



SUO

Students' Union
UBC Okanagan

**Building a Vibrant and Inclusive Campus
Community**

SUO ACTION PLAN 2024/25

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Introduction

Theme: Building a Vibrant and Inclusive Campus Community

The Students' Union of UBC Okanagan is deeply committed to creating a vibrant and inclusive campus community that fosters personal and academic growth for all students. Through our unwavering dedication to advocacy, good governance, campus life, and essential services, we aim to empower students and ensure that every individual has the opportunity to thrive and succeed in their educational journey.

Over the past four years, SUO has been actively engaged in striving for excellence and implementing sound governing practices to uphold our mission and values. Through collaborative efforts, transparency, and accountability, we have worked tirelessly to create a strong foundation that ensures effective representation and fulfillment of our members' needs.

As we embark on a new chapter, we recognize the importance of looking ahead and embracing the challenges and opportunities that lie before us. The world is constantly evolving, and it is essential for us to adapt and proactively address the ever-changing landscape of higher education. We are determined to shape the future of SUO to better serve the diverse student population at UBC Okanagan.

The purpose of this action plan is to outline our goals and objectives for the upcoming year clearly. Our elected board and executive team are committed to transparency and effective communication, ensuring that our students are fully informed about our vision, strategies, and the specific actions we will take to achieve tangible results.

Throughout this term, we are committed to fostering an environment that empowers students to voice their concerns, participate in decision-making processes, and contribute to shaping the future of their university experience. We will actively engage with students, seek their input, and ensure their perspectives are considered in all aspects of our work.

Our action plan encompasses a wide range of initiatives and projects that span across different areas of focus, including advocacy, campus life, services, and governance. By addressing systemic issues, advocating for positive change, enhancing student support networks, and providing accessible resources, we aim to remove barriers and create a more inclusive and equitable educational environment for all.

In summary, the Students' Union of UBC Okanagan is wholeheartedly committed to reducing barriers to education and creating a transformative university experience for our students. Through this action plan, we aspire to fulfill our mission and deliver on the promises we have made to our student body. Together, with the collective efforts of our elected board, executive team, staff, and the entire student community, we will strive to create a lasting impact and foster a vibrant and empowering campus culture.

MISSION STATEMENT

The Students' Union's mission is to:

- Provide accessible, high-quality services.
- Facilitate events, activities, and student clubs to enhance campus life.
- Undertake advocacy to ensure students' rights are respected, and concerns are heard by decision-makers; and,
- Practice good governance in the operations of the Students' Union

We achieve our mission by ensuring that all of our priorities fall into one of three areas of activity: **Service**, **Advocacy**, and **Campus Life**; all guided by strong governance practices.

VALUES STATEMENT

The Students' Union of UBC Okanagan strives to create an atmosphere that is:

Dynamic

- For and by students through governance, employment, programs, and involvement
- Entertaining, fun and high energy environment
- Able to ensure that all our membership and staff: Have their voice heard on issues that are important to them. Protect and promote their rights. Have their views and wishes genuinely considered when decisions are being made about their lives.

Protected

- Welcoming, friendly, and respectful
- Clean and well-maintained facility
- Accessible to the campus community

Inclusive

- Promote and practice diversity through opportunities and programs.
- Encourage comradeship and interaction.

Centre of Campus Life

- Convenient and quality retail, food, services, and activities
- Safe, comfortable, and relaxing place to be.
- Numerous versatile, flexible, and well-equipped gathering spaces
- Diverse, equitable, multi-cultural events, and engagement opportunities

PRINCIPLES

Community

We continuously cultivate a community of care that ensures our members and staff feel welcomed and appreciated.

Integrity

We lead with a good example by ensuring we always take responsibility for our actions and words, through ensuring our decisions are aligned with bettering the student experience.

Respect

We appreciate the value of diverse opinions in developing approaches to varying situations.

Transparency

We create an environment where our members and staff are encouraged to engage with us and where we are able to share openly about our business practices and actions.

Accountability

We understand and accept the consequences of our actions for the areas in which we assume responsibility.

SECTION A: SERVICE

Objective:

To improve and expand the services provided by the SUO, ensuring they meet the needs of students and support the overall mission of the organization.

Strategy:

Implement a series of targeted actions designed to enhance facilities, streamline operations, and foster collaboration with key stakeholders.

