

The Strategic Ends of the Students' Union

The Organization exists to represent, advocate for, and support the primary stakeholders, the students of Wilfrid Laurier University, and to provide them with a holistic university experience and an enhanced student life. The costs of these benefits will be justified by the results.

In no specific order of priority, students will benefit from:

- An affordable, accessible, and high quality academic experience
- A safe, sustainable, and empowering environment
- Diverse inclusive social interaction
- Products and services that cater to the financial needs of students

Land Acknowledgement

We acknowledge the traditional territory of the Neutral, Anishnawbe and Haudenosaunee people

Start	Duration	Agenda Item	Type	Presenter	Policy Reference
7:15 PM	30 mins	Introductory Board Training	adm	DPRA Muller	
7:45 PM	2 mins	Call to Order and Indigenous land acknowledgement	adm	Chair Del Russo	
7:47 PM	1 min	Regrets	adm	Chair Russo	GP #2c.8
7:48 PM	1 min	Conflicts of Interest	adm	Chair Russo	GP #2c.2
7:49 PM	2 mins	Adoption of Agenda	D	Chair Russo	
		MOTION that the Board of Directors adopt the Agenda as presented.			
7:51 PM	3 mins	Adoption of The Consent Agenda EL #2h - Executive Succession GP #2h - Governance Planning	D	Chair Russo	El #2h
		MOTION that the Board of Directors adopt the Consent Agenda as presented.			
7:54 PM	4 mins	Comments from the Chair of the Board & CGO	fi	Chair Russo	
7:58 PM	4 mins	Comments from the President & CEO	fi	President Jesseau	
8:02 PM	4 mins	Comments from the Executive Director & COO	fi	ED Champagne	
8:06 PM	5 mins	President's Annual Plan	fi	President Jesseau	
8:11 PM	2 mins	Update on Board Secretary Process	fi	Chair Russo	
8:13 PM	3 mins	Direct Inspection Committee Reports GP #1 – Global Governance Process BMD #2b – Accountability of the President	D	Chair Russo	GP #2b
8:16 PM	10 mins	Strategic Governance and Education Presentation Opportunities	D	Chair Russo	GP #2h
8:26 PM	26 mins	In-camera session	D	Chair Russo	
8:52 PM	2 mins	Announcements	fi	Chair Russo	
8:54 PM	2 mins	Action Items Summary	adm	Chair Russo	
8:56 PM	1 min	Adjournment	adm	Chair Russo	
		MOTION that the Board adjourn the July 8th, 2024 meeting			
Total 1hr 41 mins					

LEGEND:

- fi, For Information
- fd, For Discussion
- D, Decision required
- adm, Administrative task

Executive Limitation #2h “Executive Succession”

This monitoring report for Executive Limitation Policy #2h “Executive Succession” is presented in accordance with the monitoring schedule set forth by the Board of Directors for the 2024-25 fiscal year. I certify that the information contained in this report is true and ***represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.***



Ben Jesseau

President & Chief Executive Officer

Wilfrid Laurier University Students' Union

June 28th, 2024

Policy Wording EL#2h1: The President will not: Operate without ensuring continuity of organizational operations through the creation and implementation of a succession plan.

CEO INTERPRETATION

I interpret “**continuity**” as the ongoing process that allows the Organization to carry on with its day-to-day operations.

I interpret “**organizational operations**” as the responsibilities of the student executive and the full-time staff assigned with their specific portfolios pertaining to day-to-day and long-term work.

I interpret “**succession plan**” as a predetermined process that ensures that the operations, management and advocacy of the organization do not cease should the President be incapacitated and be unable to carry out their duties.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A. The Vice President: Volunteer Operations as well as the Executive Director & COO are well versed in each aspect of Presidential duties and responsibilities including but not limited to:
 - a. Representation on University committees and responsibilities associated with such committees;
 - b. Budgeting priorities and management;
 - c. Human Resources/Management duties including supervision;

- d. Advocacy projects in conjunction with Government and/or stakeholders;
 - e. Facilitating President's Group and President's Operations Group meetings.
- B. The Vice President: Volunteer Operations is aware of the above requirements when they sign the executive succession plan.
- C. The Executive Director & COO is aware that their responsibility will be to support the portfolio of the President in conjunction with the Vice President: Volunteer Operations.

EVIDENCE

1. The signed Executive Succession Plan seen in Appendix A.
2. Regular Meetings between the President and President Designate
 - The President and Vice President: Volunteer meet bi-weekly at minimum to remain communicative and proactive by informing the Vice President: Volunteer Operations of any business the President is attending to that may be relevant/require action during a time when she is acting as President.

I report this section as **COMPLIANT**.

Policy Wording EL#2h2: The President will not: Take an expected or planned leave of absence, whether full or partial, while allowing the board to be:

CEO INTERPRETATION

I interpret "**expected or planned**" as being aware of the date(s) the President will be away from office at least one working week (5 days) ahead of time.

I interpret "**leave of absence**" as a period of time where the President is not in office and unable to perform their duties including but not limited to: vacation time, wellness time, and personal time.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A. The President plans their leave of absence within a minimum of a week ahead of time.

EVIDENCE

1. The Chair of the Board, Executive Director, Vice President: Volunteer Operations and President's Group are aware that the President will be away from the office on July 26th, August 12th/13th, & August 22nd/23rd for vacation.
 - a. See appendix B for email notification sent from the President to the Chair,

Executive Director, & Vice President: Volunteer Operations.

2. Vacation Requests

- The Executive Director approved the vacation requests, on behalf of the Board for the President, in early June, 2024.

I report this section as **COMPLIANT**.

