

The GSA respectfully acknowledges that it is located on Treaty 6 territory and Métis homelands.

VISION: The Graduate Students' Association (GSA) advocates for an engaging environment that is safe, respectful, supportive, healthy, accessible, and inclusive, and that empowers graduate students to be agents of change during their time at the University of Alberta, and beyond.

MISSION: Recognizing the multi-faceted roles played by graduate students at the University of Alberta, the GSA: advocates for comprehensive, timely, and excellent supports for all graduate students from both the University and the Alberta Government; negotiates a collective agreement that equitably supports graduate students who are employed by the University and works to ensure compliance with said agreement; engages graduate students and supports their endeavours; and works to sustain the excellent reputation of the GSA.

The GSA believes that a healthy organization is nurtured through effective relationships with all stakeholders, including constituent groups of the academy.¹ Nonetheless, an organization that evolves over time must be prepared to take steps at critical junctures that may or may not be endorsed by all its stakeholders. The GSA sees this as a living document, shifting directions as needed, as the provincial, federal, and University landscapes change. It is developed by both the previous and current teams of Directly-Elected Officers and provides a planning document for this and future years. Our overall goal is to create a campus community where all graduate students feel encouraged to learn and are provided with reasonable supports (and accommodations, when necessary) to ensure their success.

OUR IDEAL DEFINITION, SITUATION, AND EXPERIENCE FOR ALL GRADUATE STUDENTS:

A graduate student is a junior colleague who contributes to their field of study in pursuit of an advanced degree through collaborative work with the professoriate and senior colleagues in research, teaching, administrative tasks, and the development of learning environments within the University. These contributions may be accomplished through: extensive coursework, for which graduate students pay tuition; academic employment, for which graduate students are paid; the co-creation and writing of scholarly work; the securing of academic funding; presentations, conferences, and community engagement; and capstone projects, theses, or dissertations. This multi-faceted position takes place in an environment of mutual respect and fairness aimed at developing skills and knowledge for future careers.

¹Stakeholders include: individuals, groups, and offices that can affect or are directly affected by, the GSA and its initiatives. Constituent groups of the academy include: faculty, graduate students, undergraduate students, non-academic staff, and post-doctoral researchers and fellows.

ADVOCATE

GOAL 1: Work with the University and government to ensure graduate students receive affordable tuition, funding packages, and access to bursaries, scholarships, and awards.

Post-secondary education plays an important role in a prosperous society. Graduate students' success is dependent upon access to sustainable and appropriately sized funding packages for the duration of their programs so they can focus on their studies and research. The GSA will advocate that all graduate students should be offered baseline funding. The GSA will also advocate for greater financial supports, including higher compensation for assistantships, more scholarships, awards, and bursaries, and increases to the Graduate Student Support Fund (GSSF).

Strategic Objectives	Action Steps (2017-2018 and ongoing)
<p>1. Advocate for transparent and sustainable funding packages that support a reasonable standard of living, taking into consideration the cost of living in Edmonton and current tuition costs for all thesis-based graduate students for the duration of their programs.</p>	<p>Present, to the Board Human Resources and Compensation Committee, on the need for higher assistantship rates and increases to the GSSF (2017-2018).</p> <p>Take all opportunities to share the GSA's proposal requesting a review of graduate student funding at the U of A and advocate to the President, Provost, and Dean of the Faculty of Graduate Studies and Research (FGSR) that such an internal review begin as soon as possible (2017-2018).</p> <p>Engage the Minister of Advanced Education with respect to the significant contributions of graduate students to the quality of education and research offered at comprehensive, research intensive universities, and the need for a funding models that specifically recognize graduate students and their research and undergraduate teaching (ongoing).</p> <p>Maintain discussion with the Dean of the FGSR and the Provost on how to create financial packages that correspond with realistic times to completion and collaborate to assess current gaps in funding for graduate students (ongoing).</p> <p>Take all opportunities to remind University administration that funding tied to a supervisor that is not subject to appropriate oversight within the broader framework of a minimum funding package can increase the power imbalance between these parties (ongoing).</p>
<p>2. Advocate, to University administration and the FGSR, on the need to include clear and concise contract terms in letters of offer to the University, and make these letters available to graduate students well in advance of deadlines for offers of admission.</p>	<p>Ask regularly in meetings with the Dean of the FGSR and other members of University administration that documentation provided to new graduate students upon an offer of admission be reviewed and that specific expectations and requirements for graduate assistantships during a program be outlined in letters of offer (ongoing).</p>
<p>3. Negotiate for increased compensation and benefits for graduate assistants in the Collective Agreement and advocate for more education and compliance within the campus community on the provisions of the Collective Agreement.</p>	<p>Negotiate a new Collective Agreement to take effect in September 2018 (2017-2018).</p> <p>Advocate for more education and compliance concerning the Collective Agreement within the campus community (ongoing).</p>

