

Example Past Initiatives:

- The Central Animal Facility and Isolation Unit coordinated Compassionate Chat Circles to promote compassion fatigue resiliencies in the laboratory animal science field. They shared their experience of the program at the annual Canadian Association for Laboratory Animal Science, winning an award for Best in Show for their panel participation on the topic.
- The Ontario Crops Research Centre in New Liskeard coordinated an appreciation and recognition program where various staff members were highlighted weekly for 7 months. Through a pre and post survey evaluation, the program found that staff's feels of appreciation and recognition increased by 30% during the program.
- The OTL and CSAHS hosted bi-weekly casual facilitated discussions for educators to support with "pedagogical wellness". Attendees discussed shared experiences in teaching and learning, fostered connection with colleagues, and created an environment of collaborative problem-solving where they could strategize around ongoing pressures experiences in classrooms.
- The Art Gallery of Guelph with the Department of Geography and SOTEC facilitated a series of guided walks led by writers, researchers, and artists. These walks built local knowledge for participants and raised awareness of hidden or erased histories and environments, challenging traditional maps and the colonialism, racism, and ableism behind them.



Wellness @Work

Grant Program: Innovative New Idea

Description of Grant (\$3000 max): Encourages new, creative initiatives that support the employee well-being that may not fit other existing grant categories.

The Benefits

Benefits are dependent the proposed initiative. Consider reviewing benefits from other category toolkits.

Key Considerations

- Use creativity while developing your innovative idea. Creativity is the ability to generate new and original ideas, while innovation is turning those ideas into practical solutions that can benefit individuals, organizations, and society.
- Due to the unique nature of each innovative idea, please ensure that you connect with the Wellness@Work Advisor, Isidora Nezic (nezici@uoguelph.ca) for additional implementation assistance where required.
- Use trained facilitators (or co-facilitation) who can skilfully guide
- Design for accessibility and inclusivity for different bodies and abilities.
- Include warm-up/cool-down depending on the activity and encourage participants to work within their limits.
- Choose a room with enough open space, privacy, ventilation, and sound control.
- Schedule to reduce barriers (coverage for staff, teaching schedules for faculty, etc).
- Decide how you will measure outcomes (brief pre/post check-ins, anonymous feedback) and how insights will translate into concrete next steps (team norms, community of practice, repeat sessions).
- Consider gathering inspiration from other grant categories and collaborating across U of G for innovative blending of ideas.