



# STRATEGIC PLAN 2023-2025

*Approved in: 18th Meeting of the  
49th Student Representative Council of  
the St. Thomas University Students' Union*



# Land Acknowledgement

St. Thomas University Students' Union recognizes and respectfully acknowledges that it carries out its work on the traditional unceded territories of the Wolastoqiyik, and Mi'kmaq peoples. This territory is covered by the "Treaties of Peace and Friendship" which these nations first signed with the British Crown in 1726. The treaties did not deal with the surrender of territories, but in fact recognized Mi'kmaq and Wolastoqiyik titles and established the rules for what was to be an ongoing relationship between nations. STUSU members and staff pay respect to the elders, past and present, and descendants of this land.



# LETTER FROM THE PRESIDENT



Dear STUdents,

Three years ago, I had the great pleasure of being a part of the 2020/21 Students' Representative Council (SRC) that approved STUSU's 2021-2023 *Strategic Plan*. Since then, STUSU has made tremendous strides as an organization and has developed exponentially.

The Executive Council and 2022/23 SRC are honoured to have the opportunity to develop the latest 2023/25 Strategic plan to address the struggles of institutional memory and turnover that many organizations, such as the STUSU, face difficulty with. As a long-standing organization, STUSU has the exceptional advantage of addressing current and continuous issues faced by the student body. The strategic plan is thus STUSU's opportunity to inform future representatives to improve life for students of the present and future through identifiable long-term principles.

This 2023/25 Strategic Plan outlines STUSU's overarching institutional long-term principles for the next three years. The plan is organized into five organizational pillars, each identifying focus areas. The pillars and focus areas outlined in this plan were developed through collaboration with the 2022-2023 SRC and incorporating the student body's feedback.

We hope that incoming Executive teams and SRCs will utilize this Strategic Plan as an institutional template and guiding framework to ground their work and ensure STUSU continue to be a successful *student led-student focused* organization.

We wish you all the best!

**On behalf of the 2022/23 Student Executive Council,**

A handwritten signature in black ink that reads 'Alex Nguyen'.

**Alex Nguyen, President 2022/23.**



# ABOUT THE STUDENTS' UNION

## THE ST. THOMAS UNIVERSITY STUDENTS' UNION

was first organized in 1934, the St. Thomas University Students' Union was legally incorporated as "The Students' Union of St. Thomas University, Inc" in 1974. The St. Thomas University Students' Union is a democratic body representing all students at St. Thomas University.

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## Mission statement

"The Students' Union is a democratically elected body whose mission is to effectively represent and provide services to the students of St. Thomas University and to advocate the organization's position before the University's administration, municipal government, provincial ministries and federal departments. The Students' Union strives to enhance the life and experience of students with a positive educational, social and cultural environment while attending St. Thomas University."

*STUSU Constitution, Title III, Section I*

# PLANNING PROGRESS



## Strategic Planning

Every third year, during the final year of the strategic plan, the SRC must embark on a new strategic planning process to compile another three-year plan. The STUSU's Strategic Plan is an overarching document that is comprised of STUSU's mission, vision, and long-term principles as a not-for-profit, student-led organization. The STUSU's mission, vision and values should remain constant in each plan unless it is the membership's will to alter them during the three-year review.

## Priorities Document

The Strategic Plan will not succeed if it is not integral to the daily activities of the STUSU. As per Chapter IV, Section 1, subsection (i) of the By-Laws, the President of the Students' Union must "present a report on behalf of the SEC on the 1st day of June, detailing major objectives and initiatives planned for the coming year". While this document will outline more specific annual goals and projects, it should be rooted broadly in the goals and principles of the Strategic Plan. The Annual Priorities Document is developed by the Students' Executive Council (SEC) throughout their first month in office. The Annual Priorities Document is circulated to the SRC and the membership for further discussion and feedback on the objectives for that year.

## Progress Report

On a regular basis, the President is responsible for delivering written and oral reports to the SRC on the progress that has been made toward the Annual Priorities Document and Strategic Plan.

