



2020-2021 ANNUAL REPORT

What is the UVSS Board of Directors?

All undergraduate students at the University of Victoria are members of the UVic Students' Society (UVSS). Founded in 1964, the UVSS is a social justice based non-profit run by students, for students. The UVSS is separate from the University and runs a successful social enterprise that includes nine unique businesses. The UVSS also provides advocacy, representation, services, and events for its members and works on issues affecting students, such as post-secondary funding, public transit, sexualized violence, campus sustainability, student employment, and affordable housing.

A democratically elected student Board of Directors leads the activities of the UVSS.

The Board is made up of:

- Five Lead Directors (the Director of Events, the Director of Finance & Operations, the Director of Student Affairs, the Director of Outreach & University Relations, and the Director of Campaigns & Community Relations)
- Eleven Directors at Large
- One Director of International Student Relations
- Five Advocacy Group Representatives (representing the Students of Colour Collective, UVic Pride, the Gender Empowerment Centre, the Society for Students with a Disability, and the Native Students Union)

The Board meets online twice each month at board meetings and all students are welcome to attend! Elections for all positions take place in March, with the exception of the Advocacy Group Representatives, who are elected at each group's general meeting. All undergraduate students are encouraged to run in these elections and gain invaluable job experience while giving back to their campus community!

CAMPAIGNS AND COMMUNITY RELATIONS

Emily Lowan

Director of Campaigns and Community Relations

Paarth Mittal, Director at Large, 2020-2021

Victoria Ritchie, Director at Large, 2020-2021

We're thrilled to announce that the Campaigns portfolio accomplished nearly all of our election promises, made major strides in our campaigns, and tackled several other affordability and social equity initiatives in response to the pandemic and Black Lives Matter movement. This year we prioritized: bold climate action, affordable housing, anti-discrimination, free textbooks, preventative high-quality mental health support, COVID-19 relief, classroom accessibility, sexualized violence prevention, and safe, reliable transit. Whew!

Campaign wins truly take a village – it's no coincidence that

all our major campaign wins also had the most student involvement. Despite COVID-19, student engagement with our campaigns has grown exponentially this year with our Campaigns Committee garnering record-breaking attendance this February and March, regularly bringing together 25 students. Our success can also be attributed to major expansions in partnerships with grassroots organizations, such as Greater Victoria Acting Together, and year-round governmental advocacy. With the pandemic, student needs changed rapidly and I'm so proud that we were able to fill gaps and effectively respond to your evolving needs. - *Emily Lowan, Director of Campaigns and Community Relations, 2020-2021*

"Divest UVic celebrated a win this year, after the University announced it would be moving its working capital into Fossil Fuel free investments. After 7 years of student lobbying and direct action, this positive step forward has empowered our team to continue the fight for transparency and clean investments at the Foundation level."

- *Victoria Ritchie, Director at Large, 2020-2021*

RESULTS OF THE STRATEGIC PLAN:

Divest UVic

- In February, our Divest UVic campaign celebrated a major campaign milestone with the announcement of UVic's partial divestment! We will continue to push for full divestment, and broaden our focus to climate justice and supporting Indigenous youth land sovereignty movements.
- We submitted financial and legal opinions on divestment to the UVic Board of Governors and the UVic Foundation Board, to support our case for full divestment by 2025. We also managed to get the University of California's renowned Chief Investment Officer to give a divestment presentation to the Foundation!

Make Transit Work

- Students are tired of taking a back seat when it comes to transit. Post-secondary students are the largest single demographic of transit riders in Greater Victoria, and yet we have little say in how the transit service runs and whether it serves our needs as riders. We pushed hard for a student voting seat on the Victoria Regional Transit Commission (VRTC), but unfortunately the VRTC voted against sending a letter of support to the provincial government. The fight isn't over yet: we will be meeting with the Minister of Transportation and Infrastructure this April to push for a student voting seat alongside other key transit priorities.

- We also ran an incredibly popular student transit experience survey, with nearly 1,600 responses. We've used this critical feedback to lobby BC Transit planning staff and the VRTC for specific transit service improvements.

ReThink Mental Health

- Despite being online, we had a super successful Wellness Week, all thanks to our mighty coalition of campus departments such as the Office of Student Life! To kick off Wellness Week, the UVSS distributed over 200 self-care packages to students, with local and sustainable products from Silk Road Tea and Nezza Naturals.
- We ran a BIPOC student mental health focus group and survey, thanks to the support of the Students of Colour Collective, UVic Pride and several advocacy group coordinators. Based on this feedback, we developed recommendations to present to UVic mental health services.

Anti-Discrimination on Campus

- We launched a brand new campaign, Not on Our Campus! We're thrilled to work with UVSS advocacy groups, clubs, the Students Open Forum Against Racism, and course unions to dismantle institutional discrimination at UVic.

CAMPAIGNS AND COMMUNITY RELATIONS

RESULTS OF THE STRATEGIC PLAN (cont.):

Rent with Rights

- In terms of housing affordability, we mobilized over 60 students to speak at the Saanich Public Hearing to increase the number of unrelated roommates in Saanich, and it passed! We're continuing to push Oak Bay Council to expedite a review of their unrelated occupants limit, which is the lowest in the region and creates a significant affordability barrier for students.

