As a team, we were elected to bring systemic change to CUSA. Coming into office, we had big ideas, but we had no idea where to begin. Every week over the summer brought new issues to light that required our attention, and by August it was clear only a fundamental reorganisation and revisioning was ultimately going to save CUSA. As executives we made resources available to the Democratic Reform Committee and made strong recommendations. We encouraged CUSA Council to make bold decisions to ensure CUSA would not only be viable in the long-term, but would be a leading Canadian Student Association.

The winter term was busy, with many committees and entities writing policy and putting it into effect before the ends of their respective terms. The work by staff and student volunteers was instrumental to filling out our revitalised structure. Policies in and of themselves do not bring about change, and the buy-in felt across CUSA governance bodies, students-at-large, and staff leads us to believe the general ethos of CUSA is forever altered.

May procedural fairness, respect for legislation, and student power rule the day.
THE CARLETON UNIVERSITY STUDENTS’ ASSOCIATION IS COMMITTED TO A COMMUNITY IN WHICH ALL MEMBERS BELONG AND ARE INSPIRED THROUGH LEADERSHIP AND INNOVATION, IN THE PURSUIT OF PERSONAL GROWTH.

**SERVICE**
We will facilitate the various ambitions of our members through diverse and innovative services

**ACCOUNTABILITY**
We will provide value to our members through transparent and sound financial management

**COMMUNITY**
We will promote and assist in maintaining an environment that protects and promotes the safety and dignity of every person on campus

**DEVELOPMENT**
We will facilitate and support involvement and personal development opportunities that enhance the quality of our members’ Carleton experience

**DIVERSITY**
We will strive to facilitate the diverse representation and perspectives of our members in all aspects of campus life
Ravens,

As the year comes to a close, we, the 2021-2022 CUSA Executive, would like to express our gratitude to the CUSA full time staff, student staff, service centre coordinators for all the support and commitment you have shown to make the student experience better. This year we focused our efforts on creating a transparent, inclusive and diverse organization. This is just the start of a new and improved CUSA that serves all students and strives to be better and do better for all.

We hope this year we were able represent and serve all Ravens, and we want to thank all of you for letting us represent you and work for you. It was a pleasure and privilege to be able to hold these positions on campus and wish the best of luck to next years executive team.

Have a great summer, Ravens.

Your 2021-22 CUSA Executive Team
CUSA SET OUT 59 GOALS TO BE COMPLETED BY APRIL 2022

93% of GOALS COMPLETED

55/59
COMPLETED PLATFORM GOALS

- Restructuring and re-envisioning CUSA to be a leading students’ union
- Democratic Reform Committee and CUSA Council buy-in to huge reforms
- Power removed from Executives and returned to students-at-large
- Procurement Policies to manage consultants, sponsorships, and any physical work
- Expanding decision making to include more people and in a more transparent way
- No more nepotism. Appointed a Director of Human Resources and wrote a Hiring Policy & procedure to guide all hiring

COMPLETED GOALS BEYOND THE PLATFORM

- Restructured to comply with the Not for Profit Corporations Act (2010)
- Established CUSA Board of Directors
- Combined CUSA Inc & CUSA “the Association” after more than 50 years of legal confusion
- Created the Whistleblower policy for corrupt business practices
- Created the Accountability & Discipline Policy & Procedure for CUSA Executives
- Created a Code of Ethics for all CUSA staff
- Retained McKenzie Lake Lawyers to assist with compliance, ethics, conflicts of interest, and elections
- Established a strong senior management team
  - Executive Director
  - Director of Human Resources
  - Director of Communications and Strategic Initiatives
  - Director of Student Development
  - Director of Services
  - Director of Finance
- Established a clear transition and onboarding process for incoming executives
The VP Internal is responsible for the internal operations of the Association, including CUSA Council and the main office. The VPI is also in charge of all issues related to the Clubs & Societies office.