Actions and Detailed Plan:

1. Resume Work on the SUO Building and Present an Option to the Board by December for a Possible Referendum

Objective: Develop a comprehensive plan for the SUO building renovation or new construction and present viable options to the board for consideration.

Strategy:

A. Assessment:

- Conduct a thorough assessment of the current building condition and identify key areas for renovation or new construction.
- Gather input from stakeholders, including students, faculty, and staff.

B. Planning:

- Develop detailed renovation or construction plans, including architectural designs and budget estimates.
- Identify potential funding sources and financial implications.

C. Option Development:

- Prepare multiple options for the board's consideration.

D. Board Presentation:

- Present the options to the board by December.
- Facilitate discussions and address any concerns or questions.

E. Referendum Preparation:

- If approved, prepare for a student referendum to decide on the preferred option.
- Develop communication materials and a campaign to inform and engage the student body.

Timeline: 6 months

Resources Needed:

- Architectural and construction consultants
- Financial analysts
- Communication team

Key Performance Indicators - KPIs:

- Completion of the assessment and planning phase
- Presentation of options to the board by December
- Approval for referendum preparation

2. Enhance the Role of the SUO Coop Student

Objective: Strengthen the involvement and impact of the SUO Coop Student role within the organization.

Strategy:

A. Role Review:

- Review the current responsibilities and impact of the SUO Coop Student.
- Gather feedback from current and past Coop Students, as well as other stakeholders.

B. Role Enhancement:

- Redefine the role to increase its relevance and impact.
- Introduce new responsibilities that align with the strategic goals of the SUO.

C. Training and Support:

- Develop a comprehensive training program for Coop Students.
- Provide ongoing support and mentorship to ensure success in the role.

D. Integration:

- Ensure the Coop Student is well-integrated into the SUO team and has opportunities to contribute to key projects and initiatives.

E. Evaluation:

- Regularly evaluate the effectiveness of the role and make necessary adjustments.

Timeline: 3 months

Resources Needed:

- HR team
- Training and development resources
- Feedback mechanisms

Key Performance Indicators - KPIs:

- Completion of role review and enhancement
- Implementation of training program

- Increased satisfaction and impact of Coop Students

3. Finalize the Naming Agreement for the SUO Clubs with UBC

Objective: Secure a formal agreement with UBC regarding the naming conventions and rights for SUO clubs.

Strategy:

A. Negotiation:

- Engage with UBC representatives to discuss and negotiate the terms of the naming agreement.
- Ensure that the agreement aligns with both SUO and UBC policies and branding guidelines.

B. Draft Agreement:

- Work with legal advisors to draft the naming agreement.
- Ensure clarity and mutual understanding of the terms.

C. Stakeholder Review:

- Present the draft agreement to relevant stakeholders, including club leaders and SUO executives, for feedback.
- Incorporate feedback and finalize the agreement.

D. Approval:

- Obtain formal approval from UBC.

E. Implementation:

- Communicate the new naming conventions to all SUO clubs and ensure compliance.
- Provide guidance and support to clubs during the transition.

Timeline: 4 months/on-going

Resources Needed:

- Legal advisors
- Communication team
- Stakeholder engagement mechanisms

Key Performance Indicators - KPIs:

- Completion of negotiations
- Finalization and approval of the agreement
- Successful implementation across SUO clubs

4. Help Student Associations Transition to the Q-Pay Platform

Objective: Facilitate a smooth transition for student associations to the Q-Pay platform to improve financial transactions and management.

Strategy:

1. **Platform Introduction:**
 - Organize information sessions to introduce student associations to the Q-Pay platform.
 - Highlight the benefits and functionalities of the platform.
2. **Training:**
 - Develop and deliver comprehensive training programs for student association leaders and treasurers.
 - Provide step-by-step guides and support materials.
3. **Technical Support:**
 - Establish a technical support team to assist with the transition.
 - Offer ongoing assistance to address any issues or concerns.
4. **Monitoring:**
 - Monitor the usage and effectiveness of the Q-Pay platform.
 - Collect feedback and make necessary improvements.

Timeline: 4 months

Resources Needed:

- Q-Pay representatives
- Training facilitators
- Technical support team

Key Performance Indicators - KPIs:

- Number of associations transitioned to Q-Pay
- User satisfaction and feedback
- Reduction in transaction issues

5. Work with UBC on the Data Sharing Agreement

Objective: Establish a formal data sharing agreement with UBC to ensure secure and efficient sharing of relevant data.

