

Glasgow Kelvin College

Board of Management

Finance and Resources Committee – 20 September 2022

Wellbeing Update

Report by Director of People and Culture & Wellbeing and Engagement Lead

1. Introduction

The purpose of this paper is to provide members with an update on Human Resource Management matters in relation to the following areas:

- 2.0 Wellbeing Communications
- 3.0 Resilience Building Activities
- 4.0 Team Building Activities
- 5.0 Increased Partnership Working
- 6.0 Wellbeing Work Group
- 7.0 Activities for Academic Year 2022-23

2. Wellbeing Communications

Regular communications have been developed and delivered using a range of methods, including Teams posts, emails and articles in the Staff Bulletins. These share tips and resources on a range of topics covering:

- physical health;
- self-care;
- stop smoking support;
- managing uncertainty;
- national campaigns such as Autism Awareness and Carers Week; and
- relevant training and awareness sessions and activities regarding mental health and wellbeing to proactively encourage staff to access support and resources to take care of their own wellbeing – for example the fitness sessions, Mindfulness Walk and the Talking rooms workshops.

3. Resilience Building Activities

Self-Care and Stress Management workshops were launched at the Staff Conference Day in March 2022. These have been rolled out further to specific

curriculum and support staff areas where requested. The content of the workshops are tailored to suit the specific needs of the individual Team.

4. Team Building Activities

A range of activities have been offered to Team across the College, for example:

- **Kelvin Coffee Roulette:** aimed at encouraging cross College team interaction. This activity was piloted in academic year (AY) 201-22 to provide staff with the opportunity to meet colleagues that they would not normally meet in their day-to-day work. This activity received positive feedback and further opportunities will be offered in AY 2022-23
- **Staff Brunch:** a brunch for support staff took place on the 15 July 2022 with 80 staff attending across three campuses. This provided staff with the opportunity to meet colleagues in person, the event was informal and allowed staff to connect with colleagues. Staff feedback has been positive.

5. Increased Partnership Working

The College has refreshed and developed new partnerships for example with:

- Charlie Waller Memorial Trust
- Glasgow Association for Mental Health
- Scottish Association for Mental Health (SAMH)
- Department for Work and Pensions, Able Futures (Access to Futures)
- Cancer Research UK
- We are With You
- Allied Scotland and Public Health Improvement Scotland

The College also tendered and appointed a new Employee Assistance Provider, MCL Medics which provides staff with 24 hours access to support. The app enables staff to access counselling easily and quickly, it contains a health and wellbeing hub which contains a wide range of materials, tips, advice and guidance.

A best practice network has been established between the HR Wellbeing Leads across the Further Education sector. The College also has a staff member who attends the CDN Wellbeing Practitioner Network.

Partnership working will assist the College to continue to build capacity in the services, resources and training that are offered both staff and learners.

6. Wellbeing Work Group

Members will recall that the College established a Wellbeing Work Group to support the delivery of its Wellbeing Aims. The purpose of the Group is to agree and set priorities for the AY Wellbeing action plan.

The Group consists of staff from across the College Departments at various levels and Trade Union a representative from Unison and EIS-FELA. Staff are actively encouraged to feedback through their representative on the Work Group.

7. Activities for Academic Year 2022-23

The Wellbeing Work Group in conjunction with the Health and Wellbeing Engagement Lead is taking forward a range of activities in AY 2022-23. Some initiatives are detailed below.

7.1 Return, Refresh, Reset

The College has introduced a monthly themed events a programme of wellbeing and training sessions. The first programme was delivered throughout August, Appendix 1. The activities were delivered by a range of facilitators, internal and external, including GKC Student Support Services, SAMH, Healthy Working Lives and the Charlie Waller Memorial Trust. The events available on campus and online. An evaluation of programme will be undertaken and feedback will assist the College to shape how it will deliver future themed months. Further themed months will include, for example sessions on sleep hygiene; women's and men's health; alcohol, drugs and substance misuse, menopause and financial wellbeing. Themed events will also focus on the implementation of new and revised College policies and procedures.

7.2 Staff Survey

Members will recall that one of GKC's three Wellbeing Aims, aim two, is to "create a holistic and proactive approach to support health and wellbeing within the College".

To inform delivery of this Aim the Wellbeing and Engagement Lead was requested to research a cost-effective and evidence-based tool that would allow the College to take such an approach by identifying any gaps in staff resilience and enabling an evidence-based plan to develop and deliver sustainable strategies to support staff and deliver the wellbeing going forward.

