

YEAR PLAN

MSU Vice-President (Education)

Maya Hobbs

2024-2025

(submitted July 16th, 2024)



OFFICE OF THE VICE-PRESIDENT (EDUCATION) INTRODUCTION

Dear Members of the Assembly,

I would like to begin by thanking everyone who has helped me as I transitioned into this role. I have spent the past few months creating a plan for this role and I am eager to continue working on the objectives in my year plan and advocating for the student body. I am truly honoured to be your Vice-President (Education) and I am delighted to share my year plan for 2024-2025.

My overall goals for this year are to create greater avenues for advocacy, strengthen advocacy efforts to best represent the student voice, establish more structure to the Vice-President (Education) role, and continue making MSU an inclusive environment for students. The objectives within this year plan embody these overall goals.

Below you will find a brief description of my main objectives for the year which includes key events and campaigns. This plan does offer some flexibility to allow for opportunity to advocate on the changing needs of students. While this plan outlines my main goals, there is work outside of what is mentioned in this report that I will be participating in to best represent students. For example, I will be participating in various committees such as the AI Advisory Committee, Sexual Violence Prevention and Response (SVPR) Task Force, and Sustainability Committee. I will be contributing to the work of these committees to ensure student priorities are brought forth in every way possible. Other opportunities throughout the year to further student advocacy priorities will also develop through meetings with politicians, university administrators, and stakeholders. Nonetheless, I am thrilled to continue working towards completing the outlined objectives with the Education Team.

Thank you for taking the time to review my year plan and I look forward to working with you all this year!

Best wishes,

Maya Hobbs (she/her)
Vice-President (Education)
McMaster Students Union
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TIMELINE

May	<ul style="list-style-type: none"> • Transition into role • Education Team Hiring (Associate Vice-Presidents) • OUSA Welcome Conference • CASA Foundations Conference • OUSA Executive Elections
June	<ul style="list-style-type: none"> • Education Team Hiring (Advocacy & Outreach Logistics Coordinator) • Committee Planning • OUSA Strategic Planning Conference • OUSA Summer School • Introductions to McMaster Stakeholders • Hire General Manager • OUSA Blog • Town & Gown Assessment
July	<ul style="list-style-type: none"> • Education Team Hiring (Advocacy & Policy Research Assistants) • CASA Policy & Strategy Conference • OUSA Policy Paper Think Tank • Prepare Plan for Early Election • Sustainability Education Committee
August	<ul style="list-style-type: none"> • Welcome Week • Meet with Faculty Societies • OUSA Open House • Revamp MSU FT Staff training • Organize Municipal Advocacy Group

	<ul style="list-style-type: none"> • Student Union Event
September	<ul style="list-style-type: none"> • Clubsfest • OUSA Delegate Hiring • OER Campaign • Government Relations Analyst Hiring • Meet with MSU Services • National Day for Truth and Reconciliation • Food Security Event • OUSA Campaign
October	<ul style="list-style-type: none"> • OUSA Fall General Assembly • Homecoming • CASA Referendum • MSU Policy Conference
November	<ul style="list-style-type: none"> • MSU Policy Conference • OUSA Student Advocacy Conference • Our Future Hamilton Summit • CASA Advocacy Week Conference • Your City Survey • Municipal Pre-Budget Submission • OUSA Campaign
December	<ul style="list-style-type: none"> • Municipal Advocacy Week • #MacLivesHere Housing Campaign • MSU Fall Policy Papers approved
January	<ul style="list-style-type: none"> • Breaking Barriers Event • OUSA Blog

	<ul style="list-style-type: none"> • MSU Engagement Survey
February	<ul style="list-style-type: none"> • OUSA Delegate Hiring • Hire EDIA Coordinator • Valedictorian Selection
March	<ul style="list-style-type: none"> • OUSA Spring General Assembly • Establish EDIA Committee • Sustainability Week • MSU Policy Conference
April	<ul style="list-style-type: none"> • CASA Annual General Meeting • Standardize Transition Process • Associate Vice-President Hiring • Transition new Vice-President (Education) • MSU Winter Policy Papers approved

SUMMARY

1. Government Relations Analyst
2. Equity Diversity Inclusion Accessibility (EDIA) Coordinator
3. MSU Equity Diversity Inclusion Accessibility Committee
4. Breaking Barriers In Politics
5. MSU Policy Papers/Policy Conference
6. Your City Survey
7. Food Insecurity Awareness
8. Joint OER Initiatives
9. MSU OER Campaign
10. Collaboration with Student Success Centre
11. Municipal Advocacy Group
12. Municipal Advocacy Week
13. MSU Political Network
14. Election Preparation
15. Revamp MSU Staff Training
16. MSU Advocacy Content
17. Ontario Undergraduate Student Alliance
18. Canadian Alliance of Student Associations
19. Undergraduates of Canadian Research-Intensive Universities
20. Housing Campaign
21. Standardizing Transition Process
22. Re-Evaluate OUSA Delegate Hiring
23. Monthly Check-Ins with SRA Caucuses
24. Supporting Faculty Societies
25. Indigenous Students & Education
26. MSU Community Engagement Survey
27. Municipal Pre-Budget Submission

