

WUSA

Annual Plan

2023-2024



A Letter From your WUSA President

Dear undergraduate students,

I hope that you are all doing well and have adjusted well to the return to campus life after Covid-19. For though much of your time at university will be focused on academics, I would encourage all of you to get involved throughout your time at Waterloo through things like clubs, societies, athletics, and the many events and activities that run throughout the year.

WUSA has been going through some changes over the past couple of years. A new governance model has been put in place, which we hope will better be able to meet the needs of you, the undergraduate students. This is, however, not without its challenges and is something that we will be continuing to work out the kinks on over the coming year.

WUSA's 2023-2024 Annual Plan sets out our plans and priorities for the year to come. Like all annual plans, they tie back to the 5-year plan created in 2020. We show the connections to that Long Range Plan (LRP) by using brackets next to each goal, which outline the section of the long range plan this year's priorities are drawn from. For example, (LRP AP 2) stands for long-range plan, advocacy priorities, No. 2, which relates to international students. A reading of the LRP is not required to understand the priorities and goals outlined in this annual plan, though it may be beneficial in understanding why such priorities and goals were selected and to understand where we have been allocating our time and resources.

This year's annual plan is broken down into three sections, Advocacy Priorities, Operational Goals, and Governance Structure. Each one will be worked on by the groups specified, or as is necessary to work towards and complete all stated goals and priorities.

I am incredibly happy to be given the opportunity to work for and represent all of you. So far it has been a rewarding endeavour not without its challenges. I am continually committed to benefitting the University of Waterloo undergraduate students.

With that, I am happy to present the 2023-24 Annual Plan. For any questions or concerns I encourage you to reach out to myself at pres@wusa.ca or my Vice President Katie Traynor at vp@wusa.ca.

Rory Norris



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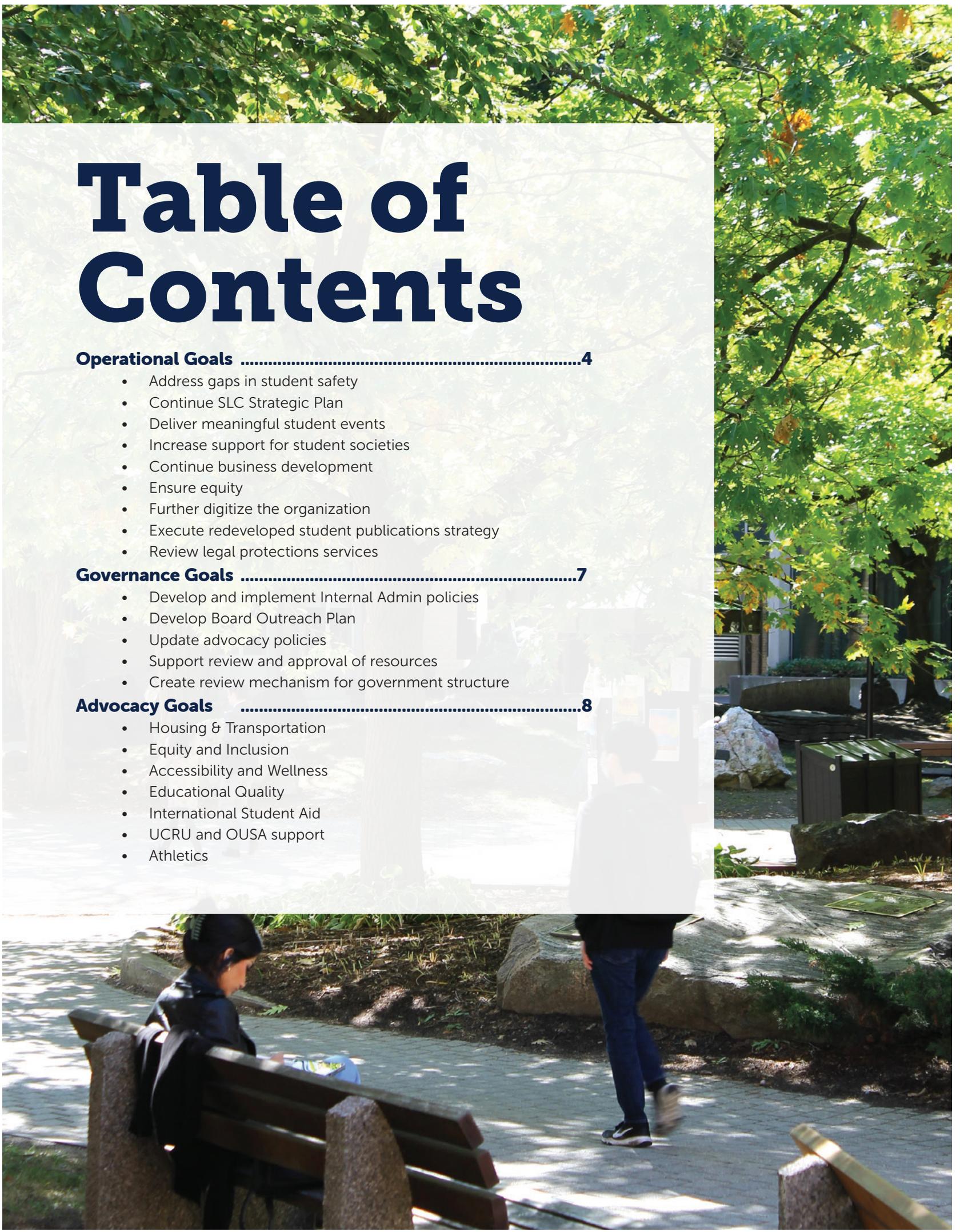
- Address gaps in student safety
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Operational Goals

