No More Silos:
Doing Integrative, Holistic Well-Being Work with Faculty
George Brown College

30,000 day students
New residence – 500 (most students are local)

40%+ students have English as 2nd language
18% international students
Average age: 23

175 programs: apprenticeship - certificate – diploma – degree – post-graduate
3 campuses + programming at Ryerson
7 academic divisions; multiple Schools – centralized/de-centralized model
## Integrated Teams

### Vision:

Enhance our impact by offering what departments need, when and where they need it, in collaboration with them

- Increase **visibility** of Student Affairs staff in academic areas – become part of the faculty team
- Offer more **tailored services** and supports to meet a range of requests and respond to unique needs – understand the programs and the department culture
- See ourselves as **educators** when working with academic areas – offer consultation and support

### Actions:

- Assigned staff to academic areas – on teams, across 4 service areas; coordinated team meetings
- Co-located staff in academic areas; commit to working more collaboratively and responsively
- Encouraged staff to attend program and department meetings, reach out and connect with faculty
- Encouraged staff to offer tailored presentations and workshops to meet faculty needs; offer consultation, advice, and support; create and share resources
- Encouraged staff to create tailored services for students
- Gave staff time to become trained and deliver training (e.g. MHFA, SafeTalk)
2013 – 2018: Academic and Student Affairs
Building Capacity and Enhancing our Impact through Collaboration

- Recognizing the critical role peers play in the student experience
- Integrated Teams 2013
- Revamp of Peer Support 2014
- Healthy Campus Initiative 2014
- Restructuring of Student Affairs: creation of “Student Well-Being Team” 2016
- Leadership for Universal Design for Learning in Academic Areas 2016

Recognizing the critical role teaching faculty play in the student experience
2018: Specialized coaches, including…

**Wellness Peer Coaches**
Counselling and Student Well-Being team

**Career Peer Coaches**
Career Services Team

**Deaf Peer Coaches**
Accessible Learning Services Team

…plus integration of self-serve options for access to service and therapeutic resources
Case Study: Faculty-Counsellor-Peer Support for Specific Student Population

- Deaf Counsellor available to Deaf students
- Increased access to tailored services
- Increased education for teaching faculty with Deaf students
- Community building between hearing and Deaf students
- Deaf Student Engagement Coordinator
Case Study: Faculty-Counsellor-Peer Support for Specific Student Population

Black Student Success Network

2016: students and faculty spoke out about need for more accessible and relevant counselling services for Black students

2018: dedicated counsellor to “Let’s Talk” BSSN groups awarded by BSSN for outstanding collaboration and student support
Peer Support NOW – in 2018

Emotional Intelligence – EQi – extensive training and mentorship for coaches
Mindfulness Meditation sessions
Nutrition workshops – The Good Food Market weekly
Drop in Peer Coaching daily
Therapy dogs
Stress reduction workshops
In-class information sharing by coaches at key points in semester
Drop in Salsa, Zumba, and relaxation sessions
Effective referrals to the right student service
And much more…
Healthy Campus Initiative

Actions:

• Healthy Campus Conference 2014
• Secured RBC funding -- hired Research and Education Coordinator. Kate Klein awarded 2017 “Innovation Award” at GBC
• Gave multiple presentations across the college to increase awareness – with administrators, faculty union, College Council, GBC Board, etc.
• Created “Give a Great Referral” guide for faculty and staff
• Created a series of 3 workshops for GBC staff: Foundations for Flourishing = Healthy Campus Champions community of practice. Strengthened mental health literacy of staff, skills in effective referrals, creating a caring community, and advocating for change
• Trained over 700 staff in F4F, MHFA, SafeTalk; Created “Give a Great Referral” faculty/staff guide
• Created online video library of faculty sharing strategies on enhancing student wellbeing: “Faculty Connect”
• Created digital storytelling mental health project
• Created emotional distress response protocol – cross-college collaboration. Developed Train-the-trainer resource guides.
• Collaborate with Counselling team on Healthy Campus Weeks
• Offer tailored training to departments across the college

Liz Brokest: Facing Public Speaking Fears
Liz Brokest shares some of the strategies she uses to support students in facing their fears of public speaking.

Faculty Connect Video
Integration looks like this NOW – in 2018

International Counsellor
Counsellor for Design department
Counsellor for Theatre School
Counsellor for ECE programs at Ryerson
Complex Case Management and Crisis Intervention Counsellor
Counsellor for the residence with specialty in sexual violence education and response
Well-being Curriculum Integration Counsellor
Counsellor for Black Student Success Network
Counsellor for Community Services programs
Well-being programming co-created and co-facilitated by faculty (Mood Routes)
Etc.!

…and…drop in hours daily at every campus – with frequent faculty referrals for support
Integration looks like this NOW – in 2018

Counsellors, in collaboration with professors:

- Design workshops for faculty
  Deliver training to specific faculty groups

- Participate as a support person in student-led groups

- Meet with faculty in faculty space
  Meet with students in student space

- Influence curriculum

- Design workshops and groups for specific student populations
Future of Student Well-Being at George Brown College

Newly created division of “Student Success” -- Development of “Strategy 2030” -- Student Experience as a pillar

Addressing systemic and structural barriers to student well-being – revising policies; offering more choice; exploring Universal Design for Learning

Integration of staff well-being with student well-being for a truly ‘whole campus’ approach – significant social traction has been obtained through the focus on healthy campus – now need to expand to encompass all areas – in policies and practices
The Panel

- Tenniel Rock – Manager Counselling and Student Wellbeing
- Robert Malowany – Wellbeing curriculum integration counsellor
- Lavlet Forde – Embedded counsellor, community and social service work department
- Shannon Grant, Nathaniel Aniballi, Lenore Cohen - New View Collective, student run mental wellness support group
Questions for the Panel

Doing Integrative, Holistic Well-Being Work with Faculty
Questions for the Panel

1) Tell us about how the work you are doing is widening access, increasing inclusion, and promoting well-being at GBC?
Questions for the Panel

2) Tell us about how you have been building strong connections with faculty and linking mental health, equity, retention, accessibility, and student success in holistic ways?
Questions for the Panel

3) For folks in the audience looking to implement this model what would be the first steps and what are your recommendations? How do you avoid pitfalls and challenges?
Questions? Comments?

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