



# **GSA STRATEGIC PLAN**

2021 – 2026

COMMITTED TO STUDENTS, CONNECTED TO COMMUNITY

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The Graduate Students' Association acknowledges that the Brock University campus rests on the unceded territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live, work, and make strides towards decolonization on these lands today.

This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum Agreement. The “dish” represents the land that is to be shared peacefully; the “spoon” represents the individuals living on and using the resources of the land. This agreement is one that celebrates the spirit of reciprocity and we recognize that such an agreement creates space for the awareness of ecological and environmental sustainability, along with the responsibility to ensure that the dish is never emptied as we take care of the land and all the living beings on it.

Today, this gathering place continues to be home to many First Nations, Métis and Inuit peoples. Acknowledging these peoples and their lands reminds us that our great standard of living is directly related to the colonial legacy which has significantly impacted Indigenous peoples. It is important to understand the longstanding history that has brought us to reside on these lands and that we must seek understanding of our place within this history.

Decolonization as a process calls upon settlers to return stolen land, and as the GSA benefits from living and working on this land, we are forced to hold this tension in all the work that we do.

Land acknowledgements do not exist in a past tense nor historical contexts. Colonialism is an ongoing affair, and we must build upon our awareness of our present participation within it, as well as find meaningful ways to disrupt its continuation. The Graduate Students' Association acknowledges and respects the long history and cultural traditions of the First Nations, Métis and Inuit peoples. We are committed to maintaining and building relationships based on the principles of solidarity, respect, reciprocity, and collaboration in the spirit of indigenization at Brock University.

As researchers on these lands, we encourage our membership to take daily action through learning and spreading awareness of contemporary moves towards decolonization, which ask us to stand as allies to the original stewards of the land and to support, empower, and amplify the voices of Indigenous communities in their ongoing struggle against colonial systems of oppression.

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## MESSAGE FROM THE GSA PRESIDENT

On behalf of the Brock University Graduate Students' Association (GSA), I want to thank you for taking the time to read our Strategic Plan (2021-2026).

This plan represents the culmination of hundreds of hours of work by our staff and volunteers over the last eighteen months. In particular, our 2020-21 executive team and Board of Directors who, despite the constant chaos and upheaval this year has brought continued to take the project in stride and move it steadily closer to completion. When I stepped into the role of President in 2019, one of my desires was to see the GSA approve its first strategic plan, and in 2020 I committed to this goal as part of my election platform.

Now that we are here it is a strange feeling of both relief and joy, relief in that we have managed to turn all of the hours of discussion, consultation and conversation into a meaningful document while still holding on to the passion for a vision of shared purpose. Too often the pressures and challenges of the journey can see these positive pieces lost through the process, to this I credit our incredible team, board, executive, and staff in keeping each other motivated, most especially me. There is also tremendous joy, in completion we can now share our efforts with our membership and the university community. We can now take what we have pledged on paper and commit to a series of actions to see the future we have envisioned realized for all graduate students.

Despite being in a virtual environment this year's team was astoundingly committed to the goal of building a long-term plan, and I am beyond privileged to have had the opportunity to work with such a group of volunteers. Leadership should always be an exercise in education, and this year was no different. I want to thank all those involved with the GSA this year for the confidence they placed in me throughout this process, and for reminding me that in every journey there are two paths you can go by, even when faced with the greatest of challenges.

Prost,



**CHRISTOPHER YENDT** (HE/HIM/THEY/THEM)

PRESIDENT AND CEO, 2020-2021

BROCK UNIVERSITY GRADUATE STUDENTS' ASSOCIATION (GSA)

## MESSAGE FROM THE GSA BOARD CHAIR

On behalf of the Board of Directors, I am proud to present and support this inaugural Strategic Plan of Brock University's Graduate Students' Association (GSA). The 2021-2026 Strategic Plan is truly impassioned as it positions the association to achieve ambitious goals and strive, with sureness, towards a clear vision.

The 2021-2026 Strategic Plan is the result of familiar collaboration between the Executive Committee and the Board of Directors, as well as extensive input from our membership of full-time and part-time graduate students over a sixteen-month timeframe. Our President and CEO, Christopher Yendt, spearheaded many of the extensive consultation processes that resulted in the sharing of ideas and desires that will now shape and guide our association. We thank him for his tireless leadership and expertise in this process.

