

Welcome to
WELLBEING
in an inclusive environment



Erasmus

25 September 2023

Programme overview



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Closing

Erasmus

Welcoming Our guests speakers



Dr. Marilisa Boffo, PhD
Student Wellbeing programme
Academic Lead

Ilse Schenk
HR International Employees
Senior Policy Advisor

Dr. Yumna Asaf
IDEA Center
Project Lead Inclusive Education

Minke Versluijs
HR Health and Wellbeing
Senior Policy Advisor

Veronika Norvaisaite
IDEA Center
Project Lead Soft Landing

Dr. Rick Wolff
Education Senior Researcher
Risbo / iBelong EU project

The Erasmus University logo, rendered in a stylized, handwritten font. The word 'Erasmus' is written in a dark teal color, with the 'E' being particularly large and prominent. The logo is positioned in the bottom right corner of the slide.

The Erasmus approach

Erasmus University Rotterdam

Dr. Marilisa Boffo

Academic Lead – Student Wellbeing programme

The Erasmus University logo, featuring the word "Erasmus" in a stylized, cursive script font.



How do we valorize **wellbeing**
in a **multidiverse** community?

What is wellbeing?

"...a state in which the individual realizes their own abilities, can cope with normal stresses of life, can work productively and fruitfully and is able to make a contribution to their community." (WHO)

Why wellbeing?

What is the mission of a higher education institution?

- Education
- Knowledge
- Contribute to society



Human aspect:

- *Wellbeing* is a prerequisite for being agents of change
- *Student* success includes both academic achievement and personal development

The context: The city of Rotterdam

- 2nd largest city in NL

- > 170 nationalities

- Largest seaport in EU

- Urban city of Rotterdam > 1,160,000 inhabitants

- > 50% population with a migration background

- Open and modern city => nearly fully rebuilt after WW2

The context: Diversity @ EUR



^a CBS, Barometer Cultural Diversity, 2023; ^b EUR Student Wellbeing Monitor, 2020, 2021, 2022

Diversity @EUR



The “Erasmus approach”: Our Values



Socially engaged



World citizen



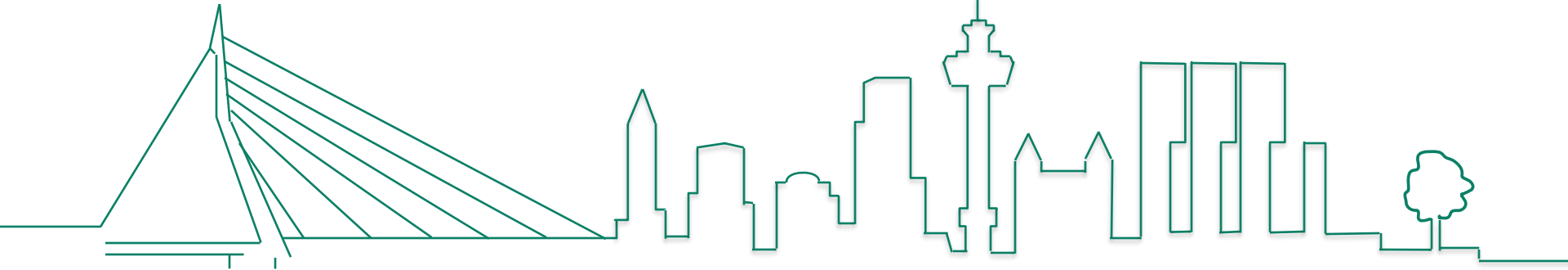
Connecting



Enterprising



Open-minded



The “Erasmus approach”

Our strategy

- **System approach** across education, research, HR:
 - Policies
 - Services
 - Campaigns / interventions
- **Model of change:** what are the determinants of wellbeing?
- **Targets:** Students, employees, environment
- **Agents of change:** Interrelated professional and academic roles within and across domains
- **Evidence-based foundation**



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The “Erasmus approach”

A system perspective



The “Erasmus approach”

A system perspective



Target:
Students & educators

What:
sense of belonging /
Wellbeing in the classroom

Who:
#iBelong project



Target:
Students, environment

What:
Health, wellbeing, personal
development

Who:
EUR Student Wellbeing
Programme



Target:
Students, employees,
environment

What:
Diversity & Inclusion

Who:
IDEA center



Target:
Employees

What:
Safety / wellbeing

Who:
Safe@EUR project



#iBelong

Erasmus University Rotterdam

Dr. Rick Wolff
Risbo – Research Training - Consultancy



The Erasmus University logo, featuring the word "Erasmus" in a stylized, cursive script.



