



# St. Stephen's College

## Transforming Together: Hospitable

Goals	Activities and/or Indicators	Accountabilities	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
<b>Hospitable</b>								
<i>St. Stephen's will foster rich hospitality among our students, faculty, staff, and community partners.</i>								
<b>4.0:</b> To Welcome, Cultivate, and Celebrate Diversity within the SSC Community	<b>4.1:</b> Establish an EDI-J Policy and an Indigenous Framework and Relations Policy (= 2.1)	Principal; Chancellor		▲				
	<b>4.2:</b> Establish an Accessibility Committee to review and identify barriers to access at the College, and to identify funding sources for access improvements (= 2.2)	Principal; Development Officer		△		▲		
	<b>4.3:</b> Complete a voluntary and anonymous EDI-J survey of the College community to better understand existing diversity and identify areas of diversity growth (= 2.3)	Principal; Registrar; Development Officer						▲
	<b>4.4:</b> Expand and anonymize EDI-J data gathering within enrollment applications, and establish an EDI-J reporting structure that is annually maintained (= 2.4)	Principal; Registrar						▲
	<b>4.5:</b> Organize and/or identify annual EDI-J training/education for the SSC community, with the aim of increasing knowledge, awareness, and discursive capacity regarding pluralism and diversity (= 6.2)	Principal; Faculty	△	△	△	△	△	△
	<b>4.6:</b> Adopt and implement principles of universal design within SSC courses (faculty training first, followed by syllabi adjustments) (= 9.3)	Principal; Faculty					△	



	<b>4.7:</b> Establish an Indigenous Advisor position	Principal			▲			
<b>5.0:</b> To Fostering Enthusiastic and Vibrant Community among Students	<b>5.1:</b> Establish College supports for student-led initiatives and peer-supports, with the aim of regularly fostering student-led initiative	Principal; Faculty			▲			
	<b>5.2:</b> Expand and deepen student involvement in governance and decision making	Principal	▲					
	<b>5.3:</b> Develop or adapt degree program infrastructure to foster greater community building	Principal; Faculty		▲				
	<b>5.4:</b> Organize and/or identify annual staff and faculty training/education related to the development and deepening of student services (= 6.2)	Principal	△	△	△	△	△	△
	<b>5.5:</b> Increase extra-curricular opportunities for student formation (spiritual, moral, professional, and social)	Principal; Faculty		▲				
	<b>5.6:</b> Work with educational partners to enable greater resource and service sharing to foster academic excellence and greater student experience (= 7.6)	Principal		▲				
	<b>5.7:</b> Establish measures of student satisfaction, students' felt sense of being supported, and the relevance of services to students (= 13.3)	Principal; Faculty			▲			
<b>6.0:</b> To Deepen and Expand the College's Capacity to Engage, Develop, and Retain Mission-Centred Faculty and Staff	<b>6.1:</b> Establish a mid-range (5+ year) plan to better promote and enable scholarly excellence (including recognition of diverse forms of scholarly output) (= 8.2)	Principal			▲			
	<b>6.2:</b> Organize and/or identify annual training/education related to EDI-J (= 4.5) and/or the development and deepening of student services (= 5.4)	Principal	△	△	△	△	△	△



	<b>6.3:</b> Review, evaluate, and revise personnel policies to ensure they are up to date, informed by EDI-J, and promoting of whole-person wellness	Principal; Registrar				▲		
	<b>6.4:</b> Establish a long-range (10+ year) feasibility plan for facilities renewal, esp. focused on accessibility, space expansion, and workplace enjoyment (= 2.8; cf. 1.4)	Principal; Registrar; Development Officer			▲			
	<b>6.5:</b> Establish metrics for personnel satisfaction, engagement, workload, and innovation (= 13.4)	Principal; Registrar				▲		