OBJECTIVES

Objective 1	<i>Government Relations Analyst</i>
Description	Many previous Vice-Presidents (Education) have expressed the need for a full-time staff position to support the Education Department. I share this concern. The VP Education is the only VP without specialized full-time staff support. Additionally, many other student unions have a full-time staff member/team to assist with advocacy. In addition, with the recent changes to the Marketing and Advertising Director role, there is a gap created with the removal of the government relations function. The goal is to run a pilot project to create a Government Relations Analyst position to support the Education Department and the Board. This role will function with a dual-report structure, reporting both to the General Manager and Vice-President (Education).
Benefits	<ul style="list-style-type: none"> • Provides some continuity to the Education Department • Provides support to the Board • Strengthens MSU advocacy efforts • Advise on policy • Extensive knowledge on political landscape and policy
Difficulties	<ul style="list-style-type: none"> • Financial considerations of adding full-time staff member • Determining structure of the role as it is a new position
Long-term implications	<ul style="list-style-type: none"> • Provide support to VP Education year over year • Maintain political/stakeholder connections
How?	<ul style="list-style-type: none"> • June – Consult with other student unions • July – Create job description • August – Prepare Plan to Onboard • September – Post position • October – Hire Government Relations Director • October/November - Onboard
Partners	<ul style="list-style-type: none"> • President, Jovan Popovic • VP Administration, Adam F. El-Kadi • VP Finance, Declan Sweeney

	<ul style="list-style-type: none"> • Student Representative Assembly • Internal Governance Committee • AVP Internal Governance, Veronica Larrazabal Zea • General Manager, Michael Wooder • Director of Human Resources, Renee McIntosh
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Objective 2	<i>Equity Diversity Inclusion Accessibility (EDIA) Coordinator</i>
Description	<p>The idea for the EDIA Coordinator began as a merger of two ideas between the VP Administration and Education; one was to create better training resources for the peer support services and the other was to ensure better EDIA practices within the MSU.</p> <p>The EDIA Coordinator would, primarily, focus on creating and updating MSU EDIA policies, training full and part-time staff, and developing assessment tools for equity-based departments (such as the peer support services) and recommend improvements. A secondary component of the job will be supporting the VP Admin in coordinating the peer support services with respect to service provision and events planning and support projects related to peer support and wellness on campus.</p>
Benefits	<ul style="list-style-type: none"> • Ensure our policies are inclusive and equitable • Help make the MSU a safe(r) space for students
Difficulties	<ul style="list-style-type: none"> • Financial considerations of adding another full-time staff member
Long-term implications	<ul style="list-style-type: none"> • Improved EDIA practices across MSU departments and services • Up to date information on best practices • Creating a university partnership and network for that allows for better service integration and collaboration • Conduct an internal audit of MSU policies • Develop recommendations to enhance EDIA within the MSU • Create a plan for recommendations that will be implemented over a 3-year period • Revamp MSU staff training • Sit on MSU EDIA Committee as an observer member
How?	<ul style="list-style-type: none"> • Report to the Director of Human Resources

Partners	<ul style="list-style-type: none"> • President, Jovan Popovic • VP Administration, Adam F. El-Kadi • VP Finance, Declan Sweeney • Student Representative Assembly • AVP Internal Governance, Veronica Larrazabal Zea • Internal Governance committee • General Manager, Michael Wooder • Director of Human Resources, Renee McIntosh
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Objective 3	<i>MSU Equity Diversity Inclusion Accessibility Committee</i>
Description	The MSU EDIA Committee will be a committee of the SRA composed of SRA members, full time staff, and peer support PTMs. The goal of the committee is to share best practices, consult on issues (barring sensitive HR matters), and run campaigns throughout the year.
Benefits	<ul style="list-style-type: none"> • This will involve students in larger EDIA decision in the organization and reflect student voices throughout • Help disseminate practices, share potential challenges faced and how to overcome them, and run EDIA campaigns throughout the year
Difficulties	<ul style="list-style-type: none"> • Contingent on EDIA coordinator hiring and job creation, as they are a key consultant in ensuring the committee remains informed and meets regularly
Long-term implications	<ul style="list-style-type: none"> • Please see benefits
How?	<ul style="list-style-type: none"> • Consult with stakeholders to solidify the role and structure of the committee • Update the SRA policies to reflect the committee • Include in elections
Partners	<ul style="list-style-type: none"> • VP Administration, Adam F. El-Kadi • Peer Support services • Student Representative Assembly

