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Annual Plan

2021-2022

Letter of Introduction

Hey Waterloo,

Welcome to the Waterloo Undergraduate Student Association (WUSA) Annual Plan for 2021-2022. This document has been prepared by your WUSA Executive Team and approved by the Governance Committee to outline our goals for the year, with an eye to the strategic objectives as set out in WUSA's Long Range Plan, 2020-2025 (LRP).

The plan is organized into six thematic areas: Equitable Access, Effective External Advocacy, Supporting Student Communities, Affordable, Accountable & High-Quality Education, Responsible Corporate Governance, and Student Safety & Wellness. We have drawn from the LRP to create value statements under each thematic area, and our priorities are organized by relation to these values.

Our goals are either self-contained projects with specific deliverables, continual progress on multi-year projects, or advocacy goals which we will bring to stakeholders' attention throughout the year. Tasks with high priority have been indicated by *, and each priority has been assigned an executive lead.

We hope that this plan will prove useful in holding the executive accountable to the Board of Directors, the Students' Council, and the membership at-large as we work through our term in office. Please do not hesitate to contact us at exec@wusa.ca with any questions.

On behalf of the executive team,



Benjamin Easton
President
Waterloo Undergraduate Student Association

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- Co-operative and experiential education
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- Supporting students' needs

Legend

- = Affiliated with University of Waterloo
- = Affiliated with Waterloo Undergraduate Student Association

*	High Priority
AP	Annual Plan
○ AVPAA	Associate Vice President of Academic Affairs
○ AVPECA	Associate Vice President of Experiential & Co-operative Affairs
○ AVPGA	Associate Vice President of Government Affairs
○ CRO	Chief Returning Officer
○ GM	General Meeting
● Government	Government (Federal, Provincial, or Municipal)
LRP	Long Range Plan
○ Pres	WUSA President
○ VPEd	WUSA Vice President of Education
○ VPOF	WUSA Vice President of Operations & Finance
○ VPSL	WUSA Vice President of Student Life
○ WUSA	Waterloo Undergraduate Student Association

Affordable, Accountable, & High-Quality Education

1. Students should have access to an affordable post-secondary education. (LRP AP5)

- a. University VPEd

Respond to a changing publishing industry and its implications on affordability by encouraging instructors to adopt Open Educational Resources (OERs).

- b. University VPEd

Establish enduring relationships with eCampus Ontario and OER champions within the University.

- c. WUSA VPEd

Develop guides, workshops, and other resources to help student leaders advocate on behalf of OERs.

- d. Government VPEd AVPGA

Through OUSA and UCRU, lobby for continued investment in jobs for recent graduates, financial support to help students, families, and recent grads hit hard by COVID-19.

- e. Government VPEd AVPGA

Through OUSA and UCRU, lobby for sustainable funding models that are fair, predictable, and conducive to quality education.

2. Students should have access to an accountable post-secondary education. (LRP AP4, AP6)

- a. * University Pres VPEd
-

Advocate for establishing an independent, University-wide ombudsperson office to promote procedural fairness, transparency, and accountability on campus.

3. Students should have access to high-quality post-secondary education. (LRP AP6)

- a. WUSA VPEd AVPAA
-

Advocate for establishing an independent, University-wide ombudsperson office to support student leaders advocating for improved educational quality at faculty and program levels by providing academic advocacy positions with staff support, as well as developing opportunities for knowledge exchange, skills development, and collaboration.

- b. * University VPEd AVPECA
-

Ensure students are directly involved in the creation, review, and re-development of Professional Development (PD) courses.

Effective, External Advocacy

1. Eligible students should be empowered to participate in Canadian democracy. (LRP AP1-AP6)

- a. Government Pres VPEd

Through OUSA and UCRU, lobby for reduced barriers to student voting and clear communication to help get out the student vote.

- b. Government Pres VPEd

Run events/campaigns that encourage political participation.

2. WUSA advocacy should be effective and timely. (LRP AP1, AP2, AP3, AP4, AP5, AP6)

- a. * WUSA VPEd

Implement a stakeholder management system to avoid information loss from exec, staff, and student leader turnover.

- b. Government VPEd

Build relationships with political decision-makers across party lines.

- c. WUSA Pres VPEd

Support the Undergraduates of Canadian Research-intensive Universities (UCRU) in its first year as a not-for-profit corporation by creating robust operating policies.

Equitable Access

1. High-quality post-secondary education should be accessible to all. (LRP 5b, AP4, AP6)

- a. * University VPEd

Develop a set of targeted and implementable asks of the University that address the concerns identified in the Student Accessibility Commission's report with regards to accessibility and disability supports on campus.

- b. Government VPEd

Develop a set of targeted and implementable asks of the provincial government that address the concerns identified in the Student Accessibility Commission's report with regards to accessibility and disability supports for post-secondary students and recent graduates.

- c. WUSA VPEd

Develop a strategy to ensure that disability advocacy and inclusion becomes an integral concern throughout WUSA decision-making processes.

- d. University VPEd

Take advantage of increased receptiveness to change by the University and professors in course delivery to promote practices that improve accessibility and educational quality.

2. Students of all socioeconomic status should be able to volunteer with WUSA. (LRP 2a)

- a. * WUSA VPSL VPOF
-

Establish financial support mechanisms to empower students of all socioeconomic backgrounds to volunteer in rewarding positions with WUSA.