	<p>Continue to track information associated with compliance in order to prepare for future negotiations (<i>ongoing</i>).</p> <p>Ensure the GSA's compliance with Bill 7 and consult with/educate graduate students, particularly Graduate Assistants, on the implications of the legislation and the provisions of the Collective Agreement (<i>ongoing</i>).</p>
4. Advocate for the inclusion of international graduate students in the eligibility requirements for existing scholarships, awards, and bursaries.	<p>Collaborate with the Alberta Graduate Provincial Advocacy Council (ab-GPAC) on issues and necessary improvements for international graduate student tuition and funding in Alberta (<i>2017-2018</i>).</p> <p>Maintain the GSA's stance that international graduate students should have access to Tri-Council funding and enhanced access to provincial funding opportunities, as well as be included in provincial nomination programs related to permanent residency (<i>ongoing</i>).</p>
5. Advocate for assistance, support, and encouragement for all graduate students to apply for internal, provincial, and federal awards, grants, and scholarships.	<p>Promote the FGSR and departmental workshops and resources designed to assist graduate students with application processes and communicate with individual departments as required to provide sufficient notice to graduate students of internal application deadlines (<i>ongoing</i>).</p>
6. Advocate for quality measures, funding models, and graduate student management plans that do not favour some faculties or departments over other faculties or departments.	<p>Ensure graduate students are involved in any reform discussions associated with quality measures, funding models, or graduate student enrolment management plans (<i>ongoing</i>).</p> <p>Create opportunities to discuss the University's decentralized faculty model and how it creates significant disparities in program expectations and requirements, funding options, and time to completion for graduate students (<i>ongoing</i>).</p>
7. Advocate for the continuation of a tuition model that ties graduate student tuition increases to the Alberta Consumer Index (CPI) and opposes across-the-board increases.	<p>Meet with University administration to get updates concerning the 2017-2018 changes made to international graduate student tuition and ensure continuation of the full "rebate" (\$4,000 for full-time graduate students and \$2,000 for part-time graduate students) associated with the commensurate increases in international tuition (<i>2017-2018</i>).</p> <p>Maintain the GSA's past stance in opposition to across-the-board tuition increases beyond the Alberta CPI for all graduate students and, in partnership with ab-GPAC, advocate for the inclusion of international student tuition fees in the province's Tuition Fees Regulation. Should tuition increases be tied to some other agreed upon formulary, advocate to ensure that graduate student support levels increase commensurately (<i>ongoing</i>).</p> <p>Ensure ongoing appropriate graduate student consultation prior to and after the introduction of any increases to tuition fees (<i>ongoing</i>).</p>
8. Advocate against the introduction of new market modifiers or other fees that are not currently a part of an agreed upon regulatory framework.	<p>Ensure appropriate graduate student consultation prior to the introduction of any new or increased fees, including Mandatory Non-Instructional Fees (MNIFs) (<i>ongoing</i>).</p> <p>Maintain active participation in the MNIF Oversight Committee and closely monitor proposals to apply the Academic Price Index formulary to fees other than MNIFs to ensure any such proposals will benefit graduate students (<i>ongoing</i>).</p>

ADVOCATE

GOAL 2: Work to develop supportive and respectful relationships between graduate students and their academic supervisors.