**COMPLETED PLATFORM GOALS**

- **Increased Transparency**
  - Live-streaming all CUSA Council meetings
  - Updated website with up-to-date governance information
  - CUSA Inc Policies & Minutes publicly posted
  - Clubs funding and minutes publicly posted

- **Sustainable Elections**
  - Paper ballots will not return and physical pamphlets will be limited in the future

**INCOMPLETE PLATFORM GOALS**

- Hire a Clubs & Societies Sponsorship Coordinator
COMPLETED GOALS BEYOND THE PLATFORM

- **Democratic Reform**
  - Created new bylaws
  - Created, improved and reformed policies
  - Updated CUSA Non-profit incorporation Act
  - Abolished slates in elections aiming to ensure fair participation

- **Collaborated with the SEO and MSA to open a new prayer space in Athletics**

- **Created 3 new senior management positions**
  - HR Director
  - Student Development Director
  - Student Services Director

- **Served as Vice Chair of the Democratic Reform Committee**

- **Clubs Bylaws Reform**
  - Club Oversight Committee established to take power away from executives and allow Club and student representatives to allocate funding, decide certification and recertification, and banking procedures
VP FINANCE

VENASSA BAPTISTE

The VP Finance is responsible for the financial operations of the organization, including the budget. The VPF also makes decisions related to CUSA businesses, the health insurance plan and the collective agreement with CUSA’s employees.

COMPLETED PLATFORM GOALS

- **Academic Resilience Fund - ARF** (promoted as Ravens Academic Bursary during campaign): $26800 given out to undergraduate students
- **Reduction in executive benefits through tuition subsidy to support all students via ARF**
- **Formed Ancillary Fee Reform Committee**
  - Held referendum to remove certain ancillary fees to ensure all fees directly/indirectly support Carleton UG students
  - Held a successful referendum to remove certain ancillary fees to ensure all fees directly/indirectly support Carleton UG students, however, it did not reach quorum. Working to ensure that terminology and autonomy surrounding ancillary levy fee groups is nailed down to ensure that if another referendum is held, it is able to reach quorum.
COMPLETED GOALS BEYOND THE PLATFORM

- Drafted and released an Itemized Budget Reference List to support Annual Budget Report to improve comprehension of budget lines.
- Collaborated with VPSI to deliver impactful, engaging events and workshops for Financial Literacy Week and Black History Month.
- Partnered with SEO to present SOAR 2022
- Collaborated with VPCE to hand out free SPC discount cards to Incoming first year students during Fall Orientation
- Established relations with ancillary levy groups to ensure students funds are being used effectively to advance/support their student experience directly/indirectly
- Worked directly on renovating Haven from solely a student bookstore to a community hub with a variety of features to fit the needs of students and the surrounding Ottawa South community
- Expanded the amount of information provided for the Budget Report to increase comprehension of the magnitude of the revenue, expenses, and programming CUSA is responsible for
- Obtained federal grant funding for summer 2021 student positions
- Obtained $22,500 in funding to subsidize 3 student executive positions
- Obtaining funding to cover executive and student positions within CUSA as well as initiatives and programming promoting an inclusive, positive environment at Carleton.
The VP Student Issues is responsible for ensuring that student issues are addressed at all levels of government. The VPSI also works to create awareness about important student issues such as mental health and financial literacy.

**COMPLETED PLATFORM GOALS**

- **Increased Wellness space with a brand new Wellness Centre space opened!**
  - Mawandoseg Centre was given a new, bigger, renovated space
- **Increased Ottawa Community Advocacy**
  - For the first time ever CUSA hosted its own Advocacy Week, meeting with MPs, MPPs, and Ministers to advocate for student needs and priorities like Mental Health supports and services, Tuition freeze for international students, OSAP, and accessibility within Ottawa.
- **Increased advocacy for International Students**
  - Chaired and led the first International Students Advisory Committee working with student leaders and campus stakeholders
  - Created the International Students Relief Fund in collaboration with the University and ISSO
  - Welcome guide for International Students
  - Worked with the ISSO on I-Start, Orientation Week
COMPLETED GOALS BEYOND THE PLATFORM

