DESIGNING FOR WELLBEING AND BELONGING

Betsy Cracco, Ph.D.
Assistant Vice Chancellor for Campus Life and Wellbeing - UMass Amherst
YOU

ARE THE MOST IMPORTANT PEOPLE IN THE ROOM

Introduce Yourselves
"A last word on slow breathing. It goes by another name: prayer. When Buddhist monks chant their most popular mantra, Om Mani Padme Hum, each spoken phrase lasts six seconds, with six seconds to inhale before the chant starts again. The traditional chant of Om, the "sacred sound of the universe" used in Jainism and other traditions, takes six seconds to sing, with a pause of about six seconds to inhale."

TAKE HOMES

• MOVE AWAY FROM INDIVIDUAL PATHOLOGY FRAMEWORK

• THE DESIGN OF OUR ENVIRONMENT HAS CULTIVATED EPIDEMIC LEVELS OF LONELINESS, ISOLATION, STRESS, VIOLENCE

• UNIVERSITIES MUST DESIGN INTENTIONAL "COUNTER" ENVIRONMENTS TO SCAFFOLD OPPORTUNITIES FOR BELONGING

• HOPE: EACH ONE OF US CAN LOOK AT OUR WORK AND DESIGN FOR BELONGING AND CONNECTION.
INVOCATION

• “I DREAMED ABOUT A CULTURE OF BELONGING. I STILL DREAM THAT DREAM. I CONTEMPLATE WHAT OUR LIVES WOULD BE LIKE IF WE KNEW HOW TO CULTIVATE AWARENESS, TO LIVE MINDFULLY, PEACEFULLY; IF WE LEARNED HABITS OF BEING THAT WOULD BRING US CLOSER TOGETHER, THAT WOULD HELP US BUILD BELOVED COMMUNITY.”

• Learning as Remembering, Seminar - thinking together
• Facilitation
• Can we leave space for this not to be perfect - let’s talk. Not a pass -
  • John Powell - Othering and Belonging Institute, UC Berkeley
Good design is human centered. Promoting Flourishing In a Context of Community and Connection
DO YOU SEE ME?

As a classroom community, our capacity to generate excitement is deeply affected by our interest in one another, in hearing one another’s voices, in recognizing one another’s presence.

Bella Hooks
Where I'm From

George Ella Lyon

I am from clothespins, from Clorox and carbon-tetrachloride. I am from the dirt under the back porch. (Black, glistening, it tasted like beets.) I am from the forsythia bush, the Dutch elm whose long-gone limbs I remember as if they were my own.

I'm from fudge and eyeglasses, from Imogene and Alafair. I'm from the know-it-alls and the pass-it-ons, from Perk up! and Pipe down! I'm from He restoreth my soul with a cottonball lamb and ten verses I can say myself.

I'm from Artemus and Billie's Branch, fried corn and strong coffee. From the finger my grandfather lost to the auger, the eye my father shut to keep his sight.

Under my bed was a dress box spilling old pictures, a sift of lost faces to drift beneath my dreams. I am from those moments--snapped before I budded--leaf-fall from the family tree.
FLOURISHING

- SP23 Healthy Minds Study
- I lead a purposeful and meaningful life.
- My social relationships are supportive and rewarding.
- I am engaged and interested in my daily activities.
- I actively contribute to the happiness and well-being of others.
- I am competent and capable in the activities that are important to me.
- I am a good person and live a good life.
- I am optimistic about my future.
- People respect me.

1519 Responses

- 69% Flourishing
- 31% Not flourishing
Students with Disabilities

- **Disability, not registered**: 17% Flourishing, 83% Not flourishing
- **Disability, registered**: 24% Flourishing, 76% Not flourishing
- **No disability**: 35% Flourishing, 65% Not flourishing
<table>
<thead>
<tr>
<th>Race</th>
<th>Flourishing</th>
<th>Not flourishing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian American/Asian</td>
<td>26%</td>
<td>74%</td>
</tr>
<tr>
<td>Native American/Pacific Islander</td>
<td>29%</td>
<td>71%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>32%</td>
<td>68%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>32%</td>
<td>68%</td>
</tr>
<tr>
<td>White</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>Middle Eastern, Arab, or Arab American</td>
<td>40%</td>
<td>60%</td>
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</table>
### 2022 Climate Survey – Belonging, Support, Mentors