## Year-In-Review

At the end of each year, the current Strategic Plan and Annual Priorities Document should be reviewed to assess overall progress in a formal written or oral report to the SRC at one of the final regularly constituted meetings of the academic year.



# Strategic Pillars

- 1 RECONCILIATION OF INDIGENOUS AND NON-INDIGENOUS STUDENTS, FACULTY, AND STAFF RELATIONSHIPS
- 2 STUDENT-DRIVEN ADVOCACY
- 3 STUDENT ENGAGEMENT & STUDENT GROWTH
- 4 TRANSPARENCY & ACCOUNTABILITY
- 5 SUSTAINABILITY

# PILLAR #1: RECONCILIATION OF INDIGENOUS AND NON-INDIGENOUS STUDENTS, FACULTY, AND STAFF RELATIONSHIPS



*This pillar was created and written by the St. Thomas Students Reconciliation Committee*

The St. Thomas University Students' Union (STUSU) will support the growth, enhancement, and success of forming and bonding Indigenous and non-Indigenous relationships for better collaboration and support in the future. The Students' Union will work towards achieving this through reconciliation, such as promoting culture, inclusivity, and opportunity for Indigenous and non-Indigenous voices to work collectively towards a better social and academic environment for all students at St. Thomas University.

The St. Thomas University Students' Union will:

- Commit to honouring an Indigenous voice within the Students' Representative Council.
- Encourage relationship-building with local Indigenous communities and Indigenous individuals available at St. Thomas University.
- Support the Indigenous Students' Representative, the St. Thomas Students Reconciliation Committee, and Indigenous student initiatives.
- Embrace Indigenous knowledge within the Students' Representative Council and Students' Union leadership roles.
- Support the Indigenous Student community by working in partnership with the Wabanaki Student Centre and its staff.
- Support learning environments on campus that welcome Indigenous ways of learning and oral traditions.
- Advance the *94 Calls to Action* in the Truth and Reconciliation Commission within the Union and the University.



# PILLAR #2: STUDENT-DRIVEN ADVOCACY



Advocacy refers to the process by which STUSU advances its internal and external policy positions, strategies, and student concerns by engaging with stakeholders at various levels, such as the federal, provincial, and municipal government and the university administration. The STUSU communicates student issues and amplifies the student voice when engaging with stakeholders. In all of STUSU's advocacy endeavours, policy positions are derived directly from student experience and are backed by extensive research. STUSU's advocacy projects and relationships with stakeholders will remain strictly non-partisan and collaborative. The STUSU is committed to equity, diversity and inclusion principles in their advocacy work. STUSU represents a diverse membership and, as a result, has a responsibility to ensure that the Students' Union equitably represents and reflects the needs and interests of the diverse student population.

The St. Thomas University Students' Union will:

- Advocate and address pressing issues specific to St. Thomas students at the institutional level by working with members of the senior administration, faculty, and staff, and through representation on the University's Senate, Board of Governors, and various standing committees.
- Advocate at the provincial level with the New Brunswick Student Alliance (NBSA) to communicate its policy positions to all relevant stakeholders within the New Brunswick post-secondary education sector.
- Advocate at the federal level with the Canadian Alliance of Student Associations (CASA) to communicate its policy positions to all parliamentarians and relevant federal stakeholders.
- Amplify student voices and facilitate opportunities for students to engage directly in internal and/ or external advocacy.
- Incorporate an Indigenous and intersectional lens into advocacy work, research and consultation when engaging in work that will directly impact the student experience at St. Thomas University.
- Commit to equitably representing and reflecting the needs and interests of the diverse student population.



# PILLAR #3: STUDENT ENGAGEMENT & STUDENT GROWTH



All of STUSU's everyday activities and endeavours are geared towards enhancing the educational, social and cultural environment at St. Thomas University. This includes improving the student experience in diverse and meaningful ways and ensuring all decisions follow student feedback. This process is necessary for STUSU to build a stronger sense of community to enhance the St. Thomas student experience and the quality of student services.