Graduate student success relies on quality supervision and mentoring throughout a degree program. The GSA will build on work by previous graduate student leaders and collaborate with the FGSR and senior University administrators to make quality graduate student supervision an institutional priority.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
<p>1. Advocate for the development of a supervisory training program for both incoming graduate students and supervisors and for the development of an accountability structure that rewards quality supervision and mentoring while creating incentives to improve poor supervision.</p>	<p>Finalize the GSA’s “list of questions to ask before pursuing graduate studies” document and circulate it to the FGSR Council (2017-2018).</p> <p>Collaborate, with the FGSR, on the implementation of recommendations from the Quality of Graduate Student Supervision Report and other similar initiatives (<i>ongoing</i>).</p> <p>Take any opportunities to promote and develop resources to ensure a better understanding of the roles and responsibilities of both graduate students and supervisors that provide clear expectations for both (<i>ongoing</i>).</p> <p>Promote a restorative justice and mediation process to encourage prompt resolution of any graduate student-supervisor conflicts (<i>ongoing</i>).</p>
<p>2. Advocate for departments to develop a means by which graduate students can report concerns regarding their supervisors.</p>	<p>Collaborate with the FGSR on programs to track the quality of the graduate student-supervisor relationship over time, including the creation of a feedback process for graduate students (<i>ongoing</i>).</p> <p>Related to the above, advocate to the FGSR that it work with other Faculties to develop an online platform to support the safe disclosure of supervisory concerns in order to better track the level and types of concerns over time, and discuss ways to address any systemic issues that emerge (<i>ongoing</i>).</p>
<p>3. Advocate for realistic ‘time to completion’ rates in order for both graduate students and supervisors to develop reasonable expectations regarding the length of the degree program.</p>	<p>Collaborate with the FGSR on ways to mitigate systemic ‘time to completion’ problems, ensure transparency concerning expectations, and to develop metrics to track faculty and graduate student adherence to program timing and associated requirements to allow proactive intervention if problems arise (<i>ongoing</i>).</p>
<p>4. Advocate for enhanced flexibility with respect to course-related examination practices in the interests of promoting enhanced mental wellness and career outcomes.</p>	<p>Discuss, with the FGSR, the possibility of revising FGSR policies concerning course-related examinations (including the ability to retake examinations and amend transcripts accordingly) (2017-2018).</p>

ENGAGE

GOAL 1: Develop and maintain relationships with all GSA stakeholders, both internal and external to the University, to support graduate student success.

Graduate students play unique and multifaceted roles in a university environment. The GSA will advocate for further resources to support graduate students by reinforcing strong relationships with key players to create a common vision of excellence for all graduate students at the University, as well as across Alberta and Canada.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
1. Engage with the Students' Union (SU), the Academic Staff Association (AASUA), the Postdoctoral Fellows' Association (PDFA), and the Non-Academic Staff Association (NASA) to identify shared priorities and maintain strong partnerships.	Meet regularly with SU counterparts to discuss mutual priorities and arrange annual meetings with all partner associations to discuss common issues and priorities (<i>ongoing</i>).
2. Engage with the President, Provost, Deputy Provost, Vice-Presidents, Board of Governors' members, University Governance, Dean of the FGSR, Dean of Students, Senators, the Alumni Association, service providers, and other key partners to determine shared priorities and maintain effective and collaborative relationships.	Meet regularly with the Dean of the FGSR and the Dean of Students to discuss specific issues affecting graduate students and maintain effective graduate student representation on bodies such as the Alumni Council and the Senate (<i>ongoing</i>). Continue to discuss key issues for graduate students with senior University Administration and participate in functions to build and foster relationships (<i>ongoing</i>).
3. Engage with our provincial lobby group to ensure the priorities of U of A graduate students are heard by the provincial government.	Participate in all ab-GPAC meetings to ensure the needs of U of A graduate students are included in ab-GPAC activities and take an active role in the ab-GPAC executive team and key working groups/committees (<i>ongoing</i>). Investigate attending advocacy meetings of other lobby groups in order to observe, learn, and gather information (<i>ongoing</i>).
4. Engage with the GSAs from other comprehensive and research intensive universities in Alberta and across Canada to share information, discuss best practices, and collaborate on common issues.	Attend meetings with other GSAs to share information, determine best practices, and maintain relationships (<i>ongoing</i>).