This plan will serve as a roadmap that directs and steers us towards accomplishing our goals that are all underscored by our commitment to our renewed mission, vision and values. Each of us are accountable for this plan and ensuring that we attain these goals.

I am proud that this plan ultimately strives towards the celebration of our unique and valuable contributions to the commitment of representation, sustainability, wellness, experience and empowerment of all graduate students at Brock University.

I congratulate the 2020-2021 Board of Directors and members of the Executive Committee for their dedicated work and feedback throughout the last twelve months of this Plan's development. And to previous Directors and Officers of the GSA, I thank you for your earlier contributions.

Together, throughout numerous consultations and discussions, we have created a Strategic Plan that will guide us towards enhancing the graduate student experience. Together, we move forward.

Sincerely,



**HALEY MYATT** (SHE/HER)

CHAIR, BOARD OF DIRECTORS, 2021  
BROCK UNIVERSITY GRADUATE STUDENTS' ASSOCIATION (GSA)

## ORGANIZATIONAL HISTORY

Brock University was established in 1964 as a small, solely-undergraduate institution located within the basement of a local church, then later housed within a former manufacturing site. Though starting with humble beginnings, Brock University has grown to be a comprehensive post-secondary institution with both undergraduate and graduate programs across six academic faculties.

Our place within the university community first came informally, where in 1970, the first graduate programs were offered. Over the next three decades, the graduate student population continued to grow to meet the demand of the region and beyond. In the late 1990s, Graduate Studies was formally organized into a faculty, joining the six academic faculties at the university.

The GSA followed the lead of the faculty shortly thereafter. In 2001, we welcomed our first executive team and became the official representative of graduate students at Brock. In 2008, we were formally incorporated as a non-profit corporation without share capital and have continued to refine our mandate in response to the evolving needs of our membership. We have grown from a few hundred graduate students in the early 2000s to a population of nearly 2000 graduate students at the beginning of 2021. Graduate students now have the opportunity to choose from fifty different programs, while bringing their unique backgrounds and interests to campus.

Within the last decade, the growth of the graduate student population has been truly expansive, doubling our compliment since 2011. In reflection of this growth, it has become critical that the GSA respond to the needs of our members, and in turn the association, by charting a path forward that identifies who we are, where we are going and what we seek to accomplish. As we continue to grow, the GSA knows that we will continue to face complex challenges that continue to evolve and must be prepared to encounter them.

## PLAN DEVELOPMENT PROCESS

In September 2019, the GSA Board of Directors established a Strategic Planning Committee with a goal of identifying a process that would facilitate the creation of the association's inaugural Strategic Plan. The ideas presented within this Plan are results of significant consultations which were undertaken over the course of sixteen-months. These consultations were both informal and formal, and shared between the Board of Directors, the Executive Committee, graduate students, university groups, community partners and alumni.

During the early stages of our consultations, the COVID-19 pandemic hit. For many months, we were unable to predict, with any degree of confidence, the short and long-term changes that inevitably would result from the pandemic. At times, we are still unsure today. We are hesitant in what the final aftermath of this pandemic will be and how it may impact our Strategic Plan, but we stand steady and fast in our vision and goals for the GSA's future.

While we have no prior plan to build upon, this plan will continue to inform us about who we are as an association as we continue to nurture relations with graduate students and encourage them to confidently make their mark within communities internal and external of Brock University.

## MISSION

Since its formation in 2001, the GSA has had several purpose statements that have guided the work the association has undertaken. Specifically, the GSA Bylaw (Document 001) has laid out the objectives of the association, which are to:

1. represent all registered graduate students at all administrative levels at Brock University;
2. develop, monitor and promote the academic and social affairs of said students;
3. act as representatives of the members of the GSA in their dealings with the governing bodies of Brock University;
4. develop and maintain unity and to encourage cooperation among the graduate students;
5. develop and maintain a responsible graduate student government which will promote the interests of GSA members and provide a communication medium between membership and Brock University representatives;
6. advance the cause of higher learning in the Province of Ontario;
7. act as a liaison between the members of the GSA and other universities, educational institutions, and society as a whole; and
8. receive and administer all funds accruing to the GSA from membership fees or by donations, gifts, returns, business ventures, legacies and bequests for use in promoting the above objects.