	<ul style="list-style-type: none"> • AVP Internal Governance, Veronica Larrazabal Zea • Internal Governance committee • EDIA Coordinator
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Objective 4	<i>Breaking Barriers In Politics</i>
Description	<p>This objective is inspired by the University Students Council (USC) at Western University’s <i>Women in House</i> initiative.</p> <p>Women and gender-diverse individuals are often underrepresented in leadership, particularly politics. This objective is to create an event with the goal of empowering student leaders and inspiring them to engage in politics. The event will consist of a full day agenda featuring keynote presentations, informational sessions, and a networking session. Several politicians and advocacy partners will be present and participate in the event.</p>
Benefits	<ul style="list-style-type: none"> • To inspire students to engage in politics • Create leadership opportunities for students • Increase interest in politics and advocacy on campus
Difficulties	<ul style="list-style-type: none"> • Limited resources
Long-term implications	<ul style="list-style-type: none"> • This is an event that can be adapted and expanded in future years. The goal is for this to be an annual event, scaling a multi-day conference.
How?	<ul style="list-style-type: none"> • Connections made with politicians & stakeholders throughout the year • Event will be hosted in January • Hosted in the HUB
Partners	<ul style="list-style-type: none"> • McMaster University Government Relations Department • Ontario Undergraduate Student Alliance • AVP University Affairs, Stephanie Henry • AVP Municipal Affairs, Kerry Yang • AVP Provincial & Federal Affairs, Jazzlyn Abbott • Advocacy & Logistics Coordinator, Sambiro Kitawi

	<ul style="list-style-type: none"> • Government Relations Analyst
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Objective 5	<i>MSU Policy Papers/Policy Conference</i>
Description	<p>The MSU Policy Bank contains policy papers on a variety of topics that outline MSU stances and are intended to guide our advocacy. Since the pandemic, there has been a lack of focus on the MSU Policy Bank and many of the papers have since expired. That leaves a number of papers that need to be updated. Ideally, three policy papers are updated each term. A policy conference is also supposed to occur each term to allow for student feedback before the paper is approved by the SRA. This year, policy development is a major priority for the Education Department to strengthen MSU advocacy. Below are the policy papers that will be updated this year (tentative):</p> <p>Fall Term:</p> <ul style="list-style-type: none"> • Tuition and Student Financing of Post-Secondary Education • International Students • Public Transit & Transportation <p>Winter Term:</p> <ul style="list-style-type: none"> • Racial, Cultural and Religious Equity [SEP] • Student Housing and Near Campus Neighborhoods [SEP] • Health and Wellness
Benefits	<ul style="list-style-type: none"> • Updated MSU policies to guide our advocacy • Increased student engagement in advocacy
Difficulties	<ul style="list-style-type: none"> • Due to the fact many of the papers are out of date, it will be difficult to determine which papers to prioritize this year • Full review of all MSU policy papers is necessary to determine which policies to bring forth for renewal and which to remove • Student engagement with policy feedback is often low
Long-term implications	<ul style="list-style-type: none"> • Revitalize MSU Policy Bank
How?	<ul style="list-style-type: none"> • July - Conduct a full review of MSU policy bank • July – Hire Advocacy & Policy Research Assistants

	<ul style="list-style-type: none"> • July – SRA approves Fall MSU policy paper topics • August - Determine which MSU policies can be renewed • August – Determine which RA is responsible for each paper • September - Conduct consultations with student groups, services, and clubs for Fall papers • October - SRA approves Winter MSU policy paper topics • November - Fall MSU Policy Conference • December – SRA approves Fall MSU policy papers • January - Conduct consultations with student groups, services, and clubs for Winter papers • March - Winter MSU Policy Conference • April – SRA approves Winter MSU policy papers
Partners	<ul style="list-style-type: none"> • AVP University Affairs, Stephanie Henry • AVP Municipal Affairs, Kerry Yang • AVP Provincial & Federal Affairs, Jazzlyn Abbott • University Affairs Committee • Municipal Affairs Committee • Provincial & Federal Affairs Committee • Advocacy & Logistics Coordinator, Sambiro Kitawi • Advocacy & Policy Research Assistants • Student Representative Assembly

Objective 6	<i>Your City Survey</i>
Description	Started in 2011, the MSU <i>Your City Survey</i> was designed to collect input from students regarding their experiences in Hamilton. The survey questions address a variety of topics including housing and safety, for example. The data collected from the survey will be published in a final report comparing previous years’ results, in which can be used to inform our municipal advocacy as well as MSU policy papers. The last <i>Your City Survey</i> was conducted in 2022.
Benefits	<ul style="list-style-type: none"> • Bring back survey • Better inform MSU policy development • Assist municipal advocacy