Strategy:

A. Initial Discussions:

- Initiate discussions with UBC representatives to outline the need and scope of the data sharing agreement.
- Identify key data points and purposes for data sharing.
- B. Draft Agreement:**
 - Collaborate with UBC to draft the data sharing agreement.
 - Ensure compliance with privacy laws and data protection regulations.
- C. Review and Feedback:**
 - Present the draft agreement to legal advisors and relevant stakeholders for review.
 - Incorporate feedback and finalize the agreement.
- D. Approval:**
 - Obtain formal approval from both UBC and SUO boards.
- E. Implementation:**
 - Implement the data sharing agreement and establish protocols for secure data exchange.
 - Monitor and review the effectiveness of the agreement.

Timeline: 4 months

Resources Needed:

- Legal advisors
- IT and data security experts
- Stakeholder engagement mechanisms

Key Performance Indicators - KPIs:

- Completion of initial discussions
- Finalization and approval of the agreement
- Effective implementation and data sharing

GOVERNANCE

Key Areas of Focus

1. *Employee Handbook Completion*

Objective: Develop a detailed and accessible employee handbook that outlines all necessary policies, procedures, and expectations. This handbook serves as a critical resource for ensuring consistent and fair treatment of all employees, enhancing organizational cohesion, and providing a clear reference point for resolving issues and understanding roles.

Strategy:

A. Research and Benchmarking:

- Review employee handbooks from similar organizations.
- Identify best practices and relevant policies.

B. Drafting:

- Collaborate with the HR team to draft the handbook.
- Ensure coverage of essential areas such as code of conduct, roles and responsibilities, benefits, and grievance procedures.

C. Stakeholder Review and Feedback:

- Circulate the draft among key stakeholders for feedback.
- Incorporate feedback to refine the handbook.

D. Approval:

- Present the finalized handbook to the board for approval.

E. Implementation:

- Distribute the handbook to all employees.
- Conduct orientation sessions to ensure understanding and compliance.

Timeline: 6 months

Key Performance Indicators - KPIs:

- Completion and distribution of the handbook.
- Employee feedback and understanding.

2. *Financial Management and Budgeting*

Objective: Maintain financial stability by carefully planning and monitoring the SUO budget. This involves reducing deficits, organizing executive budget lines, and providing training on financial

management. The goal is to ensure that the SUO operates within its means while effectively allocating resources to support its mission and objectives.

Strategy:

A. Budget Review:

- Review current budget and financial statements.
- Identify areas of high expenditure and potential savings.

B. Expense Analysis:

- Conduct a thorough analysis of expenses.
- Identify areas where costs can be reduced without impacting services.

C. Budget Planning:

- Develop a detailed budget plan focusing on minimizing the deficit.
- Ensure alignment with organizational priorities and goals.

D. Approval:

- Present the budget plan to the board for approval.

E. Monitoring:

- Regularly monitor budget performance.
- Adjust the budget as needed to stay within financial limits.

F. Training:

- Provide training to executives on budget management and financial responsibility.

Timeline: 3 months

Key Performance Indicators - KPIs:

- Reduction in budget deficit.
- Board approval of budget plan.
- Regular financial performance reports.
- Training completion rates for executives.

3. Governance and Policy Optimization

Objective: Regularly audit and update governance policies to reflect best practices and changing organizational needs. This includes training staff and executives on policy adherence, monitoring compliance, and ensuring that the SUO operates within a well-defined and effective governance framework.

Strategy:

A. Policy Audit:

- Conduct a thorough audit of existing governance policies.
- Identify gaps and areas for improvement.

B. Gap Analysis:

- Perform a gap analysis to determine areas where policies need to be updated or new policies need to be created.
- C. Update Policies:**
 - Revise and update policies as necessary.
 - Ensure alignment with best practices and legal requirements.
- D. Training:**
 - Conduct training sessions for executives and staff on updated policies.
 - Provide ongoing education to ensure understanding and compliance.
- E. Monitoring:**
 - Establish a monitoring system to ensure ongoing adherence to policies.
 - Regularly review and update policies to maintain relevance and effectiveness.

Timeline: 6 months

Key Performance Indicators - KPIs:

- Completion of policy audit.
- Number of updated policies.
- Training completion rates.
- Adherence rate.

4. Liability Insurance Evaluation

Objective: Conduct a thorough review of the current SUO liability insurance policy to ensure it provides adequate coverage and value for money. This involves assessing potential risks, identifying coverage gaps, and making informed recommendations to the board to protect the organization against unforeseen liabilities.