Policy Wording EL#2h2a: The President will not: Take an expected or planned leave of absence, whether full or partial, while allowing the board to be: Unaware of the leave of absence in advance;

CEO INTERPRETATION

I interpret “**unaware**” as not having the Chair of the Board be notified.

I interpret “**in advance**” as notifying the Chair of the Board with at least one week notice.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A. When the President informs the Chair of the Board, Executive Director & Vice President: Volunteer Operations of a leave of absence, they must also provide the reason behind the leave and detail of any conflicts of interest in writing and/or on DayForce.

EVIDENCE

1. The appropriate vacation forms were filled out, submitted and approved in June 2024 for vacation time being taken in July and August 2024.
2. The President informed the Chair, Executive Director, & Vice President: Volunteer Operations of the vacation time being taking via email more than a week in advance.

I report this section as **COMPLIANT**.

Policy Wording EL#2h2b: The President will not: Take an expected or planned leave of absence, whether full or partial, while allowing the board to be: Unfamiliar with the President’s reason for the leave, including any conflicts of interest;

CEO INTERPRETATION

I interpret “**conflicts of interest**” as a situation and/or circumstance where the matters of two parties are incompatible and there are advantageous gains for one party.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A. The President informs the Chair of the Board of a leave and conveys in writing their reason behind the leave, including all conflicts of interest regarding the leave.

EVIDENCE

1. The appropriate vacation forms were filled out, submitted and approved in June 2024 for vacation time being taken in August 2024.
2. The President informed the Chair, Executive Director, & Vice President: Volunteer Operations of the vacation time being taking via email more than a week in advance.

I report this section as **COMPLIANT**.

Policy Wording EL#2h2c: The President will not: Take an expected or planned leave of absence, whether full or partial, while allowing the board to be: Unaware of the President's interpretations to mitigate or avoid the conflicts of interest, and minimize interruptions in service with proficiency including the naming of a Vice President of the Corporation as interim or partial President and CEO.

CEO INTERPRETATION

I interpret "**mitigate**" as the conscious and proactive effort to decrease the burden of the President's absence.

I interpret "**avoid**" as the intentional effort to stay away from responsibilities.

I interpret "**interruptions in service**" as a reduction in the quality, efficiency and effectiveness of the operations intended to serve its stakeholders by the Students' Union.

I interpret "**interim or partial President and CEO**" as the temporary replacement of the President, someone appointed by the President to fulfill their responsibilities during the leave of absence.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A. When the President determines that they require a leave of absence, the interim

President and CEO is informed immediately. This time will allow the interim to prepare to the best of their ability for their additional responsibility.

- B. The Executive Director must be willing and able to support the interim President and CEO during their transition and temporary status.
- C. The President and CEO and the interim President and CEO must convey a plan to lessen the gravity of the transition period and leave of absence.

EVIDENCE

- 1. The President gave sufficient and early notice to the Vice President: Volunteer Operations on their vacation more than a week in advance.
- 2. The Executive Director & COO and the President & CEO will have a transition meeting to discuss his support of the Vice President: Volunteer Operations while the President will be on vacation.

I report this section as **COMPLIANT**.

Global Policy Statement: With respect to both governance and operational issues, the President will not allow their absence to adversely impact the Organization.

CEO INTERPRETATION

I interpret “**adversely impact**” as allowing the Organization to significantly decrease the quality in performance compared to its status prior to the leave of absence.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A. Section 2h1, 2h2, 2h2a, 2h2b, 2h2c are compliant.

EVIDENCE

- 1. Evidence for the Global Policy Statement in a culmination of all evidence in the sections of this monitoring report.

I report this section as **COMPLIANT**.

Appendix A: Executive Succession Plan



FOR INFORMATION: 2024-2025 Executive Succession Plan

May 29, 2024

Overview:

As per **EL #2h - Executive Succession**, the President will not allow their absence to adversely impact the Organization by operating without ensuring the continuity of organizational operations through the creation and implementation of a succession plan.

2024-2025 Executive Succession Plan

In any instance where the President and Chief Executive Officer takes an expected or planned absence, the Board will be informed of the duration through the Chair and Chief Governance Officer.

The President and Chief Executive Officer will ensure that the Vice President: Volunteer Operations is sufficiently informed of the relevant duties; aware of and have a working knowledge of relevant policies, procedures, and agreements; and able to identify the key stakeholders necessary to undertake the daily duties as interim or partial President and Chief Executive Officer.

A handwritten signature in black ink, appearing to read "Ben Jesseau". The signature is written in a cursive style and is positioned above a horizontal line.

President & Chief Executive Officer
Ben Jesseau

Appendix B: Vacation Notification to Board Chair

Monday, June 17, 2024 at 11:47:01 Eastern Daylight Time

Subject: Upcoming Vacation Dates & August BOD Meeting
Date: Monday, June 17, 2024 at 11:46:17 AM Eastern Daylight Saving Time
From: Ben Jesseau
To: Gabrielle Russo
CC: Sarah Hudson, Phil Champagne
Attachments: image001.png

Hi Gabby,

I hope your summer is going well!

In line with EL#2h: Executive Succession, I wanted to let you know that I am going to be Out of Office on Vacation on the following days:

- July 25th (afternoon) & July 26th
- August 12th & 13th
- August 22nd & 23rd

While I am away, our VP: Volunteer Operations will be acting President in my place – she is cc'd here should you need to connect with her while I am away. On that point, since I will be off on August 12th, Sarah will be filling in for me at the August BOD meeting – I will provide her with my updates and everything before I head out for vacation, and I am happy to follow up with any BOD members when I am back if there are any questions outstanding.

Let me know if you have any questions or concerns here.

