

2022-2023

Integrated Strategic Plan

Annual Report



OUR ACKNOWLEDGMENT

Long before Canada was formed, the Stó:lō (people of the river) occupied the land on which the University of the Fraser Valley (UFV) is located. They lived on Stó:lō Temexw, the territory of the Stó:lō, and they spoke Halq'eméylem, also known as the upriver dialect.

UFV recognizes and honours the contribution that Indigenous people have made — and continue to make — to our community. UFV supports Indigenous learners and seeks to incorporate Indigenous ways of knowing.

In Stó:lō culture, the practice of *tómiyeqw* represents the connections between the past, the current, and the future. It represents the connection of seven generations in the past to seven generations of the future. The decisions we make today are meant to honour those who have come before us and to support those who will come after us.

Our Mission of Engaging Learners *yoystexw ye totilthet*, Transforming Lives *ayeqet kw'e shxwaylexws*, and Building Community *thayt kw'e st'elt'elawtexw* is clearly articulated through a series of institutional Goals and Strategic Imperatives guided by our institutional values of community, inclusivity, excellence, and integrity. Each of these imperatives supports the achievement of our Vision: UFV will be known as a gathering place for learners, leaders, and seekers. We will pursue diverse pathways of scholarship, leading to community connection, reconciliation, and prosperity, locally and beyond.

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LETTER FROM BOARD CHAIR

Éy swáyel,

Upon reflecting on 2022/23, I am proud of the immense work that has been done, and continues to be done, in support of our collective vision of *engaging learners, transforming lives, and building community*.

UFV has nineteen Key Performance Indicators (KPIs) to help enact and measure progress towards the strategic imperatives in UFV's Integrated Strategic Plan called IYAQAWTXW—which means House of Transformation in the language of the Stó:lō First Nation.

As we work towards meeting the goals set out in IYAQAWTXW, it is vitally important we share our stories and accomplishments. Sharing this progress helps build deep connections between those on our campuses and with the communities we serve. It helps to instil a sense of pride and identity, creating a culture where we can all cultivate and share our gifts. This progress also guides the University's decisions

on resourcing, policies, and the future. It is for these reasons I am pleased to share with you the 2022/23 Integrated Strategic Plan Annual Report.

In 2023/24 and beyond, UFV will continue to provide an outstanding education to the growing population of the Fraser Valley, and the increasing number of Indigenous learners, by supporting personalized, lifelong learning for everyone. As our vision statement indicates, *we will be known as a gathering place for learners, leaders, and seekers*.

Thank you for being a part of this exciting and crucial work.

John Pankratz
Chair, UFV Board of Governors



LETTER FROM PRESIDENT

Éy swáyel,

Welcome to this year's 2022/23 Annual Report of UFV's Integrated Strategic Plan titled IYAQÁWTXW – House of Transformation. This report represents what is possible when a dedicated group of people share and celebrate their gifts in diverse ways to make a positive difference in the world.

While it is almost impossible to capture into words and numbers through our Key Performance Indicators the impact that members of the UFV community have each and every day, this year's Annual Report highlights our ongoing commitment to our local community and beyond. It also shares with you our vision and goals for the future and the impact that we are all striving to make. Here you will read about exciting initiatives that represent diverse pathways of scholarship that lead to community connections, reconciliation, and prosperity, locally and beyond. I am so honoured to be part of a community at UFV

where being agents of positive change is at the heart of what we do and I am excited that this Annual Report is an opportunity to share these stories and successes with you.

None of this would have been possible without the continual stewardship by the Stó:lō (people of the river) of Stó:lo Temexw since time immemorial upon which UFV is located. UFV is committed to ongoing action towards supporting authentic Truth and Reconciliation with all Indigenous peoples and to weaving Indigenous ways of knowing throughout all that we do and hope to become.

Kw'es hoy
Dr. James Mandigo
Acting President & Vice-Chancellor

Integrated Strategic Plan Overview (Mission, Vision, Values)

OUR VISION

UFV will be known as a gathering place for learners, leaders, and seekers. We will pursue diverse pathways of scholarship, leading to community connection, reconciliation, and prosperity, locally and beyond.

OUR MISSION

Engaging learners, transforming lives, building community.

yoystexw ye totilthet, ayeqet kw'e shxwaylexws, thayt kw'e st'elt'elawtexw

OUR VALUES

Integrity | letse o sqwelewel

We act honestly and ethically, upholding these values and ensuring our mission is delivered consistently.

Inclusivity | lexwsq'eq'ostexw

We welcome everyone, showing consideration and respect for all experiences and ideas.

Community | st'elt'elawtexw

We cultivate strong relationships, acting as a hub where all kinds of communities—educational, scholarly, local, global, and cultural—connect and grow.

Excellence | ey shxweli

We pursue our highest standard in everything we do, with determination and heart.

SIF Grant and Showcase

In 2021, UFV's Office of the Provost and VP, Academic solicited proposals from across the University community to support the implementation of the Integrated Strategic Plan and to enhance the institution's commitment to achieving its goals.

The Strategic Initiatives Fund Grant call was open to any department or unit, as well as student organizations with official status. Proposals had to focus on one or more of the strategic imperatives and thirty applications were approved with funding of \$202,636. Some projects have been paused or delayed and so, in 2022, eighteen projects were active and have been reported upon. Projects covered a wide range of topics, from reconciliation and decolonization, to evaluating the age-friendliness of UFV, to sheep and goat farming in the Fraser Valley.

UFV celebrated the completed projects in a showcase event in early March 2023. Project leads shared their research and outcomes with both the UFV and external communities in online and in-person events. Over the course of the ten days of presentations, clear themes emerged across the projects including student involvement in research; involvement of community members in project creation; the willingness of community members to participate; a commitment to reconciliation; the importance of respect and trust; a clear use of interdisciplinary approaches; and an intention to embed Indigenous learnings into coursework.

To understand the outcomes of these projects, a survey was sent to project leads of the active projects. Two-thirds of project leads (67%) plan to continue their projects after the SIF funds have been spent, and 83% of projects could be expanded to other areas of UFV. A project could focus on multiple groups and often involved students, faculty, community members, as well as other groups. UFV Students and UFV Faculty were both impacted by sixteen of the eighteen projects and UFV Staff by thirteen projects. External Community Members (11 projects) and External Community Partners (10) were the external groups most often impacted. This was followed by Alumni (6), UFV Administrators (4), External Researchers (1), and

Local Stó:lō Elders (1). Overall, it is estimated that over 2,500 individuals were directly touched by the SIF projects.

