

NOVEMBER 2020

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Happy Wednesday!

Take the opportunity to provide your feedback in the '**staff check-in survey**' as well as checking out the the Vice-Chancellor's interview with Lance TV as part of the **FedPride Strategy** launch!

And with the year coming to an end, now is a good time to register for the last '**lunch and learn**' sessions, find ways of reducing stress by **getting ready for Christmas** early, and looking at the benefits of using **functional movement** for exercise.

Make sure you also check out the new schedule of mediation and exercise classes which conclude on Thursday, 10 December 2020.

We encourage you to read to today's articles and keep taking the time to identify ways you can support your ongoing self-care and wellbeing.

Stay well and have a great Wednesday.



Staff check-in survey - tell us what you think!

As announced earlier today by the Director, Human Resources, we have launched a second survey to provide you with an opportunity to tell us what you think about the support provided to date, and how we can continue supporting you moving forward.

Your participation in this survey will ensure we are responding to collective feedback, and that any actions taken reflect your views.

You have until Sunday, 29 November 2020 to provide your feedback.

You also have a chance to win a gift voucher! The University has eight gift vouchers on offer as a way to thank you for completing the survey and to support local businesses during this time. [Enter the survey draw for the chance to win a gift voucher.](#) Please note you will remain anonymous, your survey responses are not linked to this draw.

Comprehensive FAQs can be viewed on the [COVID-19 staff check-in survey web page.](#)



FedPride making diversity and inclusion a priority

Federation University is launching the new [FedPride 2021–2024 strategy](#) aimed at ensuring that gender and sexuality diverse staff and students feel safe, included, celebrated and able to contribute freely in University life.

FedPride is a three-year strategy that covers all aspects of University life. The strategy is being officially launched today, during Transgender Awareness Week with an interview between our Vice-Chancellor, Professor Duncan Bentley and Lance DeBoyle – the host of LanceTV. [You can watch the interview video here.](#)

The Strategy has been created under the leadership of the FedPride Steering Group – comprising gender and sexuality diverse staff and students, and is supported by an Implementation Group of leaders from across the University, lead by the Chair, Claire Shaw, University Registrar.

Index, with Federation University setting its sights on a Gold Award under the index by the end of year three, via the following initiatives:

- it aims to remove discrimination, bullying and unconscious bias through targeted staff and student training and awareness activities;
- it ensures that gender and sexuality diverse staff and students see themselves reflected across the University – in advocacy materials across our campuses, policy, events, public forums, marketing and internal communications; and
- FedPride is an intersectional strategy, in that the rights, inclusion and access of people from diverse cultural backgrounds, people with disability and Aboriginal and Torres Strait Islander Peoples are held as core to every impact area.

The [strategy can be viewed](#) on the Federation University website.



Lunch and learn sessions

There are only three sessions remaining for 2020, so make sure you register now!

[Register here for any 'lunch and learn' session](#). A Microsoft Teams link will be sent following registration.

Upcoming sessions include:

25 November 12:30pm - 1:15pm *NEW*	The pain of paying - practical ways to redesign your approach to budgeting <i>Dr Richard Iles, Senior Lecturer, Economics/Econometrics</i>
2 December 12:30pm - 1:15pm	Disability Awareness and the Disability and Learning Access Unit (DLAU)

10 December **The good loaf – turning your sour culture into bread**

12:00pm - 1:00pm Brendan Carter, TAFE Teacher, Baking

NEW DATE



Get ready for Christmas without the stress

Christmas can easily become one of the most stressful times of the year. And with what has been an unpredictable and challenging year for most, now is the perfect time to prepare for Christmas and the holiday period and make it memorable!

The Christmas period is different for everyone, but getting started early on your plans is a great way of avoiding the stress and chaos in the lead up to the holiday period.

You can make 2020 your most organised Christmas yet by planning ahead with [this comprehensive Christmas preparation checklist](#) from the website 'minted'. This countdown checklist provides you with a guide on the important activities to consider, from now until Christmas day.

Other tips to help you save time and get prepared include:

- **Christmas Cards.** Write a list early, get addresses, buy cards and stamps. [Check out the Australia Post website for post and parcel delivery times.](#)
- **Presents.** Get kids to write a list, set a budget, find a good hiding place, buy stocking fillers early, shop locally to support the community.
- **The tree.** Decide on a fake or a real tree, check the fairy lights work, find your decorations.
- **Party preparedness.** Put dates of get togethers in your calendar, consider a gift for your host, choose a great outfit, arrange a safe way home, observe all restrictions.
- **Christmas day.** Make a shopping list for food and drink, consider eating out, get your favourite Christmas movie ready, have spare batteries, enjoy your day!

to focus on your health and wellbeing and connection with others.

Looking for guidance on budgeting before Christmas? You can [register here for next week's 'lunch and learn' session on 'The pain of paying: practical ways to redesign your approach to budgeting'](#).

You can use the following website for more tips on getting ready for Christmas:

- holidappy - [How to prepare for Christmas without the stress](#)
- minted - [Best 2020 Christmas preparation checklist](#)



Get active, stay healthy

Make sure you check out the new schedule of meditation and exercise classes. The below schedule will start from this Monday, 23 November, with the final class for 2020 on Thursday, 10 December.

Join these sessions by using the Zoom links provided below or by emailing us at hr@federation.edu.au.

- Mondays - 4:45pm - **Meditation** ([join here](#))
- Tuesdays - 9:30am - **Meditation** ([join here](#))
- Thursdays - 9:15am - **Meditation** ([join here](#))
- Thursdays - 12:15pm - **Retro aerobics and stretch** ([join here](#))

If you have any pre-existing conditions or are new to exercising, please follow the advice of your health professional. It is vital that we prioritise the health and safety of ourselves, family, friends and the community.



Using functional movement for exercise

Functional movement is ensuring you have the muscles to thrive in your daily activities – these include movement patterns that are usually natural to the human body. For example, walking, running, jumping, bending and squatting.

By making a habit of moving more you may improve health and wellbeing through weight loss, increased mobility, improved bone density, more efficient cardiovascular and respiratory function, lower blood pressure and generally feeling better – with more energy and improved mental wellbeing.

What makes an exercise functional varies for each of us, but fitness professionals advise that everyone should work on a handful of basic movement patterns. [Here are exercises that will get you started working on those patterns.](#) You can do them with just your body or a variety of free weights, like dumbbells, kettlebells, medicine balls, and more.

Tips to make functional movement part of your daily lifestyle include:

- **Walk.** It is simple, and it is obvious, but we must look for opportunities to walk more. Whether that be walking around your home or office.

you can stand up while waiting.

- **Phone use.** When you take a phone call either at home or work, stand up to talk. And, if you can, walk around. Most of us now use these amazing things called mobile phones, but, they can easily make us immobile.
- **Garden.** This is a great time of year to get out in the garden. By the time you water the garden, weed and tend to it a couple of times per week, you have added a couple of hours of incidental movement.

You can also get great information from recordings of the 'lunch and learn' sessions [Mindfulness, movement and energy enhancing tips to support wellness during isolation \(47 minute video, 341MB\)](#) and [Keeping fit in isolation \(34 minute video, 215MB\)](#).

Remember, it is always a good idea to talk with your doctor before starting a new exercise program or if you're unsure it's safe for you.



Quick Links

[COVID-19 support for staff](#)

[Mental health and wellbeing - information guide](#)

[Health and wellbeing resources](#)