Thanks,
Ben



BEN JESSEAU
PRESIDENT & CEO (he/him)

✉ bjesseau@wlu.ca

📱 [@yourstudentsunion](https://www.instagram.com/yourstudentsunion)

🌐 [yourstudentsunion.ca](https://www.yourstudentsunion.ca)

📍 2nd Floor Fred Nichols
Campus Centre
75 University Ave. W.,
Waterloo ON N2L 3C5

📍 1st Floor Student Centre
103 Darling Street
Brantford ON N3T 2K8

MONITORING REPORT

CHAIR OF THE BOARD & CHIEF GOVERNANCE OFFICER

Governance Process #2h – Annual Governance Planning

This interpretations-based monitoring report is presented in accordance with the monitoring schedule to provide the Board of Directors with an understanding of its adherence to the Governance Process policies. On behalf of the Board, I certify that the information is developed without prejudice or bias and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise

Signed,

A handwritten signature in black ink that reads "Gabrielle Russo". The signature is written in a cursive, flowing style.

Gabrielle Russo

Chair of the Board & Chief Governance Officer

Date completed: June 26, 2024

SECTION - GP #2h

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I define “**annual agenda**” as a yearly plan that aims to enhance the Board’s understanding of governance processes and works towards obtaining ownership feedback.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- All policies within GP2h, Annual Governance Planning, are compliant.

EVIDENCE

- According to the Operational Definition, since GP2h, 1a and 1b are non-compliant, this section cannot be compliant. Once consultations with the ownership are planned, and governance education and presentations are scheduled, this section can be deemed compliant.

I report this section as NON-COMPLIANT

SECTION - GP #2h, 1

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I interpret “**administrative planning and budgeting**” as tasks needed to be completed to ensure that the Students’ Union has a sufficient amount of time to organize administrative duties and develop a budget.

I interpret “**based on accomplishing a one-year segment of the most recent statement of long term Ends**” as allowing the Students’ Union to operate based on the established Ends of the organization as determined by the Board

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- An annual agenda will be compiled prior to the end of September, along with the Winter meeting schedule established in January.

EVIDENCE

All components of this monitoring report have been budgeted for. This includes but is not limited to:

- Monitoring schedule.
- Meeting schedule.
- Direct Inspection cycle.
- Ownership-Linkage schedule.
- All other scheduling required by this policy.

I report this section as **COMPLIANT**

SECTION - GP #2h, 1a

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. **Consultations with the ownership;**
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I interpret “**it will include but is not limited to**” as meaning that the Board of Directors has additional responsibilities that are not outlined in the policy which will assist the organization meet its goals with its members

I interpret “**Consultations with the ownership**” to mean that the Board of Directors makes a consistent effort throughout the academic year to reach out to the membership of the Students’ Union to collect feedback, answer questions, and serve as a link between them and the Students’ Union.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- The Board actively engaged with our members and stakeholders to gather relevant information to improve the operations of the organization

EVIDENCE

- The board has yet to host any ownership linkage events, however the committee has been in communication to have a meeting in July to begin discussing ideas to foster student engagement and implementation strategies.
- The board engages with the President of the Students’ Union during board meetings to gather relevant information about the operations of the organization.

I report this section as **NON-COMPLIANT**

SECTION - GP #2h, 1b

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I interpret “**governance education and presentations**” as any guest speakers, information sessions, trainings, or workshops with the goal of enhancing the Board’s understanding of their governance duties, the Students’ Union as a whole, and the partners of the Students’ Union

I interpret “**related to Ends determination**” as meaning that all governance education and presentations will have the focus of assisting the Board of Directors with regards to understanding, reviewing and analyzing the long-term implications of the Ends of the Students’ Union.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A schedule of presentations, workshops and training is created
- The Board has planned to work together with both internal and external education to further their governance education

EVIDENCE

- A complete schedule of presentations and workshops will be made for the Board once the meeting schedule for the Fall and Winter semesters is established.
- The board has compiled a list of possible internal and external educators to present at board meetings, and at the July board meeting the board will vote on inviting a few of these educators to upcoming meetings in the summer and early fall.

I report this section as **NON-COMPLIANT**.

SECTION - GP #2h, 1c

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. **Training of Board members and Board-elect;**
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I define “**training of Board members**” as having an active and effective plan in place to ensure that board members are provided with relevant information of governance practices to ensure that duties and responsibilities are carried out in compliance with all governance policies.

I define “**Board-elect**” as board members who are elected during the 2024 Annual General Meeting and take office on May 1st, 2024.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A schedule for Board education and training is created and carried out
- A schedule for Board-elect training which includes but is not limited to:
 - A general organization overview.
 - Finance training.
 - Ends/strategic planning training.
 - Monitoring training.
 - Mock Board training.

EVIDENCE

- Board training is scheduled for the beginning of each meeting in the summer months. So far two training sessions have been completed, including a general overview of the organization, Ends/strategic planning training, and Mock Board training.
- Additionally, the Chair of the board has completed monitoring training.

I report this section as **COMPLIANT**

SECTION - GP #2h, 1d

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. **Outside monitoring assistance;**
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I define “**outside monitoring assistance**” as having an external source to assist with monitoring as necessary. This may include but is not limited to legal monitoring assistance if necessary.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- Any policies which the Board has deemed requiring an external review are monitored by an external source

EVIDENCE

- KPMG was selected as the auditors by owners of the Students’ Union of the 2024 Annual General Meeting. They will be conducting the audit prior to the end of the Spring 2023 term and will present their statements to the Board no later than the last meeting of November. This counts as an external monitoring report for EL #2d.

I report this section as **COMPLIANT**

SECTION - GP #2h, 1e

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I define “**report**” as a record of discussions and actions that occurred in the previous fiscal year.

I define “**meeting minutes, discussion and performance evaluations**” as a list of minutes, a report of discussions from board meetings and a report of performance evaluations.

