

SEPTEMBER 2021

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Happy Wednesday!

This week is Women's Health Week which aims to support women and girls to get the health support that they deserve. We have included great tips, information and resources for women to prioritise their health and wellbeing.

Today's newsletter also includes valuable information on:

- Staff Wellness Forum - 23 September
- managing lockdown fatigue
- R U OK? Day - the power of conversations
- you're invite to the Tertiary Education Management Conference 'Bright Futures'
- compassionate Ballarat forum - Untangling You
- love and belonging

We encourage you to continuing accessing the [Health and wellbeing web page](#) for resources and the [Mental health and wellbeing information guide](#) for supportive strategies to allow you to thrive.

Stay well and have a great Wednesday.

Staff Wellness Forum - 23 September

As announced on Monday by our Vice-Chancellor and President, Professor Duncan Bentley, the University will be kicking off the September AFL Grand Final weekend with a very special Staff Wellness Forum.

The forum will be held on Thursday, 23 September from 12:30pm to 1:30pm and will include guest speakers on health and wellbeing during the pandemic, as well as some celebrity entertainment!

The event is in acknowledgement of the many challenges we are facing presently as individuals and as a collective. This will be an informative, positive, fun and purposeful event designed specifically to support all Federation Australia staff during this time of

Lunch is on us, so register now!

[Register for the Staff Wellness Forum now](#) - register by close of business Wednesday, 15 September to receive a \$20 voucher as a gift for you to buy yourself some lunch to enjoy during the forum.



Celebrating Women's Health Week

This week, 6–10 September 2021, is Women's Health Week where we cast a spotlight on women's health.

We are using the week to talk about menopause and perimenopause, but there are many other aspects of women's health that also deserve attention, often representing important life stages.

Each year Jean Hailes for Women's Health conduct a women's health survey. The 2020 survey results showed that women want to receive more information about:

- anxiety (34.8%)
- weight management (32.4%)
- healthy eating/nutrition (30.9%)
- nearly one-third of women aged 18-44 wanted health information on mental/emotional health
- women aged 45-64 were more interested in information about menopause (43.5%)
- women aged 65+ were interested in information on bone health/osteoporosis (> 40%)
- in addition to this, 16.8% of LGBTIQ women wanted more information about loneliness.

Whatever your life stage, what continues to be important is exercise, sleep, diet and human connection. 60% of adult women are overweight or obese and this is a risk factor for cancer, heart disease, osteoporosis and other health conditions.

Championing good health

If you missed missed this week's lunch and learn session, you can [watch 'Managing the psychosocial symptoms of menopause at work' presented by Professor Catherine Hungerford.](#)

Jean Hailes for Women's Health

Jean Hailes is a national not-for-profit organisation dedicated to improving women's health across Australia through every life stage.

Make sure you [check out the Jean Hailes website throughout the week](#) for daily offerings of daily interviews, recipes, quizzes, podcasts and tips covering movement, periods, sexual health, mental health and sleep.



Talking menopause

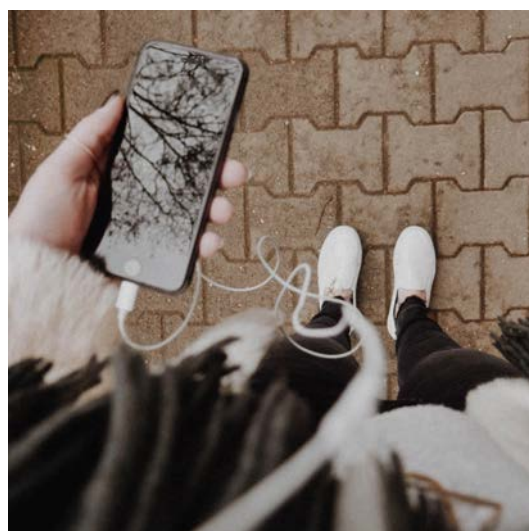
[Watch this Broad Radio interview where Jo Stanley and Shelley Ware talk with Jean Hailes Ambassador Dr Rosie Worsley](#), endocrinologist and specialist in women's hormones, about understanding menopause and what you can do to feel more in control.