Community Safety

- In response to the Black Lives Matter movement and the continued disproportionate police violence on BIPOC people, we lobbied the Saanich Police Board in September to ban street checks and explore alternative policing models that redistribute responsibilities to mental health professionals. Unfortunately, the Police Board was not receptive to these recommendations. This April, the Province is asking for feedback on policing, so we will be working with advocacy groups to submit a video and written document.
- We lobbied the Provincial Committee on Police Act Reform for reallocation of services to community mental health supports and alternative policing models.

Let's Get Consensual

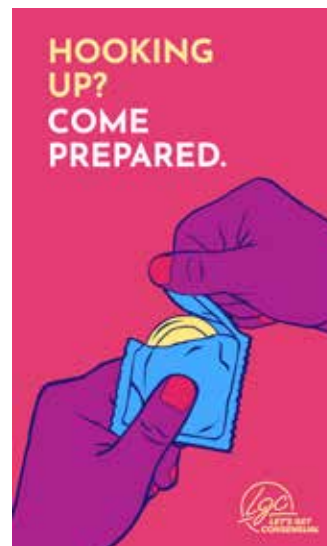
- Throughout the year, we knocked off a number of our goals to help prevent sexualized violence by establishing a culture of consent on campus.
- This coming Fall, consent workshops will be mandatory for all new students, and we are working closely with the Office of Student Life and Equity and Human Rights Office to roll out consent training throughout the student body, as well as for TAs, professors, and administration members.
- We also ran a successful online Sexualized Violence Awareness Week, rebranded our campaign, guided UVic's sexualized violence policy review, lobbied the province for additional sexualized violence prevention program funding and strengthened policy, and ran a province-wide training conference on the campaign, doubling the number of Let's Get Consensual campaign partners on campuses across the province! We trained nearly 10 BC student unions to run their own consent campaigns.

Safer Use

- Provided a free, monthly online Naloxone training to help combat the opioid overdose crisis. We trained about 1,000 students throughout the year!
- We supported the creation of a Harm Reduction Centre in the basement of the SUB, which includes supplies such as drug-testing strips, safer sex supplies and Naloxone kits.

Lobby Days

- We joined the Alliance of BC Students for their annual Lobby Days where we lobbied approximately 50 MLAs and Ministers on key student priorities, such as affordability, multi-session mental health support, and sexualized violence prevention.



EVENTS

Marran Dodds Director of Events

Jocelynn Parent, Director at Large, 2020-2021

For the 2020-2021 board term, the events portfolio had to come up with creative ways to engage with students due to increased restrictions on in-person gatherings. Despite this, we were able to host some amazing events that were new to the portfolio!

Due to unforeseen circumstances, the previous Director of Events, Sebastian Franco-Monroy, had to step down from the position in February; however, I was able to pick up right where Sebastian left off thanks to his hard work throughout his board term!

This year, we were able to host some very successful hybrid in-person and online events, as well as continue our efforts to decolonize the UVSS and host diverse events for UVic students. We hosted the first ever UVic Indigenous Film Festival, in collaboration with the Native Students Union (NSU), a **Queer Open Mic Night**, in collaboration with UVic Pride and the Gender Empowerment Centre (GEM), and created the **Learning Allyship and Solidarity Book Club**. The successes of this year's events portfolio was due in large part to the collaborative efforts of the entire board!
- Marran Dodds, Director of Events, 2021

*"Spending a year as a Director at Large on the board of the UVSS was a great learning opportunity. I had the chance to learn about the inner workings of our students' society and help organize some of the events that took place this year. I had a lot of fun being surrounded by such dedicated and wonderful people and the entirety of the board supports each other in their many endeavors. I'm very excited that Marran gave me the chance to organize a small event (with their help of course) and this opportunity has been one of the best parts of my term."
-Jocelynn Parent, Director at Large, 2020-2021*

RESULTS OF THE STRATEGIC PLAN:

- We engaged with students over the summer with our Bummer Summer live music event.
- We successfully hosted a hybrid online and in-person Campus Kick Off over three days which included the Bands on the Roof event, an E-Sports tournament, as well as some online trivia and Instagram challenges!
- To support the decolonization efforts of the Board of Directors, we hosted the first ever UVic Indigenous Film Festival in partnership with the Native Students Union. This festival consisted of in-person viewing in Cinecenta, online viewing over Facebook streaming, and included a questions and answer period with the film directors.
- We collaborated with advocacy and affiliated groups to host diverse and accessible events for students, such as the Queer Open Mic Night, and the UVic Indigenous Film Festival.
- We had incredible engagement with our events this year, despite being in a global pandemic:
 - We had almost 500 people tune in to the UVic Indigenous Film Festival, watching from either Cinecenta or the online stream.
 - The UVSS Queer Open Mic Night event, an online open mic that gave priority to queer BIPOC performers, was open to the UVic students and the wider community. Vivian Vanderpuss, a local drag queen, emceed the evening and we have over 60 people attend the event!
- We also engaged with students throughout the year with recurring events such as bi-weekly trivia nights, and monthly Learning Allyship and Solidarity Book Club meetings.

