

Connecting staff to wellness pillars, supporting wellbeing, and promoting DEI.

2023

Joshua Kamimoto

Overview

Our goals was to contribute to a culture of wellbeing and uphold UCSF's commitment to diversity, equity, including, and anti-racism by connecting staff with others from diverse backgrounds and perspectives, engaging staff where they can discuss common issues they face and strategies to overcome them, and equipped staff with tools to be successful in the workplace.

Data Snapshot

All participants felt like they left Coordinator Development Day with tools to help them be more effective at work.

All participants were very likely or extremely likely to recommend future Coordinator Development Days to their colleagues.

All participants selected that they would like to have another Coordinator Development Day.

Resources



Project Details

Staff were able to connect with like minded staff in other departments to build a support network (social wellness), shared best practices to generate resources that will mitigate stress and promote resilience (emotional wellness), developed a venue to speak with leaders to engage in work that is meaningful to their values, goals, and lifestyle (career wellness), facilitated a culture of interdepartmental collaboration where everyone can actively participate in a thriving community, culture, and environment (environmental wellness), and provided development that encourages all staff to find meaning and purpose in life and explore what is larger than oneself (spiritual wellness).

This was accomplished during a half day Coordinator Development Day. There were 3 sessions:

- 1) Keynote Speaker
- 2) Team Building
- 3) Table Talks

Project Challenges

We encountered 2 major challenges:

- 1) Attendance was lower than expected due to the time of year that we held the event and staffing volumes being low.
- 2) The speaker that was scheduled to provide the keynote cancelled with very little turnaround.

Lessons Learned

To address our attendance issues, we will send out communications earlier and more times to ensure everyone is aware of the event. In addition, we will move our event to be in early April, which is a little more convenient for the staff we are targeting.

To address our speaker issue, we will do our best to secure contracts earlier to ensure all approvals can be received in a timely manner. We still hope to get an outside speaker than can provide an outside perspective in the future.