While projects were required to focus on at least one of the strategic imperative themes identified in the Integrated Strategic Plan, many projects focused on multiple strategic themes. Engagement with Community was a focus for fourteen projects with both Student Experience and Success, and Equity, Diversity, and Inclusion a focus for ten. This was followed by Indigenization & Reconciliation (9 projects), Personal and Professional Development (6), Applied Research (6), and Lifelong Learning (4).

Overall, the Strategic Initiatives Fund achieved its purpose of supporting the implementation of the Integrated Strategic Plan and to enhance the institution's commitment to achieving its goals. Additional details can be found in the [Strategic Initiatives Fund Showcase program document](#).



KPI NARRATIVE AND RESULTS

UFV Activity towards KPIs and the ISP: A Narrative by Strategic Imperative Themes

This report is the second annual Key Performance Indicators (KPI) Narrative update, providing a curated sample of UFV activity leading the University to meet its KPIs that support its Integrated Strategic Plan, *IYAQAWTXW—House of Transformation*. We organized the activities by the strategic imperative themes listed in the *IYAQAWTXW* Implementation Plan. For each theme, we list the relevant KPIs with the baseline and two annual updates.

Strategic Imperative
Theme One:

Indigenization & Reconciliation



UFV has embraced the responsibility of implementing the recommendations of the Truth and Reconciliation Commission (TRC). We highly regard Indigenous knowledge at every level of education and strive to dismantle settler colonialism by placing Stó:lō ways of knowing and being at the core of the University. Our unwavering commitment is to achieve the Calls to Action outlined in both the TRC Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

UFV's vision and value in Indigenization and Reconciliation can be seen at various touchpoints of learning which are reflected in its curriculum, co-curriculum, and extracurricular activities. Examples of this commitment include the renaming of its student residence from "Baker House" to "Lá:lem te Baker," and featuring Indigenous designs on Employee Campus Cards. Indigenization is part of the core principles for the new student housing project at UFV.

The Indigenization Specialist in the Teaching and Learning Centre at UFV is available to work one-on-one or with groups to assist and support faculty and staff by building relationships while supporting Indigenization and reconciliation efforts in the world of academia from an Indigenous perspective.

The UFV Peace and Reconciliation Centre is collaborating with a group of Stó:lō agencies to offer a part-time, non-credit educational program named *Xwelitem Siyáya: Allyship and Reconciliation Building*, which aims to help participants enhance their capacity for reconciliation building. It is open to the public and designed for non-Indigenous Canadians who want to learn how to become allies to local Indigenous communities and build reconciliation.

The first Indigenous Film course was offered at UFV in Fall 2022, co-taught by two Indigenous faculty members from different academic backgrounds and Indigenous origins.

UFV paused to remember the victims of residential schools on National Truth and Reconciliation Day. UFV community members attended ceremonies in Abbotsford and Mission to hear firsthand from survivors of residential schools located in the Fraser Valley about the atrocities of the genocide committed against Indigenous peoples. The event *Rise Up, Wake Up*, held at the Gathering Place in Chilliwack, highlighted the critical importance of education to ensure the truths are known, the reclamation of the Halq'eméylem language, and the ongoing work for reconciliation. The songs of the Good Medicine Songs project

honored the spirit of children lost to residential schools, survivors, and families.

As part of the President's Leadership Lecture Series, UFV welcomed guest speaker Dr. Dwayne Donald, Canada Research Chair in Reimagining Teacher Education, to campus in October 2022. His lecture focused on unlearning colonialism and renewing kinship relations.

UFV Chief Financial Officer and Vice President Administration Division (CFO/VPA) leaders will take part in a tour and learning session at St. Mary's former Residential School in June 2023.

UFV works hard to reduce the barriers for Indigenous students to higher education. Dedicated financial supports for Indigenous students are growing, with ongoing fundraising to increase the range of bursaries and awards for Indigenous students including several bursaries available for Indigenous students who demonstrate financial need; an Indigenous Student Emergency Fund, made up of Ministry and donor funds; an endowed leadership award for students studying Halq'eméylem; and the Faculty of Science Annual Entrance Scholarship for Indigenous students established by Dean Dr. Lucy Lee.

UFV works to build relationships with Indigenous communities to collaboratively advance the goals of Indigenous peoples. President Dr. MacLean attended an Honouring Feast at the Stó:lō Long House in Chilliwack to celebrate a number of Indigenous Knowledge Keepers who are documenting traditional and contemporary ways of knowing. Staff

from the Indigenous Student Centre and UFV International participated in a Community Connections trip to Northern Arizona University Native American Cultural Centre in 2022 in preparation for the Indigenous Global Learning Collective initiative. Preparations are underway to establish another Indigenous study tour to the University of Hawai'i at Mānoa.

UFV offered a panel discussion, *Fostering Connections That Last: Conversations in Civic and Indigenous Relationship Building*, to strengthen civic-Indigenous relationships. Featured panelists included local First Nations and municipal leaders who shared their perspective on the roots and evolution of municipal relationships with Indigenous governments. The event was moderated by Dr. Keith Carlson, Director of UFV's Peace and Reconciliation Centre, and was co-presented by UFV Continuing Education's Civic Governance and Innovation Certificate program and Esposito Family Centre for Innovation & Entrepreneurship.

In May 2022, the University Librarian, Camille Callison, co-chaired the National

Indigenous Knowledge and Language Alliance (NIKLA-ANCLA) national event— *Respectful Terminology: Creating a National Framework* which over 500 participants attended. It centered on identifying the next steps to develop a framework for respectful terminology and aimed at bringing communities together to walk the path of creating a national Indigenous-led framework for respectful terminology.

In 2022, UFV recognized Dr. Joanne Archibald, Q'um Q'um Xiiem OC, with an Honorary Degree for her work as a visionary and an agent of change. Dr. Archibald is recognized nationally for her tireless efforts in creating culturally relevant teacher education and graduate programs for Indigenous students.

UFV also recognized Shirley Turcotte with an Honorary Degree for her career as a pioneering activist working with survivors of trauma, both directly as a therapist and as a trainer of other therapists on how to work with trauma survivors. Most of her work is with Indigenous communities and organizations throughout Canada.

KPIs Relevant to Indigenization & Reconciliation

KPI: % of total Indigenous students, faculty, and staff

Target: Increase % of each group on annual basis

Year	Permanent Faculty or Staff			Student FTEs		
	Self-declared Indigenous	Total	% Indigenous	Self-declared Indigenous	Total	% Indigenous
2020/21	17	1,024	1.66%	616	7,367	8.36%
2021/22	19	985	1.93%	595	7,385	8.06%
2022/23	26	997	2.61%	627	7,046	8.90%

Note: Student FTE numbers for 2022/23 are draft numbers until we get the performance measure results from the Ministry.