EVENTS



QUEER OPEN MIC NIGHT

MARCH 29TH 7:00PM VIA ZOOM

ARE YOU A TALENTED SLGBTQIA+ SINGER-SONG WRITER? POET? DANCER? STORYTELLER?

UVSS, UVIC PRIDE & GEM PRESENTS THE VIRTUAL QUEER OPEN MIC NIGHT.

INTERESTED IN PERFORMING? SEARCH @UVSS ON INSTAGRAM TO FIND THE GOOGLE FORM FOR SIGN-UP, AND THE ZOOM LINK TO TUNE IN TO WATCH!

Email Marran at EVENTS@UVSS.CA for details
UVSS.CA/EVENTS

UVSS
UNIVERSITY OF VICTORIA STUDENT SOCIETY

gem
uvic pride



UVIFF UVIC INDIGENOUS FILM FESTIVAL

UVSS SUB CINECENTA



DANCE LIKE EVERYBODY'S WATCHING

DIRECTED AND PRODUCED BY SHONNE BLAIR

FEATURING KEMURONG (JASMINE BART, TAYLOR)

UVIFF UVIC INDIGENOUS FILM FESTIVAL



WEDZIN KWA CHECKPOINT
UNISTOTEN TERRITORY

NO ACCESS WITHOUT CONSENT



UVSS & UVic Live Music Community would like to present

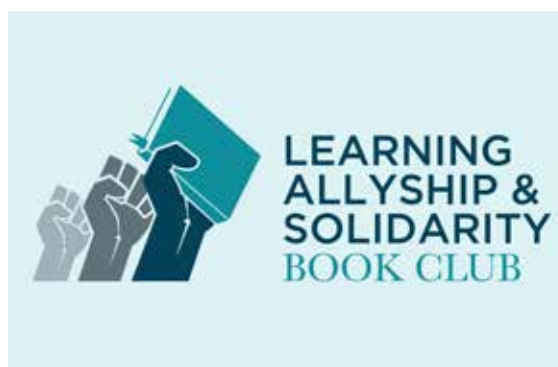
BUMMER SUMMER MUSIC FEST

JULY 17TH-19TH

FEATURING:
VIBRANT VISUALS, SHERIFF JOHN BROWN, SWEET DELIRIUM, GEYST, KEN COSMIC & THE COSMOS, KASTOR & CO, REDSHIFT, KELLE, LINDSEY BELLMAN, SAN-POW, TESS ANDERSON, SHEPARD

Run by students, for students.

lmo UVSS



LEARNING ALLYSHIP & SOLIDARITY BOOK CLUB



UVSS, FELICITA'S AND IQ 2000 PRESENTS:
ONLINE TRIVIA NIGHT!



Campus KICK OFF 2020

STUDENT AFFAIRS

Dalal Tubeishat

Director of Student Affairs

Mariel Hernandez, Director at Large, 2020-2021

The Student Affairs portfolio supports Clubs, Course Unions, Professional Development Unions, and Advocacy Groups to run smoothly so they can provide safe and resourceful spaces for students. This year, those spaces were mostly online, so we adjusted and set up Clubs and Course Union Days on Discord, which proved very successful with over 1,000 participants. To foster safer spaces among clubs and course unions, sexualized violence prevention training was made mandatory for at least one executive of all clubs and course unions. To better support advocacy groups, the Advocacy Groups Policy was created with information regarding governance, financial management, and more.

In addition to this internal support, the Student Affairs portfolio also worked with the Outreach and Campaigns portfolios to launch equity, diversity, and inclusion (EDI) initiatives in an effort to make student life on campus more just and accessible for everyone. These initiatives include the anti-discrimination campaign (Not on Our Campus), an EDI assessment for the UVSS Board of Directors, meetings with UVic faculty and administration, among many others.

- Dalal Tubeishat, Director of Student Affairs, 2020-2021

"My favourite project this year was developing a survey to measure how equity, diversity, and inclusion are perceived on campus and how advocacy in these areas can be best strengthened. It was wonderful to collaborate with other internal UVic offices to write and analyze the data we gathered." - Mariel Hernandez, Director at Large, 2020-2021

RESULTS OF THE STRATEGIC PLAN:

Clubs, Course Unions, & Professional Development Unions

- Despite COVID-19, the UVSS ratified over 150 clubs this year and distributed over \$60,000 that clubs used to run meetings, events, and much more. Whether you are interested in surfing, politics, improv, or photography, there is a club for everyone!
- The UVSS has more than 30 course unions and 5 professional development unions (PDUs) which, together, represent students in the faculties at UVic. This year, course unions and PDUs had access to over \$50,000 in funds through base funding and Academic and Publication Grants. These grants can be used by course unions to, for example, produce academic journals featuring undergraduate students, run academic events, and more. Along with contributing to these journals, joining course unions and PDUs is a great way to make connections with professors and other students in your program.
- In my first month in office, I released a survey to all clubs and course unions asking them what they would like me to prioritize over the year. The plethora of responses directly informed the actions and decisions of the Student Affairs portfolio. One common response was for Clubs and Course Union Policies' funding sections to be updated. In response, the funding sections found in these policies were updated to make distributing funding easier and faster.