I define “**previous Board**” as the Board of Directors from the 2023-2024 fiscal year

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- Access to the relevant information is provided to the Board prior to or at the same time as this monitoring report.

EVIDENCE

- The Board was provided with access to the location of Board meeting minutes through Microsoft Teams at the beginning of the term, and any other resources can be made available upon request.
- The Board is currently in the process of hiring a new Board secretary to write the meeting minutes and documentation required from Board meetings.

I report this section as **COMPLIANT**

SECTION - GP #2h, 1f

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I define “**Cost of Governance budget**” as any budgetary measures needed to be accounted for the Board of Directors budget and the Elections budget.

I define “**next fiscal year**” as periods 1-12 of the current Board

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- The Board has approved its budget for periods 1-13

EVIDENCE

- The Cost of governance Budget for periods 1-13 was passed by the Students’ Union Board of Directors on April 1, 2024.

I report this section as **COMPLIANT**

SECTION - GP #2h, 1g

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.

CGO INTERPRETATION

I define “**a date to review the remuneration of the office of the President**” as setting a date for the Board of Directors to evaluate and set the Presidential compensation for the upcoming fiscal year.

I define “**separate from the President Performance**” as ensuring his remuneration process evaluates the office of the President based on industry standard, and is not based on the performance of the current President

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- A date is set to review the remuneration of the office of the President

EVIDENCE

- In the 2024-2025 Board Calendar (as per GP #2h), the Board has approved the Presidential Remuneration to occur during one of two November Board meetings.

I report this section as **COMPLIANT**

SECTION - GP #2h, 1h

Annual Governance Planning

GP #2h

The Board will follow an annual agenda that completes the examination of Board policies and consistently improves Board performance through Board education

The Board will:

1. Compile an annual agenda that will conclude each year on the last day of April so that administrative planning and budgeting can be based on accomplishing a one-year segment of the most recent statement of long term Ends. It will include, but is not limited to:
 - a. Consultations with the ownership;
 - b. Governance education and presentations that are related to Ends determination;
 - c. Training of Board members and Board-elect;
 - d. Outside monitoring assistance;
 - e. A report of meeting minutes, discussion, and performance evaluations from the previous Board;
 - f. Cost of Governance budget for the next fiscal year that concludes in April;
 - g. A date to review the remuneration of the office of the President in November. This is separate from Presidential performance, which will be reviewed according to BMD#2d1, *Monitoring Executive Performance*;
 - h. **The review, through the formation of Direct Inspection Committees, of no less than one fourth of all active policies.**

CGO INTERPRETATION

I define “**review**” as ensuring that previous evidence presented, as well as the wording of the policy, is relevant, up to date, and within the scope of Board responsibilities.

I define “**all active policies**” as policies within the Students’ Union Governance Policy Manual.

OPERATIONAL DEFINITION

Compliance will be demonstrated when:

- One fourth of all active policies are reviewed during the fiscal year through Direct Inspection.

EVIDENCE

- GP#2h outlines a four-year Direct Inspection schedule, where one fourth of the policy manual is reviewed in each year. The Board is currently in its second year Direct Inspection Cycle.
- The Board has already struck two of the Direct Inspection Committees meetings and the reports are completed.
- There is a monthly schedule established that outlines when the Direct Inspection Committee elections will be held throughout the fiscal year to ensure the necessary policies will be reviewed.

I report this section as COMPLIANT

General Updates: Executive Team

- **President & Chief Executive Officer**
 - A lot of recent time has been spent finalizing Annual Plan documents for the year.
 - Working on pushing Icebreaker hiring with the Volunteer Ops team and Marketing.
 - Working with institutional partners to try and get some updates made to the Non-Tuition Fee Report before student invoices are sent out.
 - Ongoing policy & procedure updates are in the works with the DPRA and various VPs.
- **VP: Volunteer Operations**
 - Coordinator Conference planning is underway
 - Hiring for Coordinators, O-Team and Waterloo executives wrapping up this week, will be opening some positions next week
 - Policy reviews and updating in progress
- **VP: Programming & Services - Brantford**
 - Jason is the King!
 - Shifting from "Foot Patrol" to "Hawk Walk" - working with Marketing and VPPSW
 - Attended COCA, inquired into other universities' programming and services
 - Continuing to annual plan and develop more in-depth deadlines for the year
 - Planning Orientation alongside OPFB
 - Meeting with campus partners
- **VP: Programming & Services - Waterloo**
 - Working with VPPSB and Marketing to transition the Foot Patrol Service into the rebranded 'Hawk Walk' name
 - Finalizing Annual plan timelines and details to begin working on projects for the upcoming year
 - Continuing to plan and prepare for Orientation and the recruitment of Orientation Volunteers
 - Attended the COCA (Canadian Organization of Campus Activities) National Conference, connected with other post-secondary institutions across Canada about their programming and services as well as viewed bookable talent for the upcoming year
- **VP: Government & Stakeholder Relations**
 - Ian is the King!
 - Attended OUSA's Welcome Conference where incoming Steering Committee members and Presidents were introduced and first Board meeting occurred, electing 24/25 OUSA officers. As well as OUSA's Strategic Conference where the Steering Committee members and Home Office members decided on priorities and logistics for the upcoming year.