Strategy:

- A. Policy Review:**
 - Gather and review all current policy documents.
 - Assess the terms, coverage, and premiums.
- B. Risk Assessment:**
 - Identify potential risks and coverage gaps.
 - Evaluate the adequacy of current coverage.
- C. Benchmarking:**
 - Compare the current policy with alternatives from other providers.
 - Evaluate cost-effectiveness and coverage options.
- D. Recommendations:**
 - Prepare a report with findings and recommendations.
 - Include cost-benefit analysis and risk mitigation strategies.
- E. Board Presentation:**
 - Present the recommendations to the board for approval and action.

Timeline: 2 months

Key Performance Indicators - KPIs:

- Completion of the policy review.
- Acceptance of recommendations by the board.
- Implementation of the new/renewed policy.

5. Assess and Optimize Resource Centre Operations

Objective: Ensure the Resource Centre operates efficiently and effectively to meet student needs and maximize resource utilization.

Strategy:

- 1. Current State Assessment:**
 - Conduct a comprehensive review of current Resource Centre operations.
 - Identify strengths, weaknesses, and areas for improvement.
 - Gather input from Resource Centre staff, students, and other stakeholders.
- 2. Benchmarking:**
 - Compare Resource Centre operations with similar centers at other universities.
 - Identify best practices and potential improvements.
- 3. Optimization Plan:**
 - Develop a detailed plan to address identified weaknesses and incorporate best practices.
 - Include specific actions, timelines, and responsible parties.
- 4. Implementation:**
 - Execute the optimization plan in phases to ensure smooth transitions.
 - Provide necessary training and support to Resource Centre staff.
- 5. Monitoring and Evaluation:**
 - Establish metrics to measure the effectiveness of the changes.
 - Regularly review performance data and adjust the plan as needed.

Timeline: 4 months

Resources Needed:

- Assessment team
- Benchmarking data
- Training resources

Key Performance Indicators - KPIs:

- Improved student satisfaction with Resource Centre services
- Increased efficiency and resource utilization
- Positive feedback from staff and stakeholders

6. *Optimizing Student Association Management*

Objective: Improve the management and support provided to student associations to enhance their effectiveness and engagement.

Strategy:

1. **Needs Assessment:**
 - Conduct surveys and focus groups with student association leaders to understand their needs and challenges.
 - Analyze feedback to identify key areas for improvement.
2. **Process Review:**
 - Review current processes for managing student associations, including funding, event planning, and communication.
 - Identify bottlenecks and inefficiencies.
3. **Resource Allocation:**
 - Allocate resources based on the needs assessment to ensure student associations have the necessary support.
 - Provide training and advisory services to student association leaders.
4. **Process Improvement:**
 - Streamline and standardize processes for funding applications, event approvals, and reporting.
 - Implement digital tools to facilitate communication and management.
5. **Evaluation and Feedback:**
 - Establish a system for regular evaluation of student association management practices.
 - Collect ongoing feedback from student association leaders to continuously improve processes.

Timeline: 3 months

Resources Needed:

- Survey and analysis team
- Digital tools (Q-Pay) for management
- Training and advisory resources

Key Performance Indicators - KPIs:

- Increased satisfaction of student association leaders
- Improved efficiency in management processes
- Higher engagement levels from student associations

ADVOCACY

Objective:

To advocate for the needs and well-being of students by enhancing support services, raising awareness, and lobbying for policies that benefit the student community.

Strategy:

Implement comprehensive initiatives aimed at improving mental health services, volunteer programs, food security, disability awareness, and accessibility, while also engaging in effective lobbying efforts.

Actions and Detailed Plan:

1. Enhance Mental Health Services on Campus

Objective: Improve the availability, accessibility, and quality of mental health services for students.

Strategy:

A. Needs Assessment:

- Conduct surveys and focus groups to identify student mental health needs.
- Analyze existing mental health services and identify gaps.

B. Resource Allocation:

- Allocate resources to hire additional mental health professionals.
- Expand existing services, including counseling and support groups.

C. Awareness Campaign:

- Launch a campaign to raise awareness about available mental health services.
- Promote the importance of mental health and reduce stigma.

D. Partnerships:

- Partner with local mental health organizations to provide additional support and resources.
- Collaborate with UBC to enhance on-campus services.