- Along with funding policy, a section on sexualized violence prevention workshops was added to both Clubs and Course Union Policies. This update makes it mandatory that at least one executive of all clubs and course unions complete a sexualized violence prevention workshop. In doing so, the hope is that at least one member of the leadership team of all clubs and course unions has some of the tools necessary to responsibly receive a disclosure and respond to incidents of unsafe behavior and sexualized violence. As this requirement becomes more institutionalized, hopefully more executives will voluntarily take on this training.
- Along with policy changes, the online balance system for clubs and course unions was updated for ease of usage and accuracy and over 30 cheque requisitions were processed each week with a record of over 100 processed in one week. I also consolidated over ten website pages with content relevant and integral to clubs, course unions, and PDUs into a single, easily navigable page. Further, I held online office hours three times a week. Lastly, Clubs Council and Course Union Council made quorum every meeting.

Clubs & Course Union Days

- Because of COVID-19, Clubs and Course Union Days were held online this year. In September, clubs and course unions were

STUDENT AFFAIRS

RESULTS OF THE STRATEGIC PLAN (cont.):

Clubs & Course Union Days cont.

invited to submit a photo or video that were featured on the UVSS social media as the Club of the Day of Course Union of the Day.

- In January, Clubs and Course Union Days were successfully held on Discord. Over 100 clubs and course unions and nearly 1,000 students participated in this event and continue to use the server to connect.

Advocacy Groups

- As Director of Student Affairs, a central component of my role is supporting advocacy groups. As a way to support them even after the end of my board term, I created the Advocacy Groups Policy. This 24-page policy document is designed to act as a governance and financial guide for operating advocacy groups for Directors, coordinators, and the Director of Student Affairs. It was passed by each advocacy group and by the Advocacy Relations Committee, where I collaborated with board representatives in the writing, editing, and amending process. It also contains the Safer Spaces Policy, which was adapted and passed by the Board of Directors to apply to all of the UVSS.
- Along with this policy, I have supported advocacy group board representatives by helping in their on-boarding process and having regular check-in meetings. In addition, I supported programming of advocacy groups this past year by, for example, holding in-person office hours for the Gender Empowerment Centre to ensure access to free safer sex supplies, menstrual products, and contraception.
- This past year, the Advocacy Relations Committee was a space of productive discussions and decisions. Importantly, the committee regularly met quorum.
- To support coordinators, I have sat and chaired hiring committees for advocacy group coordinators, attended advocacy group coordinator meetings, and submitted cheque requisition forms on their behalf.

Equity, Diversity, and Inclusion

- Working with Sarina, the Director of Outreach and University Relations, we replaced Robert's Rules of Order, a colonial and inaccessible method of conducting meetings, with Democratic Rules of Order for our board meetings. Democratic Rules of Order, though still colonial in its roots, has proven to be much more accessible and easier to understand.
- With Sarina, the Director of Outreach and University Relations, we organized an Equity Assessment to be conducted for the UVSS Board of Directors beginning in May. This assessment will investigate policies, procedures, and other systemic and

institutional pillars that will culminate in a report that identifies areas of improvement and next steps.

- In collaboration with Sarina, the Director of Outreach and University Relations, and Mariel, we created, disseminated, and analyzed results from a survey entitled "Equity, Diversity, and Inclusion in the Classroom" to identify opportunities for improved EDI in the academic space. Results from this survey were then used to create faculty-specific proposals for lobbying chairs, deans, and professors for change. These proposals were made in collaboration with relevant course unions, advocacy groups, and the Student Open Forum Against Racism.
- With Sarina, the Director of Outreach and University Relations, we created a BIPOC Support Hub on the UVSS website. This page is a consolidated list of the resources and supports available to BIPOC students that are otherwise scattered across UVSS and UVic website pages.



STUDENT AFFURS

Sasha Director of Student Affurs

Hi everypawdy! I have had so much fun being the Director of Student Affurs this past year. With my hooman, Dalal, and help from the UVSS pup-arazzi, I advertised the UVSS AGM, SAGM, Elections, and so much more on our social media accounts. Though I spent a lot of my time napping by the window in my office, I greeted all the office visitors, like club and course union executives. I also handed out tote bags to students in the SUB!



This is me with all my cowoofers!
Making them look better was the leash I could do.

Though COVID-19 has been ruff, this has been a paw-some year. I just want to say thank you to everyone who gave me tummy rubs and snuck me treats while my hooman wasn't looking! I'm paw-sitive that next year will be just as great.

