Wellbeing and belonging conversations

170 participants
including faculty, librarians, and academic, operational, and caretaking staff.

12 conversations
including 8 in person and 4 online, hosted from November 2024 to February 2025.

5 questions
discussed with all participants. Frequent responses are summarized below.

What does wellbeing and belonging mean to you?

- Work-life balance
- Psychological safety
- Physical and environmental health
- Clear, consistent communication
- Strong sense of community
- Inclusive, flexible, and transparent culture
- Support for different life stages and needs
- Reciprocity and relational accountability

What barriers to wellbeing and belonging have you encountered in your role?

- Convoluted, multi-stage processes
- Inconsistent managerial support
- Unclear communication from colleagues
- Limited time for professional development

What existing wellbeing and belonging initiatives do you find impactful?

- Colleague meet-ups and social outings
- Accessible training sessions
- Connect and Refresh events
- Regular managerial check-ins
- Sports and physical activities at RAWC
- Support from, e.g., the Family Care Office

Where do you go for UTM information about wellbeing and belonging?

- Managers and team leads
- Listservs and email newsletters
- UTM events listing
- Social gatherings
- University websites
- HR knowledge base

What contributes most to your wellbeing and belonging at UTM?

- Direct managerial support
- Flexible work arrangements
- Time for physical and emotional health
- Professional development opportunities
- Workplace efficiency and inclusivity
- Thoughtful, community-oriented colleagues

Toward wellbeing and belonging priorities

Based on these conversations, and the commitments of UTM's strategic framework, the wellbeing and belonging committee has identified five themes to guide development of future priorities.

What isn't here – but should be?

Balance

Recognizing that all employees benefit from a supportive work environment, with fair expectations and respectful dialogue about personal and professional needs.

Space

Recognizing that our campus is a space for creativity, connection, and vitality, which we should animate with art, place-based workshops, and hubs for conversation.

Mind and Body

Recognizing that UTM should promote our existing physical and mental health resources and seek opportunities to broaden their reach for our entire community.

Communication and Connection

Recognizing that a culture of trust relies on clear, consistent communication shared in diverse forums, including in-person, online, and flexibly scheduled events.

Leadership and Learning

Recognizing the value of professional development pathways for all employees, including learning and mentorship programs for current and aspiring leaders.

To share feedback on these themes, email:
wbb.utm@utoronto.ca