KPI: Status of implementations addressing the TRC Calls to Action and Articles 14, 15 & 21 of UNDRIP related to education

Target: All current initiatives to be implemented by 2024. Any new initiatives to be implemented by 2026. Initiatives are classified across two measures: (i) by column, Implemented or Not Implemented, and (ii) by row, the Ministry defined Initiative Status.

Initiative Status	2020/21			2021/22			2022/23		
	Impl.	Not Impl.	Total	Impl.	Not Impl.	Total	Impl.	Not Impl.	Total
Planned		4	4		4	4		4	4
In Progress	5	14	19	5		5		3	3
New	9	1	10		1	1		1	1
New & Ongoing	1	3	4						
Ongoing	4	33	37	33	12	45	33	12	45
Implemented	11		11	16		16	16		16
Complete	6		6	20		20	22		22
Grand Total	36	55	91	69	22	91	71	20	91



Strategic Imperative
Theme Two:

Applied Research



Engaging in applied research at UFV is a strategic choice that enables us to achieve our institutional goals of community engagement, providing experiential learning opportunities for students, and developing new knowledge that enhances understanding and positively impacts society.

Experiential learning for students through applied research and scholarship is the primary motivation for research at UFV. The

one-on-one mentoring facilitated through research activities is a high impact teaching practice and often cited by students as a highlight of their undergraduate experience and is influential in supporting their applications for graduate school, professional school, or employment.

This past fiscal year researchers hired 371 undergraduate students to work alongside them on research projects. Researchers



provided paid research employment for 30 Masters and Ph.D. students from other universities that received advanced training while conducting cutting edge research. In addition, UFV hired 7 postdoctoral fellows that worked full time on research under the supervision of our research chairs, externally funded researchers, and directors of research centres. These external graduate students and postdoctoral fellows provide significant mentorship and supervision of UFV undergraduates and expose them to new opportunities and networks of like-minded scholars.

More than 40 UFV student researchers, including 5 recipients of the prestigious Undergraduate Student Research Awards by the Natural Sciences and Engineering Research Council of Canada (NSERC), were honoured at the annual Undergraduate Research Excellence Awards in May 2022.

UFV Campus Planning & Facilities Management teamed up with UFV students in

the course *Community Arts Practice* in Winter 2023 and designed and painted two murals on a Chilliwack campus building.

UFV members undertake projects that support social innovation, economic development, and environmental sustainability. For example, Dr. Karun Karki, with the \$72,000 Insight Development Grant by the Social Sciences and Humanities Research Council of Canada (SHRCC), will explore the employment experiences of skilled, racialized immigrants in the Canadian labour market. Another UFV faculty, Dr. Sumin Fang, has received a \$75,000 Insight Development Grant from SHRCC, for her research project titled *Best Practices for Disaster Evacuation in Canada: A Mixed Model Approach to Governmental Evacuation Communication in the Abbotsford Flood Emergency*. Dr. Justin Lee was the recipient of the prestigious Discovery grant for 5 years plus an Early Career supplement from NSERC, which brings \$145,000 to UFV for student research and training.

UFV's South Asian Studies Institute (SASI) director, Dr. Satwinder Bains, played a key role in a film titled *Unarchived*, a documentary



backed by the National Film Board of Canada that explores the histories of communities that are often overlooked and excluded by official records in British Columbia. As well, Dr. Sarah Beaulieu, whose efforts in supporting the work of the Tk'emlúps te Secwépemc First Nation sparked international attention on Canada's residential school system, was honoured to speak at the National Gathering on Unmarked Burials in Edmonton in September 2022. The event brought together over 300 people from across the country and was available via public livestream.

The total value of external research funding received by UFV in the 2022-2023 fiscal year was \$3,359,193. This amount does not include

funding received to support our Canada Research Chairs or funds to support research from endowments.

Research Support Funds (RSF) match indirect costs or research overheads that are provided to the University to administer research funds provided by the Tri-Council funding agencies (SSHRC, NSERC, CIHR). RSF increased from \$359,000 to \$389,000, which represents a significant increase in Tri-Council funding which also has other positive implications for the University, such as the addition of research allocations, and access to further funding opportunities and partnerships.



KPIs Relevant to Applied Research

KPI: Total external research dollars

Target: Increase annually the amount of external research dollars (grants and contracts) generated on an annual basis

Fiscal Year	Annual external research funding (in CAD)
2020-21	3,552,573
2021-22	3,475,739
2022-23	3,359,193

Strategic Imperative Theme Three: Lifelong Learning



UFV acknowledges that learning is a continuous journey and is committed to offering learning opportunities that are inclusive, applicable, and tailored to meet the diverse needs of learners. To achieve this, we provide accessible and adaptable learning options, promote various pathways for students to attain their academic goals and receive appropriate recognition, undertake projects and research initiatives that elevate the quality of life in the Fraser Valley

community, and strive to increase community access to UFV's programs.

UFV has demonstrated its commitment to lifelong learning through a series of initiatives designed to support the ongoing development of individuals and communities. The UFV Research Office hosted 42 community events that included public lectures, podcasts, exhibitions, and documentary films. Events covered a broad spectrum of topics including

decolonization and reconciliation, dementia care, anti-racism, EDI, the Russia-Ukraine conflict, and innovation processes.

UFV contributes to the local culture through art exhibitions, film and theatre production, performance, video creation and sharing, and community outreach. For instance, the Fraser Valley Literary Festival returned as an in-person event in November 2022. The festival, open to the public, offered workshops, discussions, and readings, giving readers and writers of all ages a chance to learn from, and engage with, literary experts. The festival was organized by UFV students, providing them with an opportunity to gain valuable experience in event planning and management. The festival's focus on literary education and its community involvement made it an ideal platform for lifelong learners looking to expand their knowledge and explore their passion for literature. In October 2022, UFV had its first-ever Open House as a university—providing an opportunity for learners of all ages to explore various programs and courses offered by the University. Participants met faculty and current students, toured the campus, and participated in hands-on demonstrations and mini-lectures.

More than 1,000 potential students were in attendance, and a number applied to UFV on site. UFV is exploring ways to expand the open house to showcase Chilliwack and Mission campuses in the future.

UFV was granted Age-Friendly University status in August 2022. UFV joins eight other Canadian universities with Age-Friendly status and is the first university in British Columbia to receive this prestigious status. Being an Age-Friendly University goes far beyond increasing older student enrolment. It means considering physical accessibility during construction and renovations, ensuring inclusivity by providing meaningful opportunities for older students to be active in educational and research programs, and supporting older students as they pursue second careers or lifelong educational interests. It also means spreading intergenerational awareness among the younger students, helping to combat ageism by ensuring older students are involved, respected, and heard. Receiving Age-Friendly University status underscores UFV's commitment to creating an inclusive and accessible learning environment for all learners.