	<ul style="list-style-type: none"> • Inspire future campaigns for the Municipal Affairs portfolio
Difficulties	<ul style="list-style-type: none"> • Student engagement with the survey – must develop a plan to boost student engagement with the survey to increase accuracy of data
Long-term implications	<ul style="list-style-type: none"> • Inform MSU policy development to create evidence-based policies • This is a re-occurring survey
How?	<ul style="list-style-type: none"> • July – Begin revising survey questions • August/ September – Design survey • October – Create promotional materials • November – Survey released/data collected • December – Release final report
Partners	<ul style="list-style-type: none"> • AVP Municipal Affairs, Kerry Yang

Objective 7	<i>Food Insecurity Awareness</i>
Description	Food insecurity is a prevalent concern within the McMaster community. This objective focuses on raising awareness about food insecurity and tackling the issue together. The goal is to organize a food security campaign in tandem with the opening of the community kitchen in the HUB.
Benefits	<ul style="list-style-type: none"> • Raise awareness about the issue of Food Insecurity • Promote the opening of the HUB Community Kitchen • Get feedback from students surrounding the issue of food insecurity • Provide food for students at the event
Difficulties	<ul style="list-style-type: none"> • No official date for Community Kitchen opening
Long-term implications	<ul style="list-style-type: none"> • Raise awareness for the issue of food insecurity • Promote the Community Kitchen – open for students to use

How?	<ul style="list-style-type: none"> Coordinate with partners to host an event in the HUB highlighting the Community Kitchen. The event will likely take place in September and will feature a corresponding social media campaign.
Partners	<ul style="list-style-type: none"> President, Jovan Popovic VP Administration, Adam F. El-Kadi Student Life Director, Mitchell German Food Collective Centre

Objective 8	<i>Joint OER Initiatives</i>
Description	The MSU has committed \$55,000 to joint Open Educational Resources (OER) initiatives with the MacPherson Institute and McMaster University Library. These initiatives will take place over a two-year period. The MSU, MacPherson Institute, and McMaster University Library will work together to ensure the implementation of these initiatives.
Benefits	<ul style="list-style-type: none"> Support the development and promotion of Open Educational Resources at McMaster
Difficulties	<ul style="list-style-type: none"> This was a commitment made by a previous MSU president which we were unaware of until recently. As such, we have faced difficulty in determining where the funds will be drawn from.
Long-term implications	<ul style="list-style-type: none"> Two- year commitment Limiting costs for students as new OERs are created and utilized
How?	<p>Below is a breakdown of how the MSU’s contribution of \$55,000 will be utilized.</p> <p>Student OER Advocates (\$20,000)</p> <ul style="list-style-type: none"> This initiative will centre student voices in OER promotion. OER Advocates is a two-part program. The first part would involve an OER training program that students would be required to participate in. Following the training program, the students would

	<p>create and carry out a project focused on promoting OER to the McMaster community.</p> <p>OER Project Stream in Student Partners Program (\$20,000)</p> <ul style="list-style-type: none"> The MacPherson Insitute's Student Partners Program will be expanded to include a OER Project Stream. This stream will provide \$2,000 grants for students to complete an OER project. The MSU will be involved in reviewing applications and selecting projects that will receive a grant. <p>Student-facing events (\$4,000)</p> <ul style="list-style-type: none"> Student-facing events will be hosted in the HUB to promote OERs and associated projects to students. There will be a total of four events (one each semester). <p>MSU OER Campaign (\$6,000)</p> <ul style="list-style-type: none"> We secured a portion of the fund for the MSU to run our own OER campaign. The VP Education and VP Finance along with the AVP University Affairs and AVP Finance will be responsible for organizing and implementing an MSU OER campaign. <p>Miscellaneous (\$5,000)</p> <ul style="list-style-type: none"> This category is intended to cover expenses for any initiatives that go over budget. The remainder of funds in this category can be re-evaluated near the end of the agreement.
Partners	<ul style="list-style-type: none"> VP Finance, Declan Sweeney MacPherson Institute McMaster University Library

Objective 9	<i>MSU OER Campaign</i>
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Description	As a part of the joint OER initiatives with the MacPherson Institute and McMaster University Library, the MSU will create an OER campaign to bring awareness to the cost of textbooks and promote OER to students. This campaign will be inspired by the #TextbookBroke Campaign that OUSA ran in 2018. We are currently in the process of determining the vision for this campaign. The campaign will incorporate an in-person component hosted in the HUB as well as a social media component raising awareness of OERs.
Benefits	<ul style="list-style-type: none"> • Support the promotion of Open Educational Resources at McMaster • Bring awareness to the high costs of textbooks
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • The next Vice-President (Education) & Vice-President (Finance) will have \$3,000 allocated towards implementing an OER campaign in 2025-2026
How?	<ul style="list-style-type: none"> • July – Establish plan for OER Campaign • August – Organize bookings/materials for campaign (speaker, informational material, posters, social media posts, etc.) • September – Implement OER Campaign
Partners	<ul style="list-style-type: none"> • VP Finance, Declan Sweeney • AVP University Affairs, Stephanie Henry • AVP Finance, Maheera Chaudhry • Advocacy & Logistics Coordinator, Sambiro Kitawi