Podcasts for women's health

Why not incorporate these podcasts into your daily routine to empower you to learn more and live better.

- [My menopause doctor | Dr Louise Newson, Dr Radhika Vohra](#)
- [Women's health week series | Living healthy - Healthcare Australia](#)



Check out these great virtual group fitness sessions run by the UniSports team. These are a great way to get moving with session that run for 30-45 minutes.

- **Monday** | 12:00pm – Body Stretch
- **Wednesday** | 12:00pm – HIIT
- **Thursday** | 12:00pm – Pilates
- **Friday** | 12:00pm – HIIT

[Connect to the group fitness sessions via Zoom](#) using the details below.



Meeting ID: 81320355316

Passcode: Federation

R U OK? Day - The power of conversations

R U OK? Day is on Thursday, 9 September with the theme '**Are they really OK? Ask them today**'. This theme highlights the importance of conversation and reminds us to check in with ourselves and those around us, not just on one day, but every day.

On Thursday, 9 September from 11:00am–11:45am, Professor Claire McLachlan, Dean, School of Education and Tom Rujis, Organisational Psychologist and Senior Consultant with AP Psychology will discuss how we, particularly in the current remote environments, can notice the signs, initiate conversations and encourage people to seek support.

The session will cover:

- understanding mental health
- how to notice when someone is struggling
- how to approach a conversation and encourage someone to seek support when they are not OK
- understanding our own role and responsibilities.

[Join us by registering for this personal development session 'R U OK? Day - The power of conversation and just checking in'.](#)

You can also [check out the R U OK? website](#) for further information and resources.



Managing lockdown fatigue

No one thought when the pandemic hit that we would still be dealing with its fallout. The restrictions for those living and working in areas where the number of COVID cases are higher, have caused psychological, physical, and emotional effects, including physical and mental exhaustion. However, this fatigue can also be experienced by people in states or regions where there are no or very few positive cases of COVID, and where the long-term restrictions, such as border closures, have had a significant impact on their personal and work-related freedoms.

Lockdown fatigue has been described as a state of exhaustion caused by the long-term effects of COVID-19 and the changes it has caused to every aspect of your life. We have all had to come to terms with the affect this has had on every aspect of ours lives, including our freedom, and continues – sometimes feeling like there is no end in sight – until our vaccination rates meet certain levels.

Allow yourself to grieve the 'old normal'

Many people miss the pleasures of their old way of life and are grieving the loss of safety and predictability. Grief is a natural reaction to loss or change of any kind, and it is important to give yourself time to adjust to new routines and activities.

It is understandable also that lockdown fatigue impacts us in different ways. Reasons for fatigue can result from feeling cooped up, not being able to do what you want, tired of being cautious, cut off from normal social interactions, bombarded with inconsistent media messages, or frustrated by having to work from home (and for many, having to home school children!). These feelings may result in symptoms that include being frustrated, anger or irritability, sadness, anxiety and fear, physical exhaustion, lack of motivation, or difficulty focusing or making decisions.

Strategies for dealing with lockdown fatigue

While we may all be in the same pandemic 'storm', it is important to recognise that we are not all in the same 'boat' as our individual circumstances and experiences may be very different.

- recognise and try to accept that although you want to return to some sort of normality, this is only possible when it is safe.
- acknowledge your feelings and reactions and try not to be critical or judge yourself.
- be kind to yourself (and others). Accept that you may be more tired, not as productive or motivated as usual.
- try to create and stick to a routine. It's common to feel tired and unmotivated when you're not in your usual schedule. Take regular breaks to get fresh air and relax.
- connect with family, friends, and colleagues. Humans are social beings, so make the most of technology to speak and/or see the important people in your life regularly.
- spend time relaxing. Do the things you enjoy, whether it be listening to music, reading, watching movies, gardening or simply playing games.
- try to balance your negative thoughts with positive ones, to focus on the present and try not to worry about what you cannot control.
- seek additional help when needed.
- make sure you look after yourself and get some of the following basics right:
 - eat sensibly
 - get regular exercise and keep active
 - sleep well – try and keep to a routine and prioritise sleep
 - drink plenty of water
 - get fresh air and sunshine.

