

Example Past Initiatives:

- Storytelling retreat to support connection, collaboration, and mental well-being, while reflecting on workplace strengths and challenges through centring art-making and social justice.
- The IndigenERA Lab hosted an Indigenous cultural wellness day to support the development of their code of relational ethics, which represents the lab's shared values, centered on how to create and maintain positive relationships with one another and Indigenous community partners.



Grant Program: Wellness Retreat

Description of Grant (\$3000 max): A relationship-focused program offered as a one-day retreat or multi-event series, centered on intentional learning, connection, and attendee wellness.

The Benefits

- Positive effective have been associated with intentional learning focused on improving or developing personal resources to enhance well-being or cope with stress (Watson et al., 2018).
- Learning to enhance professional capabilities has the potential to have spillover benefits for well-being, in addition to the development of skilled expertise (Watson et al., 2018).
- Dedicated time for to focus on wellness activities, supports efforts to reduce chronic stress and confer well-being benefits (Long et al., 2022).
- Well-being initiatives that cultivate healthy workplace interactions can influence employees' health practices and well-being, energize collaborative teams, and enhance productivity (Mastroianni & Storberg-Walker, 2014).
- A relational focus on connections in the workplace strongly shapes well-being, and one study found that employees reported better wellness and healthier behaviours when interactions were trusting, collaborative, open, and respectful, and when they felt valued (Mastroianni & Storberg-Walker, 2014).

Key Considerations

- Identify potential barriers or challenges, or unexpected issues, to ensure the best possible outcomes.
- Consider exploring innovative and unique modes of knowledge sharing.
- A day, or multiple events devoted to wellness is a time commitment to participate in, so it is imperative to ensure leadership commitment is present and scheduling allows for completing operational tasks.
- Embed your initiative within existing team meetings and annual retreats to have a wellness component moving forward.