3. Students deserve clear communication for a safe and equitable return to campus. (LRP AP3, AP4, AP6)

- a. * University Pres
-

Advocate for clear, timely communications so students can plan ahead while minimizing uncertainty.

- b. University Pres
-

Promote measures that recognize and protect students who cannot return safely or immediately.

- c. WUSA Pres VPOF
-

Work with our Constituent Societies in preparation for resuming in-person operations.

Responsible Corporate Governance

1. WUSA governance should be transparent, accountable, and accessible. (LRP 1b, 2a)

- a. Government Pres CRO
-

Investigate methods to increase competition and voter turnout in WUSA elections.

- b. WUSA Pres GM
-

Retain advice of a not-for-profit organizational consultant to conduct holistic review our governance structure, including the purpose and scope of Students' Council, the Board of Directors, and General Meetings; the role of staff in WUSA governance; and the implications of organizational structure on equity and wellness of staff, volunteers, and student executives.

Student Safety & Wellness

1. Students should feel safe and supported throughout their co-operative and experiential education. (LRP AP6)

- a. University VPEd AVPECA
-

Work with CEE to address the felt sense of disempowerment and lack of support for students during their co-op terms.

- b. University VPEd AVPECA
-

Generate usable student-facing communications regarding processes for reporting & addressing hostile, unsafe, etc. work conditions.

- c. University VPEd AVPECA
-

Clearer accountability & processes for tagging/ flagging/ pulling jobs that may be risky or unsuitable for certain groups of students.

- d. University VPEd AVPECA
-

Continue participation in CEE's Student Equity Advisory group.

2. Students should have access to safe, affordable, and accessible housing and transportation. (LRP AP1)

- a. Government VPEd AVPEGA
-

Meet with local government officials to discuss findings from the Student Housing Report.

- b. University VPEd AVPEGA
-

Collaborate with relevant campus stakeholders to improve student awareness of tenant rights.

- c. WUSA VPEd
-

Create a housing resource page on the WUSA website.

- d. * Government VPOF
-

Work with Grand River Transit to return the UPass to all students in Waterloo Region this Fall term.

3. Students need access to safe, affordable, and accessible health and wellness services. (LRP 5b, AP5)

- a. * University VPEd VPSL
-

Meet with Campus Wellness to discuss immediate concerns and recommendations from the Winter 2020 survey on trans and racialized student experiences with Health and Counselling Services.

- b. WUSA VPEd VPSL
-

Formalize processes for continuing feedback through Glow and RAISE's incident reporting forms.

- c. WUSA VPEd VPSL
-

In consultation with relevant community groups (Glow, RAISE, Engiqueers, etc.) and individual students, formulate a plan for the next steps for council's approval.

- d. * University VPEd VPSL
-

Collaborate with PART's working group on Health and Mental Health to help achieve our mutual goals.

- e. * WUSA VPOF
-

Make changes to Health Plan coverage and access to better serve vulnerable students and implement a plan to ensure its fiscal responsibility.

4. WUSA advocacy must consider the needs of racialized, international, and otherwise marginalized students. (LRP 2a, 3d, 5b, AP2, AP4)

- a. WUSA VPEd
-

Improve WUSA's capacity to collect representative data on student experience and priorities by launching the Representative Survey Platform and ensuring that the program's implementation highlights its strengths and limitations as a research tool.

- b. Governemnt VPEd AVPGA
-

Use Waterloo Regional Police Service's Student Safety Group as a forum to amplify the concerns of marginalized students in relation to regional and campus policing.

- c. * WUSA Pres VPSL
-

Support the undergraduate representatives on the Working Groups of the President's Anti-Racism Taskforce.

- d. WUSA Pres
-

Report to the Students' Council upon PART's conclusion at the end of 2021.

- e. Government VPEd AVPGA
-

Through OUSA and UCRU, lobby for pathways to residency and post-graduate studies for international students.

Supporting Student Communities

1. WUSA services should operate to best support students' needs. (LRP 2a, 2c, 3b, 4c, 5a, 5b)

- a. WUSA VPSL

Carry out the remainder of the Services Review Proposal endorsed by Students' Council in the 2020–21 governing year and re-establish a framework for regular review moving forward.

- b. * WUSA VPSL

Create a long-term services roadmap and implement recommendations of the Services Review Report to work toward a structure that best supports students.

- c. WUSA VPOF

Work with the new Board of Publications to ensure the financial sustainability and high-value offering of campus papers.

2. WUSA clubs and their communities need adequate support as we return to campus. (LRP 2b, 2c, 3b)

- a. WUSA VPSL

Build out robust resources for clubs' return to campus.

3. Students deserve access to safe, accessible, and student-controlled space on campus. (LRP 2c, 4a, 4b)

- a. * University VPOF
-

Bring the Bombshelter Lounge Plan to the UW Buildings & Properties Committee for approval and begin work on the project.

- b. * WUSA Pres VPOF
-

Approve and implement a Strategic Plan to guide space use in the newly-expanded Student Life Centre.

- c. * University Pres VPOF
-

Renegotiate the 2013 Student Life Centre Operating Agreement to reflect the new expansion and clarify the relationship of WUSA-UW commercial operations in a new, separate agreement.

4. Endowment funds should be transparent and accessible to students. (LRP 5a)

- a. WUSA VPOF
-

Work with Waterloo's various endowment funds to build a more student-friendly funding system.

Learn more about WUSA initiatives:

www.wusa.ca

Questions about the 2021-2022 WUSA

Annual Plan:

pres@wusa.ca