offer and deliver, the relationships that we build and the plans that we develop and implement.

We will look at enhancing our spaces to focus on health and building connections, and ensure we foster a culture of respect that reflects our values, is inclusive and recognizes the diversity of our people at Saskatchewan Polytechnic.

### Raising awareness and promoting wellness

We will raise awareness of health and wellness so students, faculty and staff understand what wellness looks like holistically and know that they have a role in looking after their own health.

We will focus on continuous communications, provide people with information about the supports and services that are offered and engage with our audiences to ensure we continue to meet their wellness needs and support them to build habits to change their behaviour positively.

### Providing training and support

We recognize the need for training and support and that resources are needed to achieve both individual and community wellness.

We will offer services to support students, faculty and staff to enhance their wellness. We will provide training for our leaders to help them better understand their role in fostering a healthy environment.

## EARLY PRIORITIES

### Life

Financial literacy

Financial support

- Scholarships and awards

### Mind

Mental health supports

- Counselling
- Meditation and mindfulness

Education and awareness

- Psychological safety and Violence Threat Risk Assessment (VTRA)

Organizational culture

### Body

Fitness

- Clubs and intramurals
- Facilities
- Fitness classes

Nutrition

- Education
- Food offerings

Education & Awareness

Sleep

### Community

Diversity and inclusion

- Cultural events
- Music events

Education and awareness

Social events and activities

Volunteer



## OUR COMMITMENT TO WELLNESS

Saskatchewan Polytechnic has applied to make a formal commitment to healthy lives, minds, bodies, and communities in the adoption of the Okanagan Charter, a global health initiative that calls on post-secondary institutions to make a commitment to embed health in all aspects of campus culture and take the lead in actions that promote well-being both locally and globally. Saskatchewan Polytechnic will be joining other institutions across Canada by adopting this charter. Our commitment:

*Saskatchewan Polytechnic has created an integrated approach to wellness that addresses a broad spectrum of wellness dimensions including — life, mind, body, and community. We recognize that wellness is vital to student success and in fostering a healthy workplace for faculty and staff.*

## ACKNOWLEDGEMENTS

### Representatives for the Saskatchewan Polytechnic Students' Association (SPSA), 2018-19

Anna Lueke, Vice-President Prince Albert Campus, SPSA  
Justin Skwark, President, SPSA

### Representatives of the Professional Services Union (SGEU)

Bonnie Bond, Administrative Assistant, Learning Technologies and Bargaining Chair, SGEU  
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### Representatives of the Faculty Union (SPFA)

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### Representatives of Saskatchewan Polytechnic

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### SASKATCHEWAN POLYTECHNIC



### WELLNESS MODEL

*A partnership between  
Student Services and Human Resources.*





**SASKATCHEWAN  
POLYTECHNIC**

Tomorrow  
in the making

[saskpolytech.ca/wellness](https://saskpolytech.ca/wellness)