



Be REAL is a six-week program that supports well-being and mental health. It equips participants with **cognitive behavior skills** to manage emotions and cope with challenging situations, **mindfulness skills** to strengthen stress management and self-awareness, and **practices that promote compassion** for themselves and others.

**What started as a skills group for students has been adapted for staff and instructors to promote well-being and develop resilience coping strategies that can be utilized with students and in their own lives.**



- > Each weekly session is 90 minutes and includes group discussions, partner activities, and guided contemplative practices. Groups are facilitated by a staff member from CCFW or the UWRL.
- > Each group is composed of ~15 staff from a range of programs and departments across the UW's three campuses. 157 staff members have participated since 2019.
- > Participants receive a weekly e-newsletter that includes recap of concepts, guided practices, and worksheets.
- > Participants can elect to participate in a facilitator training to become equipped to facilitate Be REAL for students. The feasibility of this model is being assessed. ~70 staff have participated in the facilitator training.
- > A new community of practice is forming among the 157 staff to share strategies for integrating these practices into work and daily life, consult about facilitation, and share resources.

# Be REAL Impact



*“I entered into the Be REAL training to learn ways to help my students and especially in their academic success. I was pleasantly surprised at how much it **taught me about my own self-care**. I learned how to be more **mindful** about my day and find strategies to relax and take care of myself, even for two minutes, in the midst of a hectic job. I learned to be **more accepting with my own flaws** and still be able to work on me, with no judgment or expectations. I even use these strategies, like **breathing and nature walks**, with my kiddo at home.” – UW Academic Advisor*

# Future of Be REAL



*"So when we have interventions, or social emotional-learning curricula, that are solely focused on practicing an individual skill or technique, but not in relationship with other people, we miss a lot. So many of the challenges that students of color experience are typically in relation to other people, because students of color are often racialized and they are treated differently based on their appearance or their race. And there are additional layers of stress, and lack of belonging, and mistrust that result from being treated differently."*

**-Dr. Janine Jones**, Professor of School Psychology, UW College of Education

**UWRL and UW Center for Communication, Difference, and Equity currently partnering to develop a series of workshops that explore the integration of resilience coping strategies to address racial dialogue fatigue and support anti-racist work.**