For more details, [read the 'Managing lockdown fatigue' information sheet](#) from the Australian Psychological Society. This great resource has information on lockdown fatigue, its causes, signs and symptoms, ideas to help you to manage it, and where to seek help if needed.



You're invited to the TEMC - Bright Futures

All staff are invited to register and attend the upcoming Tertiary Education Management

participate in sessions focusing on:

- **Planet, inclusion and respect** | Sustainability, Indigenous values, equity and diversity, discrimination in the workplace.
- **Rising to greater heights** | High-performance culture, leading change and innovation.
- **The post-2020 campus** | Campus activation, social learning, campus presentation, connection to country, campus experience, campus safety and access.
- **The post-2020 student** | Students as customers, students as interns, student lifecycle, student experience.
- **Post-2020 pedagogy** | Blending physical with digital and virtual, new learning models, micro-credentialing.

What are the benefits of attending

The TEMC brings together professionals from the higher-education sector across Australia and New Zealand and is the only conference in the tertiary sector which covers the full range of functions in institutions. The [TEMC conference program](#) is designed with a strong practitioner focus to support the sharing of knowledge and 'know how' and allows participants to reflect on their management practice in a regional, national and global context.

To register for this online conference being held 11–13 October 2021:

1. go to the [TEMC registration web page](#) and select the 'Register Now' button
2. select 'Create a new login' and enter your details (you need to create your own personal login for the event)
3. when prompted, select 'Federation University' from the organisation/employer list (if needed, use the unique code: **FEDUTEMC2021**)
4. complete the login details as requested.

Login details for the TEMC 2021 Online Portal (the platform to access the live events and activities) will be provided by the organisers in October.

If you have any questions or require assistance with registration please email Organisational Development at od@federation.edu.au.

TEMC 2021
ONLINE CONFERENCE
11-13 OCTOBER 2021



Compassionate Ballarat forum - Untangling You

The next Compassionate Ballarat CEO forum will take place on Tuesday, 14 September 2021 at 12:00pm. This forum is being run in the lead up to the International Day of Peace and the National Day of Compassion on 21 September 2021.

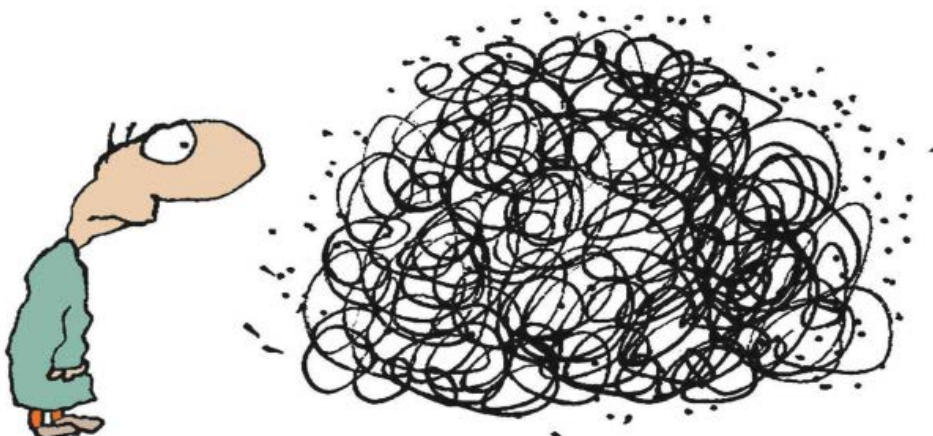
You are invited to [join Compassionate Ballarat's online forum](#) where Dr Kerry Howells, global gratitude expert, award-winning educator and experienced gratitude researcher, will speak about her upcoming book *Untangling You* to discuss why, in our fractured world, the simple practice of gratitude turns out to be one of the most powerful ways of achieving sustainable health, harmony, and a peaceful coexistence.