The Workplace Resilience and Wellbeing Psychometric Tool (WRAW) provided by the company Wellbeing Project was selected, it is based on the 5 pillars of resilience. The cost of the survey will be funded by the money received from the Scottish Funding Council to support the mental health and wellbeing for staff and students.

The [WRAW Tool](#) can be used at a variety of levels. The WRAW tool is unique in that it can offer individual staff feedback and strategies as well as at an organisational level driven by live data.

The two main levels the College will apply include:

The Snapshot level:

Following completion of the survey, employees are provided with a 'Snapshot' report which is created using the WRAW platform. This report gives staff a visual summary of their resilience in the five areas followed by recommendations on practical strategies to enhance these areas and an action plan on how to implement these.

The Organisation level:

The WRAW Tool enables the College to launch regular pulse surveys, track employee resilience and where specific pressure points are in GKC thus allowing evidence-based development and investments in wellbeing initiatives to gain maximum impact. Having access to live data on the wellbeing of staff enables the College to have insight into employee wellbeing, to take targeted action to embed change and drive a sustainable culture of wellbeing. The Tool enables the College to track wellbeing, take appropriate action, monitor behavioural change and evaluate impact.

The snapshot report will give staff personalised feedback and strategies to help build their own resilience. The organisation report will enable the College to develop evidence based and sustainable wellbeing initiatives to address gaps in resilience as an organisation.

7.3 Mental Health Toolkit and Resource Directory

In partnership with ICT & Digital Services the College will develop a toolkit to be used by students and staff. In partnership with ALISS (A local information for Scotland) and the College will host the ALISS database through MyKelvin and the staff intranet to enable access to local wellbeing resources including organisations that support people with debt; housing; physical activity opportunities and lifestyle advice.

7.4 Development of resilience building activities

Building on activities from AY 2021-22 the College will continue to offer a variety of wellbeing initiatives including fitness classes, mindfulness sessions and stress management and self-care courses throughout the year. Activities will be informed by outcome of the staff survey.

7.5 Diversifying student early intervention approaches

Student early intervention support will be further developed. Initiatives include, the piloting of a Mindfulness course for students; specialised financial wellbeing workshops; celebration of World Mental Health Day; pilot of targeted support for male students and pilot of embedding Wellbeing in Curriculum.

8. Resources Implications

There are no resource implications identified as a result of this report.

9. Equalities

There are no equality implications identified as a result of this report.

10. Risk and Assurance

There are no risk implications identified as a result of this report. It should be noted however that the availability of further external funding from the Scottish Funding Council for colleges is highly unlikely. It will therefore not be possible for the College to fund the temporary fixed term appointments which it has made to support staff and student wellbeing beyond academic year 2022/23.

In addition, the continuation of some activities and projects, which has been possible due to the additional funding, will be difficult to sustain.

11. Data Protection

No data protection issues have been identified as a result of this report.

12. Recommendations

Members of the Finance and Resources Committee are recommended to:

- i) note the content of this report and its appendix; and
- ii) note that an overview on the outcome of WRAW Staff Survey will be provided at a future meeting of the Finance and Resources Committee.

13. Further Information

Further information on the content of this report can be obtained from Doreen Shiels, Director of People and Culture Services (dshiels@glasgowkelvin.ac.uk).

Wellbeing GKC August 2022

Return, Refresh, Reset

Return, Refresh, Reset



Marketplace information

Throughout the month of August there will be opportunities in addition to the bookable sessions to find out more about support for you and your students. We will be sending weekly emails highlighting particular events and sessions will be added so look out for these.

Here's some of what's to come:-

ScotWest Credit Union

Scotwest Credit Union, a partner of GKC, is one of the largest credit unions in the UK, existing to provide ethical, competitive and fair financial services to anyone that lives or works within the West of Scotland.