The Organization Shall:

1. Address gaps in student safety and find ways to build a stronger, more inclusive Waterloo community following the traumatic hate-motivated attack related to gender expression and gender identity on campus.

Action Items



- a. Review SLC safety plan and UW's Safety + Crisis communications plan. Advocate for timely, transparent, and community centered plans & procedures.
- b. Work with WUSA's Student Groups and Student Leaders such as student-run services, clubs and societies regarding what further measures we can take to address and improve the safety within each unique operation.
- c. Actively seek input from all members regarding their experience with safety on campus to support the development of the plan on how WUSA can be a key stakeholder in building the foundation for a safe and inclusive campus community.
- d. Strategically advocate for the University to deliver ongoing and intentional EDI-R education and build in efforts to support the University's community values in all its academic and operational plans and initiatives.
- e. Review our crisis communications procedure and make changes to better support member needs and expectations moving forward.

2. Continue implementation of recommendations from the SLC Strategic Plan. (LRP 4/5)

Action Items



- a. Look into the development of audio recording booths/ studio
- b. Continue to redevelop/refurbish SLC spaces & leaseholds
- c. Update SLC agreement with university
- d. Solidify direction for the SLC Lounge Plan (old Bombshelter Pub space)
- e. Evaluate vacant spaces within the building and provide a plan for occupancy of vacant spaces.

3. Redefine strategy for delivering meaningful student events. (LRP 4)

Action Items



- a. Conduct research on what type of events the membership needs in the coming years that will enhance the student experience.
- b. Develop strategic events plan for 2024-25.
- c. Identify and propose 1-2 New events that are Medium to Large in Scale
- d. Conduct at least 1 social event at each satellite campus.

4. Increase support to our student societies. (LRP 1)

Action Items



- a. Complete and implement the Societies "How to" manual.
- b. Hire Society Relations Officer
- c. Find opportunities for collaboration and amplifying their events/ offerings
- d. Initiate a needs assessment for what supports Societies need in the next 2-4 years
- e. Review WUSA offerings at satellite campuses and develop recommendations for more
- f. Equitable member benefits for students studying outside of main campus

5. Continue the business development of commercial operations.

Action Items



- a. Grand opening of WUSA's new Quick Service Restaurant Outlet (Chaska)
- b. Wind down of Feds Used Books
- c. Develop convenience store expansion/ relocation plan.