<table>
<thead>
<tr>
<th>Question</th>
<th>No Extent</th>
<th>Some Extent</th>
<th>Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feel like you belong?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>9%</td>
<td>63%</td>
<td>28%</td>
</tr>
<tr>
<td>Black</td>
<td>26%</td>
<td>58%</td>
<td>16%</td>
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<tr>
<td>Latinx</td>
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<td>27%</td>
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<tr>
<td>White</td>
<td>8%</td>
<td>52%</td>
<td>20%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>16%</td>
<td>55%</td>
<td>29%</td>
</tr>
<tr>
<td>International</td>
<td>9%</td>
<td>55%</td>
<td>35%</td>
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<tr>
<td>Have a good support network?</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Asian</td>
<td>13%</td>
<td>54%</td>
<td>33%</td>
</tr>
<tr>
<td>Black</td>
<td>24%</td>
<td>57%</td>
<td>18%</td>
</tr>
<tr>
<td>Latinx</td>
<td>14%</td>
<td>57%</td>
<td>29%</td>
</tr>
<tr>
<td>White</td>
<td>13%</td>
<td>49%</td>
<td>38%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>18%</td>
<td>52%</td>
<td>31%</td>
</tr>
<tr>
<td>International</td>
<td>10%</td>
<td>54%</td>
<td>37%</td>
</tr>
<tr>
<td>Have a mentor(s) or role model(s)?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>30%</td>
<td>48%</td>
<td>22%</td>
</tr>
<tr>
<td>Black</td>
<td>42%</td>
<td>42%</td>
<td>15%</td>
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<tr>
<td>Latinx</td>
<td>39%</td>
<td>40%</td>
<td>21%</td>
</tr>
<tr>
<td>White</td>
<td>29%</td>
<td>46%</td>
<td>25%</td>
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<tr>
<td>Multiracial</td>
<td>37%</td>
<td>43%</td>
<td>20%</td>
</tr>
<tr>
<td>International</td>
<td>27%</td>
<td>48%</td>
<td>25%</td>
</tr>
<tr>
<td>Feel like you can openly share your point of view?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>12%</td>
<td>58%</td>
<td>30%</td>
</tr>
<tr>
<td>Black</td>
<td>24%</td>
<td>59%</td>
<td>18%</td>
</tr>
<tr>
<td>Latinx</td>
<td>17%</td>
<td>51%</td>
<td>32%</td>
</tr>
<tr>
<td>White</td>
<td>12%</td>
<td>48%</td>
<td>40%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>16%</td>
<td>53%</td>
<td>31%</td>
</tr>
<tr>
<td>International</td>
<td>11%</td>
<td>53%</td>
<td>36%</td>
</tr>
</tbody>
</table>
## Summary Highlights

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2022</th>
<th>STUDENT WELLBEING</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>70%</td>
<td>69%</td>
<td>Were NOT flourishing (i.e., self-perceived success in areas such as relationships, self-esteem, purpose, and optimism).</td>
</tr>
<tr>
<td></td>
<td>45%</td>
<td>47%</td>
<td>Demonstrated depression and/or anxiety disorder:</td>
</tr>
<tr>
<td></td>
<td>36%</td>
<td>37%</td>
<td>• Demonstrated moderate to severe levels of depression</td>
</tr>
<tr>
<td></td>
<td>32%</td>
<td>33%</td>
<td>• Demonstrated moderate to severe levels of generalized anxiety disorder</td>
</tr>
<tr>
<td></td>
<td>14%</td>
<td>11%</td>
<td>Had experienced suicidal ideation</td>
</tr>
<tr>
<td></td>
<td>55%</td>
<td>51%</td>
<td>Emotional/Mental difficulties had hurt their academic performance (past 4 weeks)</td>
</tr>
<tr>
<td></td>
<td>21%</td>
<td>33%</td>
<td>Would talk to a professor from one of their classes about mental health problems affecting academic performance</td>
</tr>
<tr>
<td></td>
<td>30%</td>
<td>33%</td>
<td>Would talk to an academic advisor about mental health problems affecting academic performance</td>
</tr>
<tr>
<td></td>
<td>37%</td>
<td>44%</td>
<td>Had prior diagnosis of any mental health disorder:</td>
</tr>
<tr>
<td></td>
<td>23%</td>
<td>33%</td>
<td>• Any depression or mood disorder</td>
</tr>
<tr>
<td></td>
<td>27%</td>
<td>37%</td>
<td>• Any anxiety disorder</td>
</tr>
</tbody>
</table>
### Stress/Anxiety cause: Current racial/ethnic climate*

<table>
<thead>
<tr>
<th>Race</th>
<th>Not at all</th>
<th>Slightly</th>
<th>Moderately</th>
<th>Considerably</th>
<th>A great deal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>30%</td>
<td>22%</td>
<td>20%</td>
<td>17%</td>
<td>12%</td>
</tr>
<tr>
<td>Black</td>
<td>11%</td>
<td>6%</td>
<td>17%</td>
<td>20%</td>
<td>46%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>22%</td>
<td>20%</td>
<td>19%</td>
<td>21%</td>
<td>18%</td>
</tr>
<tr>
<td>Multiple</td>
<td>27%</td>
<td>25%</td>
<td>19%</td>
<td>14%</td>
<td>16%</td>
</tr>
<tr>
<td>White</td>
<td>29%</td>
<td>21%</td>
<td>22%</td>
<td>16%</td>
<td>12%</td>
</tr>
<tr>
<td>None</td>
<td>25%</td>
<td>24%</td>
<td>28%</td>
<td>13%</td>
<td>10%</td>
</tr>
<tr>
<td>Total</td>
<td>28%</td>
<td>21%</td>
<td>21%</td>
<td>17%</td>
<td>14%</td>
</tr>
</tbody>
</table>
A SETTING & SYSTEMS APPROACH

