

BeWell Grant

Overview of Successful Applicants 2024-25

In it's pilot year, a total of 21 BeWell Grant applicants received funding to support wellness initiatives. Each initiative contributes to advancing the pillars of wellbeing at Queen's which include:



Personal Wellbeing



Places



Belonging and Social Connection



Workplace Culture

Team/Unit/Department Initiatives (Funding up to \$1,000)

CCTG Holistic Wellness Hub, Faculty of Health Sciences

With over 150 full-time employees, the Canadian Cancer Trials Group (CCTG) employees often work in siloed teams, missing out on opportunities to connect and recharge. The "Holistic Wellness Hub" aims to bridge this gap by creating an inclusive space where employees can gather during breaks and lunches to foster social connections and enhance their mental, emotional, and physical well-being. Board games, electronic games, and sporting goods will encourage group interaction, while puzzles, books, yoga mats, and creative supplies will offer individual relaxation options.

ICACBR Art and Picnic, Faculty of Health Sciences

The "Art and Picnic" project is an initiative designed to foster culture, belonging, social connection, and personal well-being within the Queen's community. This two-part event begins with attendees painting and decorating their own wooden birdhouses which ultimately will provide a safe nesting space for birds, enhancing our connection to nature, and promoting a healthier environment. Following the painting session, attendees will enjoy a catered outdoor picnic on Queen's campus. Together, these activities create lasting memories, strengthen social connections, and contribute to a positive and inclusive work culture at Queen's University.

Biosciences Gardens, Faculty of Arts and Science

The Biosciences Gardens initiative aims to expand the successful "Indoor Garden Collective" which was originally designed to provide students with the opportunity to grow edible plants in the Phytotron. To accommodate growing interest, the initiative will be expanded to include staff, faculty, and other members of the Queen's community by utilizing additional spaces in and around the Biosciences Complex. Gardening has been shown to reduce stress, depression, and anxiety, and our group members are already experiencing these benefits. This initiative is a powerful way for the Queen's community to connect with nature, support sustainability, and enhance personal well-being.



Handwritten Cards, Student Affairs

This initiative aims to recognize and appreciate the hard work of customer support representatives, maintenance workers, and superintendents in Community Housing. Each employee will receive a personalized handwritten thank you card highlighting a meaningful contribution they've made over the past year, along with a \$20 gift card to Campus Tim Hortons, Common Ground Cafe, or another preferred location. This gesture is designed to action data from the 2022 Employee Experiences Survey. By expressing gratitude and encouraging employees to use these gift cards during their breaks together, the project seeks to boost job satisfaction, enhance social connection, and promote a positive work environment as the team approaches the busy tenant turnover season.

Healing our Spirits through Indigenous Ways of Knowing and Being, Student Affairs

This initiative is designed to honour and embrace the cultural significance of the Ribbon Skirt within Indigenous communities. The Ribbon Skirt is more than just a garment; it symbolizes a personal reclamation of identity, resilience, and cultural pride. Each skirt is unique, adorned with colours and designs that hold deep spiritual and ancestral significance, representing the wearer's connection to their community and Mother Earth. This initiative will include a Ribbon Skirt-making workshop for the team at the Four Directions Indigenous Student Centre which aims to create a space for spiritual healing and connection, allowing team members to craft their own Ribbon Skirts to be worn at important ceremonies, convocations, and events where they represent and support Indigenous students. Through this initiative, the project underscores the importance of cultural preservation, identity reclamation, and collective healing within the Indigenous community at Queen's University.

Learning from the Waterways in a Place of Passage and of Gathering, Office of the Provost and Vice-Principal (Academic)

This initiative by Agnes staff focuses on reconnecting with each other and the natural environment as they prepare for the reopening of Agnes Reimagined. This day-long excursion along Lake Ontario allows the team to share personal and cultural experiences, fostering a deeper understanding and strengthening their commitment to decolonial practices. The project serves as both a celebration of their journey and a foundation for new, inclusive practices that will guide the future of Agnes as a collaborative and empathetic art centre.



Brushstrokes of Unity, Office of the Vice-Principal (Finance and Administration)

This initiative seeks to create a collaborative art piece that symbolizes unity, collaboration, and individual expression within the Risk and Safety Services team. This unique artwork will be composed of 48-50 individual canvases, each painted by a staff member who interprets a section of a larger picture, maintaining a cohesive colour palette and design. The completed piece will be prominently displayed in the shared office space, serving as a visual representation of the team's collective creativity and connection. The project aims to foster team building, promote creativity, and strengthen social bonds within the department.