Scotwest offers loans, mortgages and savings accounts. The products are similar to those of Banks; however Scotwest is a financial mutual and therefore is member owned. In these times of financial squeeze why not find out about some of the ways that you can make your money go further, including the Work and Save and Christmas Savings account. Scott Craig will be available to talk to you in person at the following locations and times:-

- 9th August: 12-2pm (SPRINGBURN)
- 10th August: 12-2pm (EASTERHOUSE)
- 11th August: 12-2pm (EAST END)

Freshers Fair

From the 15th of August The Welcome/Freshers/Meet Your Classmates events will be taking place everyday at a different campus, where students can come in, meet their fellow classmates, lecturers and the faculty staff, speak to all the support services and take part in our GKCSA Freshers' Fairs – games, giveaways, societies, information stalls, snacks and refreshments (for students!! 😊) and lots of fun activities. As well as signposting your students to these, why not go along yourself? The events offer a great chance to refresh your memory on what support is available to our students.

Schedule is as follows:-

- 15th and 16th of August: SPRINGBURN
- 17th August: EAST END
- 18th August: EASTERHOUSE
- 19th August: WEST END (am)

NHS Mental Health & Wellbeing Hub (SPRINGBURN) – NHS Health Improvement Scotland

As part of the Freshers events at Springburn, Michelle Hunt Health Improvement Lead and her colleagues are inviting staff and students to be part in their 'Talking Wall' using graphic illustrations and a community engagement approach. This is an excellent opportunity to contribute your ideas to how the planned pilot Mental Health & Wellbeing Hub in Springburn may look, feel and offer to its local community.

Week 1: Wednesday 10 – Friday 12 August

Date	Time	Session Title (and link to sign up)	Organisation	Location
10/08	10.00-11.00	Supporting Mental Health	Breathing Space	Online
10/08	10.00-11.30	Hybrid Working – contact SAMH by email and include: your name; job role; organisation; area of Glasgow (i.e., North East, North West, South); line manager name and email	SAMH	Online (Teams)
11/08	10.00-11.00	The impact of debt on students' mental health	Charlie Waller	Online (Zoom)
11/08	12.00-14.00	Active Travel GKC Information and Cycle Drop-In Session. <i>No sign up needed!</i>	Sarah Shea - GKC	Velocity Hub - Springburn
11/08	15.15-16.15	Poetry for Fearties	Write to Remember	Online (Zoom)
12/08	11.30-12.00	Food and Mood	SAMH	Online (Teams)
12/08	13.00-13.30	Connect & Recharge in Green Spaces	Sarah Shea - GKC	Community Garden – East End

Week 2: Monday 15– Friday 19 August

Date	Time	Session Title (and link to sign up)	Organisation	Location
15/08	15.00-16.00	Anger management and positive communication	Charlie Waller	Online (Zoom)
16/08	10.00-11.30	Looking After Your Wellbeing – contact SAMH by email and include: your name; job role; organisation; area of Glasgow (i.e., North East, North West, South); line manager name and email	SAMH	Online (Teams)
16/08	11.30-12.00	Access to Work Introductory session (Direct link to join session on the day)	Able Futures	Online (Teams)
16/08	11.15-12.15	Origami Session	GKC	WG1 – Springburn
16/08	15.30-16.30	Principals session (Email with link to be shared!)		LT, Springburn
17/08	10.00-11.30	Introduction to Suicide Prevention – contact SAMH by email and include: your name; job role; organisation; area of Glasgow (i.e., North East, North West, South); line manager name and email	SAMH	Online
17/08	15.30-16.30	The impact of debt on students' mental health	Charlie Waller	WG1 – Springburn
17/08	16.00-16.30	Access to Work Introductory session (Direct link to join session on the day)	Able Futures	Online (Teams)
18/08	10.00-11.30	Good Sleep Supports Good Health	HWL	Online
18/08	11.15-12.15	Memory Web Weaving	Write to Remember	409, Springburn
19/08	11.15-12.15	Anger management and positive communication	Charlie Waller	409, Springburn

Week 3: Monday 22 – Friday 26 August

Date	Time	Session Title (and link to sign up)	Organisation	Location
22/08	14:00-16:00	Mental Health: Supporting Others – contact SAMH by email and include: your name; job role; organisation; area of Glasgow (i.e., North East, North West, South); line manager name and email	SAMH	Online (Teams)
23/08	10.00-12.00	Supporting and Managing Staff with Long Covid	HWL	Online
23/08	10.00-17.15	CDN Virtual College Expo 2022	CDN	Online
24/08	09.30-12.30	Alcohol Focus Scotland Managers Alcohol & Drug Awareness	Alcohol Focus	Online
24/08	10.00-16.30	CDN Virtual College Expo 2022	CDN	Online
25/08	10.00-11.30	Good Money Management	Glasgow Credit Union	Online
26/08	10.00-11.30	Introduction to Suicide Prevention – contact SAMH by email and include: your name; job role; organisation; area of Glasgow (i.e., North East, North West, South); line manager name and email	SAMH	Online (Teams)