While these eight objectives - an essential list of responsibilities - inform the basis of GSA's operations, they do not encompass all of the efforts undertaken on behalf of graduate students, nor do they provide a simple and effective statement to define the purpose of our organization. In essence, these objectives are merely a series of statements about 'what we do' not 'who we are'. It is this distinction, which the Board observed as critical, that encouraged the need to identify a mission statement for the association.

A mission statement is an identification and acceptance of a current state; it lets us convey to publics and ourselves the identity of our organization. While the forementioned objectives have not fully filled this role, their presence has offered the Board a place to start its considerations for the Plan. By providing a platform to explore themes of representation and advocacy, the objectives allowed us to critically understand our history and recognize what was inescapable for our future.



The goal in creating our mission was to capture past work of the GSA while reflecting on our role as a component of graduate studies at Brock. In this, we arrived at a mission that identifies both 'who we are' and 'what we do':

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*ENHANCING THE GRADUATE STUDENT EXPERIENCE THROUGH HOLISTIC  
REPRESENTATION AND ADVOCACY.*

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Instantly recognizable and effortlessly identifiable, our mission captures not only the work we do but more importantly why we do it. It is powerful in its simplicity and requires no further clarification to be understood. It can be actively shared in quick conversation passing in the hallway, passively presented on a meeting room wall, or any other measure in between. Critically, it does not lose impact regardless of location or presentation.

## VISION

If a mission reflects the current state of an organization and champions a position of identity that allows members and elected representatives alike to be aligned in common purpose, then a vision is an exploration of a future state. It is a destination or outcome that can be achieved by current and future actions. A future that we can not only influence, but action to reality.

For the GSA, the process of identifying a vision statement was made more challenging because while a mission is grounded by the present, a vision holds less formal grounding and informal bordering. This difference, along with having no previous foundation to build upon made it challenging to appreciate what is and is not possible for the association. Unlike the mission which had the objectives to help to inform its development, there were no statements or previous commitments that could act as a natural launchpad for discussions around vision.

Instead, we began by asking ourselves, “What is the graduate student community lacking at Brock University?” We followed this with “What do we want our world to look like?” and “How could the graduate student experience be elevated or improved?” These questions led to conversations that questioned the role and responsibility of the GSA over the next five years, along with our location within these ongoing dialogues and decisions. Finally, we reflected on the question of, “What can we do to make this future a reality?” This final question ultimately led to informing the association’s goals and objectives for the next five years.

The subsequent conversations and connections that arose from the forementioned questions spurred inquiry and passionate interest in how the GSA envisions the future of graduate studies at Brock, and how that future may impact our membership and association. From this, we arrived at a vision that incorporates notions of the future, one that recognizes the collective responsibility we all share in creating change for our members. Most importantly, our vision identifies a place for the GSA to contribute while noting the previous need to collaborate to achieve these outcomes:

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*AN EQUITABLE AND SUSTAINABLE GRADUATE COMMUNITY WHERE ALL STUDENTS FEEL SUPPORTED, ENGAGED, AND EMPOWERED TO SUCCEED.*

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The GSA sees a future for graduate students at Brock where our association plays leading and supporting roles in creating spaces for our membership, for current and future considerations. We believe in a sustainable focus that ensures that graduate students continue to discover their own success now and in years to come. The GSA is

motivated to ensure that experiences and opportunities for graduate students are not just inclusive, but also equitable across our association, the Brock campus and beyond. We value that our membership holds differentiating backgrounds and experiences amongst themselves. It is in this diversity of our population where we can find the abilities to recognize the success and achievements, of all forms, within our members.

While factors of student need, time and response will continue to differentiate throughout the future of our operations, we envision a future that recognizes the value of differentiating approaches in the aims of supporting graduate students. The GSA plays a part in constructing supportive environments that engage our membership throughout the numerous avenues of student life that they want to partake in. We want to ensure that graduate students feel empowered to complete their journeys at Brock in ways that are uniquely meaningful to them. This is what we envision for the next five years, and collectively, we believe that we can attain this vision together for all graduate students.

## VALUES

While the mission is the synthesis of an organization's purpose and the vision is anticipation of the future, the values reflect the work that is done every day. The values can be thought of an intersect of past, present and future, and a critical combination of our mission and our vision. For the GSA, our values underpin the work that we do across the different aspects of our association, be it our advocacy, our services or all other facets of our operations. The principles that stem from our values guide us. From the largest of decisions to the smallest of conversations, each is approached with the same application of our values regardless of scale or impact.