KPIs Relevant to Lifelong Learning

KPI: # of students by credential type

Target: Ensure that the strategic balance in the % of credentials is consistent with UFV's access mandate

Credential Type	Unduplicated Headcount		Fiscal Year			
	2020-21	2020-21 %	2021-22	2021-22 %	2022-23	2022-23 %
Advanced Certificate	19	0.1%	19	0.1%	17	0.1%
Apprenticeship	277	1.9%	385	2.7%	416	2.9%
Associate Degree	190	1.3%	133	0.9%	174	1.2%
Baccalaureate Degree	6,831	47.2%	7,016	48.4%	6,953	48.6%
Certificate	893	6.2%	959	6.6%	898	6.3%
Developmental Credential	554	3.8%	400	2.8%	377	2.6%
Diploma	4,251	29.4%	3,639	25.1%	3,657	25.5%
Graduate Certificate	68	0.5%	64	0.4%	46	0.3%
Graduate Diploma		0.0%		0.0%	1	0.0%
Masters Degree	80	0.6%	73	0.5%	31	0.2%
Program Only	1,252	8.6%	1,764	12.2%	1,705	11.9%
Post-degree Certificate	23	0.2%	18	0.1%	21	0.1%
Short Certificate	36	0.2%	29	0.2%	25	0.2%
Grand Total	14,474	100.0%	14,499	100.0%	14,321	100.0%



KPI: Participation rates in pathway opportunities

Target: Increase participation rates annually of students who participate in PLAR, developmental credits, dual/ concurrent credits, and transfers from other PSIs (domestic and international)

Area	Fiscal 2020/21		Fiscal 2021/22		Fiscal 2022/23	
	Students/Total Headcount	Part'n Rate	Students/Total Headcount	Part'n Rate	Students/Total Headcount	Part'n Rate
PLAR	12/14,474	0.08%	9/14,499	0.06%	14/14,321	0.10%
Developmental Credits	1,362/14,474	9.41%	1,123/14,499	7.75%	1,108/14,321	7.74%
Dual Credit Programs	97/14,474	0.67%	118/14,499	0.81%	119/14,321	0.83%
Concurrent credits	88/14,474	0.61%	87/14,499	0.60%	79/14,321	0.55%
Transfers from other PSI's	1,023/14,474	7.07%	1,068/14,499	7.37%	1,069/14,321	7.46%

KPI: % of UFV programs that can ladder into another program

Target: 100% of UFV programs (excluding professional graduate level programs) will be eligible to ladder into another credential by 2026

Year	% of UFV programs that can ladder into another program
2020/21	89%
2021/22	90%
2022/23	91%



Strategic Imperative
Theme Four:

Student Experience & Success



UFV strives to be a Student Ready University where we meet students where they are; teach, support, and engage students we have; create a welcoming environment for all; embrace empathy and compassion, supporting the needs of all students; believe in all students; understand the barriers students face; consider everything through the lens and perspective of the student; and embed Student Ready thinking and approaches in every aspect of the University.

Experiential learning is supported throughout UFV and is not limited to classroom instruction. The Centre for Experiential and Career Education received \$340,000 through Co-operative Education and Work-Integrated Learning Canada to support two overarching community engagement projects so UFV students can engage in work-integrated learning.

UFV continues to host Writers-in-Residence to inspire students, mentor aspiring writers, and

provide practical advice on publishing. Rob Taylor, a well-established poet, is the Writer-in-Residence in 2023.

The curriculum at UFV aims to foster interdisciplinary and integrated forms of engagement. *Critical Theory for Creative Arts*, a new interdisciplinary course incorporating perspectives from Visual Arts, Theatre, Film, and Media Arts, resulted in a variety of student projects. Students worked in interdisciplinary teams in Fall 2022 on problems such as post-pandemic community, human-nature relationships, attention and technology, and the role of arts in a circular economy.

UFV seeks to enhance the student experience on campus. New student housing will triple the number of beds available and expand dining facilities, allowing more students to live on campus. In February 2023, a new student housing building on UFV's Abbotsford campus took another significant step forward with the selection of the project's architect and builder.

In 2022, UFV's Sexualized Violence Prevention (SVP) program, titled *In This Together*, employed nine students as peer educators who provided in-person education to 367 students. Workshops were offered as part of student orientation, student residence move-in and orientation days, peer support program training, varsity athletics orientation, as well as on-demand for any group seeking training. UFV modules have been used to inform provincial approaches to educating on sexualized

violence prevention and response, with team leads invited to deliver these workshops at other institutions. An online training module version was developed in 2020 and offered as part of Student Orientation for the past two years. In 2022, 380 students accessed this online training as part of their student orientation experience.

UFV continues to update our [online sexualized violence reporting tool](#) to ensure language which is student-friendly, accessible, and clear. The tool allows for disclosures (anonymous or identified), reports, and third-party reports. This reporting mechanism aligns with ADVOCATE, our case management tool, to facilitate support for survivors and for those responding to an allegation of sexualized violence, and facilitation of investigations. Individuals reporting sexualized violence are assigned a [Student Support Coordinator](#) who assists them in identifying and connecting with supports and understanding the process should they wish to proceed with a report. As a case manager, they ensure a holistic, coordinated approach to supporting the student, which can include counselling, connection to community resources and police, academic supports and accommodations, and access to emergency housing or emergency funds. UFV also ensures supports for those responding to allegations of sexualized violence. A [Student Support Coordinator](#) (not attached to the complainant) will help them to understand the allegations against them, the investigation process, and the related policies.

UFV's [Student Support Team](#) is a central support hub for all students. Our Student Support Coordinators act as case managers and system navigators, ensuring holistic, integrated, and wrap around support. Students have access to a range of supports and services, directly or through a Student Support Coordinator, including UFV-SUS Food Bank, Student Emergency Fund, and the Student Wellness Centre.

UFV is hiring a Counsellor, Intake and Navigation. UFV is adopting a quick appointment and triage system where students can be seen quickly by an Intake Counsellor that provides immediate support and referral to other services.

UFV undertook network modernization and upgrading in Winter 2023, improving access to technology.

UFV Bookstore continued digital transformation by transitioning course materials to online or digital format, which constitute a third of course material sales.

UFV International has added a team member in Chandigarh to provide individual and group information sessions to students on the ground, as they make final preparations for their transition to living and studying in Canada. UFV International twice participated in these sessions in India in 2023.

Students from over 40 countries are currently housed in Lá:lem te Baker, and over half of the

students in Lá:lem te Baker in 2022-23 were international.

Skills Canada has a coordinated Pan-Canadian approach to promoting skilled careers in trades and technologies. In May 2022, two UFV students won medals at the Skills Canada National Competition.