- Met with GSA to discuss possible advocacy alignment for the upcoming year and collaborative work through Town & Gown connections.
 - Finalizing Annual Planning to begin moving forward with projects. Projects fall into the following categories: Outreach, Stakeholder Relations, and Advocacy, with some overlap for interconnected projects. Aiming to enhance two-way dialogue, accessibility and robustness of GSR department and committees.
 - Working with Marketing to create promotional material for Get Involved Fair.
- **VP: Clubs & Associations**
 - Updated front facing event request form to increase efficiency for department and ease process for club members
 - Onboarded Waterloo AVP Clubs & Associations, SU-Based and Faculty Associations
 - Completed club transition approvals, followed by New Club Registrations (NCR)
 - NCR will be closing July 10th
 - Working with marketing department to create promotional content
 - Finalizing Annual Planning timeline to ensure that it is feasible and prioritizing projects as needed based on what has the most impact on the student experience
 - Working with marketing department and other VPs to create SU 101 one pager to be distributed to partners and students

General Updates: Directors

- **Director, Finance and Administration**
 - Audit work is well under way for the 23/24 year end. Auditors will be onsite at the end of August
 - We have received 90% of our funding for the spring/summer semester. The final 10% will come in August
 - FNCC and BSC summer building work underway for regular summer maintenance. This would include carpet cleaning, painting and windows.
- **Director, Marketing Communications**
 - Working with the Dean of Students office to combine all social media communication for Milton students and have it run through @campuslifemilton
 - Orientation registration opened on July 1st. Working with Laurier 101 on communication to all incoming students. Will alternate between communication coming from us and from Laurier 101.
 - Orientation promotions will continue weekly through the rest of the summer on campuslifewaterloo and campuslifebrantford
 - Working with WLUSP on promotions being placed in their WLU-er (student agenda) and their campus specific newspapers. Promotions to focus on Health and Dental, hours of operations, where to find us and contact information.
- **Director, Member Services**
 - Working Part Time Staff Onboarding & Policy work
 - Working with Avery on MLS training and staff documentation for SU Desks
 - Health and Dental planning for 2024-2025 policy year
- **Director, Policy Research & Advocacy**
 - Continuing with organizational policy updates and process renewal.
 - Participating in various municipal stakeholder engagements related to transit.
 - Updating governance tracking materials.
 - Ongoing monitoring of sector trends and developing issues.

- **Director, Strategic Initiatives**

- Working through some updates to The Belmont dining room. Plan is to be completed by this August.
- Wilf's Refresh project is ongoing. Awaiting final drawings before moving forward.
- Annual Plan V.2 has been a success building off of last year. Updates from President/CEO.
- Building some internal procedures surrounding Sponsorship and the

- **Director, Student Experience**

- Orientation planning for Waterloo, Brantford and Milton is on-going.
- Working on updating and streamlining Clubs & Associations processes and policies.
- Continuing to support on updating other operational policies within the Students' Union
- Coordinating with Residence and Special Constables on the Move-In Day plans for Waterloo and Brantford

****More information related to reports/briefs can be provided at the Board's request****

July 8, 2024

Summary:

The “EV Charging Fee” is a new ancillary service fee approved for 2024-2025. The fee, set at \$1.50/hour, was approved by the Wilfrid Laurier University Board of Governors on June 6, 2024. This fee is paid in addition to holding a valid Laurier parking permit or paying the relevant daily parking rate.

Rational:

The university has 11 level two electric vehicle charging stations in 3 locations on the Waterloo campus and 3 stations in 1 location on the Brantford campus.

Over the last number of years, the 4-hour charging limit was not being respected and in some instances the stations were being used for parking convenience only. The stations attempt to reduce barriers for those transitioning to electric vehicle use and the fee is intended to ensure vehicles are moved when charging is complete. The fee is applicable to all drivers and is comparable to other rates in Waterloo Region and Brant County.

More Reading:

For more information, please visit Laurier’s [Electrical Vehicle Charging Station](#) information page.

Board Action:

For information, no action required.



**BRIEFING NOTE FOR THE BOARD GP #1 and BMD #2 Direct
Inspectice Committee Report**

Submitted: June 26, 2024

Prepared By: Gabrielle Russo, Chair of the Students' Union Board of Directors

Purpose: To submit to the Board the findings and recommendations of the GP #1 and BMD #2b Direct Inspection Committee.

Dear Directors of the Board,

The GP #1 and BMD #2b Direct Inspection Committee was struck on June 17th, 2024, with the mandate to review and assess Governance Process #2 and Board Managment Delegations #2b, and ensure that:

1. The evidence presented was appropriate, and up to date;
2. The wording of the policy is sound; and
3. That the scope of the organization is captured in the policy.

The membership of the committee consisted of Chair Russo, Director Godse-Shah and Director Lehecka. The committee has met on one occasion since its establishment, that meeting being on June 17th, 2024.

The committee had discussions on the following items prior to making their final decision:

1. How recent the policy was looked at and revised;
2. The provided evidence within the most recent monitoring report;
3. If the wording of the policy was still relevant to the Organization; and
4. If the scope of the Organization was captured in the policy.

Overall, the committee feels that the scope of the Organization is captured within the policy and that the wording of the policy is sound.

For the convenience of the Board a copy of the policies as they are written are attached as Appendix A.

Recommendation:

The committee makes no recommendations to the Board, as GP #1 and BMD #2b require no changes.

Respectfully Submitted on Behalf of the Committee,

Gabrielle Russo

Chair of the Board of Directors & Chair of the GP #1 and BMD #2b Direct Inspection
Committee

Wilfrid Laurier University Students' Union

Appendix A

GP #1 – Global Governance Process

The purpose of the Organization's Board of Directors is to:

1. Represent the interests of the moral ownership of the Organization;
2. Determine the Ends, while maintaining a long term, strategic perspective, to demonstrate the benefits that the Organization will provide to the community; and
3. Monitor organizational performance through the President to track compliance on policies that are based on the principles of Policy Governance.

BMD #2b – Accountability of the President

The President is the Board's only link to operational achievements and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the President.