ENGAGE

GOAL 2: Increase graduate student awareness of and participation with the GSA and its services.

The GSA believes engagement occurs from the time someone asks for information about the graduate studies admission process through to convocation. The GSA supports continuing graduate student engagement through University governance, networks in residence and elsewhere, professional development, and in other settings where collaboration can occur. The GSA is committed to continue offering orientation sessions, 101s, and investigating other means to reach graduate students, as well as to investigating effective communication methods that will create opportunities for graduate student awareness and engagement.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
1. Engage graduate students through social media and the GSA newsletter more effectively and by promoting activities and events to increase participation.	Maintain a robust social media presence and investigate innovative new methods to promote awareness of the GSA among graduate students to increase participation in GSA activities and events, and engagement with the GSA more broadly (<i>ongoing</i>). Provide events throughout the academic year to support social engagement and reduce stress amongst graduate students (<i>ongoing</i>).
2. Engage with graduate students through workshops about important services and governance matters.	Continue to host roundtable discussions, town halls, and 101 sessions to educate graduate students about University governance and services as well as other important issues (<i>ongoing</i>). Meet with graduate student groups and departmental GSAs to better understand how to assist their members (<i>ongoing</i>).
3. Engage graduate students by advocating for the provision of additional graduate student social space on campus.	Meet the Vice-President (Facilities and Operations) to follow up on the 2010 Memorandum of Understanding with the University regarding the North Power Plant, as well as the ongoing discussions concerning the space with the Alumni Association and the SU (<i>ongoing</i>). Lobby for space for the exclusive use of graduate students to encourage collaboration, idea sharing, and informal meetings (<i>ongoing</i>).

SUPPORT

GOAL 1: Ensure all graduate students have access to sufficient resources to meet their basic needs.

The GSA is a vigilant voice for the graduate student experience, including funding, housing, and services. In order for graduate students to have a positive experience at the U of A, key infrastructure pieces must be in place before graduate students register. The current unpredictable and unsustainable funding model can create situations where graduate students cannot afford safe housing and/or sufficient food. The lack of sustainable graduate student funding creates significant strain on mental health and leads to: increased drop-out rates; increased draws on Health and Wellness services; and a decreased focus on studies and research productivity.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
1. Support the Campus Food Bank (CFB) in its mission to ensure the delivery of adequate food for students and their families.	Continue to support the CFB and maintain active GSA representation on the CFB Board, and regularly review the CFB’s annual budget and audited financial statements and graduate student usage statistics (<i>ongoing</i>).
2. Support the need for sustainable, affordable, and well-maintained graduate student housing on campus and other options to prevent homelessness and enhance the graduate student experience.	Meet with potential advocates and allies regarding the issue of graduate student homelessness to brainstorm potential solutions to short-term and chronic homelessness amongst graduate students and continue collaboration with the Dean of Students on this emerging issue (<i>2017-2018</i>).
3. Support and assist graduate students living in residences, and their Residence Associations, to ensure students are living in safe conditions and receiving excellent services.	<p>Continue discussions with the SU concerning the collection of Residence Association fees and meet with Residence Associations to hear their concerns (<i>2017-2018</i>).</p> <p>Advocate for flexible and transparent residence rental contracts between the University and graduate students that use ‘plain language’ (<i>ongoing</i>).</p> <p>Discuss the on-going issue of general unhealthy living conditions at Michener Park and other residences with senior administration and advocate to improve the quality of life for graduate students and their families (<i>ongoing</i>).</p> <p>Advocate for affordable and high quality graduate residences that are easily accessible via public transit, and continue conversations with University administration and ETS with respect to commuting issues affecting the residents of Michener Park (<i>ongoing</i>).</p> <p>Collaborate with the SU to advocate for timely and compassionate responses from Residence Services to ensure the needs of all students in residence are met (<i>ongoing</i>).</p> <p>Secure GSA representation on the newly established Residence Oversight Committee (ROC) and maintain engagement with the implementation of the recommendations arising from the final report of the Residence Life Task Force (<i>2017-2018</i>).</p>

SUPPORT

GOAL 2: Strive for a positive experience that meets the needs, and furthers the development of, graduate students.