E. Evaluation:

- Regularly assess the effectiveness of mental health services.
- Collect feedback and make necessary improvements.

Timeline: 6 months

Resources Needed:

- Mental health professionals
- Marketing and communication team
- Partnership agreements

Key Performance Indicators - KPIs:

- Increased utilization of mental health services
 - Student satisfaction and feedback
 - Reduction in mental health stigma
-

2. Revitalize the SUO Volunteer Program

Objective: Reinvigorate the SUO volunteer program to increase student engagement and community involvement.

Strategy:

A. Program Assessment:

- Review the current volunteer program and identify areas for improvement.
- Gather feedback from current and past volunteers.

B. Program Redesign:

- Redesign the volunteer program to make it more appealing and accessible to students.
- Introduce new volunteer opportunities and roles.

C. Recruitment Campaign:

- Launch a recruitment campaign to attract new volunteers.
- Highlight the benefits of volunteering, including skill development and networking.

D. Training and Support:

- Provide comprehensive training for volunteers.
- Offer ongoing support and recognition for volunteer efforts.

E. Evaluation:

- Regularly evaluate the program’s success and make necessary adjustments.
- Collect feedback from volunteers to continuously improve the program.

Timeline: 4 months

Resources Needed:

- Volunteer coordinators
- Training materials
- Marketing team

Key Performance Indicators - KPIs:

- Increased number of volunteers
 - Volunteer satisfaction and retention rates
 - Impact of volunteer activities on the community
-

3. Ask me about the Student Union Campaign

Objective: Design and implement a targeted advocacy campaign that will raise awareness of the SUO to increase engagement for students to learn more about our services and operations

Strategy:

A. Identify Issues:

- Identify Knowledge gaps of where students may not fully understand how the SUO is or is not related

B. Campaign Planning:

- Campaign will run during strategic times where historically a lack of understanding of the SUO operations has been present – AGM, Elections etc.

C. Execution:

- Launch the campaign through various channels, including social media, events, and partnerships.
- Engage students through interactive activities and advocacy events.

D. Monitoring:

- Track the campaign's progress and impact.
- Collect feedback and adjust strategies as needed.

Timeline: 6 months

Resources Needed:

- Campaign team
- Marketing and communication resources
- Partnerships with relevant organizations

Key Performance Indicators - KPIs:

- Student engagement and participation
- Achievement of campaign objectives
- Feedback from stakeholders

4. Introduce Smart Meals 2.0 Plus Other Food Security Support

Objective: Enhance food security for students by introducing Smart Meals 2.0 and other supportive initiatives.

Strategy:

A. Program Development:

- Develop the Smart Meals 2.0 program to provide nutritious and affordable meals to students.
- Identify and address additional food security needs.
- B. Partnerships:**
 - Partner with food vendors and organizations to support the program.
 - Secure funding and resources to sustain food security initiatives.
- C. Awareness Campaign:**
 - Launch a campaign to promote the availability of Smart Meals 2.0 and other food security supports.
 - Educate students about the importance of nutrition and available resources.
- D. Implementation:**
 - Roll out Smart Meals 2.0 and other food security initiatives on campus.
 - Ensure easy access and distribution to students in need.
- E. Evaluation:**
 - Monitor the program’s impact and effectiveness.
 - Collect feedback and make necessary improvements.

Timeline: 5 months

Resources Needed:

- Program coordinators
- Partnerships with food vendors
- Marketing and communication team

Key Performance Indicators - KPIs:

- Number of students served
- Student satisfaction and feedback

5. Increase Awareness of Students with Disabilities (Visible and Invisible) Plus Make All SUO Spaces Accessible

Objective: Raise awareness about the needs of students with disabilities and ensure all SUO spaces are accessible.

Strategy:

- A. Awareness Campaign:**
 - Launch a campaign to educate the campus community about visible and invisible disabilities.
 - Promote inclusion and understanding through workshops and events.
- B. Accessibility Audit:**
 - Conduct an accessibility audit of all SUO spaces.

- Identify and prioritize areas needing improvement.
- C. Improvements:**
 - Implement necessary modifications to make SUO spaces accessible.
 - Ensure compliance with accessibility standards and regulations.
- D. Training:**
 - Provide training for SUO staff and volunteers on disability awareness and accessibility.
 - Encourage a culture of inclusion and support.
- E. Monitoring:**
 - Regularly review and assess the accessibility of SUO spaces.
 - Collect feedback from students with disabilities to continuously improve accessibility.