UFV's women's basketball team enjoyed a strong start to their season in Fall 2022, ranking as high as third in Canada in the U SPORTS weekly national rankings.

Twenty-three UFV student athletes were recognized as Academic All-Canadians by U SPORTS Canada for achieving a 3.66 GPA or higher while playing on their university's varsity team.

At its June Convocation ceremonies, Bachelor of Business Administration 2022 graduate Kate Fisher, also a Cascade soccer athlete, talked about the benefits of small classes at UFV.

"When I started here in the business program, I knew I had found my place and my passion. I also quickly realized this wasn't a school where you remained anonymous. The beauty of being at a smaller school that emphasizes smaller class sizes is that you can get to know your professors and classmates. It creates such a lasting impression and experience when you can build relationships with these people who are so important to your university career."



KPIs Relevant to Student Experience & Success

KPI: Annual retention rate

Target: Increase retention rates by 5 percentage points in degree programs by 2026 (Yr 1 to 2 / Yr 2 to 3)

Cohort Year	Cohort Size	Retained in Year 2	Retained in Year 3	Year 1 to 2 Retained (%)	Year 2 to 3 Retained (%)
2018	465	387	324	83.2%	83.7%
2019	499	424	341	85.0%	80.4%
2020	517	421	338	81.4%	80.3%
2021	529	435	NA	82.2%	NA

KPI: % of students engaged in High Impact Practices

Target: Increase senior student participation in each category of High Impact Practices on the NSSE survey by 2026; the next NSSE survey results will be available for the 2024 update

NSSE Survey Year	High Impact Practice	NSSE Senior Student Results (%)
2019	Service Learning	63%
2019	Learning Community	21%
2019	Research with a Faculty Member	26%
2019	Internship or Field Experience	43%
2019	Study Abroad	7%
2019	Culminating Senior Experience	25%

KPI: Graduation Rates

Target: a) Increase graduation rates for degree students by 5 percentage points by 2026

Cohort Year	Cohort Size	Grad within 6 Years	Grad within 6 Years (%)
2014	415	173	41.7%
2015	388	161	41.5%
2016	384	177	46.1%

Target: b) Decrease the CUSC score of students reporting barriers to graduation to a comparable or lower rate relative to the average for peer Canadian institutions by 2026; the next CUSC Graduating Student Survey results will be available for the 2025 update

CUSC Survey Year	Measure	UFV	Group 1
2021	Share of graduating respondents that indicated delay	56%	43%

Note: Group 1 consists of universities that offer primarily undergraduate studies and that have smaller student populations.

KPI: Teaching Excellence

Target: a) Exceed BC average for quality of instruction

Measure	BC Student Outcomes (BCSO) Survey Group	2019		2020		2021	
		BCSO	UFV	BCSO	UFV	BCSO	UFV
Quality of instruction rated very good, good, or adequate	Diploma, Associate Degree, and Certificate Students	95.1%	95.5%	95.0%	94.4%	95.1%	96.3%
	Trades-related vocational and Trades foundation	94.6%	100.0%	94.9%	98.0%	94.2%	97.9%
	Apprenticeship	94.5%	97.8%	94.7%	96.1%	94.0%	98.0%
	Baccalaureate Graduates	94.1%	97.3%	93.6%	93.5%	92.2%	95.0%
	Overall average	94.8%	96.4%	94.7%	94.4%	94.0%	95.9%

Note for this and next 2 tables: BCSO refers to BC Average for CDW institutions including Research Universities in 2021 survey year; in 2019 and 2020 survey year, Research Universities are not included.

Target: b) Exceed BC average for satisfaction with education

Measure	BC Student Outcomes (BCSO) Survey Group	2019		2020		2021	
		BCSO	UFV	BCSO	UFV	BCSO	UFV
Very satisfied or satisfied with education	Diploma, Associate Degree, and Certificate Students	91.3%	89.9%	91.7%	88.8%	91.6%	89.3%
	Trades-related vocational and Trades foundation	92.8%	95.7%	93.5%	93.6%	90.8%	97.8%
	Apprenticeship	92.1%	97.8%	92.8%	100.0%	91.3%	100.0%
	Baccalaureate Graduates	93.7%	96.9%	92.5%	90.8%	91.6%	94.2%
	Overall average	91.9%	92.9%	92.2%	90.1%	91.5%	92.0%

KPI: Employability skills

Target: Exceed BC average for % of students who report knowledge and skills gained in program were useful in performing their job

Measure	BC Student Outcomes (BCSO) Survey Group	2019		2020		2021	
		BCSO	UFV	BCSO	UFV	BCSO	UFV
Knowledge and skills gained very or somewhat useful in performing job	DAC	86.5%	87.2%	87.5%	86.5%	84.9%	80.9%
	Trades-related vocational and Trades foundation	89.5%	87.8%	89.1%	86.4%	87.4%	90.2%
	Apprenticeship	93.3%	97.7%	93.6%	100.0%	92.7%	96.0%
	BGS	90.5%	89.6%	91.7%	90.6%	86.7%	85.4%
	Overall average	88.2%	88.5%	88.9%	88.3%	86.2%	83.6%

Strategic Imperative
Theme Five:

Equity, Diversity, and Inclusion



UFV is committed to Equity, Diversity, and Inclusion (EDI) and seeks to achieve its EDI goals through identifying and removing access barriers for individuals from marginalized and underrepresented groups.

In Winter 2023, the Explore Trades program at UFV was offered to a cohort of female identifying students, providing a unique opportunity for participants to explore a variety of trades including automotive, aviation,

electrical, plumbing, welding, and heavy mechanical.

In 2022, Co-Chairs of the Faculty Health Science Council Standing Committee on EDI, Jason Brandenburg and Cindy Schultz, met with the Coalition of African, Caribbean and Black Nurses in BC to discuss EDI issues facing Nursing and other Allied Health professions and academic programs.



Since 2021, UFV has created an annual EDI wall calendar. The recurrent themes of the art and initiatives highlighted inside the [2023 edition](#) are of belonging, welcoming, and access. The calendar highlights secular and religious public and statutory holidays, as well as cultural and creed-based observances and holidays including a brief commentary for each date.

In 2022/23, the Inclusivity Community Fund funded various initiatives including *The Laramie Project* art competition and a Social Work class group project which saw students partnering with self-advocates at BC Peoples First Chilliwack to help raise awareness on the low rates of Person's with Disabilities payments that individuals received.

UFV continues to increase the overall numbers of Former Youth in Care accessing the Provincial Tuition Waiver Program, with 266 tuition waivers in Fall and Winter 2022/23 totalling \$271,940.