In internal visioning processes, the Board quickly became inundated with a list of values that we hold close to our daily operations and our relations. Navigating the question of what values to prioritize was at times challenging but became clearer as the Board refined potential goals and actions of the GSA. Ultimately, we concluded that some values hold the weight to speak for themselves, while others needed to be spoken for.

Values that were identified as holding weight to speak for themselves derived from an overview of our documents, legislation, policies, as well as our culture, approaches to operation, past and present actions and organizational history. These elements, amongst others not listed, delivered numerous examples of values in action and the passions behind our purpose.

In review of our mission and vision, we can identify values from **representation** and **sustainability**, to **experience** and **empowerment**. Further, we can identify many variations and deviations on each of these values as well. These values are the foundations from which the tallest of actions are built. In collective spirit, they represent the foundational characteristics of the GSA. Building on our history, we continue to devote ourselves to the advancement of graduate students and enhancing their experiences while at Brock University.

We remain committed to these ideals and continue to follow their guidance as they will remain central to our work and support our identity as an association. While values reflected within our mission and vision may speak more to our past, present and future, we also wished to formally recognize values that could foundationally guide us for the next five years. Some of these values are ones that we currently operate through, while others are ones that we continue to strive for.

## THE VALUES THAT WE CURRENTLY LIVE EVERY DAY

**Experience:** We recognize the value of the experiences our members bring to the work we do, as unique individuals graduate students contribute in immeasurable ways to the university community and the valuable and impactful experiences that are generated as a result.

**Support:** Ensuring every graduate student's needs are recognized and addressed means assuming our place as an association to provide direct or indirect support to students when they are in need. Guiding and facilitating connections to appropriate campus resources.

**Engagement:** Creating meaningful opportunities to connect and integrate graduate students across the association and the institution. Ensuring that those interested are offered opportunity while educating all members on the value we provide and the work that we undertake.

**Representation:** We are membership driven; we champion the voices of our members while leveraging our collective experiences to enact real change. We focus on incremental change to ensure the graduate community is not overlooked and is recognized as an equal campus partner.

**Advocacy:** Incorporating the voice of the graduate student into every element of the work we do. Ensuring graduate students are heard at every relevant decision-making table, reflecting the priorities of our membership, adding solutions to address the collective challenges we face.

## THE VALUES WE WILL CONTINUE TO STRIVE FOR

**Equity:** Beyond inclusivity, we see an opportunity to address systemic concerns across the institution in a way that benefits all graduate students. Inclusion can be passive, but we believe in an active role for the GSA in upholding the principles of fairness and equality.

**Community:** Graduate students form a collective of interests at Brock University, and we believe in furthering that those experiences for the benefit of all our members. Creating a space that feels warm, inviting, and supportive, a home away from home.

**Holism:** Seeing the value of the whole, graduate students are more than just their contribution to the university, we live the complex intersections of research, employment, academics and personal lives. Constantly at a crossroads, we are unique and should be seen as such.

**Empowerment:** Graduate students have unique identities, and they should feel that they are acknowledged while their academic and non-academic choices are supported. Igniting a passion of self-exploration within the graduate community where students can thrive rather than survive.

**Sustainable:** Growth with the future in mind, reflecting the consequences of decisions and minimizing footprints while maximizing effectiveness. We understand that we need to be effective stewards of the GSA for upcoming generations of graduate students.

Together, the first letters of the values we strive for spell 'ECHES' meaning an act of making bigger or to increase an action. In this case, eches is a perfect descriptor of what the GSA is looking to achieve. It reflects our desire for growth while maintaining our commitment to the causes that have always been central to our purpose.

## STRATEGIC PRIORITIES

The GSA is immensely proud of the mission, vision and values we have developed that help to tell the story of who we are and the work that we do. They provide an accessible explanation of our identity as an association who is focused on the needs of its membership and their intersections with facets of graduate student life. However, on their own, they only tell half the story. To apply each of these aspects of the identity we have cultivated, there must be a demonstrated commitment to action to ensure who we are truly comes to live.