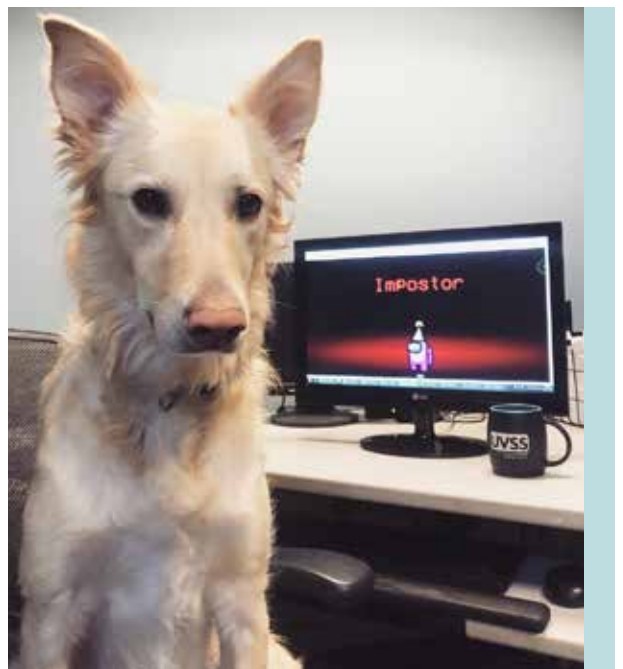
- Sasha, office dog/best friend, 2020-2021



As a bark-eology major, I know that bullying is woofin' wrong. Here is me participating in **Pink Shirt Day** with my hooman.



I'm so pup-ular and gave people tweets for coming to the **AGM**!



I advertised the UVSS Grrrrr-ames Night!

OUTREACH & UNIVERSITY RELATIONS

Sarina de Havelyn

Director of Outreach & University Relations

Izzy Adachi, Director at Large, 2020-2021

The Outreach and University Relations portfolio is mainly responsible for conducting outreach initiatives with our members, liaising with the University, being the primary spokesperson for the UVSS, overseeing all policy and bylaw changes and chairing UVSS Board meetings. Because of the COVID-19 pandemic, this year was held nearly entirely online and all outreach initiatives and meetings with UVic administration and faculty were conducted virtually.

Despite this, the Outreach and University Relations portfolio

has had several key successes: the reopening of the UVic bursary program in the Spring semester, free laptop rentals from UVic's library, closed captioning on recorded and live online lectures, increased training and transparency from Campus Security, streamlined communication from UVic to students regarding updates in online learning and self-advocacy avenues, hundreds of thousands more dollars for student bursaries, and the addition of a notation on student transcripts to indicate that grades were obtained during a global pandemic. - *Sarina de Havelyn, Director of Outreach and University Relations, 2020-2021*

"As an Outreach Portfolio DaL, I learned about the way our organization conducts outreach to its members. I led the filming and writing of the summer outreach video, as well as came up with advertising ideas for the PIRG Referenda. As well, I gained a better understanding of our internal operations through participating in various committees across the board." - Izzy Adachi, Director at Large, 2020-2021

RESULTS OF THE STRATEGIC PLAN:

Student Engagement

- We **surveyed students** during the summer of 2020 to determine their **main priorities in online learning**. We used these results to create a UVic lobbying plan where we focused on affordability, accessibility, and compassion.
- We were able to finish and distribute a fun, *The Office*-themed **member outreach video** for our members.
- We **reached quorum at both the AGM and the SAGM**, even though they were both held online for the very first time. Quorum for the SAGM hasn't been reached since 2010, so a huge thank you to all students who came and made this a reality!
- Social media has taken on increased importance for connection during COVID-19, and we're proud of the connections we've made with you! Since the start of our Board term in May, **we've gained more than 250 new Facebook followers, almost 1,400 new Instagram followers, and 1,500+ new subscribers to our UVSS newsletter**.
- UVSS information has been added to syllabi, handbills, and the UVic websites. Brightspace banner updates are now being used when there are key initiatives to promote!
- The **UVSS website overhaul is done** thanks to our amazing Graphics and Communications teams!

- We conducted about **140 classroom Zoom presentations** throughout the year to advertise our services and important events/opportunities.
- Dalal, the Director of Student Affairs, also created a **video to promote the UVSS referenda questions** in the Spring elections. In this video, we ate progressively spicier hot sauces, and it was a hit!
- We **reached quorum at the Grad Class AGM** for the first time since 2007, which resulted in lower graduating fees for students.

Affordability

- I successfully lobbied for additional funds into the **COVID-19 Bursary**, and for the **reopening of the Bursary Program in the Spring**, which provided additional hundreds of thousands of dollars to students to help provide financial security in these incredibly uncertain times.
- I also worked closely with the Director of International Student Relations on successfully lobbying for **\$200,000 more to be added to the International Student Bursary, and \$200,000 more for international work studies**.
- A significant part of my work this past year has been **advocating for the creation and adoption of more Open Educational Resources**. This has been done through lobbying UVic administration through an email campaign with Emily, Director of Campaigns and Community Relations, and through one-to-one lobbying with UVic faculty members.