Week 4: Monday 29 – Wednesday 31 August

Date	Time	Session Title (and link to sign up)	Organisation	Location
29/08	12:00-13:00	Mindfulness workshop	Julie Griffin tutor	404, Springburn
30/08	07:00-16:30	Access To Work Virtual Appointment Day	Able Futures	Online
30/08	14:00-16:00	Mental Health: Supporting Others – contact SAMH by email and include: your name; job role; organisation; area of Glasgow (i.e., North East, North West, South); line manager name and email	SAMH	Online (Teams)
31/08	11.00-12.00	Keeping People Safe at Work: Undertaking Effective Risk Assessments in a Changing World	HWL	Online

Return, Refresh, Reset



Session descriptions

Access to Work Introductory Session

In this 30-minute session, Robbie Pennock from the Better Health Generation (the service provider of Access to Work Mental Health Support Service) will give staff information on the individualized support available to those who are experiencing issues that are impacting on their wellbeing at work. The service is also available to apprentices. After the session, participants can book their own appointment to answer any questions that you make have and proceed with accessing support if they would like at a dedicated Glasgow Kelvin Virtual Appointment Day on Tuesday 30th August.

Active Travel GKC Information and Cycle Drop-In

Choosing active modes of transportation to commute to work or travel around your city and neighbourhood is a great way to get exercise and relieve stress, while also make a positive environmental impact. Staff who are interested in learning about resources available at GKC to support active travel are invited to pop by the Velocity Cycle Hub at Springburn campus on Thursday 11th August anytime between 12-2pm.

Any level of cyclist is welcome; we will have the GKC fleet of bicycles available to check out, as well as lots of free goodies, such as cycle maps, bicycle lights, and reflective safety gear. Someone will also be available to discuss planning your route, and where and how to safely secure your bike on campus. If you have been curious about transitioning to active travel, this is your chance to learn more about it!

Alcohol Focus Scotland Managers Alcohol & Drug Awareness

This free online-training session from Alcohol Focus Scotland has a maximum of 12 places available offered on a first come, first served basis. In order to gain maximum benefit, you should book online if you have line management or supervisory responsibility. The training is designed to provide participants with an introduction to the impact of alcohol and drugs on Scottish society and specific guidance on how to address alcohol and drug-related issues in the workplace.

Anger management and positive communication

Many students find it challenging to deal with anger in a positive way. In this workshop with Paul Brooks from Charlie Waller Memorial Trust, anger is considered as a form of communication and attendees are encouraged to explore healthy strategies for responding to and supporting students.

Connect and Recharge in Green Spaces

There is a great deal of research available that suggests that spending time in nature is beneficial to your mental and physical health. Come and learn more about how Green Spaces can improve your wellbeing with Sarah Shea, our Sustainability Manager, by enjoying a bit of break in our lovely East End Campus Community Garden on Friday 12th August, from 1- 1:30pm with refreshments. By the end our discussion, we hope that you will feel more informed about the benefits of preserving and spending time in nature, motivated to make “green breaks” part of your daily routine, and more energised and ready to finish off your workweek.

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Food and Mood

In this bitesize session for GKC staff Katie will build participants understanding around the relationship between food and mood. It will explore practical tips and tools for managing mood with food as well as further supports available.

Good Money Management

This 90-minute webinar outlines the importance of budgeting and includes some budgeting tips, how the credit scoring system works, and explains some financial terminology. The session is aimed at anyone with an interest and helps build confidence and provide tips to improve money management, and enhance attendees' abilities to take control of their finances.

Good Sleep Supports Good Health

Sleep is essential for our physical health and immune system, as well as for our emotional and mental wellbeing. Working from home, money worries and health concerns have all added to make this an unsettling and stressful time for many. This 90-minute session will focus on the challenges of sleeping well and the importance of good sleep; providing sources of information and support.

Hybrid Working

This workshop is part of the Scottish Association for Mental Health core training programme.