We must ask ourselves the fundamental question, ‘What actions can we undertake as an association over the next five years that will help to make our vision a reality?’ To answer that, we needed to identify priorities and specific actions that will guide the association throughout the extent of this Plan. Our conversations and consultations have highlighted the role we can play as an association to directly and indirectly influence the development of our vision for the graduate student experience at Brock.

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Our Strategic Plan underscores three strategic priorities that, along with their corresponding goals, will help ensure that our ongoing commitment to seeing the vision through to implementation. These three priorities encompass major themes that our conversations and consultations have identified as the GSA’s opportunities for growth.

### STRATEGIC PRIORITY A – COMMITMENT TO LEADERSHIP

*By example, we will provide leadership at all levels to build a better future for graduate students.*

Recognizing the respect we have generated over our time representing graduate students, the GSA should leverage its position within the campus, the local community and with our partner organizations to push for change to address graduate student needs. To recognize our capacity and explore our capabilities in building on past successes to not only stand out as leaders at the university but within the broader sector, to become leaders in student government recognized at a local, provincial and national level. To model the way for future generations of student leaders while constantly looking to improve our own processes and expand our understanding of the landscape of graduate studies.

## STRATEGIC PRIORITY B – COMMITMENT TO COMMUNITY

*Fostering and promoting an equitable and supportive graduate student community.*

Regardless of journey every member of the GSA shares in that commonality, a collective community of graduate students who were drawn for one reason or another to Brock University. It is this shared interest that brings together a diversity that we must reflect in our actions as we work towards a common goal of greater connection and opportunity for all of our members. We are bonded by purpose and shared passion and this connection should be celebrated. The GSA sees a place for itself in reflecting the desires of our membership to create spaces for greater connection and promoting action to foster growth in equity and support for our graduate community.

## STRATEGIC PRIORITY C – COMMITMENT TO SERVICE

*Championing solutions for service addressing the needs of graduate students.*

Service as both an action and an offering. The GSA sees service as our commitment to serving graduate students, through the work that we do in advocacy and support but also through the direct and indirect services we offer to our membership. Our interactions with the broader community are important as we aim to provide service and be of service to those that need our support. As the GSA turns twenty, we recognize the services we offer need to reflect the ongoing growth and change of our membership, we need to adapt to meet your needs just as you have adapted to a changing graduate environment. Our commitment is to evaluating opportunities to expand our offerings to our members, both on campus and across the wider community, while continuing to provide exemplary service in the areas that students have come to expect.

Together these three strategic priorities provide a high-level commitment to our members, giving a sense of what should be expected from the GSA in the years to come. They are our commitment to actions that will help to see our vision for graduate studies achieved within five years. They also provide a framework to guide the actions of our board, our executive, and our staff year over year as they identify their own platforms and actions to further push the GSA and graduate studies forward.



## STRATEGIC GOALS

While our strategic priorities provide high-level themes to guide further plan implementation, they do not offer a clear sense of action to follow commitment. To address this gap, we have developed specific goals to support the application of these priorities. Specifically, the GSA has identified three strategic goals for each priority, creating nine goals in total. We feel this division is useful both in understanding our intention and direction but also in reflecting our capacity and ability to achieve these outcomes by the plans intended completion date.

These goals will see further adaptation by each year's executive team, who will apply their own lenses of experience and passion to create annual plans that will contribute to fulfilling each strategic goal.

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Each set of goals have been established with an aim to create specific criteria for further content without establishing relevant metrics. This is intentional to allow for flexibility not only from student leaders and staff as they change, often on an annual basis, but also in response to external challenges and concerns that may cause significant disruption within the environment in which the GSA operates. This restrictive flexibility will allow the GSA to focus its efforts and guide our actions over the course of the next five years.

### STRATEGIC PRIORITY A – COMMITMENT TO LEADERSHIP

*By example, we will provide leadership at all levels to build a better future for graduate students.*

1. The GSA will provide greater leadership at the institutional, local, regional, provincial and national levels. Highlighting our history of exemplary leadership, we will become leaders in thought and action for addressing challenges within student government.
2. The GSA will explore opportunities for partnerships and collaboration, both within the institution and beyond, to provide our membership with greater access to resources and opportunities to improve their experience during their study and upon graduation.
3. The GSA will develop opportunities for mentorship, formal and informal, internally within our membership and externally within the broader campus community, providing a means of connection for junior and senior students alike.