- Created first-ever Research and Advocacy Coordinator position
- Created and started to implement CUSA’s first ever EDI Report
- Established a partnership with COCA (Canadian Organization of Campus Activities)
  - Collaborated on bringing Celebrity speaker Dan Levy for Carleton Pride Festival
  - Collaborated with Wellness Centre on bringing Joey Kidney for All in This Campaign
- Collaborated with student leaders to create a Phone Safe Tips Resource
- Collaborated with Office of Student Affairs, Athletics, Ottawa Public Health and Bylaws to discuss PANDA informational campaign (COVID restriction, logistics)
- Conducted an EDI Policy Revision
  - Revised all community specific and student issues policies
  - Created, improved and reformed EDI policies
- Implemented EDI training for CUSA executive, student staff and full time staff.
  - EDI training
  - Bystander Intervention training
  - CAPSA’s First Person Language training
VP COMMUNITY ENGAGEMENT

CALLIE OGDEN

The Vice President Community Engagement manages and fosters relationships between the University, students, and the Ottawa community at large.

COMPLETED PLATFORM GOALS

- Released CUSA’s Wellness Guide for students to find activities, supports and resources to help them on their journey to wellness and support their mental health
- Hosted Clubs Expo during Frost Week to provide an opportunity for students to engage with different clubs on campus.
- Updated CUSA’s volunteer program under the new name, CUSA Connect, to provide students with volunteer opportunities, virtual and in-person, throughout the Ottawa community.

IN PROGRESS

- Student Leadership Coalition
  - Made connections with Algonquin and UOttawa to start working on the Coalition. Met with VPI at the University of Manitoba Student Union to chat about their MAPSS Program and further dive into how the leadership Coalition will look like for the Ottawa Region

INCOMPLETE PLATFORM GOALS

- Professional Development for C&S
  - Due to the changes in our association and the new role that I took on, the work that I had started with Student Groups Administrator, Sam, for professional development unfortunately took a backseat. Sam was able to continue with the professional development and took initiative with this for the Clubs Conference.
- Revamped Frosh and Frost
  - After getting into the role and understanding my portfolio, Frosh and Frost week fell under the purview of the VP Student Life portfolio. I was able to help and assist in the production of events, but was worried about overstepping in my role as VPCE. Hindsight is 20/20 and thinking back, I don’t think my worries were as valid as I initially thought. I led the Clubs Expo event for Frost and was successful in bringing attention to our clubs and have students come and interact with a variety of clubs.
COMPLETED GOALS BEYOND THE PLATFORM

- Chaired and led the CUSA Inc. Trustee meetings. Worked alongside the other trustees to push forward and pass 65 internal CUSA policies to ensure accessibility, transparency, and a more holistic work environment.
- Brand Ambassador Program was continued this year with a bit of a rework from the previous year. This year BA’s were responsible for creating content and engaging with students online to answer questions, give advice, and bring more awareness to the supports and services offered by CUSA.
- Worked with the VPSI and Research & Advocacy Coordinator to develop and complete the CUSA EDI Report.
- Chaired and led the Accessibility Fund Committee to provide funding for clubs, service centers, and students at large for their initiatives to have better accessibility and awareness on campus.
- Partnered and worked with the VPSI on the first ever Advocacy Week. We met with City Councillors, MPP’s and Ministers to advocate for student needs and priorities like Mental Health supports and services, Tuition freeze for international students, OSAP, and accessibility within Ottawa.
- Worked with the VPSI and Research & Advocacy Coordinator to create advocacy policies to ensure that CUSA remains and continues to build a safe and inclusive work environment for staff and students, while also highlighting what CUSA stands for.