The Board will:

1. Hold the President fully accountable for all organizational operations.
2. View Presidential performance as identical to organizational performance, so that:
 - a. organizational accomplishment of a reasonable interpretation of Board-stated Ends; and
 - b. avoidance of Board-proscribed means will be viewed as successful President performance.
3. Never give instructions to persons who report directly or indirectly to the President.
4. Not evaluate, either formally or informally, any staff other than the President.

July 3rd, 2024

Overview of Priorities

In collaboration with the President's Operations Group, our Executive Team has gone through the annual planning process and developed key priorities for each of our departments for the upcoming year. The annual plans cover a wide range of projects and initiatives, that all tie back to the ends of the organization as outlined in the board's policy manual, as well as the organizations guiding principles. This year, our annual plan is centered around 3 central priorities, these priorities will guide the work we do as an organization as a whole, as well as the projects that each department works towards; a full list of the projects that work toward each priority is available as an appendix to this document (Appendix A). Our priorities are:

- 1. Enhancing the Campus Community***
- 2. Provide Opportunities to Learn & Grow***
- 3. Improve Access to Programs, Resources, & Supports***

Each of these priorities align with the vision that we as an executive team have for the Students' Union over the course of the next year, as well as the needs that we have seen in our membership. A full list of the projects in each department will be working towards have been provided as an appendix to this document, along with the ends and guiding principles that they align with (Appendix B).

Enhancing the Campus Community

The community on and across our campuses is a large focus for our team this year and is at the core of many of our projects and initiatives. As a team we are aiming to create a strong sense of belonging among students, with the goal of making Laurier feel like a welcoming home for everyone. This involves enabling students to find their peers and support networks, fostering connections between students and the community. We aim to create and support unique spaces that are tailored to various, with the goal of ensuring inclusivity and representation across campus, providing venues where students can gather, collaborate, and celebrate themselves and one another. We hope to expand and build on social opportunities, to encourage interaction and engagement, promoting a vibrant campus life across all of our campuses. All of this work will be done collaborating closely with campus partners to further strengthens these efforts, leveraging collective resources to enhance student experiences and enrich the overall campus community at Laurier.

Provide Opportunities to Learn & Grow

As an organization, we are striving to provide opportunities to our members that enhance their growth and development as both a student, and as a person, inside and beyond the classroom. One of the key focuses within this work is empowering our student volunteers; providing them with meaningful responsibilities and autonomy in their roles, ensuring they engage in impactful work that contributes meaningfully to both their personal growth and our community. Our focus is largely on the importance of student life beyond the classroom, and the impact those experiences can have. We aim to provide activities and leadership opportunities that foster well-rounded development for all of our members. We also aim to prepare students for life beyond Laurier by offering diverse opportunities that enhance their skills, knowledge, confidence to take on

whatever is next for them. Furthermore, we are committed to setting students up for success by providing resources and support systems that nurture their academic and personal achievements. Ultimately, we aim to support the holistic growth and development of every student at Laurier, equipping them with the tools and experiences needed to thrive during their time at Laurier and beyond.

Improve Access to Programs, Resources, & Supports

The Students' Union provides a wide range of programming, resources, and support services to our members, and as an organization we believe that promoting and improving students' access to those services is crucial. Ultimately, we want to work towards equitable access for all students is a primary objective, striving to eliminate barriers and create a campus environment where every student is set up to succeed. Centralizing information for students about available programs and services is key to enhancing this accessibility, making it easier for students to navigate and utilize the services that cater to their unique needs and circumstances. Our priorities also focus on intentionally educating students about the various available supports, empowering them to make informed decisions about what they need. Collaboration with our campus partners plays a crucial role in this initiative, facilitating the sharing of resources and strategies to improve access across various student groups. Furthermore, we want to direct efforts towards reaching new groups of students who may not traditionally have been as engaged with our services or offerings, ensuring that all members of the community have the opportunity to benefit equally from the opportunities and support systems available through the Students' Union.

More information about any project listed in the appendices or anything mentioned in this summary can be made available at the Board's request.

Appendix A: Organizational Projects by Associated Annual Plan Priority



2024/2025 ANNUAL PLAN PROJECTS & ASSOCIATED PRIORITIES

July 3rd, 2024

<u>Provide Opportunities to Learn & Grow</u>	
Project Title	President's Group Lead
Student Experience Equity Fund	President & CEO
Student Leadership Course Credit	President & CEO
June Volunteer Hiring	VP: Volunteer Operations
September Volunteer Hiring	VP: Volunteer Operations
January Volunteer Hiring	VP: Volunteer Operations
Coordinator Conference	VP: Volunteer Operations
Orientation Training	VP: Volunteer Operations
Hiring Carousels	VP: Volunteer Operations
Student Executive Hiring	VP: Volunteer Operations
Clubs Fairs	VP: Clubs & Associations
Presidents Training	VP: Clubs & Associations
Local Advocacy Week	VP: Government & Stakeholder Relations
Brantford GSR Robustness & Representation	VP: Government & Stakeholder Relations
Addressing Engagement & Awareness (Waterloo)	VP: Government & Stakeholder Relations
Improve Volunteer Recruitment, Retainment and Experience	VP: Programming & Services Brantford
Fostering Empowerment and Autonomy In Committees Across All Roles	VP: Programming & Services Brantford
Increasing Volunteer Autonomy at All Levels	VP: Programming & Services Waterloo
Volunteer Training and PD Of Volunteers	VP: Programming & Services Waterloo