*‘Towards a sense of
belonging in an inclusive learning
environment’*

#IBELONG



Dr. Rick Wolff, Risbo/Erasmus University Rotterdam

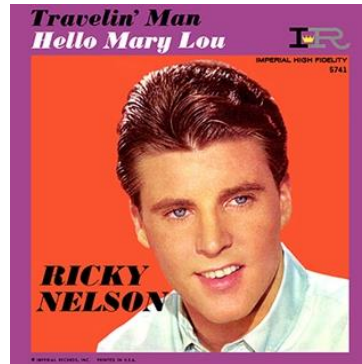
EAIE, Erasmus University Rotterdam, 25/26 sept 2023

Exercise: What's in a name?

(10 minutes)



- ▶ Form groups of 3 participants
- ▶ Tell each other the story behind your *first name* and *last name*



#IBelong



#IBelong aims at improving the experiences and outcomes of students from diverse backgrounds through creating more inclusive learning environments in higher education.

Sense of Belonging



- Sense of belonging is a fundamental human need (Baumeister & Leary, 1995) that enhances Well-Being (Haim-Litevsky, Komemi & Lipskaya-Velikovsky, 2023)
- Poor sense of belonging may negatively impact academic motivation and success (Baumeister, et al., 2002; Deci & Ryan, 2000; Walton & Cohen, 2007).
- Students from low socio-economic (SES) and migration backgrounds seem to feel uncertain about their belonging in higher education
(Hausmann, Ye, Ward Schofield, & Woods, 2009; Robbins et al., 2004; Rubin, 2012; Walton & Cohen, 2011).

Erasmus+ Strategic Partnership



- ▶ KA2 - Cooperation for Innovation and the Exchange of Good Practices
- ▶ KA203 - Strategic Partnerships for higher education.

Partners

Erasmus University Rotterdam (coordinator Dr. Marieke Meeuwisse), the Netherlands

- ▶ Expertise Center for Diversity Policy, the Netherlands
- ▶ University of Osnabrueck, Germany
- ▶ University of Porto, Portugal
- ▶ Edge Hill University, England
- ▶ Knowledge Innovation Centre (KIC), Malta

Programme of interventions



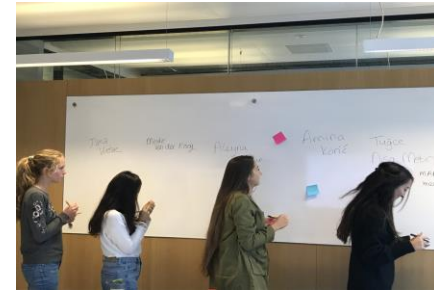
Three pillars of interventions towards a sense of belonging on the level of course programs



▶ Dialogue Days



▶ Team Teacher Reflections



▶ Student Community Mentoring

Some EUR-outcomes #IBelong



Dialogue Days

- Students have the feeling that both staff and peers are interested in their personal backgrounds and circumstances and are open towards diversity in the student body (even in online education).

Team Teacher Reflections (TTR)

- Some teachers start their course/subject with an introduction in which both students and teacher have the opportunity to share something about their background and personal lives. Helpful in creating an inclusive environment during the rest of the course/subject.
- Recommendation to disseminate TTR-activities over the academic year, for example during existing regular staff meetings.

Student Community Mentoring

- Such a supportive and inspiring initiative that mentees and mentors volunteer to become a mentor themselves (again) in the upcoming year.
- A small-scale debut at the Department of Pedagogical Sciences in 2019/20, student community mentoring implemented ESSB-wide (Erasmus School of Social and Behavioural Sciences) from 2020/21 onward.