The Great Escape: A Wellness Activity, Office of the Vice-Principal (Finance and Administration)

This team-building event is designed to bring together 66 employees from Financial Services, Strategic Procurement Services, and Investment Services for a day of connection, collaboration, and fun. The event will begin with a potluck lunch at the office, featuring a welcome from the leadership team and a discussion on the importance of integrating wellness activities into our busy schedules. Following lunch, participants will be divided into teams for an outdoor escape room experience in Kingston, allowing colleagues from different departments to work together and build relationships outside of their usual workgroups. The escape room challenges will encourage creative problem-solving, collaboration, and the use of each person's unique skills, fostering a positive and engaging team-building experience.

IT Services Participation Day, Office of the Vice-Principal (Finance and Administration)

The ITS Participation Day is an exciting staff-led initiative designed to bring together IT Services staff for a day focused on wellness, social connection, and team-building. As many of the ITS team members work remotely, this day offers a valuable opportunity to meet in-person. The event is packed with activities ranging from high to low-impact, ensuring accessibility and promoting overall health and wellness. The day includes team-building games, various outdoor and indoor activities, and culminates in cheering on the Queen's Gaels Men's Soccer team as a unified group. By partnering with Queen's Athletics & Recreation and local food vendors, Participation Day not only strengthens our internal community but also enhances our connection to the broader Queen's campus. Whether it's through making spirit signs, enjoying a meal together, or engaging in fun-filled games, ITS Participation Day aims to create lasting bonds and a stronger sense of unity among staff.



Portfolio Initiatives (Funding up to \$2,000)

Queen's Health Sciences Belonging Series, Faculty of Health Sciences

The Queen's Health Sciences Belonging Series is a year-long initiative designed to foster a sense of belonging, enhance well-being, and build stronger connections among staff and faculty across the School of Medicine, School of Nursing, and School of Rehabilitation Therapy. Responding to feedback from the Dean's Action Table on EDI survey and the Belonging Project, this series addresses the desire for greater interprofessional collaboration and appreciation within QHS. The Belonging Series includes various wellness-focused events such as a yoga session on Summerhill Lawn, a financial wellbeing lunch session with expert advice, a wellness panel discussion led by QHS health experts, and a staff and faculty appreciation video from QHS leadership. The series will culminate in a scavenger hunt, allowing participants to explore and appreciate the diverse roles within QHS.

The Arts and Science Living Wellness Library, Faculty of Arts and Science

This innovative initiative provides FAS staff with free, voluntary access to a variety of activities, similar to a public library, but focused on wellness. The library includes day passes to the ARC, Little Cataraqui Creek Conservation Area, concert and gallery tickets, theatre productions, and more. Staff can browse, sign out passes, and join lotteries for event tickets. By fostering engagement and providing opportunities for staff to connect and enjoy shared experiences, the library will boost morale, strengthen interdepartmental relationships, and highlight the rich cultural and recreational resources available in Kingston. Set to launch in Fall 2024, this initiative is designed to build a closer, more connected Arts and Science community.

New Connections for Success, Faculty of Arts and Science

The "New Connections for Success" project aims to bridge gaps between large, physically separated departments - Psychology, Biology, Kinesiology, and Environmental Studies. This initiative seeks to foster trust, belonging, and collaboration within the new FAS Hub by hosting a Kick-Off BBQ in the Biosciences Courtyard. Featuring leadership profiles, meet-and-greet opportunities, and accessible outdoor games, this event will set the stage for ongoing connection and team-building. Emphasizing the positive impact of outdoor activities on mental health, this project will leverage the beauty of Queen's campus to enhance camaraderie and support teaching, learning, and research. This community-building effort aims to cultivate a vibrant, inclusive, and active environment that supports over 500 members across departments.



Hub 5 + Friends Social Wellbeing Series, Faculty of Arts and Science

The "Hub 5 + Friends Social Wellbeing Series" is an initiative designed to enhance social well-being and connectedness among Faculty and Staff within the newly formed Hub 5, which includes the Departments of Art History/Conservation, Fine Arts, Film & Media, Cultural Studies, and the DAN School of Drama and Music. As these departments are housed in different buildings, this series of daytime activities will help bridge the physical distance and promote a sense of community across the hub. Each unit will host an activity, fostering a sense of place and belonging, while also inviting key partners from central services to strengthen connections across the Faculty of Arts and Science. Planned activities include a Back-to-School Potluck and Carnival Games in September, a Lunch-Time Chair Yoga session in December at the Isabel Bader Centre for the Performing Arts, and a Spring Cèilidh Tea in Ontario Hall.

LibWell, Library Services

LibWell has been established as part of Queen's University's commitment to fostering a culture of well-being across its campuses. Created by the Vice-Provost and University Librarian as a subgroup of the Staff Engagement Think Tank (SETT), LibWell is dedicated to promoting the physical and mental health of library staff through various wellness initiatives. LibWell will implement a range of programs designed to enhance personal and professional well-being. These initiatives, shaped by feedback from staff and guided by the Dimensions of Wellness, aim to build a healthier, more engaged workplace. By leveraging partnerships with peers, the campus community, and external organizations, LibWell is poised to make a meaningful impact on the well-being of Queen's University Library staff.