Objective 10	<i>Collaboration with Student Success Centre</i>
Description	The Student Success Centre and I have been in discussion about ways to collaborate to better support students academically. The MSU will partner with the SSC on a variety of academically focused initiatives throughout the year.
Benefits	<ul style="list-style-type: none"> • Collaborate to support students academically • Wellness focus to academics

	<ul style="list-style-type: none"> • Greater resources for students • Students will be better equipped to succeed
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • Please see benefits
How?	<p>There are a variety of initiatives that the SSC and I have been discussing. Below are some of the potential initiatives that we will potentially collaborate on this year.</p> <p>Exam Preparation</p> <ul style="list-style-type: none"> • Host an exam prep day in November/March • Focus on wellness and mentorship • Provide academic support/advice for exam preparation <p>First-Year Support</p> <ul style="list-style-type: none"> • Establish and promote scheduled writing/mentoring drop-ins <p>AI Advocacy</p> <ul style="list-style-type: none"> • Create an informational campaign to educate students on how to effectively and appropriately use AI
Partners	<ul style="list-style-type: none"> • Student Success Centre

Objective 11	<i>Municipal Advocacy Group</i>
Description	The MSU is a part of advocacy groups at the provincial and federal levels (Canadian Alliance of Student Associations, Undergraduates of Canadian Research-Intensive Universities, and Ontario Undergraduate Student Alliance). There lacks a unified group for advocacy at the municipal level. The objective is to put together a group at the municipal level to further solidify municipal advocacy in Hamilton. Bringing together other post-secondary institutions in Hamilton will allow for more effective advocacy on issues of concern for students.
Benefits	<ul style="list-style-type: none"> • Strengthen municipal advocacy • Establish unified group
Difficulties	<ul style="list-style-type: none"> • Establishing a new group

	<ul style="list-style-type: none"> Balancing differing priorities
Long-term implications	<ul style="list-style-type: none"> Dedicated advocacy group to strengthen municipal advocacy Structure to the municipal affairs portfolio Collaborate on organizing annual municipal advocacy week in Hamilton
How?	<ul style="list-style-type: none"> June/July - Assessment of Town & Gown Association of Ontario July – Determine if MSU should re-join the Town & Gown Association of Ontario August – Set meeting with Mohawk College and Redeemer University College to discuss creation of a joint municipal advocacy group August – Set regular meetings August – Create plan for year with the Hamilton Advocacy Group
Partners	<ul style="list-style-type: none"> AVP Municipal Affairs, Kerry Yang

Objective 12	<i>Municipal Advocacy Week</i>
Description	Through the Canadian Alliance of Student Associations (CASA), Undergraduates of Canadian Research-Intensive Universities, and Ontario Undergraduate Student Alliance (OUSA,) the MSU is able to participate in lobby weeks to directly advocate to politicians on the concerns that matter most to students. There lacks a structured opportunity to lobby to politicians at the municipal level. This objective would involve organizing a municipal lobby week to be able to advocate directly to politicians at the municipal level. The Vice-President (Education) in 2018 organized a similar municipal advocacy week and produced a report detailing the outcomes.
Benefits	<ul style="list-style-type: none"> Create more opportunities for municipal advocacy Allow for student involvement in municipal advocacy Voice our priorities more effectively Collaborating with other post-secondary groups in Hamilton
Difficulties	<ul style="list-style-type: none"> Difficult to organize

Long-term implications	<ul style="list-style-type: none"> • Dedicated lobby week for Municipal Affairs portfolio
How?	<ul style="list-style-type: none"> • July-December <ul style="list-style-type: none"> ○ Connect with local politicians ○ Organize logistics ○ Determine municipal advocacy priorities to highlight during lobby week • August – Discuss with Mohawk College and Redeemer University College • December – Tentative date for lobby week • January – Publish report
Partners	<ul style="list-style-type: none"> • AVP Municipal Affairs, Kerry Yang

Objective 13	<i>MSU Political Network</i>
Description	This objective revolves around creating an MSU political network to support our advocacy. This goal will be pursued throughout the year as we advance our advocacy and make connections with politicians.
Benefits	<ul style="list-style-type: none"> • Political network to strengthen MSU’s advocacy efforts
Difficulties	<ul style="list-style-type: none"> • Maintaining relevant connections with Vice-President (Education) turnover each year
Long-term implications	<ul style="list-style-type: none"> • Please see benefits
How?	<ul style="list-style-type: none"> • Establish connections throughout the year • Incorporate network into transition process • Keep detailed record of connections and meetings for continuity and historical knowledge purposes
Partners	<ul style="list-style-type: none"> • AVP University Affairs, Stephanie Henry • AVP Municipal Affairs, Kerry Yang • AVP Provincial & Federal Affairs, Jazzlyn Abbott • Government Relations Analyst