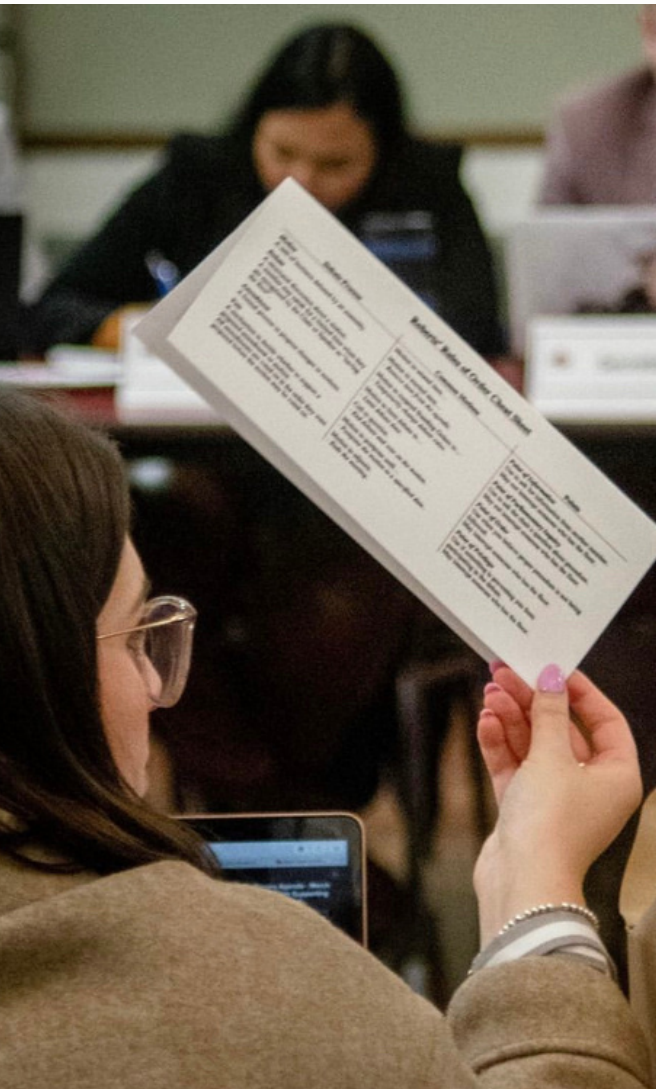
The St. Thomas University Students' Union will:

- Connect students with the campus and Fredericton communities through events, opportunities to get involved, and strategic partnerships.
- Provide support to clubs and societies, conferences, events, and student-led initiatives to foster a diverse and healthy environment.
- Strengthen its partnership with the Community Food Smart program to promote food security and ensure access to nutritious food sources.
- Maintain positions on relevant University committees to ensure students thrive in academic and professional environments.
- Commit to improving the quality and accessibility of student services.
- Collaborate with the University and relevant partners to facilitate student growth opportunities.
- Maintain an ongoing and positive relationship with the University of New Brunswick Student Union (UNBSU) to ensure the best representation and advocate the perspective of St. Thomas University students in Safe Ride and other shared services.

# PILLAR #4: TRANSPARENCY & ACCOUNTABILITY



As an organization comprised of *students working for students*, St. Thomas University's Students' Union must practice vital transparency and accountability. To keep students up-to-date with the activities and decisions of the Union, it is the responsibility of the STUSU to ensure that students have the information they need at any given time. Hence, they can best inform themselves about the operations and undertakings of the STUSU.



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# PILLAR #5: SUSTAINABILITY



A growing concern among students is securing a sustainable future in an era of climate change and uncertainty. The STUSU must play a role in leading and promoting sustainable practices throughout campus and the community at large.

The St. Thomas University Students' Union will:

- Enhance the student experience by committing to sustainability within the Students' Union and throughout the St. Thomas community.
- Lead sustainable practices in organizing events, services and operations.
- Support Divestment initiatives to encourage and promote reallocating the University's investments.
- Raise awareness of sustainability by supporting student-led green initiatives on campus.
- Integrate sustainability practices into Operational & External Policies.



STU Sustainability

# STRATEGIC PLAN

## 2023-2025



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