OUTREACH & UNIVERSITY RELATIONS

RESULTS OF THE STRATEGIC PLAN (cont.):

Accessibility

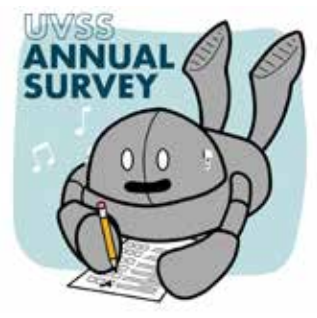
- I successfully lobbied UVic's Library Services for the **expansion of the laptop loan program in COVID-19** to offer two-week rentals instead of same-day rentals. This allows students who do not have access to necessary technology at home to continue their studies.
- I successfully lobbied for **COVID-19 Transcript Indicators** to be attached to all grades earned online in COVID-19. This gives context to grades earned, and peace of mind to students.
- As chair of the Electoral Committee, I worked with the committee to remove the cooperative system, **create an independent-candidate system**, and create **more resources** for students to independently **learn about and get involved** in UVSS elections. This resulted in candidates self-selecting to run from all corners of UVic campus, rather than those from within the UVSS circle tapping friends on the shoulder to run.
- I successfully lobbied UVic's department of Learning and Teaching Support and Innovation for **closed captioning on recorded and live lectures held over Zoom**.
- I created the **UVSS Governance webpage** and updated the structure of UVSS webpages for increased transparency of UVSS operations.
- **Directors-at-Large now receive co-curricular credits** on their transcripts for their work on the UVSS Board of Directors.

Equity, Inclusion, Diversity

- I worked to improve training and transparency of **on-campus security**. Campus Security has now updated their website with information responding to frequently asked questions, like what training they receive and what they are, and are not, permitted to do. We also worked with Campus Security to ensure that all security officers now have suicide prevention and response training and updated cultural safety training.
- I was the student representative on the UVic committee which updated UVic's **Sexualized Violence and Prevention Policy**. I used the **Students for Consent Culture Scorecard**, a policy evaluation framework developed by students at campuses across Canada, to provide feedback. The updated policy can be found on the **UVic Sexualized Prevention Office website**.
- Working closely with Dalal, Director of Student Affairs, we **replaced the colonial, jargon-heavy Robert's Rules of Order with Democratic Rules of Order** for our board meetings. This made our board meetings much more accessible, as there are fewer technicalities to understand.
- Working closely with Dalal, Director of Student Affairs, we procured an **Equity Assessment for the board of directors**, which will begin during the next board term. This work is being done to analyze both the qualitative and quantitative

information available regarding past practices and impact, as well as assess how EDI goals can be best attained.

- Working closely with Dalal, Director of Student Affairs, and Mariel, Director at Large, we created the **BIPOC Resource Hub** to help connect BIPOC students with available resources at UVic.
- Working closely with Dalal, Director of Student Affairs, and Mariel, Director at Large, we created, disseminated, and analyzed results from a survey entitled **"Equity, Diversity, and Inclusion in the Classroom"** to identify opportunities for improved EDI in the academic space. Results from this survey were then used to create faculty-specific proposals for lobbying chairs, deans, and professors for change.



FINANCE AND OPERATIONS

Caleb Burd

Director of Finance and Operations

Jana Barkowsky, Director at Large, 2020-2021

Evan Guildford, Director at Large, 2020-2021

This year the Finance and Operations portfolio prioritized making the UVSS more sustainable, inclusive, transparent, and affordable.

We have demonstrated our commitment to sustainability not only through symbols such as adding the environmental sustainability value to the Board of Directors policy, but also through substantive changes such as allocating \$105,000 for mechanical improvements that will directly reduce the Student Union Building's carbon emissions.

By producing several informative finance videos, the Finance & Operations portfolio successfully communicated complicated financial information in a succinct, direct, and accessible format.

In addition, we added a great deal of Health and Dental appeal information to our website to further increase transparency and efficiency for our members.

After having to shut down the SUB and its 9 businesses for several months due to COVID-19, we gradually opened businesses while abiding by all health and safety protocols. The Personnel Committee was involved in extensive bargaining sessions with the United Steelworkers Union resulting in the ratification of a new four-year collective agreement.

Finally, through increasing revenue in businesses where possible, carefully managing the UVSS's expenses, and making full use of Federal Government subsidies, this year's board will pass a healthy operating surplus to the next Board of Directors.

"Despite the increased board turn over this past year Evan was a steady and active participant in board and committee meetings. Providing support in creating the script and videography both finance videos. He also assisted with the creation of a "How to Budget" slideshow which will be used to standardize and explain the budgeting process throughout the UVSS" - Caleb Burd on Evan Guildford, Director at Large, 2020-2021

RESULTS OF THE STRATEGIC PLAN:

Sustainability

- In collaboration with the graphics department I created a [sustainability page](#) on the UVSS website highlighting sustainability-related groups and initiatives at the SUB and provided various reports for general viewing.
- Following the completion of several comprehensive sustainability reports, the need for more funding was made apparent. To support these initiatives, I ran a referendum in the spring to meet these needs. Unfortunately, the referendum did not reach quorum, but those who did vote were overwhelmingly in favor.
- I began a 5-year sustainability plan which will integrate financial analysis with the recommendations from reports to provide a clear action plan for improving the SUB's environmental sustainability.

Locally-sourced food

- I committed the UVSS to making Good Food accessible to all UVic students and helped create a Good Food Survey for students.

- In collaboration with the Good Food project I developed policy relating to sustainability and food procurement.
- With help from the General Manager, I investigated details of food procurement agreements and requested information from the supplier on what food we source is already local.
- I attended various meetings and seminars relating to sustainable food.

