

# ANU Mental Health & Wellbeing Strategy

Strategic Context	Strategic Vision	Strategic Alignment
<ul style="list-style-type: none"><li>ANU as a national institution and resource. <b>Our mandate.</b></li><li>ANU as an agent of social transformation. <b>Our imperative.</b></li><li>ANU as a community. <b>Our reputation and foundation.</b></li></ul>	<p><b>WIRADYURI:</b> Ngiiyanhigingu miilu bala ANU gudyigangu dhagu ngaiyiny marradambirra marrambang manhang waluwin dumbanha.</p> <p><b>ENGLISH:</b> Our vision is for the ANU to be a university where psychological safety, kindness and cultural safety are the foundations for our wellbeing and performance.</p>	<ul style="list-style-type: none"><li>National Institutes Grant</li><li>Australian Universities Accord 2024</li><li>ANU Strategic Plan 2021-2025</li></ul>
Change Theory		
Well-being and performance are interdependent. Increasing our capability to hear and share information, foster voice, listen, show kindness, reflect on assumptions and set things right will improve staff and student mental health and well-being, and innovation and collaboration.		

## We Will Get There By

	1. Set things right, kindly	2. Invest in simpler, easier	3. Strength in connection	4. More care in more ways	5. Listen more, learn more
Actions	Accountability, recognition and reward for psychologically safe, kind and culturally safe actions.	Responsive systems that are simple, clear, easy and more connecting to reduce time burdens and enable our curricula design to support well-being.	A connecting community which creates opportunities to promote belonging and interaction, trust and dialogue among all staff and students.	Partnerships in place where on-campus services and supports connect with diverse, culturally competent care that complements and deepens ANU offerings.	Capacity building and reflective evaluation where we develop staff, student and organisation emotional intelligence, leadership, mental health and wellbeing literacy.
5-year Plan	Established systems and processes to ensure accountability, recognition and reward for psychologically safe, kind and culturally safe actions.	ANU systems and services are responsive and human-centric. They are simpler, clearer, easy, and more connecting, to reduce time burdens and enable our curricula design to support well-being.	Established initiatives to ensure our community is connecting, creating opportunities to promote belonging and interaction, trust and dialogue among all staff and students.	Established partnerships-in-place where on-campus services and supports connect with diverse, culturally competent care that complements and deepens ANU offerings.	Roll out of capacity building and reflective evaluation offerings and skills-building workshops where we develop personal and organisation emotional intelligence, leadership, mental health and wellbeing literacy.