Student Wellbeing

Erasmus University Rotterdam

Dr. Marilisa Boffo

Academic Lead – Student Wellbeing programme

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Our mission



From *study* success to *student* success

Student success includes study success (academic achievement) AND the wellbeing and personal skills that enable students to develop their talents and create impact in a complex society

The Erasmus logo is located in the bottom right corner. It is written in a white, cursive script font. The word 'Erasmus' is written in a fluid, handwritten style.

Our strategy



Values

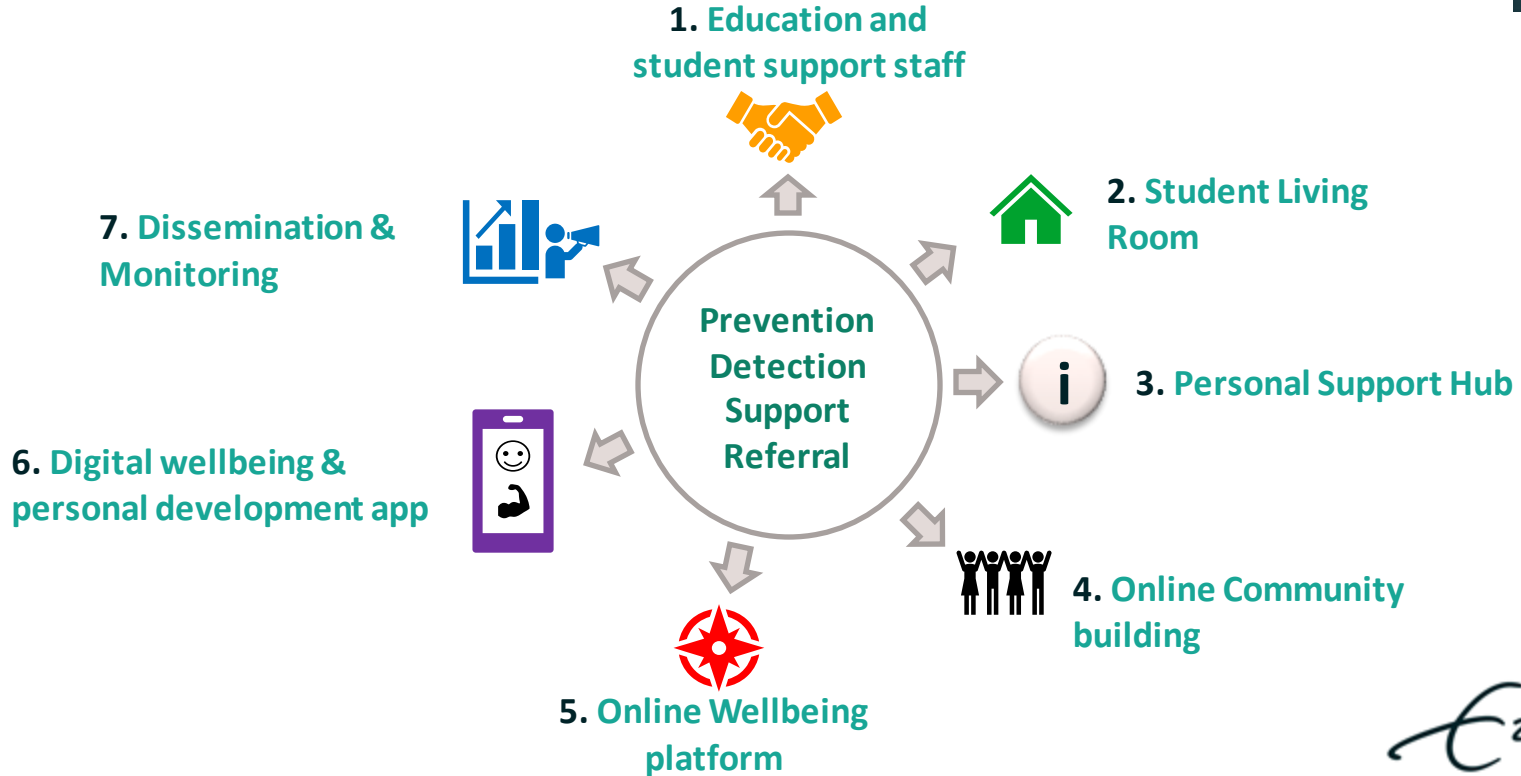
- Person-centeredness
- Inclusivity
- Accessibility
- Rooted in scientific evidence
- Innovation
- Transparency in goals and outcomes
- Free of charge