UFV has hired for the new position of Navigator, Student Support and Engagement, funded by Coast Capital, to support the successful

recruitment, transition, and retention of students in Foundation and Apprenticeship programs in the skilled trades, with a focus on supporting students from under-represented groups in trades occupations including women, Indigenous people, people of colour, 2SLGBTQA+, newcomers, and people with disabilities.

UFV International created regional online campaigns that lead prospective students to UFV's International Viewbook. Prospective students are given an opportunity to schedule an online meeting with a recruiter. To date, UFV International has received nearly 14,000 of these form submissions from 117 countries.

In November 2022, Sundeep Hans, Director of EDI, joined the CFO/VPA Division Leaders to teach a session called *Actioning our Commitment to EDI: Collaboration is Key*. Sundeep has been vital in delivering learning opportunities for many departments and groups, including Athletics and Campus Recreation, Admin Council, Provost's Cabinet, and the Living Learning Community in Lá:lem te Baker.

At UFV we build programs that educate our students to be ethical and engaged global citizens who redress historical injustices. The School of Social Justice and Global Stewardship, SoJust, has been formed to bring together the major and minor program areas of Global Development Studies, Indigenous Studies, Peace and Conflict Studies, the Latin American Studies extended minor, and certificate programs in Indo-Canadian Studies, and Migration and Citizenship. This alignment embodies the University's commitment to impactful social development and justice, both locally and globally.

UFV screened the documentary *Backlash: Misogyny in the Digital Age* on International Women's Day in 2023, to generate space to support the 2SLGBTQA+ community, call-in implicit and explicit homophobia, and engage in meaningful conversation.

In partnership with Archway Community Services, Continuing Education secured

funding from BC Teachers of English as an Additional Language to develop first aid instructional materials.

UFV launched the Accessible BC Act Steering Committee to lead UFV's response to new provincial legislation. Led by Dr. Alisa Webb, VP Students and acting Vice-Provost Academic, and Audrey Ackah, General Counsel, the group is developing the foundation necessary to build on existing plans and approaches to ensure UFV is a fully accessible institution. Informing this work, Larissa Horne, Experiential Learning Coordinator, and Maureen Wideman, former AVP Teaching and Learning, have undertaken research projects focused on the experience of individuals with disabilities at UFV.

Our UFV alumni network offers career guidance, mentorship, and job opportunities to students from diverse backgrounds, helping them to overcome potential barriers in their professional journeys.



KPIs Relevant to Equity, Diversity, and Inclusion (EDI)

KPI: The number of Action Item Goals from the EDI Action Plan that have been implemented

Target: Progress can be demonstrated on all action items on an annual basis

Stage	Fiscal 2020/21		Fiscal 2021/22		Fiscal 2022/23	
	# of Items	%	# of Items	%	# of Items	%
Planning	10	25%	1	3%	1	3%
Ideation	8	20%	13	33%	12	30%
In Progress	14	35%	18	45%	18	45%
Complete	8	20%	8	20%	9	23%
Total	40	100%	40	100%	40	100%

KPI: # of countries with more than 10 students represented by international students

Target: Increase # of countries that meet this criterion on an annual basis

Year	# of countries with more than 10 students represented by international students
2020-21	6
2021-22	9
2022-23	12

Strategic Imperative
Theme Six:

Personal & Professional Development



UFV helps its employees realize their potential through targeted personal and professional growth opportunities. UFV has once again been named one of BC's Top Employers in 2023. This is the ninth consecutive year that UFV has received this distinction.

UFV takes a holistic approach to employee relations, providing a variety of programs that support physical and mental wellness. Various

workshops and events are available to meet the needs of faculty and staff for personal and professional growth. In the 2022 UFV PD Day, *Pathways to Action*, we asked: how do we move beyond learning about discrimination and injustice to acting for change? What can each of us do to leverage our power, experience, and learning? What tools, strategies, and stories can our community use to navigate our pathway to change?

UFV also provides funds and leaves including professional development fund, service improvement training fund, training and development allowance, tuition waiver, tuition assistance, faculty sabbatical leave, staff educational leave, and teaching faculty research and scholarly activity options.

UFV employees have access to an on-campus fitness centre and gym, Strive to Thrive (an employee wellness support group), and *Not Myself Today*, an initiative of the Canadian Mental Health Association that seeks to build a greater awareness and understanding of mental health, reduce stigma, and foster a safe and supportive work culture.

The pilot remote-work project is now in its second year, and UFV is continuing to establish procedures for working from home that are in line with other post-secondary institutions and market demand.

For new faculty, Teaching and Learning offers the Launch program, consisting of 18 sessions designed to support faculty in implementing high-impact teaching approaches, authentic assessment, and effective course designs. Faculty Connection Group, a grassroots organization, was formed in the spring of 2022 to offer faculty, especially new hires, a place to share ideas, socialize, and build connections.

Michelle Johnson has been a UFV employee since 2008, when she took a student job cleaning off tables in the print media studio. She then moved her way through several positions in the student residence, campus card office, and auxiliary pool. She was delighted to land a permanent job as an educational developer in Teaching and Learning Centre, where she remains today. Johnson completed her Bachelor of Arts degree from UFV while working at the university, and subsequently completed a Master of Arts in Learning and Technology from Royal Roads University.

"I am a lifelong learner and love being able to take advantage of tuition exemption for my kids, who are both UFV students, and tuition assistance for myself to help with my fees for my master's degree program ... I really value being a member of the Teaching and Learning Centre team and was very honored to be a two-time co-recipient of the UFV Teamwork award, once for my work planning a professional development day, and once for our team's support of faculty during the pandemic. I also recommend the Strive to Thrive employee wellness program, which motivates me to stay healthy."



KPIs Relevant to Personal and Professional Development

KPI: Number of faculty and staff engaged in professional development activities

Target: Increase % of faculty and staff who participate in professional development activities on an annual basis

Fiscal Year	Used PD funds for Non-Remote Work Resources	Total	% Participation in PD
2020/21	285	1,024	27.8%
2021/22	293	985	29.7%
2022/23	469	997	47.0%



Strategic Imperative
Theme Seven:

Engagement with Community



To maintain and develop its relationship with the communities it serves, UFV actively and deliberately engages with its various communities at the institutional, regional, national, and international levels. This includes sharing and celebrating the achievements of the UFV community and alumni with others, promoting a vibrant and diverse culture on all its campuses, and providing opportunities for the world to interact positively with the Fraser Valley and for the Fraser Valley to interact positively with the world.

UFV's commitment to principles that align with United Nations goals and mandates has earned the University membership in the United Nations Academic Impact Initiative in 2022. UFV joins approximately 1,500 institutions in 147 countries that are working with the United Nations to promote global priorities, including peace, human rights, and sustainable development.