UPSTREAM

THE RIVER

MIDSTREAM

Laws, Policy, Regulations, Culture, Norms, Practice, Setting, Systems & Built Environment

DOWNSTREAM

Health Education, Wellness Programs, Screening/Referral, & Support Services

Crisis Services, Treatment & Intervention
WEllbeing CurrIcula - Foundational Work/ROI

- SCAFFOLDING BASIC SKILLS - AGENCY
- SUSTAINED SMALL GROUPS - TRUST
- INCREASED EMOTIONAL FUNCTIONING (39%)
- DECREASED LONELINESS (15%)
- INCREASED MINDFULNESS (26%)
- INCREASED OPTIMISM (19%)
- INCREASED RESILIENCE (20%)
- SCIENCE OF THRIVING CURRICULA - SIMILAR RESULTS
THE CHALLENGE OF THE MIDRIVER

RESILIENCE PYRAMID

PURPOSE
Discover your purpose

MAKE MEANING
Express gratitude
Lend your strengths
Explore spirituality

REFLECT
Practice mindfulness
Learn from mistakes
Adopt a growth mindset

ENGAGE
Connect with others
Use resources
Have fun
Connect with nature

PRACTICE
Breathe
Fuel your body
Move your body
Get good sleep
THE POND &
THE FROGS

THE FUNDAMENTAL ATTRIBUTION ERROR
HOW DO WE MOVE UP RIVER?

LOOK AT CONTEXT!
"We in the developed world are like homeowners who inherited a house on a piece of land that is beautiful on the outside, but whose soil is unstable loam and rock, heaving and contracting over generations, cracks patched but the deeper ruptures waved away for decades....We are [the] heirs to whatever is right or wrong with it. We did not erect the uneven pillars or joists, but they are ours to deal with now."
• Information Environment – fuels sense we are "not enough," fear, divisiveness
• Dialogue – Ability to talk is broken
• Growing Isolation and Loneliness that impairs our physical health and productivity
• Increasing Violence
“Social media was still a machine engineered to distort reality through the lens of tribal conflict and pull users toward extremes. And the pandemic—the specter of an invisible, omnipresent, uncontrollable threat—activated the very emotions that fed the machine, on a scale greater than any other event since the creation of the platforms themselves”
Elements of Belonging: https://www.ted.com/talks/carin_taylor_belonging_a_critical_piece_of_diversity_equity_inclusion

Culturati Magazine

Why Belonging is an Essential Element of Diversity, Equity & Inclusion

By Carin Taylor
Chief Diversity Officer, Workday
CONNECTION AND SELF-REGULATION

We wire and rewire in reaction to each other.
HYPERAROUSAL
Use mindfulness, grounding, Breath work
Overreactive, unclear thought, Emotionally distressed
Can’t calm down

WINDOW OF TOLERANCE
The body is in its optimal state, Can access both reason and emotion, Mentally engaged

HYPOAROUSAL
Depressed, lethargic, numb, unmotivated
Use mindfulness, breath work, physical activity

 CONNECTION AND SELF-REGULATION
“We’ve tried to teach our brains to think better about race. But white-body supremacy doesn’t live in our thinking brains. It lives and breathes in our bodies.”
— Resmaa Menakem, My Grandmother’s Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies

“If millions of us do this, the shifts in our bodies can shift our culture, our country, and the trajectory of history.”
— Resmaa Menakem, The Quaking of America: An Embodied Guide to Navigating Our Nation’s Upheaval and Racial Reckoning
TRUST IS BUILT

- Social change moves at the speed of Relationships....
- Relationships move at the speed of trust
- Monday, October 16th, 6:00-7:30
- Campus Center - Amherst Room
LORETTA ROSS
CALLING IN: CREATING CHANGE WITHOUT CANCEL CULTURE

• September 25th, Student Union Ballroom
• 3:00 Faculty/Staff Workshop
• 5:00 Reception
• 6:00 Student Workshop
Situation Crafting – Kurt Lewin

- Create environments that unleash our potential for good.
- Timing – we are open when we feel doubt about belonging.
- Send messages that you are welcomed and appreciated
- Participatory – not authoritarian
- Superordinate Goals – Cooperation not Competition
- Affirmation: Create situations where participant perspectives matter
DESIGNING FOR COOPERATION

- Jigsaw classrooms
- Ex. Adventure Programs, Outward Bound - superordinate goals and cooperation
SAFETY, DIGNITY & BELONGING
A MIND-BODY RETREAT IN
LIBERATORY PRACTICE: DIGITAL
DETOX
SCAFFOLD CONNECTION, EMPATHY OVER TIME
Educational Priority: As a result of living in residence halls, students will contribute to positive social change in their communities.

