How we’ll make this happen

Your Executive are proud to present this year’s annual plan.

We’ve developed six pillars to guide our work for the remainder of our term in office. It’s first important to note that while this plan showcases several of our key initiatives and focal points, we have many more goals we hope to accomplish, including more work on WUSA as an organization. Please reach out to us at exec@wusa.ca if you’d like to learn more!

In the coming months, we’ll be working hard, following up with you and communicating our progress. It’s important to us that we maintain transparency with you as we work toward accomplishing our goals. Working closely with our Associate Vice Presidents and supported by our full-time staff, we’re excited to create meaningful change that will improve your experience at the University of Waterloo.

- Abbie, Megan, Nada, Alana
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1. Institutional Racial Equity Reform

a. Equity supports and training
   - Ensure effective, meaningful equity trainings are delivered to all WUSA staff and volunteers, while holding participants’ responsible for implementing their learnings
   - Advocate and hold UWaterloo Housing and the University Colleges accountable to implement mandatory equity training for Dons

b. Holding the University (and ourselves) accountable
   - Remove barriers that marginalized groups may experience when applying for employment and urge the University to follow equitable hiring practices
   - Consult with BIPOC students with lived experience on student matters and urge the University to do the same
   - Hold the university accountable to address implicit and explicit acts of racism that occur within the institution

c. Funding equity initiatives
   - Actively fund equity initiatives on and off-campus in consultation with students
   - Create dedicated funding for equity initiatives, using a more accessible application process
2. COVID-19

a. Fiscal responsibility
   - Continue to manage and monitor our cash flow throughout the changing campus environment
   - Collaborate with Societies to ensure their financial health beyond the pandemic
   - Deliver responsible financial budgeting to ensure the ultimate benefit to students and our UW community

b. Mental health supports
   - Continue to advocate for increased counselling supports, including BIPOC counsellors and increased access for International students
   - Support our student-run services offering peer-to-peer support and provide seamless, online access

c. Your academics
   - Monitor course and teaching concerns via an online form
   - Recommend effective teaching and assessment methods to instructors
   - Advocate for a manageable workload without compromising quality
3. Student Engagement

a. Volunteer retention and member loyalty
   - Create a volunteer experience system to ensure opportunities are more rewarding
   - Prioritize a member management system to improve our engagement strategies
   - Implement WUSA-wide training for all volunteers to ensure a basic and common level of WUSA as an advocacy organization and our related operations

b. New student transition
   - Work to increase WUSA’s involvement in Orientation to improve orientation strategies and programming
   - Continue to improve our Welcome Week and Campus Life Fair to showcase value and foster a sense of belonging for new and returning students

c. Initiation of town halls
   - Hold regular Town Halls, allowing students an open-forum platform to share their concerns with Exec
   - Work alongside relevant parties to implement changes, as approved by Students’ Council
4. Evidence-Based Advocacy

a. Student research program
   - Develop and implement program where students are compensated for providing primary research data to support and guide our advocacy initiatives

b. Expanding research capacity
   - Integrate more research within our advocacy to ensure effective and timely progress
   - Gradually expand our research capacity by hiring more students and full-time staff

c. Race-based data
   - Integrate race-based data WUSA-wide to guide our racial equity advocacy
   - Urge the university to collect race-based data to guide their equity advocacy
5. Student Support and Spaces

a. Effective club support
   - Ensure the implementation of a single 'Clubs' portal
   - Commit to improving locker space, availability and usage
   - Review and improve clubs’ executive training

b. Availability of student spaces
   - Follow through on council mandated review of the Fed Hall agreement
   - Investigate space agreements around campus to improve student use and value
   - Continue the implementation of the Bomber Space Lounge Plan

c. Rewarding student roles
   - Commit to training student staff to help them develop new and employable skills
   - Hire more students into rewarding roles, like student managers and our Associate Vice Presidents
6. Expanding our Network

a. Expanding WUSA services beyond the SLC
   - Extend presence of WUSA services to satellite campuses, housing and university colleges
   - Identify and address concerns from all corners of campus and satellite campuses
   - Extend and improve special events and peer support to satellite campuses

b. Alumni engagement
   - Collaborate with Alumni network to provide support to student clubs, services, and initiatives through our endowment funds

c. External advocacy
   - Continue to expand our government advocacy by building and strengthening partnerships with other student associations across Canada
Contact WUSA

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