Objective 14	<i>Election Preparation</i>
Description	During elections, the MSU is responsible for playing a role to educate students. Please see <i>Operating Policy - Roles of the MSU in Federal, Provincial, and Municipal Elections</i> for more details. This objective focuses on creating a plan if an election is called during this term.
Benefits	<ul style="list-style-type: none"> • MSU is prepared when an election is called
Difficulties	<ul style="list-style-type: none"> • Neither a provincial nor federal election is set to happen this term. However, there have been speculations of an early election being called. In the event an election is called, the MSU should be prepared to encourage students to vote. • Plan is tentative
Long-term implications	<ul style="list-style-type: none"> • Establish a plan for Education team to further election awareness and education • Solidifies the MSU's role in elections • Even if an early election is not called, the preparation plan may be passed on to the next Vice-President (Education) to implement
How?	<p>Establish a plan that focuses on:</p> <ul style="list-style-type: none"> • Advocating for on-campus polling stations • Implementing a MacVotes campaign • Hosting events centered around the election • Inviting candidates to visit campus and engage with students • Educating students about voting • Establish relationships with candidates
Partners	<ul style="list-style-type: none"> • AVP Provincial & Federal Affairs, Jazzlyn Abbott • Canadian Alliance of Student Associations • Undergraduates of Canadian Research-Intensive Universities • Ontario Undergraduate Student Alliance

Objective 15	<i>Revamp MSU Staff Training</i>
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Description	The current full-time and part-time staff training can be improved to adequately train employees in a student organization. The Director of Human Resources and I will examine how to best expand employee training to incorporate elements such as Responding to Disclosures of Sexual Violence and Equity, Diversity, & Inclusion Training.
Benefits	<ul style="list-style-type: none"> • Improved training processes
Difficulties	<ul style="list-style-type: none"> • Sourcing appropriate training
Long-term implications	<ul style="list-style-type: none"> • Updated training for staff • To be implemented with current staff as well as new hires
How?	<ul style="list-style-type: none"> • August – Research training programs • August – Create plan to introduce training to staff • March – Re-evaluate training with EDIA Coordinator
Partners	<ul style="list-style-type: none"> • Director of Human Resources, Renee McIntosh

Objective 16	<i>MSU Advocacy Content</i>
Description	This objective is intended to strengthen online presence to promote the work of the Education Department. Much of the MSU Advocacy section on the website is out-of-date or needs to be updated. Social media presence on the MSU advocacy account differs from year to year. There is an opportunity to improve online presence to increase communication to students on advocacy work and the Education Department.
Benefits	<ul style="list-style-type: none"> • Bring online content up to date • Increase communication to students on advocacy
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • Improved online presence to continue to be updated and maintained in future years
How?	<ul style="list-style-type: none"> • Revamp Advocacy webpage on MSU website • Create social media plan

	<ul style="list-style-type: none"> • Re-envision social media presence
Partners	<ul style="list-style-type: none"> • Advocacy & Logistics Coordinator, Sambiro Kitawi • MSU Communications Department

Objective 17	<i>Ontario Undergraduate Student Alliance</i>
Description	OUSA has been a valued organization for the MSU in advancing our provincial priorities. This year I will continue to fully utilize OUSA and ensure the MSU’s priorities are consistent with the work that OUSA does. This objective outlines the various opportunities within OUSA that will be a priority during my term.
Benefits	<ul style="list-style-type: none"> • Unified provincial advocacy effort • Fully utilize and participate in OUSA
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • Continued engagement with OUSA
How?	<ul style="list-style-type: none"> • Student Advocacy Conference • OUSA Campaigns • Fall/Winter General Assembly • OUSA Policy Papers • Ontario Undergraduate Student Survey • OUSA Executive Team
Partners	<ul style="list-style-type: none"> • Ontario Undergraduate Student Alliance • AVP Provincial & Federal Affairs, Jazzlyn Abbott

Objective 18	<i>Canadian Alliance of Student Associations</i>
Description	The MSU currently holds observer status with CASA which will expire in March 2025. The decision to join CASA as a full member will need to be made this year. Considerations will be made to establish our federal

	advocacy. I intend to make the most out of our observer status this year and determine if a referendum is worth running.
Benefits	<p>CASA provides many benefits including:</p> <ul style="list-style-type: none"> • Political connections • Resources for advocacy • Organizing federal lobby week • Opportunities to connect with other student unions across the country
Difficulties	<ul style="list-style-type: none"> • Obtaining necessary student engagement for a successful referendum • Determining how to best approach MSU’s federal advocacy and participation in external advocacy organizations • Structural components of CASA that limit MSU influence
Long-term implications	<ul style="list-style-type: none"> • Future of MSU’s federal advocacy
How?	<ul style="list-style-type: none"> • Discuss potential for MSU to join CASA as full members with CASA staff • Assess MSU’s federal advocacy & determine plan • Evaluate if referendum is desired
Partners	<ul style="list-style-type: none"> • Canadian Alliance of Student Associations • AVP Provincial & Federal Affairs, Jazzlyn Abbott