Self Awareness
- Engage in responsible decision making
- Discover the power of their social identities
- Articulate the impact resiliency has on their success
- Integrate strategies for wellbeing into their routine

Relationships
- Develop and maintain healthy relationships with peers and educators
- Manage conflict in a healthy manner
- Develop relationships across difference
- Sustain relationships with peers, curricular and co-curricular activities, and mentors to enhance success and belonging

Leadership
- Make decisions that foster greater equity
- Act with empathy for others
- Co-create positive change in their communities
- Demonstrate qualities of a leader
Jesse's Story

Jesse talks about a time in his life where he was wrongfully accused of going to prison. He talks about how tough that was for him but how in some ways it proved to help him.

Tell Me A Story: Building Connection Across Generations

A Project of University of Massachusetts Public Health Sciences students and Northampton Neighbors

https://www.storyshareumass.org/
WHERE DO YOU FEEL A SENSE OF BELONGING AT UMASS?

What elements were present?
October 26, 2022

Okanagan Signing – Moving FURTHER Up River!
5 Campus Commitments

To learn more about the Okanagan Charter or how to be involved in the university’s commitment to campus-wide wellness, please visit:
www.umass.edu > The UMass Edge > We Are a Health Promoting University

1. Prioritize and expand the role of wellbeing.
2. Practice collaborative leadership.
3. Coordinate, elevate, and assess key pillar outcomes.
4. Invest funding and resources into strategic supports.
5. Convene conversations and share best practices.
Wellbeing – Collective Action of Pillars

- Diversity Equity Inclusion
- Health and Wellness
- Sustainability
- Built Environment
DESIGN CENTERED THINKING – CENTERED IN EMPATHY

• Start with POV – People Experiencing the Problem
• Define the Problem
• Ideate
• Prototype
• Test

• https://vimeo.com/22342241
Community Engagement – Participatory Research

• Narrative and visual storytelling of student and staff experiences of health at UMass

• Weekly sessions from late March – April

• Gallery Reception at the Bromery Center for the Arts (FAC) on May 17th 4:30-7:30
Designing the Campus

- Connection to Nature
- Creating Neighborhoods
- Wide variety of opportunities for moving bodies
- Biophilic Design
- Spaces that feel like home
Greetings,

We’re writing with some good news about our efforts to expand authorization for gender-neutral bathrooms in Massachusetts and to thank you for your ongoing advocacy.

We are delighted to share that recently the Board of State Examiners of Plumbers and Gas Fitters unanimously signaled support for a change in the State Plumbing Code to permit all-gender multi-user bathrooms in public facilities. As you know, until now creating such bathrooms required individual applications for special permission (or variances). The proposed change to the code would eliminate the need for variance applications. In the coming weeks the Board will hold a public hearing, per regulatory procedures, to gather public input on this proposed code change to allow multi-user, all-gender bathroom designs without a variance.
CONNECTED, EMERGENT, ONE
• Get proximate.... change is impossible when working at a distance. ...
• Change the narrative. ...
• Learn to be uncomfortable. ...
• Stay hopeful
What Makes Us Human?

THE SPECIAL OBLIGATION OF THE UNIVERSITY – BELONGING

WHAT SHOULD WE ALL BE TAUGHT?

- Teach me goodness
- Teach me patience
- Teach me kindness
- Teach me tolerance
- Teach me humility
- Teach me to serve
- Teach me compassion
- Teach me to sing with all the voices of the world
- Teach me to heal
- Teach me to know that I am the universe
What is love? And who deserves it?

Love is an act of freedom and liberation and is deserved by everyone by as much as they can hold. - Jo G

Love is a passion shaped by a caution.

Love is hard and difficult - matty and some people will stop you from loving, but you yourself

Love is fellowed by togetherness & companionship. Being together is what gives life its meaning and belongs to everyone.

- Sean B J

Love is in the breeze on a summer day, and love warms up on a winter day. Love is in every cell of life anywhere and anything alive deserves love.

- Raksana

We are all innately artists. "hard, and yet not at all.

-Love is wholesome & companionship. Being together is what gives life its meaning and belongs to everyone.

-Archie!"
Indeed, all the great movements for social justice in our society have strongly emphasized a love ethic.

Bell Hooks, *All About Love: New Visions*
"YOU KNOW WHAT WE SHOULD DO??"

Jot down notes and leave in the center of the table.