All-Member Meeting
April 21, 2016
Welcome

• Introductions
• Committee Updates
• Model Healthy Campus
• Diversity and Inclusion
• Thrive
• Member Survey Results “Teaser”
• Member Updates
# Wellness Network Leadership

## Executive Board
- Susan Hochman
- Lucas Artusi
- Meghana Gadgil
- Melanie Grice
- Claire Hahn
- Alex Kappus
- Katy Redd
- Jennifer Speer

## Leadership Team
- Anna Beal
- Wills Brown
- Denny Bubrig
- Erin Burrows
- Shannon Hanby
- Susan Kirtz
- Kelsey Lammy
- William Mupo
- Matthew Olson
- Marilyn Russell
- Jessica Hughes Wagner
- Lindsay Wilson
- Chrystina Wyatt
Committee and Chair Updates

- Communications
- Assessment/ HC2020
- BeVocal
- Hazing Prevention
- Healthy Dining
- High Risk Drinking Prevention
- Mental Health Promotion
- Member Engagement
- Faculty and Staff Wellness
- Student Representatives
Executive Board

• New committee on Opiate Misuse/Overdose now forming
  – Contact Matthew Olson if you are interested
• Diversity and Inclusion
• Conversations with faculty
• Model Healthy Campus
Model Healthy Campus
Thanks for coming. We’d like to update you on the Model Healthy Campus Initiative.*
Huh?

Model Healthy What?

Sorry, let’s back up.
WHY?

Adapted from Start With Why by Simon Sinek
WHY? → HOW? → WHAT?

Adapted from Start With Why by Simon Sinek
WHY?

We transform wellness innovation at the University of Texas at Austin.
How?

We facilitate collaborative conversation and creation at scale across the university to identify wellness needs and to develop user-centered solutions.
We leverage our “secret” recipe: our process (design thinking), our platform (BraveNew), and our partners.
Partnerships and grants

Spring 2016 MHCI pilot internship

BraveNew platform
SPRING 2016 PILOT

Semester-long “internship”

27 students, 1 staff member

Two-day weekend design bootcamp

Goals (the method to our madness)
Brave New

Our partner in crime: BraveNew is the town square, whiteboard, lab, and storybook for MHCI.
### Observations

**Littlefield M**

**What is the person doing?**

- Sitting at a table but not with his legs towards the table. He sits off his seat and is checking his phone and looks around.

**How is the person doing?**

- Sitting off his seat and looking around.

**What is the person doing?**

- Sitting at a table but not with his legs towards the table. He sits off his seat and is checking his phone and looks around.

**Are they doing it?**

- Waiting for someone or may be killing a few minutes.
Continue to develop BraveNew
Create content and tools
Develop rollout and engagement strategy
INTERESTED?

Great! Keep your ear to the ground. We’ll be in touch soon.
Diversity and Inclusion
Diversity & Inclusion

“In order to best serve the University community, the broad and diverse perspectives of all members of our community must be heard and respected.”

- WN Strategic Plan Values Statement
In Other Words…

Diversity and inclusion are central to wellness.
Background

• Conversations among Wellness Network leadership regarding what was happening nationally (and on our own campus) last fall.

Mizzou football team, November 2015  
(Courtesy of nbcnews.com)
Background

• The University of Texas at Austin is not immune from societal issues and these play out in our own community.

• How can Wellness Network take a more active role in addressing our values of diversity and inclusion?
Inclusive Leadership

“The practice of leadership that carefully includes the contributions of all stakeholders in the community or organization.”

Source: National Urban Fellows
Inclusive Leadership

Not just about race or ethnicity. Gender, sexual orientation, socio-economic status, ability, religious affiliation, first language, and any other marker of difference.
• Not just about who is in the room... but, who is not?
• Not about “saying the right thing.”
• Our collective experiences and identities inform us.
Intentionality

- The Wellness Network is comprised of thoughtful campus leaders, already considering the importance of diversity and inclusion, BUT, without structural and sustained efforts within the organization, we cannot truly be intentional.
Recognizing Strength

Recognize > Choose > Act
Diversity & Inclusion Action Plan

Phase I: Defining Our “Why?”

• The Wellness Network is a powerful collaborative campus effort to increase the health and well being of all students, faculty, and staff. Diversity and inclusion calls for intentionality. We are well equipped to pursue these intentional efforts!

• Given the defined purpose above, an executive member position will be charged with overseeing goal setting, implementation, and maintenance of these efforts.
Diversity & Inclusion Action Plan

• **Phase II: Identifying Need**
  – Membership Database Review
  – Member Engagement Survey Expansion (thank you!)
  – Campus Feedback Meetings
  – Sustainability Master Plan & Other Campus Connections
  – Goal Setting Process

  We are here..ish

• **Phase III: Implement Goals & Launch Public Campaign**

• **Phase IV: Measure Results & Strategic Planning**
Discussion

• Dialogue can be difficult, but it is critical to understanding.
  – ROPES
    • Respect
    • Openness
    • Participation/Pass
    • Escuchar (listen)
    • Safe Space
Discussion

• At your tables, please take time to discuss (and record) these three questions:
  – How could the Wellness Network better address the interests and ideas of the diverse University community?
  – What are some of the major barriers to health or wellness on this campus?
  – How can the Wellness Network better address the health needs of under-represented or marginalized communities on campus?
Sharing Out

wellness network
Thank You!

• Please continue to process your thoughts and ideas, and share them with the Wellness Network’s Leadership team!

• Interested in getting involved with Diversity and Inclusion efforts?
  – Contact Alex: akappus@austin.utexas.edu
Member Survey
Who are our members?

Role on Campus

- Undergraduate Student: 6%
- Graduate/Professional/Doctoral Student: 8%
- Faculty: 8%
- Staff: 78%

Staff and Faculty: Have worked at UT for an average of 10 years (range: 0-25)
Motivation to Join

- Interest in a specific health topic: 41%
- Create a campus culture of wellness: 59%
- Relevant to my academic field/professional pursuits: 41%
- Relevant to my job duties: 31%
- General interest in wellness: 16%
- Model Healthy Campus: 64%
- Other: 2%
- Network with other on-campus professionals/students: 3%
Engagement in Wellness Network

- All-member meeting: 54%
- Committee meeting: 42%
- Brown Bag Lunch speaker series: 41%
- Model Healthy Campus initiative: 7%
- Read the monthly newsletter: 83%
- Other: 8%
- I have not engaged with Wellness Network in the past 12 months: 7%
Involvement

Level of Involvement
- Very: 36%
- Somewhat: 25%
- Not at All: 39%

Satisfaction with involvement
- Would like to be more involved: 0%
- Happy with current level: 58%
- Like to be less involved: 42%
Barriers to involvement

• 67% Reported time constraints
• 21% unsure of how to contribute
• 8% lack of supervisor support

Respondents mentioned location of meetings, timing of meetings, and lack of publication about meeting times or how to join committees.
Top 5 reasons you stay involved

• Stay informed about health and wellness issues at UT
• To meet/ network with new colleagues
• You like the people
• It’s connected to your work/ academics
• You feel like you are making a difference on campus
How well we address the interests and ideas of the UT community

- Very well: 37%
- Somewhat well: 58%
- Needs improvement: 5%
We also heard

• Your communication preferences
• Excellent suggestions for how we can be more inclusive
• Creative ideas for initiatives/ topics for Wellness Network to address
Your turn

• Member updates
Thank you for coming