At the end of this session, you should be able to: Understand the benefits and negative implications of working from home, Understand the consultation process between staff and management. Discussion on managing anxieties with hybrid working. Identify resilience and wellbeing when hybrid working, planning and preparation tips. Group discussion on initiating conversations around hybrid working fears/worries/questions.

Impact of debt on student mental health

During this workshop, Alex Cochrane from Charlie Waller Memorial Trust will guide participants to look for potential signs of debt, to offer practical support for students experiencing debt that may be impacting on their mental health and discusses signposting to external agencies.

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Introduction to Suicide Prevention

At the end of this session you should be able to: have deeper insight into current prevalence and statistics around suicide; be able to spot signs which may be associated with suicide, and discuss helpful questions which clarify suicide; identify the power of listening and the importance of signposting as a key element for support; and understand the importance of keeping yourself safe.

****Please note that this session is only an introduction to suicide prevention, and does not go into lengthy detail around carrying out a suicide intervention. The use of virtual platforms cannot guarantee a confidential safe-space. Please refer to SAMH classroom taught courses for more information on Suicide Prevention training.**

Keeping People Safe at Work: Undertaking Effective Risk Assessments in a Changing World

In a constantly changing world, where new risks can arise unexpectedly, employers need to keep people safe at work by undertaking effective risk assessments. This 1-hour session aims to: outline the key requirements of risk assessments and the terms used, describe the five steps to risk assessments, explain how to identify hazards and evaluate risks, including COVID-19, and signpost to sources of further advice, guidance and support.

Looking After Your Wellbeing

At the end of this session, you should be able to: identify your own responsibilities in creating a mentally healthy workplace; understand stress, what this looks like for you, and ways to manage it; understand the impact of poor wellbeing on yourself, your workplace and your society; utilise tools; and understand signposting to look after your wellbeing.

Memory Web Weaving

After the time spent meeting, teaching and socialising online, people became weary of screen time, some switched off their cameras, some developed professional poker-faces, some were distracted by texts/emails/children/pets/partners. Have we lost our ability to listen with intent and concentrate? To interact and turn-take in person? Are we fearful of personal interaction? This workshop explores a communicative way to understand how the sharing of reminiscences enables participants to find a common thread/connection, which allows for community, cohesion, connectedness and well-being, whilst building a physical web to illustrate this. Experience how one memory connects to others, how sharing validates experience and empowers the self. Suitable for a minimum of 6 and maximum of 16 people in-person.

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Mindfulness workshop

This is your life, this moment right here. Are you living in the present moment or rushing to the next or thinking about some past memory or future worry. If you wish to change or improve your future, then this is the only moment we ever have to influence it. Learning to be more present is an opportunity for a radical inner shift in perception, in awareness to really befriend our lives, our work and profession, our relationships, our own frantic, busy and distracted judgemental mind and reduce stress and anxiety.

Origami

This in person creative session at Springburn campus led by Catherine Watt will be making hexaflexagons and decorating them using zentangles. Zentangles are an art-based technique used to help with stress relief, and hexaflexagons are maths based objects but they can be used as fidget objects which can also relieve stress. No particular skills or experience is required - just a curiosity in how being creative and working with your hands can be an easy and accessible way to help you to manage stress.

Poetry for Fearties

Designed as an exercise in deeper self-knowledge and appreciation, this workshop follows a simple template to show how anyone can write poetry, even the most faint-hearted/scared potential poet, and promotes good mental health practices by finding connections with others. During lockdown we became a lot more isolated; the act of mass creativity through poetry creates a sense of community, validates and celebrates experience, and inspires confidence to use creative methods elsewhere in our lives. This workshop can be delivered online via Zoom. Suitable for up to 16 people.

Supporting and Managing Staff with Long Covid

This two-hour interactive session aims to raise awareness of the impact of Long COVID in the workplace, and to improve knowledge and understanding of best practice in managing employees with Long COVID. The session is aimed at managers and HR staff.

Supporting Mental Health: Breathing Space

This workshop facilitated by Breathing Space as part of the Healthy Working Lives programme recognises the huge impact COVID 19 has had on mental health. Sometimes people's thoughts and feelings overwhelm them to the point where it becomes difficult to cope with everyday life. It's important that workplaces know what support is available. NHS 24 provides a suite of mental health services, including Breathing Space. At this webinar you will find out about their latest campaign 'You Matter, We Care – for better mental health in Scotland' and also resources including 'The Little Book of Caring Ways'. This webinar lasts approximately 45 minutes and is aimed at anyone with an interest.