Dr Howells wrote this book because in nearly all the discussions she's had about gratitude over the past few decades, with thousands of people from across the globe, a theme has consistently revealed itself: *'how can I be grateful when I feel so resentful?'*

In this difficult time when we often resent what COVID is asking of us, this conversation will offer you beneficial and supportive resources to promote individual attitudes that can also create and sustain peaceful communities and societies.

[Join the forum using this MS Teams link Tuesday, 14 September 2021 at 12:00pm](#)

You can also see further detail in the ['Untangling You' flyer](#).



Love and belonging

Love and belonging describes the human need for social connection. The [Pandemic Kindness Movement](#) is a project led by Australian clinicians and highlights how our 'love and belonging' needs are met through relationships with others. The pandemic is challenging relationships across our society. The need for ongoing restrictions and being physically distant means keeping connected emotionally is now more important than ever.

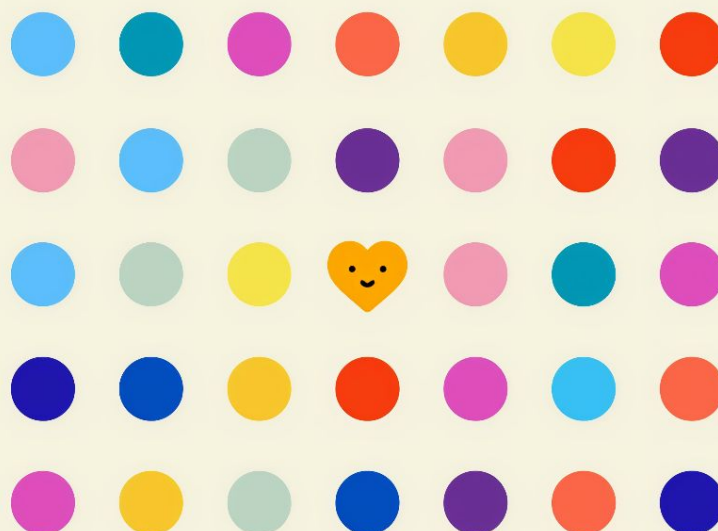
It is important to remember that we each have great strength, and we can bring out the best in ourselves and others when we are more aware of the practical ways in which we can build a deeper sense of belonging.

Love and belonging is built on the foundation of safety – when we are free from the fear of harm or judgement we can connect with people with compassion and kindness. This creates the relationships with people that allows us to feel grateful and valued – to experience esteem.

The [Pandemic Kindness Movement](#) offer a range of free resources to build connection with others and renew our shared humanity. These include:

- [Podcasts, poetry and meditation - a care package for care givers](#). A collection of podcasts, poetry and meditations to support care givers during this time of crisis.
- [TED Talk: The human skills we need in an unpredictable world](#). Margaret Heffernan discusses how relying on technology to make us efficient reduces the skills we have to confront the unexpected.
- [Taking care of our colleagues](#). Watch this short video of Professor Michael West, Senior Visiting Fellow at The Kings Fund, who shares his warm advice about how to support colleagues during the pandemic.
- [The art and science of looking up](#). Discover why the simple act of looking up and out transforms our brains, bodies, relationships and experiences of the world.
- [Compassion revolution podcast](#). This 10-minute weekly podcast focuses on compassion, love and kindness.

[The Pandemic Kindness Movement web pages](#) are created by clinicians across Australia and hosted by the NSW Agency for Clinical Innovation (ACI).



YOUR **KINDNESS** IS CONTAGIOUS.

Quick Links

[Flourish - health and wellbeing e-magazine - September 2021](#)

[Mental health and wellbeing information guide](#)

[Health and wellbeing resources](#)

[COVID-19 support for staff](#)



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