- **External Partnerships:**
  - Ottawa Public Health & CUSA partnered to promote Vaccine uptake with Students.
  - CUSA & Algonquin led a joint event for International Day of Sign Languages and had Leah Riddel join us to talk about the Deaf community and learn some basic signs in ASL.
  - CUSA partnered with Ottawa’s Grocer to provide students with a 15% discount on groceries with free delivery anywhere in Ottawa.
  - The Foundation for Environmental Stewardship, Innovation Hub, and CUSA partnered together to raise awareness and educate students on the UN Sustainability & Development goals and how youth can get involved.
  - Promoted Federal Elections and hosted an All-Candidates Debate for the Ottawa Centre, encouraging students to get involved and vote in the election.
  - Partnered with the Ottawa Blackjacks to provide students with discounted tickets to games.
  - Hosted an event with Rick Cool the Hypnotist to talk about 3 techniques to relieve stress and anxiety.

- **Internal Partnerships:**
  - Worked with partners on-campus to promote services to students.
  - The Wellness Centre
  - Therapy Dogs
  - The MacOdrum Library
  - Assisted the SEO with their community campaign “CU be a good Neighbour” for the Panda Game.
The VP Student Life organizes events to enrich your student experience, including discount concert tickets, Oliver’s and Rooster’s programming, and CUSA’s fall orientation and homecoming events.

**COMPLETED PLATFORM GOALS**

- **CUSA Leadership Academy**
  - A year-long program that provides students with leadership and skill development through workshops and additional learning resources found on the online learning system Brightspace which engaged over 180 students.
  - Created @cusaleadershipacademy Instagram Page and Brightspace course.
  - Students earned CCR credits for each workshop they attended.
  - Engaged Carleton Alumni and industry professionals to host workshops.
- **Rallying Around our Varsity Ravens**
  - Offered Discounted Birdgang Passes - Sold out of CUSA Office
  - Partnered on bringing Fred Van Vleet for a virtual event
  - Sold Panda Game Tickets and Exclusive CUSA Panda Merch
  - Promoted CUFit classes as part of Frost Week programming
  - Hosted a Women in Sports Leadership Symposium with Ottawa U

**INCOMPLETE PLATFORM GOALS**

- **Increased Ollies Programming**
  - Due to COVID, in person events were not allowed and requests were denied by the university to host in person programming and events at Ollies. In addition, Ollies shut down in the Winter Semester.
completed beyond the platform

• CUSA Leadership Summit
  • A 1-Day Conference that connected student leaders and provided them with skill development and networking opportunities
  • Assisted in planning the grand reopening of Haven
• Established a partnership with COCA (Canadian Organization of Campus Activities)
  • Collaborated on bringing celebrity speakers to Carleton (Fred Van Vleet, Sean Evans)
• Created partnership with the Sens Student Army Program to do giveaways and bring discounted tickets for students to attend Senators Games
• Planned the second virtual Fall Orientation
  • Moderated events such as the DJ at Home Dance Event at Ollies and Trivia with RRRA
  • Assisted in bringing Kaleb Dahlgren to speak at Fall Orientation
• Planned Winter Orientation Week
  • Partnered with campus stakeholders (SEO, ISSO, Athletics, CAB, Library, CUSA Clubs) to organize a week full of virtual events and programming for students: Magic Show, Big Brother Event, Hot Ones Event with Sean Evans
• Partnered with SEO to present at SOAR 2022
• Created a partnership with Dejardins to offer membership benefits and financial literacy to Carleton students
• Held consistent virtual programming throughout the summer to increase student engagement
• Amazing Race Event, Mixologist Event, IG Lives, Plant Guru Event
• Assisted the SEO with the community campaign “CU Be a Good Neighbour” for the Annual Panda Game Weekend
• Worked alongside the VP CE to create @cusaoonline Tik Tok videos
• Partnered with student groups to host events
  • Science Society, Outdoors Club, Women in Leadership (WIL), Women in Science and Engineering (CU WISE)