UFV continues to make progress on sustainability, including hiring the inaugural

Director of Energy and Sustainability, completing climate change mitigation strategy, starting a pollinator garden, creating an environmental checklist for event organizers, installation and promotion of new EV charging stations on Abbotsford & Chilliwack campuses, and reducing food waste. UFV launched various initiatives such as Plastic Free July, Sustainable Events Certification, March for Sustainability, Professional Clothing Drive, and Mask Recycling.

Through participation in *Feed BC*, UFV demonstrates a commitment to our sustainability goals and student interests in local food, and measurably contributes to the economic development and vibrancy of our local community. UFV sourced locally 72% Protein, 43% Dairy, and 34% in total food inventory, while *Feed BC's* target for post-secondary institutions this year was 30%.

UFV sponsors and supports a number of community initiatives throughout the Fraser Valley, demonstrating a strong commitment to building community. UFV marked one year since the Fraser Valley flood in November with a special reception recognizing donors to the Abbotsford Disaster Relief Fund, a partnership effort of the University, the Abbotsford Foundation, and the Abbotsford Chamber of Commerce that raised \$4.44 million for local flood relief.

The year 2022 was the seventh consecutive year UFV has partnered with the Ann Davis Transition Society (ADTS) to hold a vigil in memory of the 1989 Montréal Massacre at l'École Polytechnique on the National Day of Remembrance and Action on Violence Against Women. UFV also sponsored the Coldest Night of the Year in Chilliwack in February 2023, supporting local charities helping people in need.

UFV built a Teaching Yurt on the Abbotsford campus in September 2022. This yurt is a bookable venue for mindfulness classes, yoga sessions, and more.

Donors and partners continued their generous support of UFV. The commemorative paving stones area between Buildings A and B in Abbotsford allows donors to honour loved ones and support UFV students. Royal Bank of Canada (RBC), a long-time partner of UFV, launched RBC On Campus, an educational centre for students staffed by advisors providing free one-on-one advice, seminars, and workshops on topics ranging from student finances, financial literacy, and financial planning to career advice and wellness promotion.

UFV welcomed community supporters to its Abbotsford campus in November 2022 for Town & Gown, a celebration demonstrating the transformational power of a UFV education.



The event raised \$210,690 in support of students. In April 2023, UFV Giving Day welcomed \$69,150 in generous gifts for the causes of Student Awards, Student Emergency Funds, and the UFV-SUS Food Bank.

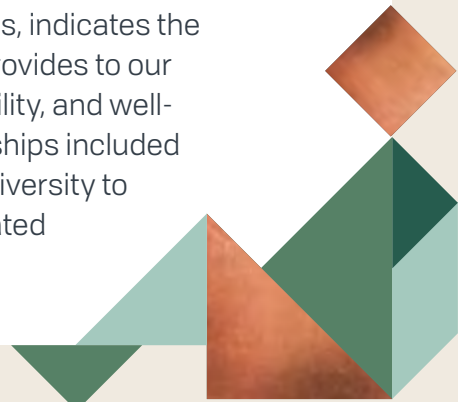
Alumni of UFV continue to have an impact locally and globally. Nurse and educator, Matt Douma, and energy sector professional, Kara Chan, were chosen as Distinguished Alumni and Young Distinguished Alumni recipients for 2022. Science alumnus, Chris Pascoe, is conducting innovative research on causes of asthma at his research lab at the University of Manitoba.

UFV International hosted the Ghana Scholarship Secretariat in an MOU signing ceremony. This agreement puts UFV on a list of just four universities in Canada considered to be “top-tier” institutions able to accept Ghana government-sponsored students. This will be very helpful in advancing UFV’s visibility in the

African continent and furthering diversity on our campuses.

UFV researchers engaged in 97 community engaged projects this year, collaborating with 66 different local entities—45 ongoing partners and 21 new ones. Partners include the cities of Abbotsford, Chilliwack and Mission, school districts, private businesses, the Abbotsford Police Department, First Nations communities, industry associations, and service organizations such as Archway Community Services.

The fact that many partnerships remain active over multiple years or that partners come back for advice on difficult problems, indicates the value that applied research provides to our region’s prosperity, sustainability, and well-being. Many of these partnerships included funding that came into the University to support students and associated research activities.



KPIs Relevant to Engagement with Community

KPI: % of students entering UFV from local communities

Target: Increase the share of students that attend UFV out of the total graduating secondary students in Fraser Valley regional school districts that immediately transition to a PSI in BC

High School Graduating Year	PSI School Year	Total Fraser Valley College Region Immediate Transitions to BC PSI	Fraser Valley College Region Immediate Transitions to UFV	Proportion
2018/2019	2019/2020	1,500	1,005	67.0%
2019/2020	2020/2021	1,384	906	65.5%
2020/2021	2021/2022	1,457	907	62.3%

KPI: Annual Greenhouse Gas Emissions (tCO2e)

Target: Reduce tCO2e by 1/3 (33%) of 2009 levels by 2026: 2,122

Year	UFV Total CO2 Emissions	% Change from Base Year	Year	UFV Total CO2 Emissions	% Change from Base Year
2009	3,167	-	2016	2,338	-26%
2010	3,062	-3%	2017	2,701	-15%
2011	3,235	2%	2018	2,380	-25%
2012	3,277	3%	2019	2,230	-30%
2013	2,566	-19%	2020	2,163	-32%
2014	2,432	-23%	2021	2,210	-30%
2015	2,235	-29%	2022	2,474	-22%

KPI: # of community engaged projects

Target: Increase annually the number of research and scholarly activity projects within the communities UFV serves

Year	Total # of Community Engaged Projects	Partnerships
2020-21	62	39
2021-22	70	57
2022-23	97	66

KPI: Total fundraising dollars

Target: Increase total fundraising dollars generated by 10% on an annual basis up to 2026

Fiscal Year	Fundraising Total Amount CAD	% increase from previous year
2020/21	1,132,267	Baseline
2021/22	2,085,673	84%
2022/23	1,518,062	-27%

Summary

UFV marked the milestone of 30 years of bachelor's degree programming in Fall 2022 and will celebrate its 50th anniversary since its establishment as Fraser Valley College in 2024. UFV recognizes that the population in the Fraser Valley will continue to increase and UFV aims to accommodate this growth by increasing domestic enrolments by 20% over the next decade, while targeting international enrolments to 25% of the total student population. Through this approach, UFV seeks to enrich the lives of learners, promote community building, and respond to the evolving educational needs and demands of the Fraser Valley, while also creating opportunities to welcome international students from around the world.



2023-24 Institutional Strategic Priorities

UFV has identified the following institutional strategic priorities guided by the Integrated Strategic Plan that will be implemented during the 2023/24 academic year. Budget commitments to support these initiatives were approved in the 2023/24 fiscal budget.

