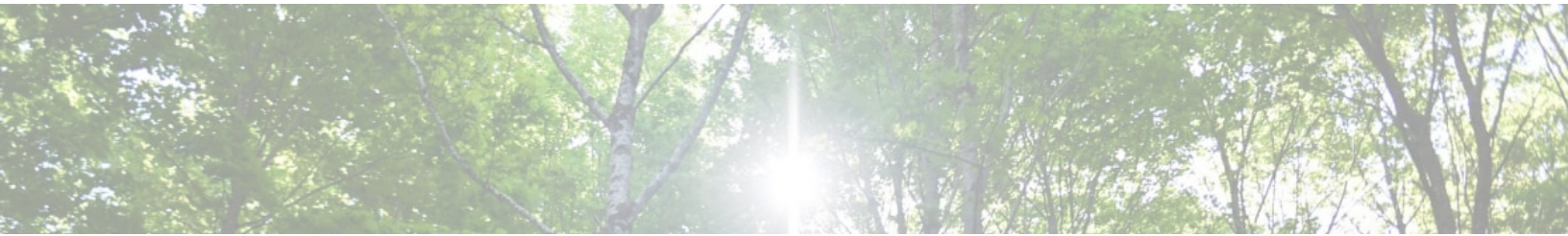




Capilano Students' Union

2020 to 2025

Strategic Plan



Introduction

The Capilano Students' Union was incorporated in 1971. While it started as an organization more focused on social events, it didn't take long for our student leaders to become fierce advocates for students — both to CapU, and to government.

Most of the work of the Capilano Students' Union takes place on the **Skwxwú7mesh, Səlílwətaʔ,** and **xʷməθkʷəy̓əm** nations' lands, and Capilano University has additional locations on the lands of the **Shíshálh** and **Lílwat** nations, where we also represent students. A strategic plan can often be used to uphold colonial systems of oppression, which is why one of our guiding principles includes divesting from colonial power, and championing Indigenization. As an organization we pledge to challenge colonial values to better support all of our members.

This strategic plan has been a year-long collaborative process between stakeholders, the board of directors, and the strategic planning committee. We are now in a very different organizational climate than where we began in summer of 2019, but we are confident that this plan will guide the Capilano Students' Union, and support all Capilano University students, through whatever the next five years will bring.

Through 2025 and beyond, this is your students' union.

Emily Bridge
President

Christopher Girodat
Executive Director





Using a Strategic Plan

This strategic plan is a road map for how the Capilano Students' Union plans to prioritize its energy, attention, and limited resources to maximize the impact for our members (Capilano University students).

A strategic plan is broken out into several components.


- » The **vision** is an ideal world that the organization hopes to create.
- » The **purpose** is the reason for the organization's existence.
- » The **guiding principles** are the organization's key tenets, and they are lenses through which all of the work set out in this strategic plan must be considered, understood, and undertaken.
- » The **key strategic priorities** are the things that the organization will prioritize over the next three to five years for the organization to most impactfully pursue its vision.
- » Each key strategic priority has a number of **objectives**. These objectives are specific, measurable things that the organization plans to do in order to advance its key strategic priorities.

The strategic plan is both a document that instructs the organization's executives, staff, and operations, and a guide for the board of directors to provide a sense of focus and purpose as it monitors our activities, approves budgets, and evaluates the executive director's performance.



Vision


A welcoming, barrier-free community
at Capilano University



Purpose



The Capilano Students' Union elevates the
post-secondary experience through advocacy,
service delivery, and leadership opportunities.



Guiding Principles

- » Divesting from colonial power, and
championing Indigenization
- » Demonstrating leadership, value, and impact
- » Centring justice, equity, and sustainability
- » Delivering results with excellence
- » Connecting with students to drive our work



STRATEGIC PRIORITY #1

Reducing all barriers that limit access to education

The Capilano Students' Union believes that every student should be able to access and excel in their educational goals.

» OBJECTIVE 1

We fight for a bright and stable future for students, being climate justice advocates to university leaders and government change makers.

» OBJECTIVE 2

We reduce the financial barriers of post-secondary education, by expanding accessible financial aid and delivering support services.

» OBJECTIVE 3

We value our relationships with community and government leaders, working together to shape post-secondary policy decisions.

» OBJECTIVE 4

We build partnerships with the university and community organizations, to centre our equity initiatives, with a focus on building anti-racism and anti-hate work into all we do.

» OBJECTIVE 5

We are strong advocates for a more livable region, ensuring students can easily move between school, work, and home.



STRATEGIC PRIORITY #2

Students feel empowered to participate, and they understand what we do for them.

The Capilano Students' Union creates meaningful opportunities for student involvement, and communicates our value effectively.

» OBJECTIVE 1

We ensure every student has a voice at the table by creating an inclusive engagement strategy.

» OBJECTIVE 2

We build community and provide leadership opportunities through a vibrant and active volunteer program.

» OBJECTIVE 3

We find ways to increase organizational knowledge among students and improve organizational continuity.

» OBJECTIVE 4

We organize frequent, informal engagement opportunities so students can be involved beyond the CSU's core governance structures.

» OBJECTIVE 5

We build strong connections between our North Vancouver operations; students at *kálaḡ-ay*, the Sunshine Coast campus; and remote-learning students.

» OBJECTIVE 6

We ensure the CSU, its resources and student spaces are easily identifiable.



STRATEGIC PRIORITY #3

Facilitate the creation of safe and inclusive **student-centred spaces and infrastructure.**

The Capilano Students' Union creates physical space and infrastructure that is welcoming, inclusive, and enjoyable by all.

» OBJECTIVE 1

We will build a student union building, so there is a home for students on the North Vancouver campus.

» OBJECTIVE 2

We have a formal student consultation process for all university building and space projects.

» OBJECTIVE 3

We help students access good food, by working with our partners in service provision.

» OBJECTIVE 4

We establish student spaces at every campus/location/branch of Capilano University.

» OBJECTIVE 5

We advocate for student housing that is affordable, appropriate, and inclusive.



Moving Forward

» ANNUAL PLANNING

Each year, the executive director and staff work in consultation with that year's new executives to develop an annual operating plan that aligns with the board's approved strategic plan. Annual operating plans are presented to the board.

» CELEBRATING

The strategic plan and our annual operating plans are published to the website, and we celebrate achievements under those plans both with our board and staff, and with our membership.

» MONITORING

On a monthly basis, the executive director updates strategic plan dashboards for the board, to support the board's monitoring of our progress against that year's annual operating plan, and the board's overall strategic plan.