The GSA supports and encourages an empowering environment for all graduate students and increases to the number and diversity of professional development opportunities for graduate students. The GSA will continue to collaborate with the stakeholders to ensure graduate students are able to develop the skills necessary for future careers and maintain its support of University services that benefit graduate students' professional development.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
1. Support a variety of high quality professional development (PD) and internship opportunities for graduate students in recognition of the diverse future career paths ahead of graduate students.	<p>Support the implementation of the professional experience leave policy (2017-2018).</p> <p>Continue supporting the Graduate Student Internship Program (ongoing).</p> <p>Meet regularly with campus PD providers to hear program updates and discuss feedback from participants and explore and collaborate on the offering of additional events and opportunities from the GSA and other partners (ongoing).</p> <p>Participate in PD4Grads meetings to assist with the development of PD workshops and events (ongoing).</p>
2. Support workshops and services that assist graduate students with academic progress and professional development opportunities.	Subsidize and support graduate student workshops, courses, and sessions offered by the Career Centre, the Student Success Centre, and others, as well as evaluate their effectiveness (ongoing).
3. Support graduate students financially so that they can attend local, regional, national, and international conferences to promote their work and develop new academic networks.	Advocate for increased GSSF funding to support GSA Academic Travel Awards (2017-2018).
4. Support the expansion of a mentorship program available to graduate students in partnership with the FGSR, the Alumni Association, the City of Edmonton, and the Government of Alberta.	Discuss graduate student mentorship opportunities with the FGSR and other partners (ongoing).
5. Support the need for high-quality graduate-level programs and courses and opportunities for graduate students to have international research and study opportunities.	<p>Participate in University committees to promote interdisciplinary and alternative learning opportunities, including international exchanges, for graduate students (ongoing).</p> <p>Meet with partners and stakeholders to discuss opportunities to promote and expand international educational experiences available to graduate students (ongoing).</p>

6. Support the need for high-quality graduate-level programs and courses.	Participate in reviews of the Universal Student Ratings of Instruction (<i>ongoing</i>). Participate in Campus Alberta Quality Council reviews of graduate student programs (<i>ongoing</i>).
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SUPPORT

GOAL 3: Continue to build a safe, respectful, supportive, and appreciative learning and work environment for all graduate students that is compliant with the GSA’s Collective Agreement governing graduate student assistantships.

All graduate students are entitled to a safe and respectful work environment, free from harassment, discrimination, and bullying. For graduate students with assistantships, the Collective Agreement is a legally binding document between the GSA and the Board of Governors that outlines the expectations for fair compensation and a beneficial work environment. The GSA will build upon the advances it has made to assist graduate students with Collective Agreement issues, and ensure University-wide awareness and compliance of the Collective Agreement.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
1. Support graduate students and build upon advances made by previous GSA teams in resolving issues associated with the Collective Agreement (CA) and in tracking systemic CA compliance issues.	Present, to the Board Human Resources and Compensation Committee, on the types of CA issues addressed by the GSA to demonstrate the impact of these issues on the University (<i>2017-2018</i>). Continue to collect sample letters of appointment in order to assess CA compliance and track issues associated with the CA to discuss during subsequent rounds of collective bargaining (<i>ongoing</i>). Discuss the CA in all orientation presentations by the GSA (<i>ongoing</i>).
2. Support the development of partnerships with Departmental Councillors and Departmental GSAs to advocate for graduate students who have experienced issues related to the CA, and for those who face issues outside of the Collective Agreement.	Meet with Departmental Councillors, Departmental GSAs, and individual graduate students to better understand the range of issues and experiences across campus (<i>ongoing</i>).
3. Support and advocate for graduate students who have experienced issues related to the CA, and for those who face issues outside of the CA.	Advocate, on behalf of graduate students, for the prompt resolution of ongoing and systemic issues associated with the CA, and advocate for and assist graduate students who face issues aside from those associated with the CA and aid them in navigating University structures (<i>ongoing</i>).
4. Support partnerships with the FGSR and the Office of the Provost to ensure a better understanding of the CA within the University.	Review, in collaboration with the Office of the Provost, all CA Information Sheets and discuss, with the FGSR and the Office of the Provost, the way information regarding the CA is shared with incoming professors, graduate coordinators, and graduate chairs (<i>ongoing</i>). Take all opportunities to provide informational presentations on the CA (<i>ongoing</i>).