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Speaker bios

Speaker	Short Bio
Alex Cochrane Charlie Waller	Alex Cochrane, MBACP Counsellor & Supervisor has been a college has been a mental health trainer with Charlie Waller for two years. He also works with people involved with community justice and has previously worked in Childline and residential and day settings with young people involved with substance misuse in the private and voluntary sector.
Catherine Watt GKC	Catherine is an ALN Development Officer in Routes into Learning. Established in 2005, the programme works predominantly with women who have experienced trauma as a result of childhood abuse and neglect, suffered domestic abuse and other forms of violence and discrimination. For many, this has resulted in complex mental health; physical health and addiction issues. Catherine often uses Origami with groups due to its meditative capacity, to help people develop focus and concentration, to promote precision and control, to take one step at a time, to slow things down and promote mindfulness.
CDN	CDN work with colleges to develop their people; through events and webinars, CDN LearnOnline, college board training, and Leadership development. They share and collaborate; through networks and curriculum groups, Reach magazine, Pedagogy Matters Podcasts and CDN College Expo. They highlight the impact of colleges; through CDN College Research and Enhancement Centre, College Awards Events, Choose College National Campaign and CDN College Hall of Fame. They are working with colleges to develop their people, share their great work, and enhance student success.
Healthy Working Lives	Healthy Working Lives (HWL) provided by Public Health Scotland has recently been reviewed and they are no longer delivering the HWL award. However, they will continue to support GKC in relation to workforce health and wellbeing, aligned to the ambition of becoming a Fair Work Nation. As part of this they are offering a free online training programme available to our staff.
Julie Griffin Julie Griffin Tutor	Julie is a mindfulness practitioner and teacher registered with the British Association of Mindfulness Based Approaches. She is the founder of the charity Cultivating Mindfulness which delivers wellbeing projects in the community and delivers mindfulness training in public, private and third sector organisations. In 2019 Julie was awarded a Point of Light Award by the Prime Minister for founding Glasgow's Spirit of Christmas children's gift campaign which aims to support children living in hardship or poverty and build mindful, kind and compassionate communities.

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Paul Brooks Charlie Waller	Paul is a member of The Charlie Waller Team delivering training in colleges and universities. He holds professional qualifications in counselling, philosophy and theology. He is a Registered Member of the British Association for Counselling and Psychotherapy (BACP). Paul also works as a counsellor at Glasgow Clyde College and in Secondary schools across the central belt of Scotland and delivers psychoeducational workshops for The Wise Group.
Robbie Pennock Access to Work	In this 30 minute session Robbie Pennock from the Better Health Generation, the service provider of Access to Work Mental Health Support Service, will give staff information on the individualized support available to those who are experiencing issues that are impacting on their wellbeing at work. The service is also available to apprentices. After the session, participants can book their own appointment to answer any questions and proceed with accessing support if they would like at a dedicated Glasgow Kelvin Virtual Appointment Day on the 30th of August.
SAMH	SAMH is Scotland's national mental health charity. Today, in over 60 communities they work with adults and young people providing mental health social care support, services in primary care, schools and further education, among others. These services together with our national programme work in See Me, respectme, suicide prevention and active living; inform our policy and campaign work to influence positive social change.
Sarah Howells Write to Remember	Sarah Howells is a published writer who has been devising and teaching creative life writing workshops and courses since 2011. Clients include the Luminate, Audacious Women and Village Storytelling Festivals, Edinburgh Adult Education, and Live Borders. She holds an MLitt in Creative Writing (Aberdeen) and is about to embark on her PhD research (Aberystwyth) on self-narrative and healing from trauma. She is a single parent to two young men and a rescue dog.
Sarah Shea GKC	Sarah Shea is the Environmental Sustainability Manager at Glasgow Kelvin College since moving to Scotland in the summer of 2022. Sarah has an extensive background in science pedagogy and curricular development and fourteen years' experience as a science educator in Texas and New York. Her professional experience includes working at, and in cooperation with, non-profit and government agencies such as The American Museum of Natural History and the U.S. Peace Corps. A champion of environmental sustainability initiatives by facilitating the instruction of the science, repercussions, and potential solutions for climate and environmental change. In her role at GKC Sarah looks to continue her involvement in promoting education for sustainable development, as well as environmental projects aimed at carbon neutrality.