## STRATEGIC PRIORITY B – COMMITMENT TO COMMUNITY

*Fostering and promoting an equitable and supportive graduate student community.*

1. The GSA will develop inclusive and equitable programming, reflecting the diversity of our membership while ensuring accessibility across graduate programs. We will endeavour to create spaces where graduate students feel supported and engaged.
2. The GSA will strive to create a culture of respect within the graduate student community and beyond, championing greater acceptance of graduate student identities across all aspects of university life.
3. The GSA will promote solidarity and speak with a unified voice on behalf of graduate students. Fostering collaboration across programs, faculties, and disciplines to create a graduate community of care.

## STRATEGIC PRIORITY C – COMMITMENT TO SERVICE

*Championing solutions for service addressing the needs of graduate students.*

1. The GSA will explore opportunities, both at the university and beyond, to create new services for graduate students and develop opportunities into offerings to address ongoing needs while regularly re-evaluating current services to ensure value for our members.
2. The GSA will champion the need for expanded graduate services to relevant university stakeholders to improve current service while continuing to press for dedicated and differentiated programming exclusive to graduate students.
3. The GSA will continue to provide outstanding advocacy on behalf of its members, raising critical issues to the appropriate decision-making bodies in a timely manner to facilitate the greatest possible outcomes for graduate students.

## FUTURE STEPS

While often considered static documents, a strategic plan needs to remain incorporated within an organizations actions to remain meaningful. This is even more true within the context of student government, where near constant change can be disrupting and distracting if there is not a baseline to keep grounded. The GSA intends to incorporate our Strategic Plan in a variety of ways to ensure that the content is actioned and that year over year each new team of executives, Board members, assembly members and other volunteers are working towards the same vision.

To achieve our goals and broader priorities the GSA commits to specific actions to monitor the execution of our Strategic Plan. These steps are outlined below:

1. Each year in May, upon taking office the new GSA Executive Team will develop an annual plan for presentation and acceptance by the Board of Directors. This plan will connect with the Strategic Plan and inform the individual plans for each executive as well as their individual performance goals.
2. The Board shall, at each regularly scheduled meeting, discuss the Strategic Plan and the progress being made towards the completion of various goals and objectives as further specified within the most recent annual plan.
3. The Board shall participate in a mid-term retreat, held in the fall term of each year, where the focus shall be exclusively on the Strategic Plan and consideration of any refresh of the organization's priorities or goals.
4. A report on the results of the Annual Plan shall be prepared and presented at the final meeting of the Board of Directors in April each year for approval by the board.
5. The Strategic Plan will be promoted to each candidate running in the GSA executive elections so that their platforms may be informed by and be connected to the plan, in advance of their potential assumption of office.
6. An update on the Annual Plan will be presented to a Special General Meeting of the membership during the fall term, while a full update on progress of the goals and priorities of the Strategic Plan shall be presented each year at the Annual General Meeting of the members.
7. The Strategic Plan will be included on the GSA website, with additional plans and information being made available where appropriate.

When taken together these steps represent a commitment to ensuring the work undertaken over the last eighteen months to develop this plan does not result in a document that is approved and only engaged with once every five years when it comes time for renewal. Instead, these are comprehensive actions which define expectations for the those involved at the executive, staff and board level but also for our members to continue to hold us accountable for the work that we do and the goals we have targeted for achievement.

## CONCLUSION

This document represents the culmination of eighteen months of consultations, conversations and collaborations by the GSA with its members, its board, its staff, its executive, its volunteers and its external partners. It identifies the place that we occupy within the university community and our responsibility towards building a brighter future for all graduate students at Brock University.

In celebrating our twentieth birthday and the milestone that is our first strategic plan the GSA has taken another step forward in becoming a leader within the student government space, not just at Brock University but beyond into the wider sector. We have recognized the need and harnessed the opportunity to state who we are and why we do what we do for the benefit of both ourselves and our membership.

To all those that have been a part of this process, we thank you for your commitment to this journey, and for all those reading this in the future we hope you continue to join us in our efforts to create a graduate student experience that captures the best of what we can offer while addressing all needs as they arise. It is this collective willpower that will shape anew graduate culture on our campus and beyond and grow the GSA as a home for all graduate students.