Goals

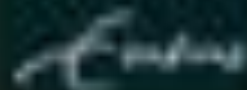
- Promote focus on student success
- Normalize wellbeing and self-care
- From and for all students
- University-wide system approach
- Variety of services
- Timely support
- Evidence-based innovation

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Our strategy: a comprehensive programme



Edinburgh
University
NHS Foundation



Student Wellbeing

Wide range of services to support you

Student support

Version: July 2023

Practical matters

Erasmus Student Service
Centre (ESSC)

International office

Tutors/teachers (faculty)

Study advisor (faculty)

Personal matters

Peer-to-peer

Living room

Personal Support Hub

@ease

Caring Universities

Professional

Study advisor (faculty)

Student counsellors and team Studying
with a Functional Impairment (SMF)

Student psychologists

Career advisors

Confidential counsellors

Safe@EUR

Siggie online coaching

Spiritual counsellor

General practitioner

Mental healthcare

Workshops and social activities

Central student
support team

Study advisor (faculty)

LifeVersity

Living Room

Uni-Life app

Erasmus University Rotterdam
Making Minds Matter



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Living Room & Personal Support Hub



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Wellbeing Weeks

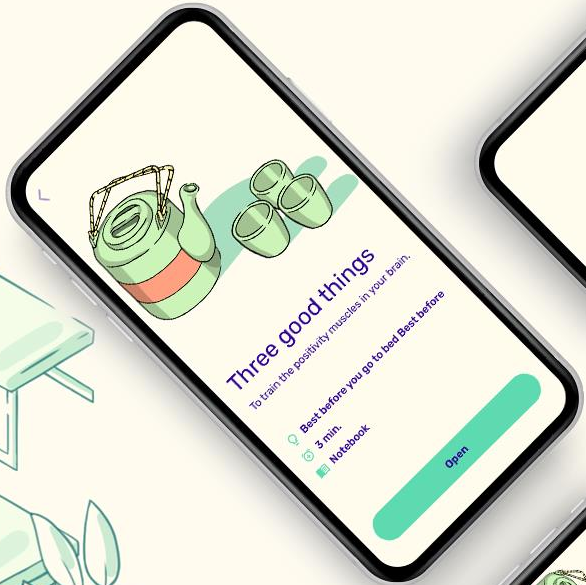
Student Wellbeing Week		May 30-June 3, 2022		
Monday 30/05	Tuesday 31/05	Wednesday 01/06	Thursday 02/06	Friday 03/06
Smoothie cycles 12:00-17:00	How to deal with conflict? (in Dutch) 10:00-11:30	Boost your self-confidence with skills 11:30-12:30	Coffee hour 12:00-13:00	Do you take care of another? Then take good care of yourself too (in Dutch) 10:00-11:00
Chill Down: ICE BATH 11:00-14:00 (3 rounds of 1 hour)	Chill Down - ICE BATH 11:00-14:00 (3 rounds of 1 hour)	Mindfulness 13:00-14:30	To do or not do drugs? (in Dutch @ EMC) 13:30-14:30	Cultivating self-compassion 11:00-12:30
Turn your self-portrait into NFT! 12:15-13:45	Coffee hour 12:00-13:00	Demolition Derby (online) 16:00-17:00	Journaling 14:00-15:30	Wellbeing picnic 12:30 onwards
Speedfriending 15:00-17:00	Boost your resilience (in Dutch) 13:15-14:15	Game afternoon 16:00-18:00	Walk-in Loosen your mind & create your own Tote Bag! 15:30-16:30	Walk-in: We love to listen! 13:00-15:00
Kickboxing 19:15-20:30	Boost your resilience 14:45-15:45	Scavenger Hunt 17:00-18:30	Yoga & Meditation – Feeling into your body 15:30-17:00	Science of happiness 15:00-16:30
	Kralingse Plas Walk 15:00-17:00	<i>Every day, 12:00-17:00</i> Living Room & Personal Support Centre (just opened) @ Erasmus Plaza Play games, relax, meet other students or get a massage!	Discover flow - Where joy meets high performance 17:00-19:00	Taboo topic: Rejection 16:00-17:30
	Boundaries, Communication, & Consent 16:30-18:30		Boxing 17:00-18:30	
	Stop working, start striking! 19:30-21:00		Ecstatic Dance 17:00-19:00 (session 1) 19:30-21:30 (session 2)	
	Self-defense 20:30-22:00		Self-defense 19:30-21:00	