Implementation of **Lálém ye mestíyexw (House of the Peoples)**

Strategic Imperative Themes: Indigenization and Reconciliation; Engagement with Community

A newly reorganized Indigenous Affairs Office now led by an Associate Vice-President (Shirley Hardman) with a reporting Director (Ana Adamik) and Department Assistant (Phyllis Johnston) is firmly in place. Under the leadership of the AVP Indigenous, the work on implementing the Lálém ye mestíyexw (House of the Peoples) Plan will continue to move forward. The goal of the Plan is to "...provide a structure for Indigenization in which people and their work come together from their distinct areas throughout the University to strengthen their presence and relationships." Alignment and infusion of University Canada's Commitments to Truth and Reconciliation with Lálém ye mestíyexw will also be explored.

Implementation of Strategic Enrolment Management Plan

Strategic Imperative Themes: Indigenization & Reconciliation; Student Experience and Success; Lifelong Learning; Equity, Diversity and Inclusion

UFV's newest Strategic Enrolment Management (SEM) Plan was endorsed by Senate and approved by the Board of Governors in the fall of 2022. Strategically aligned to support the Integrated Strategic Plan, this year represents the first year of the SEM Plan implementation. The SEM Plan focuses upon: "Engaging learners, transforming lives, and building communities by positioning UFV to meet the growing educational needs and demands within the Fraser Valley; balanced with, opportunities to welcome international students from around the world." Following consultations with Departments, Divisions, and Faculties, the areas of focus this year will be on Admissions, Retention, and Indigenization and Equity, Diversity, Inclusion. Departments will be able to apply for funding to support these areas of focus.

Development of Student Ready University Framework

Strategic Imperative Theme: Student Experience and Success

Under the leadership of the VP Students, UFV will develop a Student Ready University Framework that adopts a student-focused lens outlining our commitment to ensuring that UFV is fostering a welcoming, compassionate, and barrier-free environment where every student receives the supports they need to thrive.

CEP Campus Master Planning

Strategic Imperative Theme: Engagement with Community

Over the coming year, consultations will begin on the development of the Chilliwack Campus Master Plan located at Canada Education Park (CEP). Situated in one of the fastest growing municipalities in BC, there are many opportunities for UFV, in collaboration with the local community, to consider how best to reimagine our space at CEP to meet our educational mandate.

Completion of Mission Campus Renovations

Strategic Imperative Themes: Indigenization & Reconciliation; Engagement with Community; Lifelong Learning

The final renovations to the Mission Campus at Heritage Park will be wrapping up in the spring of 2024. Through consultations with local First Nations and staff and faculty from the Faculty of Education, Community, and Human Development, this space has been reimaged to support educational programming focused on children, youth, and families while also infusing our commitment to Truth and Reconciliation

Creation and Launch of a Community Report

Strategic Imperative Theme: Engagement with Community

Under the leadership of the Vice-President Community Engagement, the community engagement team is developing a signature program strongly rooted in the values and strategic priorities of UFV. The Community Report publication will feature storytelling, photography, and design to highlight community partners who are doing amazing things with access to UFV's knowledge and resources, creating a broad and long-lasting impact on the community. The publication will be launched the second week of September with a live program in Chilliwack, followed by a program in Abbotsford highlighting inspirational stories from the publication. The signature program will also include a celebration of community experience, acknowledging relationships that nurture and sustain UFV. The publication can be leveraged throughout the academic year through a range of platforms in preparation for UFV's 50th Anniversary year kicking off in Spring 2024.

Integration of Sustainable Development Goals (SDG) into Applied Research Frameworks

Strategic Imperative Theme: Applied Research; Engagement with Community

UFV recently became a member of the United Nations Academic Impact group and a signatory to the SDG Accord. UFV is also committed to University Canada's Action for Net Zero plan that commits Canadian universities to finding sustainable solutions to redress the global climate crisis. These commitments to supporting



the SDGs will be supported by the adoption of an institutional sustainability policy and plan, development of community partnerships, and at a local level will be highlighted through the type of applied research in which our faculty and students are engaged in throughout the year. Outcomes will be shared with others in an effort to find local solutions that can have a global impact.

Development of a K-16 Strategy in Collaboration with Fraser Valley School Districts

Strategic Imperative Theme: Personal and Professional Development; Engagement with Community; Lifelong Learning

UFV will host a series of Education Summits in partnership with our School District K-12 partners. These Summits will focus on four themes that were mutually identified in discussions with local superintendents: 1) cohort-based dual credit opportunities; 2) support for Indigenous and historically marginalized learners from equity-deserving groups; 3) effective assessment practices in a rapidly evolving digital world; and, 4) effective learner-centered pedagogy that prepares learners to be successful. These discussions will help to inform a proposed K-16 Strategy for the Fraser Valley that will identify ways in which we can all support lifelong learning.

Expanding and Enhancing Ongoing Implementation of EDI Action Plan

Strategic Imperative Themes: Equity, Diversity, and Inclusion; Personal and Professional Development

Launched in 2020/21, UFV's EDI Action Plan identifies and addresses barriers to equity of access and opportunity for students, faculty, and staff. UFV remains committed to achieving the four goals of the Action Plan and to the implementation of the 40 action items identified to help achieve its goals. A key focus this year will be the implementation of the Accessible BC Act . By September 2023, UFV will be required to: a) establish an accessibility committee; b) establish an accessibility plan; and c) develop a tool to receive feedback on accessibility. This work is currently underway under the leadership of the VP Students and General Counsel who are co-chairing UFV's accessible BC steering committee.

Embracing Frameworks for Social Change and for Assessing UFV Impact

Strategic Imperative Themes: Engagement with Community; Personal and Professional Development; Lifelong Learning; Applied Research

Over the next year, UFV will align its social impact priorities with a number of nationally and internationally recognized frameworks. UFV has begun the process of being recognized by Ashoka as a Changemaker Campus in support of our commitment to social innovation. There are currently seven Changemaker Campuses in Canada (including SFU and Royal Roads) and 42 Changemaker Campuses internationally. UFV will also continue its engagement with a pan-Canadian and global community engagement network through the Canadian Carnegie Classification launching in late 2023. To inform decision making and evaluation of new programming and partnership opportunities, a new tool developed in partnership with the Community Health and Innovation (CHaSI) Hub will evaluate the degree to which an opportunity fits UFV's strategic priorities and values in four key areas of (P)artnership, (A)gency, (I)nclusion, and (R)ecognition. Being recognized as a Changemaker Campus, embracing the Canadian Carnegie Classification, and evaluating our social impact ensures that we align ourselves with our commitment to being agents for positive social change in and with our communities.





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