SUPPORT

GOAL 4: Enhance supports for international graduate students.

The University's community of international graduate students is a vital part of the overall graduate programs offered at the University of Alberta. The GSA will support, and advocate for, initiatives and programs that specifically support international graduate students in all aspects of their lives.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
<p>1. Support the GSA's partnership with University of Alberta International (UAI) and student groups who represent international graduate students.</p>	<p>Meet with the Vice-Provost and Associate Vice-President (International) to discuss issues faced by international graduate students (2017-2018).</p> <p>Promote the UAI peer-mentoring program and other supports for international students via the GSA newsletter and on social media (ongoing).</p> <p>Meet with UAI at least two (2) times per year to discuss issues faced by international graduate students (ongoing).</p>

SUSTAIN

GOAL 1: Continue to offer high-quality, affordable services to all graduate students.

The GSA will continue to offer a wide variety of beneficial services that are available to all graduate students. The GSA will also continue to negotiate for affordable health, dental and transit programs for graduate students based on graduate student needs and wants.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
<p>1. Sustain and develop on-campus and GSA negotiated and subsidized services to obtain the highest value possible for graduate students.</p>	<p>Remain committed to regularly reviewing services offered by the GSA in response to feedback from graduate students (ongoing).</p> <p>Discuss, with other Edmonton-based universities, negotiating for a discounted U-Pass rate for spouses and dependents of students in future (ongoing).</p> <p>Maintain relationships with partners and sponsors of GSA events and activities (ongoing).</p>

SUSTAIN

GOAL 2: Maintain the GSA’s excellent reputation and culture of respect, tolerance, and professionalism.

The GSA aims to be among the best-managed graduate student associations in Canada, with effective and well-trained elected leadership supported by a professional and engaged support team.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
<p>1. Sustain a supportive, respectful, and professional work environment for GSA Directly-Elected Officers (DEOs) and support the Executive Director’s work to ensure a similar environment within the GSA office.</p>	<p>Work collaboratively with the Executive Director to enhance the GSA’s health, stability, and reputation in all areas over time (<i>ongoing</i>).</p> <p>Maintain a commitment to annual transition programming and regular training opportunities relevant to their GSA portfolios/positions for DEOs and other graduate students involved with the GSA (<i>ongoing</i>).</p>
<p>2. Sustain regular reviews and updates of GSA Bylaw and Policy, and other key documents, to ensure good governance.</p>	<p>Communicate during annual transition the necessity for on-going review of the GSA’s governing documents and support the work of GSA Standing Committees and GSA Council in the pursuit of said reviews and associated proposed amendments (<i>ongoing</i>).</p> <p>Sustain the commitment to strategic planning, regular follow-through on goals and action steps, and regular reporting to the GSA Council as required by GSA Policy (<i>ongoing</i>).</p> <p>Review and regularly update the GSA Councillor Handbook to assist Councillors to better understand their roles and responsibilities (<i>ongoing</i>).</p>
<p>3. Sustain reasonable workloads for all DEOs by reallocating roles and responsibilities to meet the changing University environment.</p>	<p>Maintain an ongoing commitment to assigning DEOs to committees and other involvements in a manner that ensures the best use of talent while aiming for an equitable distribution of the overall workload (<i>ongoing</i>).</p>

SUSTAIN

GOAL 3: Promote a welcoming, equitable, sustainable, and healthy campus for all members of the University community.