Wellbeing Weeks



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ROOM



Student Wellbeing policy



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Our team

Academic leads: strategic vision and goal setting, scientific foundation, representation within academic community



Programme coordinator: our 'chief of staff', connection with central EUR governance, translate vision into concrete implementation, bird's eye view of work team

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Our team



Project leads: coordinate implementation of programme packages, combining research, policy, communication, project management. Highly interdisciplinary backgrounds and expertise.



PhD candidates: research and evaluation
... and many other associate members
and student assistants

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Our student hosts / volunteers



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Employee wellbeing

Erasmus University Rotterdam

Ilse Schenk
HR Staff International Employees

Minke Versluijs
HR Staff Health and wellbeing



HR WELLBEING

Erasmus University Rotterdam has an extensive support network for employees. We do not only work reactive/curative, but also preventive. Two recent initiatives we'd like to highlight are OpenUp (since 2020) and Safe@EUR (since 2023):



Workplace Health and Safety Information map



HR WELLBEING

OpenUp - OpenUp offers low-threshold and quick access to psychologists by phone, chat or video call. It is a first preventive line for employees to receive support with mental issues. Besides the option to book a consult, OpenUp also offers various online tools. The OpenUp self-help programmes are designed in such a way that employees can start working on a mental challenge themselves and can independently track their progress.



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HR WELLBEING

Safe@EUR - Our support network is extensive, which can result in students, staff or employees not knowing whom to turn to when they need help or want to report undesirable behaviour with the organisation. Whenever this is the case, people can turn to Safe@EUR. The casemanagers of this central contact point will make sure reports of misconduct are registered (anonymously) and they will guide people in the right direction to make sure everyone receives the help they seek. The aim of this initiative is that no one gets lost in the system, and secondly, that we generate a central overview of the topics that are reported most about. This will eventually enable us to design more effective awareness campaigns and training.



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Integral collaboration

A photograph of the Erasmus University building, a large, modern, multi-story structure with a glass facade. In the foreground, several tall, colorful flags (purple, blue, green, orange, red, yellow, and teal) are flying on poles. The building has the Erasmus University logo and name on its facade. The sky is overcast.

Staff wellbeing is a responsibility that HR shares with multiple services within our organisation. We stand for intensive collaboration with our colleagues of (among others) IDEA Center, Learning & Career Center, Erasmus Sports and Erasmus Foodlab.

The Erasmus University logo, featuring the word "Erasmus" in a stylized, cursive script font.

We will be back in

10 minutes

After the break we will play with a game!

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IDEA Center

Inclusion Diversity Equity and Access
Erasmus University Rotterdam

Dr. Yumna Asaf
Project Lead Inclusive Education
IDEA Center

Veronika Norvaisaite
Project Lead Soft Landing
IDEA Center





IDEA: The inclusive education dilemma game

Let's Play A Game



The inclusive Education dilemma game

The Goal



- The game aims to initiate discussions among participants about issues related to inclusive education, and to help them find solutions together.
- It is a conversation starter that encourages participants to think about a real-life dilemmas from the perspective of 'an educator' in a learning environment and think of a possible solution.
- There is no right or wrong solution. The game provides an opportunity to exchange ideas or experiences and help find a common ground on certain principles.



The inclusive Education dilemma game

How to play?

- Dedicate 30 minutes to the game.
- Make a team of 10 participants (max).
- Each card has a title so the participants can choose which topic they'd like to discuss.
- Participants can pick a card, read the dilemma and the solutions aloud and mention their preferred solution to the team.
- A facilitator can ensure every participant gets to chose a card.
- Be compassionate, respectful and listen to each other.