6. Ensure equity remains a focus for WUSA in all areas of our organization, including as a primary lens to all work we engage in. (LRP 5)

Action Items



- a. Contract external consultant to complete equity audit now that core governing documents are complete for our new structure
- b. Define mandates for our equity and inclusion providing services and ensure collaboration with the advocacy department on efforts relating to marginalized communities

7. Work towards further digitizing our organization to better serve and connect with our members.

Action Items



- a. Research, develop and deploy modern email/Customer Relationship Management (CRM) solution to strengthen member communications
- b. Continue efforts towards digitizing and automating staff and volunteer reimbursement process: Expense Management Solutions
- c. Research and develop a Member Management Plan (including loyalty program) that maps out further modernizing + digitizing our member engagements and strengthens reporting and member feedback.

8. Execute & assess the redeveloped student publications strategy.

Action Items



- a. Launch redeveloped publications channels.

9. Review legal protection services. (LRP 5)

Action Items



- a. Review current student needs and satisfaction with program
- b. Create report for Board. Identifying options and recommendations to Board based on review of program.



Governance Goals

WUSA Board of Directors shall:

Action Items



- a. Develop Board Outreach Plan.
- b. Review previous advocacy policies and adapt relevant topics into updated advocacy stances.
- c. Support the organization and Executive Director in review and approval of resources required to address identified challenges.
- d. Have the Chair of the Board work with the Board Advisor and WUSA staff. Members to create a review mechanism and timeline for our governance structure and governing documents.



Advocacy Goals

1. Housing & Transportation (LRP AP 1)

Action Items



- a. Review and continue ongoing development of housing advocacy stances, housing resources and reports, and housing communications.
 - i. Creating a 2-year plan to address Housing priorities outlined by WUSA membership.
 - ii. Advocating on Rental Bylaw Transparency within the Region of Waterloo
- b. Recognizing the intersection of Housing and Transportation and advocating for affordable student transit.

2. Equity and Inclusion (LRP AP 5)

Action Items



- a. Advocate to the University to prioritize a plan for addressing safety and community on campus in response to the hate-motivated attack related to gender expression and gender identity.
 - i. Advocate to the University for increased awareness of 2SLGBTQIA+ community concerns for campus safety, and necessary support resources.
- b. Address student-facing concerns regarding equity, diversity, and inclusion and continue to support campus wide equity initiatives, educate students on important/relevant EDI-R issues and amplify marginalized voices.
- c. Initiate indigenization strategy for WUSA and outline how we fit into the University's Indigenous Strategic Plan.

3. Accessibility and Wellness (LRP 5)

Action Items



- a. Implement methods to address the relevant recommendations to student unions outlined in the final Recommendations Report for the development of proposed Postsecondary Education Standards under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).
- b. Increase students' access to mental health wellness support, and other resources, available on campus and within the community.
- c. Advocate for a dedicated approach to building consent culture on campus.

4. Educational Quality (LRP AP 6)

Action Items



- a. Advocating to the University of Waterloo for effective teaching quality assessment.
- b. Promoting academic success and workforce readiness through advocacy:
 - i. Strengthen academic advising and increasing supports for early intervention;
 - ii. Embracing innovation in teaching and learning;
 - iii. Diversifying experiential learning opportunities for students to engage;
 - iv. Advocating for the continued development and effective Professional Development (PD) courses.

5. International Student Aid (LRP AP 2)

Action Items



- a. Address financial stability and educational barriers unique to international students.
- b. Advocate for international student community supports and continued efforts to engage with local MPPs within social outreach campaigns.

6. WUSA support for the future operations of UCRU (Undergraduates of Canadian Research Intensive Universities) and support for OUSA (the Ontario Undergraduate Student Alliance).

7. Athletics

Action Items



- a. WUSA will be tasked with releasing a public report that details ongoing work regarding the Athletics fees and it's value to the membership.





WATERLOO UNDERGRADUATE
WUSA
STUDENT ASSOCIATION