Objective 19	<i>Undergraduates of Canadian Research-Intensive Universities</i>
Description	The MSU is currently a full member of UCRU and unlike CASA & OUSA, it does not require a fee. However, UCRU has faced difficulties over the past few years. Considerations will be made to establish our federal advocacy and further evaluation of UCRU is necessary.
Benefits	<p>UCRU provides many benefits including:</p> <ul style="list-style-type: none"> • Political connections • Resources for advocacy • Organizing federal lobby week

	<ul style="list-style-type: none"> • Opportunities to connect with other student unions across the country
Difficulties	<ul style="list-style-type: none"> • Determining how to best approach MSU’s federal advocacy and participation in external advocacy organizations • UCRU requires changes to operations • UCRU requires significant participation that is time-consuming for the Vice-President (Education)
Long-term implications	<ul style="list-style-type: none"> • Future of MSU’s federal advocacy
How?	<ul style="list-style-type: none"> • Work with UCRU Board to determine future of UCRU • Evaluate MSU participation in UCRU
Partners	<ul style="list-style-type: none"> • Undergraduates of Canadian Research-Intensive Universities • AVP Provincial & Federal Affairs, Jazzlyn Abbott

Objective 20	<i>Housing Campaign</i>
Description	Housing campaigns such as #MacLivesHere have been run in the past. As housing remains a significant priority this year, this objective is focused on educating as well as supporting students about tenant rights and student housing alongside continuous advocacy efforts.
Benefits	<ul style="list-style-type: none"> • Students are better informed about their rights as tenants • Students are better equipped to seek off-campus housing • Promote advocacy priorities related to housing • Provide students with an all-encompassing resource guide
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • Please see benefits
How?	<ul style="list-style-type: none"> • Tenant rights workshop • House hunting support • Partner with external organizations • Update resource guide • Educate students on current advocacy priorities related to housing

	<ul style="list-style-type: none"> • Further advocacy on housing during municipal pre-budget submission and municipal advocacy week • Further advocacy on housing through OUSA
Partners	<ul style="list-style-type: none"> • AVP Municipal Affairs, Kerry Yang

Objective 21	<i>Standardizing Transition Process</i>
Description	The current transition process signifies a duty for the outgoing vice-president to produce a transition report by May 1 st and for the incoming vice-president to shadow the outgoing vice-president for a week. This transition process does not adequately set up the incoming vice-president for success. Creating a more standard procedure with increased accountability measures would ensure that the incoming vice-president is adequately prepared and there remains continuity with some of the projects/connections. An improved transition process might include changes such as, providing overlap in incoming & outgoing VP contracts as well as creating greater accountability measures for the outgoing to produce a quality transition report.
Benefits	<ul style="list-style-type: none"> • Better prepared incoming Vice-President (Education) • Increased productivity of incoming Vice-President (Education) • Accountability for outgoing Vice-President (Education) • Improved process may be applied to other positions (President & Vice-Presidents) • Improved communication to allow for continuity within the department
Difficulties	<ul style="list-style-type: none"> • Developing effective accountability measures for outgoing Vice-President (Education)
Long-term implications	<ul style="list-style-type: none"> • Standardized transition process
How?	<ul style="list-style-type: none"> • February – Consultations • March – Draft improved transition plan & make necessary changes • April – Implement improved transition plan
Partners	<ul style="list-style-type: none"> • President, Jovan Popovic

	<ul style="list-style-type: none"> • VP Administration, Adam F. El-Kadi • VP Finance, Declan Sweeney • General Manager, Michael Wooder
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Objective 22	<i>Re-Evaluate OUSA Delegate Hiring</i>
Description	OUSA General Assembly remains a core component of the MSU’s provincial advocacy and policy efforts. Delegate hiring is an essential component of GA and provides an opportunity for the student body to get involved with OUSA. This year, the delegate hiring process will be reviewed to establish a more equitable, efficient, and quality process.
Benefits	<ul style="list-style-type: none"> • Improved process for OUSA delegate hiring
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • Improved process for OUSA delegate hiring
How?	<ul style="list-style-type: none"> • Review current delegate hiring practices and determine necessary changes • Generate timeline to ensure efficient hiring and delegate preparation
Partners	<ul style="list-style-type: none"> • AVP Provincial & Federal Affairs, Jazzlyn Abbott • Ontario Undergraduate Student Alliance (OUSA)