Scan to access more resources on inclusive education
and the full dilemma game



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Integral approach to IDEA Center

Erasmus University Rotterdam

Dr. Yumna Asaf
Project Lead Inclusive Education
IDEA Center

Veronika Norvaisaite
Project Lead Soft Landing
IDEA Center

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Integral approach to IDEA Center

Our values



Freedom of speech is for everyone and indisputable.



Competitiveness and innovation of EUR is enhanced by the diverse backgrounds, perspectives, knowledge, experiences of our students, faculty and staff members.



Social equity, inclusion and dignity are a right for all members of the EUR community, and society as a whole.



Harassment and discrimination in any form have no place at EUR.

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Integral approach to IDEA Center

Team



Academic lead - for strategic vision and esteemed status within academic community

Day to day manager - the linking pin between the vision and the implementation, coordinating the work of the team

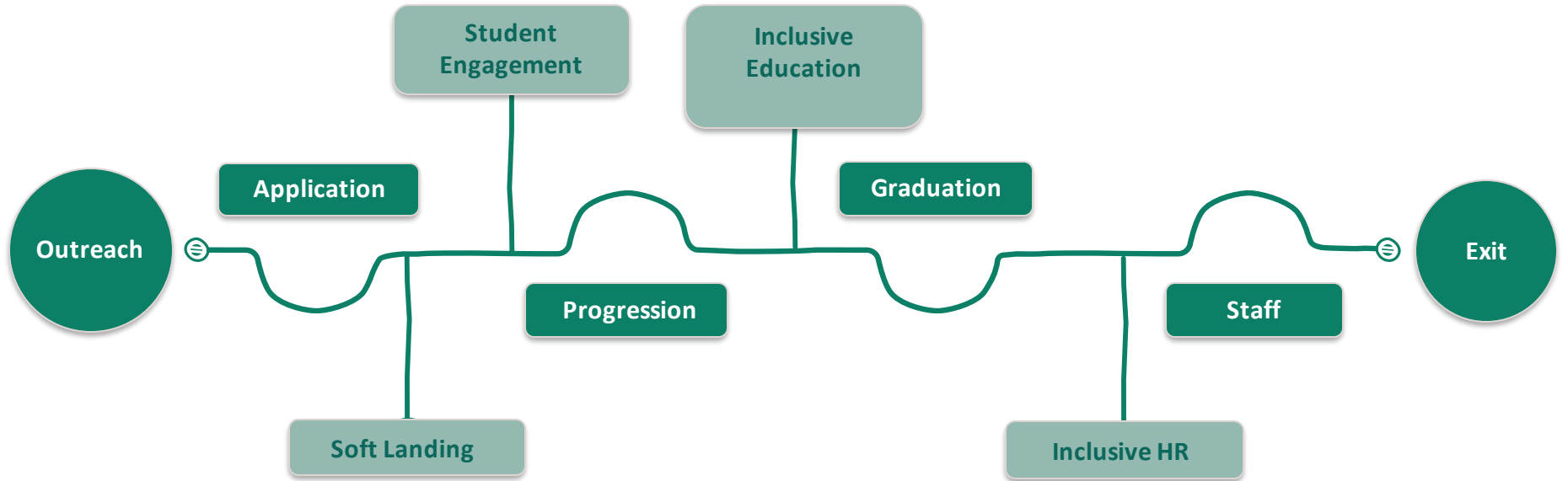
Highly educated diverse staff who combine research, expertise, activities and insights with implementation

Satellite team members - appointments at D&I and faculties/services

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Integral approach to IDEA Center