Timeline: 6 months

Resources Needed:

- Accessibility experts
- Facilities management team
- Training materials

KPIs:

- Completion of accessibility audit
- Implementation of accessibility improvements
- Increased awareness and understanding of disabilities
- Feedback from students with disabilities

6. Lobby Municipal, Provincial, and Federal Government About Students' Needs

Objective: Advocate for policies and initiatives at various levels of government to address student needs.

Strategy:

- A. Issue Identification:**
 - Identify key issues and needs of students that require government action.
 - Gather data and testimonials to support advocacy efforts.
- B. Policy Development:**
 - Develop policy proposals and recommendations.
 - Collaborate with student groups and other stakeholders to strengthen advocacy.
- C. Lobbying Efforts:**
 - Engage with municipal, provincial, and federal government representatives.
 - Present policy proposals and advocate for student needs through meetings, letters, and campaigns.
- D. Coalition Building:**

- Build coalitions with other student organizations and advocacy groups.
- Strengthen the collective voice of students through joint efforts.

E. Monitoring:

- Track the progress of advocacy efforts and government responses.
- Adjust strategies based on feedback and developments.

Timeline: Ongoing

Resources Needed:

- Advocacy team
- Data and research support
- Communication materials

Key Performance Indicators - KPIs:

- Number of meetings with government representatives
- Policy proposals submitted
- Government responses and actions
- Student engagement and support

CAMPUS LIFE

Objective:

To enrich the student experience by fostering a vibrant and inclusive campus life that encourages student engagement, showcases talents, supports student-led initiatives, and celebrates diversity.

Strategy:

Implement initiatives that increase student participation, provide platforms for showcasing talents, establish community partnerships, and promote cultural diversity.

Actions and Detailed Plan:

1. Increase Student Engagement in Campus Life Activities

Objective: Boost student participation in campus events and activities to create a lively and inclusive campus environment.

Strategy:

A. Needs Assessment:

- Conduct surveys and focus groups to understand student interests and preferences for campus activities.
- Analyze participation data from past events to identify trends and gaps.

B. Event Planning:

- Develop a diverse calendar of events that cater to various student interests, including social, recreational, educational, and cultural activities.
- Involve students in the planning process to ensure activities are relevant and appealing.

C. Promotion:

- Utilize multiple communication channels (social media, email, posters, word of mouth) to promote events.
- Create engaging promotional materials and campaigns to attract student attention.

D. Incentives:

- Offer incentives for participation, such as giveaways, contests, and recognition programs.
- Introduce a rewards program for attending multiple events.

E. Feedback and Improvement:

- Collect feedback after each event to assess satisfaction and identify areas for improvement.
- Adjust future events based on student feedback and participation metrics.

Timeline: Ongoing

Resources Needed:

- Event planning team
- Marketing and communication resources
- Student volunteers

Key Performance Indicators - KPIs:

- Increased attendance at campus events
- Student satisfaction and feedback
- Diversity of events offered

2. Increase Opportunities to Showcase Club Performance and Student Talents

Objective: Provide platforms for students to showcase their talents and club activities, enhancing their visibility and recognition on campus.

Strategy:

A. Talent Showcases:

- Organize regular talent showcases, open mic nights, and performance events for students to display their skills.
- Collaborate with clubs and organizations to feature their activities and achievements.

B. Exhibitions and Competitions:

- Host exhibitions, fairs, and competitions that highlight student creativity and innovation.
- Provide opportunities for clubs to present their projects and accomplishments.

C. Digital Platforms:

- Create online platforms (social media pages, websites) to feature student talents and club activities.
- Encourage students to submit content showcasing their skills and achievements.

D. Recognition Programs:

- Establish recognition programs and awards to celebrate outstanding student talents and club performances.
- Hold an annual awards ceremony to honor exceptional contributions.

Timeline: Ongoing

Resources Needed:

- Event coordinators
- Digital media team
- Partnerships with clubs and organizations

Key Performance Indicators - KPIs:

- Number of talents showcases and exhibitions held
- Participation and engagement levels
- Student and club recognition and satisfaction

3. Establish Partnerships with Businesses and Community Organizations to Support Students and Student-Led Events

Objective: Develop mutually beneficial partnerships with businesses and community organizations to enhance support for students and student-led initiatives.