Objective 23	<i>Monthly Check-Ins with SRA Caucuses</i>
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Description	This year, the Board of Directors and I are hoping to arrange monthly check-ins with SRA Caucuses. We are hoping it will foster open communication and collaboration between the SRA and the organization's leadership. These meetings will provide a platform to discuss ongoing projects, address concerns, and align on key initiatives. By scheduling regular check-ins outside SRA meetings, the aim is to strengthen relationships, ensure transparency, and promote a shared understanding of goals and challenges.
Benefits	<ul style="list-style-type: none"> Foster open communication between the SRA and Board to help support SRA with their year plans, and hopefully lead to collaborative projects where it makes sense.
Difficulties	<ul style="list-style-type: none"> Coordinating schedules for monthly meetings and ensuring consistent participation from all members can be challenging. We will do our best to accommodate different schedules and be flexible when able.
Long-term implications	<ul style="list-style-type: none"> Regular check-ins will build trust and a stronger sense of community, a cohesive assembly, and hopefully lead to more effective governance.
How?	<ul style="list-style-type: none"> In September or late August, we will reach out to get everyone's schedules.
Partners	<ul style="list-style-type: none"> Student Representative Assembly President, Jovan Popovic VP Administration, Adam F. El-Kadi VP Finance, Declan Sweeney

Objective 24	<i>Supporting Faculty Societies</i>
Description	This objective focuses on increasing collaboration with faculty societies to better support students.
Benefits	<ul style="list-style-type: none"> Greater opportunities to support students Create connections with faculty societies Increased awareness of Education Team

	<ul style="list-style-type: none"> • Open communication to better understand the priorities of each faculty
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • Able to better support students
How?	<ul style="list-style-type: none"> • Establish regular meetings with Faculty Societies President & Vice-President Academics • Offer collaboration where MSU can be of support
Partners	<ul style="list-style-type: none"> • President for each faculty society • Vice-President Academic for each faculty society

Objective 25	<i>Indigenous Students & Education</i>
Description	This year I will be consulting and working with Indigenous Student Services and groups to host a series of events aimed at celebrating Indigenous cultures and educating students. I will work to help the MSU continuously determine how to best support Indigenous students and the Indigenous community at McMaster while working towards unsettling our campus.
Benefits	<ul style="list-style-type: none"> • Amplify Indigenous students' voices • Increasing education about Indigenous cultures and history • Strengthening partnership with Indigenous community at McMaster • Promote advocacy efforts
Difficulties	<ul style="list-style-type: none"> • Amplifying Indigenous student voices without speaking over them
Long-term implications	<ul style="list-style-type: none"> • Encourage more Indigenous Student advocacy at the MSU • Promote continuous efforts towards Truth & Reconciliation • Continuously work with and learn from the Indigenous community at McMaster

How?	<ul style="list-style-type: none"> • Highlight National Day for Truth and Reconciliation/Orange Shirt Day • Promote Indigenous Student advocacy work/priorities of OUSA, CASA, & UCRU • Consult with Indigenous Student Services • Offer collaboration with Indigenous Student Services • Educate students about Truth and Reconciliation • Learn how the MSU can better support Indigenous Students
Partners	<ul style="list-style-type: none"> • Indigenous Student Services • Indigenous Studies Department • Diversity + Equity Network • AVP Provincial & Federal Affairs, Jazzlyn Abbott

Objective 26	<i>MSU Community Engagement Survey</i>
Description	Student engagement with the MSU had declined after the pandemic. While there have been some improvements, there are still areas for growth. Introducing an MSU Community Engagement Survey would allow for the opportunity to assess the state of student engagement with the MSU and identify areas for improvement.
Benefits	<ul style="list-style-type: none"> • Investigate barriers to participation in the MSU • Inform outreach efforts to increase overall student engagement
Difficulties	<ul style="list-style-type: none"> • Achieving optimal student participation in survey
Long-term implications	<ul style="list-style-type: none"> • More engaged and active student body
How?	<ul style="list-style-type: none"> • Design a survey with the Advocacy & Policy Research Assistants • Establish a plan for implementation and promotion of the survey with the Advocacy & Logistics Coordinator • Produce report on survey results
Partners	<ul style="list-style-type: none"> • Advocacy & Policy Research Assistants • Advocacy & Logistics Coordinator, Sambiro Kitawi

Objective 27	<i>Municipal Pre-Budget Submission</i>
Description	In previous years, the MSU has produced a municipal pre-budget submission to provide recommendations for funding allocation prior to the City of Hamilton’s Budget approval. This year we will put together a submission and lobby city councillors based on the priorities that we outline.
Benefits	<ul style="list-style-type: none"> • Ensuring student voice is present and priorities are addressed at the municipal level • Stronger advocacy presence
Difficulties	<ul style="list-style-type: none"> • No foreseen difficulties
Long-term implications	<ul style="list-style-type: none"> • Improvement to student concerns and priorities at the municipal level
How?	<ul style="list-style-type: none"> • Work with the AVP Municipal Affairs and the Municipal Affairs Committee to determine priorities • Put together a report detailing budget recommendations • Organize meetings with city councillors to lobby beforehand • Delegate to City Council
Partners	<ul style="list-style-type: none"> • AVP Municipal Affairs, Kerry Yang • Municipal Affairs Committee