Equity

- In collaboration with the Native Students Union, I helped fund and facilitate the University of Victoria Indigenous Film Festival (UVIFF).
- I also collaborated with the Native Students Union (NSU) on funding and organizing the Indigenous mural in the SUB. (See page 14 for photo)
- The finance portfolio also initiated a \$2,500 donation to an organization that advocates for equity in healthcare, focusing on women who are Black, Indigenous, and Women of Colour.
- We also organized funding for the Diversity, Equity and Inclusion Assessment.

FINANCE AND OPERATIONS

RESULTS OF THE STRATEGIC PLAN (cont.):

Health and Dental Plan

- With help from the Executive Director and graphics department I provided more information on the appeal process and criteria on the UVSS website.
- I also added an exception option to ensure members' cases are dealt with faster and make more capacity for the Finance portfolio.
- We increased coverage for travel restrictions at no cost to students.
- We signed a new 6-year plan agreement with Studentcare, our health and dental insurance provider.
- We also organized funding for the Diversity, Equity and Inclusion Assessment.

Businesses

- I made critical technological investments which will allow our businesses to adapt to the challenges ahead. These include video advertising, and purchasing scanners to allow QR coupon promotions at the businesses, and upgrading the sound system in Munchie Bar.
- I began developing an integrated marketing, promotional, and long-term Business Strategic Plan which will ensure businesses are profitable but still affordable to students.

General

- We also requested adjustments to the financial audit format to help clarify and simplify financial information so that members understand the UVSS's financial position better.
- I split the unoccupied space in the SUB (formerly home to Merit Travel), making one half a Studentcare permanent office and the other half a temporary quiet study space.

MAY



GOALS: Complete training

ACCOMPLISHMENTS: Completed training and further workshops.

JUNE



GOALS: Create sustainability portion of UVSS website

ACCOMPLISHMENTS: Created sustainability portion of UVSS website, and uploaded all reports

JULY



GOALS: Improve health and dental appeals process

ACCOMPLISHMENTS: Improved Health & Dental Opt-Out appeal process through automated exemptions and a secure portal for Sharing appeals

AUGUST



GOALS: Approve budgets and strategic plan

ACCOMPLISHMENTS: Approved the strategic plan and budgets were ready for the AGM

SEPTEMBER



GOALS: Put student Art up in SUB

ACCOMPLISHMENTS: Art case installed in SUB and organizing student art is underway

OCTOBER



GOALS: Make finance video 101

ACCOMPLISHMENTS: Created two finance outreach videos which explained the budget, strategic plan and audit

NOVEMBER



GOALS: Implement textbook rental service

ACCOMPLISHMENTS: Due to COVID and online learning, we created a laptop and phone charger borrowing service

DECEMBER



GOALS: Support and fund Indigenous art in the SUB

ACCOMPLISHMENTS: Collaborated with the NSU to fund an Indigenous art mural in the basement of the SUB (See page 14 for photo)

JANUARY



GOALS: Provide locally sourced meal items

ACCOMPLISHMENTS: Great steps made towards providing locally sourced meal items at the SUB. Consultation and information gathering were conducted through the Good Food Project working group

FEBRUARY



GOALS: Complete construction on sustainability upgrades

ACCOMPLISHMENTS: Secured funding for mechanical upgrades to reduce carbon emissions in the SUB. Construction is set to begin this summer

MARCH



GOALS: Increase accessibility for election process

ACCOMPLISHMENTS: Increased accessibility for election process by recommending removal of cooperatives and Elections Open House events

APRIL



GOALS: Make option to opt-out of athletic fee

ACCOMPLISHMENTS: Working to allow option to opt-out of athletic fee. Have reached out to various university administrators

INTERNATIONAL STUDENT RELATIONS

Dipayan Nag
Director of International
Student Relations

The International Student Relations portfolio is charged with liaising between the UVSS and all international undergraduate students at UVic. The portfolio must represent the diverse experiences and perspectives of international students in discussions and decisions on campus.

This year the portfolio had two major successes. We established formal and permanent ties with UVic International Student Services (ISS). This open and regular channel of communication has helped coordinate engagement. The second major success was a successful lobby effort in reclaiming concessions for international students in UVic. UVic doubled the international student bursary by allocating an additional \$200,000 and has launched a review of the international work-study program on UVic campus.

- Dipayan Nag, Director of International Student Relations, 2020-2021

RESULTS OF THE STRATEGIC PLAN:

Several goals from the strategic plans were successful in its implementation. It helped increase engagement and collaboration with other portfolios. This strategic plan lays down a guideline for the future implementation of such plans. Due to this plan being implemented within the International portfolio for the first time, its implementation was uneven, however the benefit to this plan cannot be understated.

Establishment of Relations with UVic International Student Services

- This is the first time a regular relationship was established with the ISS. This helped coordinate on several matters important to the international community as well gave us an opportunity to increase the level of student consultation.

Increased student engagement in International Student Relations

- Our increased student engagement in this portfolio included a policy overhaul to include clubs and course unions within the International Student Relations Committee. This increased participation and a higher amount of engagement is expected as classes return to in-Person.

Presence at International Student Welcome

- This is the first year that UVSS was invited to the International Students welcome. This presented us with a unique opportunity to inform new students about the UVSS and our services. This is especially important for international students as they usually require a higher degree of support due to being in Canada for the first time.