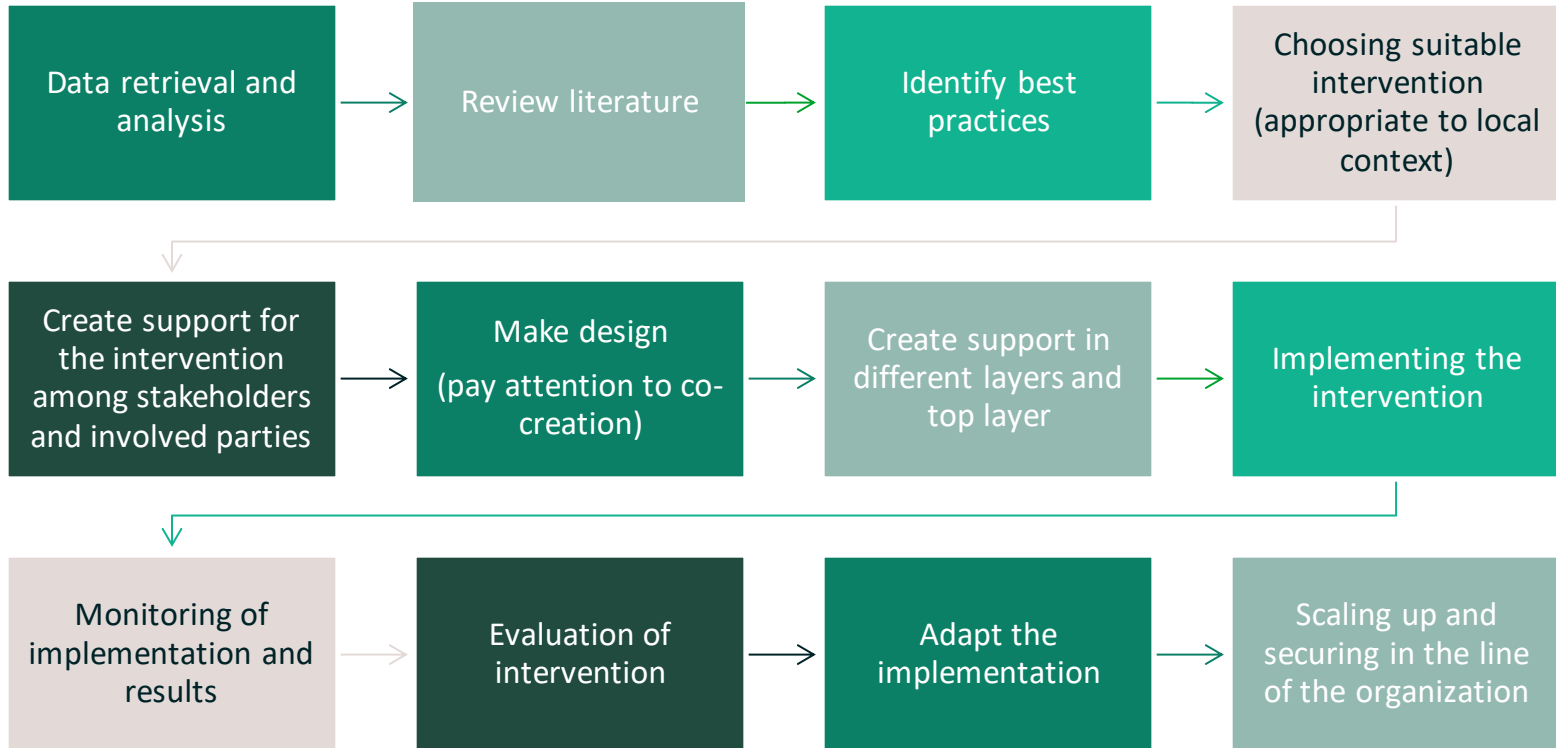
Integral approach



Monitoring & Research
Communication

Setting up an activity

How we work



fun

Student Council Equity Diversity and inclusion

SCEDI

Sounding board for our students and to incorporate the needs and perspectives of students with different backgrounds into our policies and projects.

Bachelor and Master Open Days, at International Women's Day, during Eureka Week and at many other events.

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Success factors and accelerators

Being Centre of Expertise

Position within institution

Systemic approach

Having 'satellite' employees

Alignment and cooperation with strategic program's,
support services and faculties (FDOs)

Supportive Executive Board

Knowledge and data driven policy

External stakeholders



Stay in touch!



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The “Erasmus approach”

A system perspective

#iBelong project

Student
Wellbeing Programme

Safe@EUR

IDEA center

Questions ?

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