Strategy:

A. Identify Potential Partners:

- Identify businesses and community organizations that align with the SUO’s mission and student interests.
- Reach out to potential partners to explore collaboration opportunities.

B. Partnership Agreements:

- Negotiate and formalize partnership agreements that outline mutual benefits and responsibilities.
- Focus on securing sponsorships, in-kind donations, and collaborative event planning.

C. Collaborative Events:

- Plan and execute joint events with partners, such as career fairs, workshops, and community service projects.
- Ensure events provide value to both students and partners.

D. Resource Sharing:

- Leverage partnerships to access resources, expertise, and funding that support student initiatives.
- Create opportunities for students to gain real-world experience through internships and volunteer positions with partners.

E. Evaluation:

- Regularly assess the effectiveness of partnerships and their impact on student support.
- Collect feedback from students and partners to continuously improve collaborations.

Timeline: Ongoing

Resources Needed:

- Partnership development team
- Legal and negotiation support
- Event planning resources

Key Performance Indicators - KPIs:

- Number of partnerships established
- Resources and support secured
- Impact on student events and initiatives

4. Celebrate Diversity and Multiculturalism Through Cultural and Multicultural Events

Objective: Promote and celebrate the diverse cultural backgrounds of students through inclusive and engaging events.

Strategy:

A. Cultural Events Calendar:

- Develop an annual calendar of cultural and multicultural events that represent the diversity of the student body.
- Include festivals, cultural fairs, and heritage month celebrations.

B. Student Involvement:

- Engage cultural clubs and student groups in planning and executing events.
- Provide platforms for students to share their cultural traditions and stories.

C. Educational Programs:

- Organize workshops, lectures, and panel discussions that educate the campus community about different cultures and promote inclusivity.
- Partner with academic departments and cultural organizations to enhance programming.

D. Promotion and Outreach:

- Promote cultural events through various channels to ensure wide participation.
- Highlight the importance of diversity and multiculturalism in promotional materials.

E. Feedback and Improvement:

- Collect feedback from participants to assess the impact of cultural events.
- Continuously improve and diversify programming based on student input.

Timeline: Ongoing

Resources Needed:

- Cultural event coordinators
- Partnerships with cultural organizations
- Marketing and communication resources

Key Performance Indicators - KPIs:

- Number and diversity of cultural events held
- Participation and engagement levels
- Student satisfaction and feedback

SECTION B: CURRENT BOARD AND STAFF

The Board of Directors for the Students' Union is comprised of three types of positions. The elected officials for the 2024/25 year are indicated below.

Full time current staff are also noted below.

The Students' Union also employs several casual, part-time student staff who assist with provision of front-line service in the Students' Union businesses.

Executive Members

Danial Asif	President
Abby Newman	Vice-President External
Aryan Arora	Vice-President Finance and Administration
Rajat Arora	Vice-President Internal
Saaim Imran	Vice-President Campus Life

Faculty Representatives

Veeru Seethanaboyina	Faculty of Sciences
Olivia Lai	Faculty of Arts and Social Sciences
Riko Otsuka	Faculty of Management
Sahar Sowdagar	Faculty of Applied Science
Amy Wang	Faculty of Creative and Critical Studies
Mhamoda Moli	The College of Graduate Studies
Ali Wasti	Faculty of Health and Social Development
Elnaz Zamanzade	Faculty of Education Representative

Directors-at-Large

Ananya Bhattacharya	Director-at-Large
Mariam Al Barazi	Director-at-Large
Sheela Mbogo	Director-at-Large
Aliasgar Sakarwala	Director-at-Large

Ex-Officio Members

Isabella Bravo	Board of Governors Representative
Saami Hafeez	Student Senate Caucus Representative

Staff

Jason Evans	General Manager
Aaron White	Project Manager
Leanne Smiles	Finance Manager
VACANT	Receptionist / Service Assistant
Cecily Qiu	Governance Coordinator
Izzy Rusch	Membership Outreach Coordinator
Kayla Schuster	Membership Outreach Assistant
Rachel Fortin	Students' Advocate
Michael Ouellet	The Well Pub and Events Manager
Clint Flamand	Kitchen Supervisor/Lead
Stephanie Patterson	Food Security Manager
Shauna-Lee Hildred	Paper and Supply Co. Manager

APPENDIX 1: PROGRESS TRACKER – OVERSIGHT COMMITTEE

Progress meetings shall be held once per semester. Tables to track progress will be inserted at those times.