International Student Relations

21 January 2021

Re: International Student Tuition Increase 2021

To the Chair and Members of UVic's Board of Governors,

I am writing to you on behalf of more than 2,000 international undergraduate students who have chosen to enrol at UVic. The realities of COVID-19 (lost jobs, reduced hours and out wages) have put immense strain on the economy both globally and at home.

We ask that you (1) freeze international tuition for the upcoming year, and (2) limit the annual tuition increase to 2% for international students for at least the next two years.

Freezing tuition this year will send a message to students that our voices have not been ignored. It will reinforce the familial bond of the UVic community while providing much needed relief for students. The reduced increases thereafter is compatible with the economic recovery rate projected by leading global organizations, enabling students to better afford their education in future years.

Over the last 10 years, international tuition at UVic has increased by 151%. This is much higher than the rate of inflation and coping with another tuition increase this year is simply not possible for many.

International students are not always wealthy and this perception is harmful. An example of this is how international students continue to be much more likely to use the UVSS' Food Bank and Free Store than domestic students. This has only been exaggerated by the



ADVOCACY REP DIRECTORS

Each advocacy group (the Native Students Union, the Gender Empowerment Centre, the Society for Students with a Disability, the Students of Colour Collective, and UVic Pride) elects a representative to sit on the UVSS Board of Directors and on the Advocacy Relations Committee (ARC). ARC is where the advocacy group representatives consult on policy, approve budgets, and collaborate on events and initiatives.

This year, ARC consulted and approved the Advocacy Groups Policy, a 24-page document with information

regarding financial management, governance, and more. In addition, ARC distributed over \$50,000 of funding to the five advocacy groups, approved each groups' annual budget, and consulted on policy now residing in the Board of Directors Policy. In addition to the work that advocacy group representatives do for the Board of Directors through ARC, they also act as executive members of their advocacy groups. Responsibilities of executive members include being a signing authority, attending regular meetings, helping prepare budgets, and more.



**Society for
Students with a
Disability**

Natalie Blecha

Society for Students with a
Disability



**uvic.
pride**

Katy Berglund

UVic Pride



Gina Tran

Students of Color
Collective



Jenna Lancaster

Native Students Union



Kit Muir

Gender Empowerment
Centre

Collaboration with the NSU to fund an Indigenous art mural in the basement of the SUB.
"The Saltwater Woman", Artists: **Sarah Jim** and **Jenna Lancaster**



SERVICES

THE PEER SUPPORT CENTRE

The Peer Support Centre provides free, drop-in support and referrals to services on and off campus. Our trained student volunteers are here to listen, offering non-judgmental, empathetic and confidential support while helping fellow students navigate next-step resources and student life at UVic.

The 2020-2021 year posed unique challenges to providing this service, however, the Peer Support Centre was determined to continue providing services during this difficult year without compromising the intimacy, trust, and privacy that face-to-face support can foster.

After searching for an appropriate online platform where privacy would be paramount, the PSC selected a telemedicine software, Doxy, designed for the safety and security of more traditional clients. Operating in an online

model allowed the Peer Support Centre to provide empathetic support to UVic students located throughout the world.

This newly adapted online model also allowed the Centre to welcome in its largest cohort of volunteers yet! In 2020, twenty-three incredible student volunteers from a variety of faculties and walks of life joined our team. In addition to providing peer support services, volunteers have gotten involved through social media initiatives, campaigns, and online events.

This year, we introduced an ongoing, successful event called 'Study Flow'. Every Friday night since January, students gather in an online Zoom room to study together, practice body-doubling (great for those who struggle with executive function) and find community and support through online schooling.

While these online initiatives have allowed the Centre to expand its scope and support students in new and different ways, the Centre looks forward to welcoming students back to the physical space in the upcoming academic year, and is preparing to update it to ensure a safe and smooth return.



SERVICES

FOOD BANK & FREE STORE

The UVSS Food Bank & Free Store is run by a team of dedicated staff and volunteers. It offers all UVic students access to food essentials and free household items.

This year the world was hit with the terrible COVID-19 pandemic, and like all aspects of our lives, the Food Bank had to transition accordingly. By June we were able to set up a new pre-packaged food hamper system so that students could access much needed food support on a bi-weekly basis during this very difficult time while still allowing for adequate social distancing and limited contact with inventory and staff.

In some ways, this new hamper system not only solved many of the challenges we experienced at the outset of

the pandemic, but it also provided a solution to problems experienced in past years at the Food Bank. Now, everyone was guaranteed all the different food items the food bank had to offer during a single visit, rather than having to visit multiple times a week, at times that may have been a great inconvenience to them. And because we were able to anticipate how many people would be visiting each week, we could plan how much food we needed to order and thus we wouldn't run out of things before everyone got what they needed. But there were also some significant downsides to our operations during the pandemic, such as that staff were consumed with the new administrative demands of the hamper system, and did not have the capacity to restart the free store, host events (which would have had to be virtual), building more community connections, etc.

We feel fortunate to have been able to continue serving students despite the pandemic and look forward to adapting the Food Bank's services to meet increased student needs for years to come.