The GSA supports a University that values continuous learning and development and measures success, both through traditional metrics and alternative, less competitive and more collaborative, methods. The GSA supports the development of critical thinking skills, opportunities to fail without punishment, assignments that develop self-awareness of strengths, and opportunities to give back to the community and will continue to foster a culture of inclusion and acceptance.

Strategic Objectives	Action Steps (2017-2018 and ongoing)
1. Sustain a respectful and welcoming environment for all Indigenous peoples.	<p>Acknowledge we are on Treaty 6 territory and Métis homelands in all official meetings and on all official documents produced by the GSA (<i>ongoing</i>).</p> <p>Maintain an engagement with efforts to implement the Calls to Action expressed in the Truth and Reconciliation Commission’s report (<i>ongoing</i>).</p> <p>Continue to explore opportunities, and associated partnerships, to further awareness of Indigenous initiatives on campus (<i>ongoing</i>).</p> <p>Advocate for learning environments within the University that honour Indigenous approaches to living and learning (<i>ongoing</i>).</p>
2. Sustain working relationships with stakeholders to ensure an inclusive campus free from discrimination, harassment, and bullying for all members of the University community, and one that offers high levels of support for graduate students in diverse circumstances.	<p>Advocate for increased GSSF funding to support GSA Child Care Grants (<i>2017-2018</i>).</p> <p>Maintain engaged participation in the Sexual Assault Response Implementation Committee (<i>ongoing</i>).</p> <p>Advocate for a campus shuttle program during public transit’s off peak hours to provide safe transportation for graduate students working late on campus (<i>ongoing</i>).</p> <p>Maintain support for resources and engagement opportunities for LGBTQ+ members of the campus community (<i>ongoing</i>).</p> <p>Advocate and continue to participate on initiatives with the Dean of Students concerning the enhancement of the U of A as a family-friendly campus that includes an increase in the number of breastfeeding rooms on campus, as well as enhanced access to affordable child care for graduate student parents (<i>ongoing</i>).</p> <p>Take all opportunities to advocate for a campus community that supports gender and sexual diversity (<i>ongoing</i>).</p>
3. Sustain the development of alternative dispute resolution techniques to help address power imbalances and to nurture a respectful and productive University environment.	<p>Continue to collaborate with the FGSR, the Graduate Student Ombudsperson, and the Office of Safe Disclosure and Human Rights to develop a graduate student rights document (<i>2017-2018</i>).</p> <p>Encourage training for Graduate Chairs in restorative and mediation practices to help resolve conflicts within a</p>

	<p>department and work to increase awareness of alternative dispute resolution techniques and practical communication skills for graduate students, administrators, and professors (<i>ongoing</i>).</p>
<p>4. Sustain and support campus-wide health and wellness initiatives and graduate student mental wellness.</p>	<p>Collaborate with the FGSR and Dean of Students to support efforts at expanding mental wellness resources at the U of A, including peer support programs (<i>2017-2018</i>).</p> <p>Organize events during the academic year to provide mental wellness breaks and networking opportunities for graduate students (<i>ongoing</i>).</p> <p>Encourage graduate student participation in local and provincial health and wellness meetings, events, and summits and maintain a strong advocacy presence within the U of A concerning the necessity of top tier health and wellness resources, including the Graduate Student Assistance Program (<i>ongoing</i>).</p> <p>Promote resources that address the stigma of mental wellness to change the culture of isolation and fear that can inhibit success (<i>ongoing</i>).</p> <p>Encourage ab-GPAC to maintain pressure on the provincial government to guarantee long-term equitable funding for mental health programs (<i>ongoing</i>).</p> <p>Participate in committee meetings to ensure the continuation of a fair and equitable system for booking the campus's new Interfaith Prayer and Meditation Space (<i>ongoing</i>).</p>
<p>5. Sustain and support leadership in environmental sustainability and stewardship efforts.</p>	<p>Regularly evaluate GSA events to determine their environmental impact and work with the Office of Sustainability to reduce that impact (<i>ongoing</i>).</p> <p>Continue to limit printing of documents by encouraging the use of laptops and other technologies (<i>ongoing</i>).</p> <p>Promote the University's sustainability initiatives (<i>ongoing</i>).</p>