Staff Appreciation Wellness Keynote Speaker, Smith Engineering

Smith Engineering's 2025 Staff Appreciation Event will focus on cultural diversity in the workplace, featuring a Wellness keynote address by a BIPOC speaker. This initiative underscores the Faculty's commitment to valuing diverse cultures and perspectives. The speaker will share powerful stories of resilience, wisdom, and cultural contributions, fostering greater awareness, empathy, and respect among attendees. This event aims to inspire staff to embrace their unique backgrounds and contribute to a more inclusive and supportive work environment. With an expected attendance of over 100 staff members, this half-day event promises to be a significant step towards building a more culturally aware and connected workplace.



Wellness and Self-Care Staff Social and Snacks, Student Affairs

This event is designed to bring together all 400 full-time Student Affairs staff, along with summer student staff from over 20 units, for an end-of-summer celebration focused on wellness, self-care, and community building. This drop-in event offers staff the chance to connect before the new academic year begins, engaging in stress-reducing activities like puzzles, paint by numbers, and crafts. Attendees can also contribute to "Best of Summer" lists, sharing their favorite movies, books, and activities, fostering a sense of belonging. The event will feature wellness-themed door prizes for both individuals and units, including gift certificates, art supplies, and tickets to varsity games or performances. This event aims to strengthen connections across the Student Affairs portfolio and promote ongoing engagement in wellness practices throughout the year.

Cross-Portfolio Initiatives (Funding up to \$5,000)

Collective Wellness through Dance, Faculty of Health Sciences

This initiative was created to address social isolation and promote physical activity among staff and faculty at Queen's. With many employees spending long hours alone at their desks, this program offers a refreshing way to reconnect with colleagues and engage in a fun, inclusive activity. Running monthly from November 2024 to February 2025, the program includes 30-minute group dance sessions led by a local instructor. Open to all members of the Queen's community, including those with mobility challenges, "Collective Wellness through Dance" is a unique opportunity to foster a sense of belonging, enhance well-being, and build a stronger campus community.

Laughing for Health, Faculty of Health Sciences

This unique project is designed to promote well-being and connection through the power of laughter. It feature will comedians, potentially Queen's alumni or students, to campus for a one-hour comedy show over lunch in Winter 2025. Led by Queen's Health Sciences, the event is open to all staff and faculty and aims to create an inclusive environment where participants can relax, share a few laughs, and connect with colleagues across the university. Laughter has been shown to offer numerous health benefits, from relieving stress and tension in the short term to boosting the immune system and improving mood over the long term. By fostering a culture of care, enhancing a sense of belonging, and soothing workplace tensions, "Laughing for Health" seeks to raise morale, provide a well-deserved break, and offer a fun opportunity for networking and connection across Queen's University.



Friday Employee Summer BBQ Socials, Office of the Vice-Principal (Finance and Administration)

This initiative aims to foster social connection and personal well-being among employees through a series of on-campus barbecues held on Fridays in August. Recognizing the powerful role of food in bringing people together, these events will offer an opportunity for employees to socialize over a shared meal, enhancing their sense of belonging and campus connection. Hosted in collaboration with Human Resources and Hospitality and Events Services, the barbecues will take place outdoors at MacCorry, with provisions for an indoor setting if needed.

QMPG Connect, Office of the Vice-Principal (Finance and Administration)

The "QMPG Connect" is an initiative designed to strengthen the Queen's Managerial and Professional Group (QMPG) by providing structured opportunities for connection, leadership development, and increased awareness of available resources. Recognizing the unique challenges faced by managers and leaders within the university, this project focuses on enhancing resilience, building leadership capacity, and fostering collaboration across the QMPG. The key event, which will be facilitated twice to reach as many members as possible, includes updates from the senior leadership team and a networking activity called The Reciprocity Ring. This initiative aligns with the Principal's Report on the Conversation and responds to the employee experience survey's call for more professional development opportunities. Additionally, the project will offer a series of in-person and virtual events throughout the year, enabling QMPG members to come together, share knowledge, and develop essential skills in a consistent and meaningful way.

Get Schooled, Faculty of Education

The Faculty of Education is embracing creativity and connection during the ongoing renovations at Duncan McArthur Hall (DMH) through the "Get Schooled" initiative. This project aims to maintain a sense of community and well-being among staff, faculty, and DMH community members despite the disruptions of the renovation process. Drawing inspiration from their core mission of training educators, the Faculty has designed a series of school-themed touchpoint events. Each event is carefully crafted to foster personal well-being, social connection, and a sense of belonging, while also promoting career and workplace health. From creating themed charcuterie boards to playing outdoor games, "Get Schooled" provides a fun and engaging way for the Faculty of Education community to stay connected and thrive during this transitional period. All employees at 355 King Street are welcomed and encouraged to join this initiative!





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