<u>Enhancing the Campus Community</u>	
Project Title	President's Group Lead
Diversification Of SU Reach	President & CEO
Student Engagement & Visibility	President & CEO
High Risk Weekend Programming	President & CEO
Fall Volunteer Appreciation	VP: Volunteer Operations
Winter Volunteer Appreciation	VP: Volunteer Operations
Winter Volunteer Appreciation	VP: Volunteer Operations
End Of Year Volunteer Appreciation	VP: Volunteer Operations
Outstanding Volunteer Award	VP: Volunteer Operations
SU Showdown	VP: Volunteer Operations
Reframing SU Support for Clubs	VP: Clubs & Associations
Faculty Associations Roundtable	VP: Clubs & Associations
Accessibility/ Awareness & Outreach of Committees	VP: Government & Stakeholder Relations
Social Media Awareness Campaigns	VP: Government & Stakeholder Relations
Stakeholder Programs, Events & Initiatives	VP: Government & Stakeholder Relations
Mural & Beautification of Campus	VP: Government & Stakeholder Relations
Rename, Revamp and Reintroduce the Safe Walk Program	VP: Programming & Services Brantford & VP: Programming & Services Waterloo
Reinvigorate Food Bank	VP: Programming & Services Brantford & VP: Programming & Services Waterloo
Improve Collaboration & Cohesion Between Departments/Committees	VP: Programming & Services Brantford
Furthering Brantford Student Experience as Unique, Exciting, And Intentionally Different Than Waterloo	VP: Programming & Services Brantford
Building Coordinator Community	VP: Programming & Services Waterloo
Increasing Volunteer Buy-In and Retention	VP: Programming & Services Waterloo
Increasing The First Year Focus of Orientation	VP: Programming & Services Waterloo
Building Relationships with Campus Partners Regarding Food Insecurity	VP: Programming & Services Waterloo
Shinerama Revival	VP: Programming & Services Waterloo

<u>Improve Access to Programs, Resources, & Supports</u>	
Project Title	President's Group Lead
President's Advisory Council	President & CEO
Relationships With Campus Partners	President & CEO
Operational Policy & Procedure Updates & Review	President & CEO
SU Perks	VP: Volunteer Operations
Clubs Procedures Revamp	VP: Clubs & Associations
Clubs' Tracker Development	VP: Clubs & Associations
Clubs Policy Updates	VP: Clubs & Associations
Clubs' Storage	VP: Clubs & Associations
Authoring OUSA Policy Papers	VP: Government & Stakeholder Relations
OUSA General Assemblies	VP: Government & Stakeholder Relations
OUSA Student Advocacy Conference	VP: Government & Stakeholder Relations
Creating Committee Purpose Statements & Operating Manuals	VP: Programming & Services Brantford & VP: Programming & Services Waterloo
Organize And Upgrade Brantford Committee Space	VP: Programming & Services Brantford
Establishing Robust Relationships with Campus Partners	VP: Programming & Services Brantford
Structure and Simplification to The Department	VP: Programming & Services Waterloo
Improving The Use of Waterloo Committee Space	VP: Programming & Services Waterloo

Appendix B: Organizational Projects by Department, with Associated Ends & Guiding Principals



**2024/2025 ANNUAL PLAN
DEPARTMENTAL PROJECT BREAKDOWN**

July 3rd, 2024

<u>President & CEO</u>		
Project Title	Organizational End	Guiding Principal
President's Advisory Council	A safe, sustainable, and empowering environment.	Student-Driven
Student Experience Equity Fund	An organization that advocates for an affordable, accessible, and high quality academic experience. Products and services that cater to the financial needs of students.	Provide Opportunities & Approachable & Accessible
Relationships with Campus Partners	An organization that advocates for an affordable, accessible, and high quality academic experience.	Provide Opportunities
Programming & Stigmatization Around High-Risk Weekends	Diverse and inclusive social interaction.	Community-Focused
Engagement & Visibility with Students	Diverse and inclusive social interaction.	Student-Driven
Student Leadership Course Credit	An organization that advocates for an affordable, accessible, and high quality academic experience.	Provide Opportunities
Diversification of SU Reach	Diverse and inclusive social interaction.	Community-Focused & Approachable & Accessible
Managing The Organization as a Whole	An organization that advocates for an affordable, accessible, and high quality academic experience.	Student-Driven & Accountable
Policy & Procedures Updates	A safe, sustainable, and empowering environment.	Approachable and Accessible & Adaptable

<u>Volunteer Operations</u>		
Project Title	Organizational End	Guiding Principal
June Hiring	Products and services that cater to the needs of students.	Provide Opportunities
Coordinator Conference	Diverse and inclusive social interaction.	Provide Opportunities
SU Perks	Products and services that cater to the needs of students.	Student Driven
Orientation Training	Diverse and inclusive social interaction.	Provide Opportunities
September Hiring	Products and services that cater to the needs of students.	Provide Opportunities
Fall Volunteer Appreciation	Products and services that cater to the needs of students. Diverse and inclusive social interaction.	Community Focused
Student Executive Hiring	A safe, sustainable, and empowering environment.	Approachable and Accessible
Outstanding Volunteer Award	A safe, sustainable, and empowering environment.	Student Driven
January Hiring	Products and services that cater to the needs of students.	Provide Opportunities
Winter Volunteer Appreciation	Products and services that cater to the needs of students. Diverse and inclusive social interaction.	Community Focused
SU Showdown	Products and services that cater to the needs of students. Diverse and inclusive social interaction.	Community Focused
Hiring Carousels	Diverse and inclusive social interaction.	Provide Opportunities
End of Year Volunteer Appreciation	Diverse and inclusive social interaction.	Student Driven
Volunteer Recruitment and Retention	A safe, sustainable, and empowering environment.	Approachable and Accessible

<u>Clubs & Associations</u>		
Project Title	Organizational End	Guiding Principal
Process Timelines	An organization that advocates for an affordable, accessible, and high-quality academic experience.	Approachable and Accessible
Presidents Training	A safe, sustainable, and empowering environment.	Community-focused
Reframing Support for Clubs & Associations	Diverse and inclusive social interaction.	Approachable and Accessible
Clubs Ongoing Tracker	Diverse and inclusive social interaction.	Provide opportunities
Clubs Fairs	Diverse and inclusive social interaction.	Community-focused
Policy Updates (Events & Finance)	An organization that advocates for an affordable, accessible, and high-quality academic experience.	Accountable
Improve Club Storage Space	Products and services that cater to the needs of students	Student-Driven
Faculty Association Roundtables	Diverse and inclusive social interaction.	Student-Driven

<u>Government & Stakeholder Relations</u>		
Project Title	Organizational End	Guiding Principal
Policy Governance Strategic Plan (OUSA)	Products and services that cater to the needs of students	Student-Driven
Authoring OUSA Papers	An organization that advocates for an affordable, accessible, and high-quality academic experience.	Adaptable
GSR Committee Improvements	Products and services that cater to the needs of students	Community-focused
Standing in Solidarity with Survivors	A safe, sustainable, and empowering environment.	Accountable
OUSA General Assemblies	An organization that advocates for an affordable, accessible, and high-quality academic experience.	Student-Driven
Student Advocacy Conference (OUSA)	Products and services that cater to the needs of students	Adaptable
Advocacy, LAW, Stakeholder Relations	Products and services that cater to the needs of students	Provide opportunities
OUSA Campaign - What is OUSA?	An organization that advocates for an affordable, accessible, and high-quality academic experience.	Student-Driven
Writing "Policy Passions" (OUSA)	Diverse and inclusive social interaction.	Provide opportunities
Social Media Awareness Campaign	Diverse and inclusive social interaction.	Approachable and Accessible
GSR Robustness & Representation (Brantford)	Diverse and inclusive social interaction.	Community-focused
Addressing Engagement & Awareness (Waterloo)	Diverse and inclusive social interaction.	Provide opportunities
FNCC Mural	A safe, sustainable, and empowering environment.	Approachable and Accessible
Relationships with Key Stakeholders: CSEDI, ISS/ISC, LI	Diverse and inclusive social interaction.	Accountable
AVP Projects Passion Projects	A safe, sustainable, and empowering environment.	Approachable and Accessible

<u>Programming & Services Brantford</u>		
Project Title	Organizational End	Guiding Principal
Rename and Reintroduce the Safe Walk Program	A safe, sustainable, and empowering environment. Diverse and inclusive social interaction.	Adaptable & Approachable and Accessible
Reinvigorate & Expand the Reach & Offerings of Food Bank	A safe, sustainable, and empowering environment. Products and services that cater to the needs of students	Adaptable & Approachable and Accessible
Improve Volunteer Recruitment, Retainment and Experience	A safe, sustainable, and empowering environment. Diverse and inclusive social interaction.	Student Driven, Provide Opportunities, & Community Focused
Creating Committee Purpose Statements & Operating Manuals	A safe, sustainable, and empowering environment. Products and services that cater to the financial needs of students.	Provide Opportunities, Community-Focused & Approachable and Accessible
Fostering Empowerment and Autonomy in Committees Across All Roles	A safe, sustainable, and empowering environment. Diverse and inclusive social interaction.	Provide Opportunities, Student Driven & Community-Focused
Organize and Upgrade Committee Space	A safe, sustainable, and empowering environment. Diverse and inclusive social interaction.	Provide Opportunities
Improve Collaboration & Cohesion Between Departments/Committees	A safe, sustainable, and empowering environment. Products and services that cater to the financial needs of students.	Provide Opportunities, Community-Focused, & Approachable and Accessible
Establishing Robust Relationships with Campus Partners	An organization that advocates for an affordable, accessible, and high quality academic experience. A safe, sustainable, and empowering environment.	Community Focused & Approachable and Accessible
Furthering Brantford Student Experience as Unique, Exciting, and Intentionally Different than Waterloo	An organization that advocates for an affordable, accessible, and high quality academic experience. Diverse and inclusive social interaction.	Student Driven, Provide Opportunities & Community-Focused

<u>Programming & Services Waterloo</u>		
Project Title	Organizational End	Guiding Principal
Building Coordinator Community	Diverse and inclusive social interaction.	Community Focused
Increasing Volunteer Autonomy at All Levels	A safe, sustainable, and empowering environment.	Student Driven
Increasing Volunteer Buy in And Retention	A safe, sustainable, and empowering environment.	Community Focused
Structure And Simplification to The Overall Department	A safe, sustainable, and empowering environment.	Approachable and Accessible
Improving The Use of Committee Space and Storage	An organization that advocates for an affordable, accessible, and high-quality academic experience	Community Focused and Accessible
Intentional And Purpose Specific Programming	An organization that advocates for an affordable, accessible, and high-quality academic experience	Community Focused
Food Bank Remodel	Products and services that cater to the financial needs of students.	Adaptable
Safe Walk Rebrand	A safe, sustainable, and empowering environment.	Adaptable
Committee Purpose Statements and Manuals	A safe, sustainable, and empowering environment.	Accountable & Approachable and Accessible
Shinerama Revival	A safe, sustainable, and empowering environment.	Adaptable
Orientation Week: First Year and Community Experience	Diverse and inclusive social interaction.	Community Focused
Volunteer Training & PD Of Volunteers	An organization that advocates for an affordable, accessible, and high-quality academic experience	Provide Opportunities
Orientation: Keeping The Experience First-Year Focused	A safe, sustainable, and empowering environment.	Community Focused
Build Relationships with Campus Partners Regarding Food Insecurity	Products and services that cater to the financial needs of students.	Community Focused & Approachable and Accessible