



CCSAI ANNUAL BOARD ACTION PLAN (2025-2026)

The Board Action Plan outlines the key student-led initiatives and priorities the Board of Directors will pursue during the 2025-2026 academic year.

Rooted in the association's 2025-2029 Strategic Plan, this action plan translates long-term vision into actionable goals that reflect the evolving needs, voices, and lived experiences of Centennial College students. Each initiative is designed with CCSAI's foundational values; Equity, Diversity and Inclusion (EDI), Indigenization, Responsible Governance, and Communication & Transparency, woven throughout.

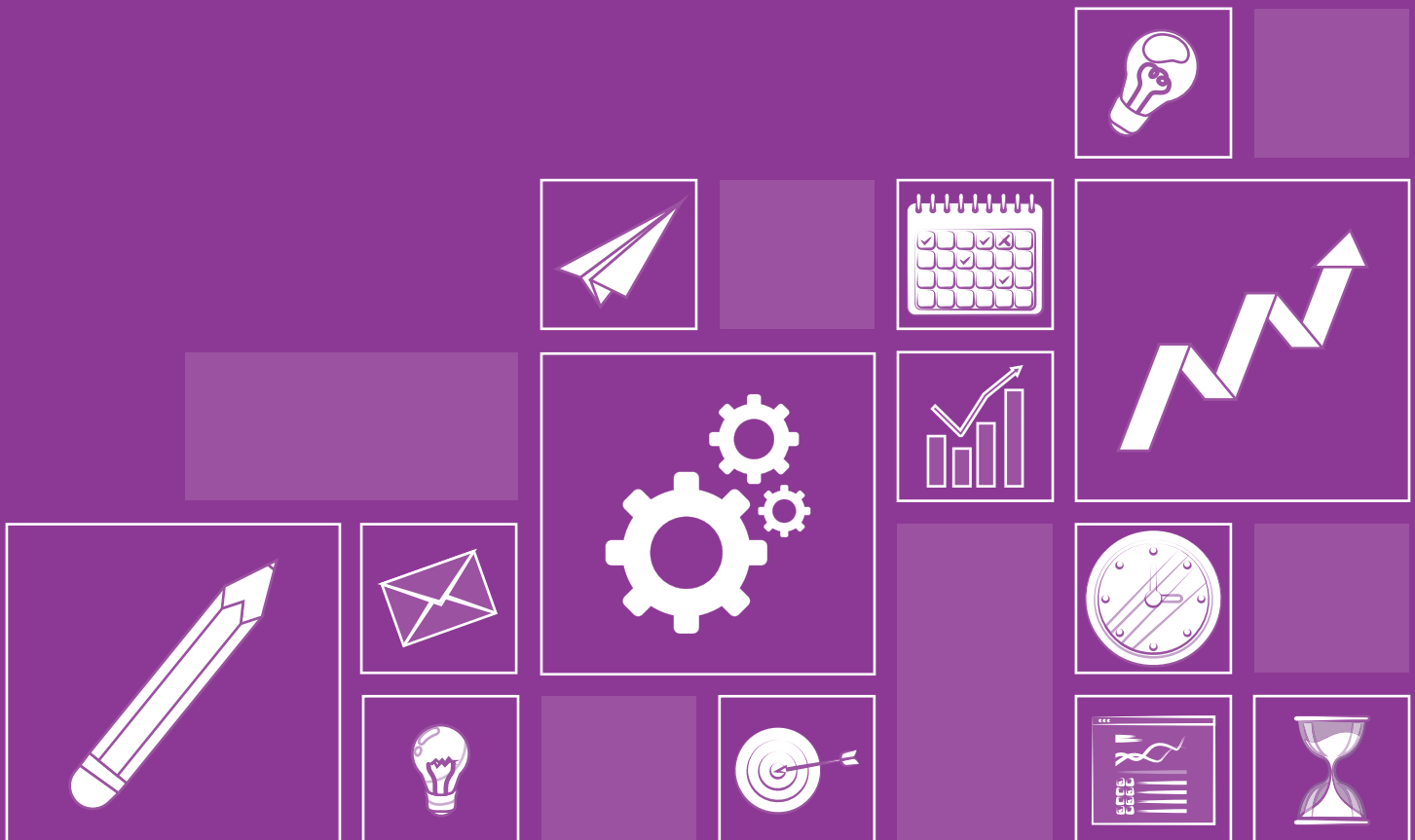




TABLE OF CONTENTS

4

INITIATIVE #1

Initiative/Project Name: Cost Reimbursement Reform

6

INITIATIVE #2

Initiative/Project Name: Advocacy against discrimination in the classroom by faculty

8

INITIATIVE #3

Initiative/Project Name: Career Services Improvement and Reform

10

INITIATIVE #4

Initiative/Project Name: Professional Development Training & Workshops

12

INITIATIVE #5

Initiative/Project Name: Nourish Together

14

INITIATIVE #6

Initiative/Project Name: Launching an internal campaign related to youth mental health

16

INDIGENOUS STUDENT REPRESENTATIVES PRIORITIES

INITIATIVE #1

Development of the CCSAI Indigenous Strategic Framework

18

INITIATIVE #2

Creation of the Indigenous Student Union

20

MAJOR STRATEGIC ACTION ITEMS (MASI)

INITIATIVE #1

Initiative/Project Name: Cost Reimbursement Reform

Strategic Pillar:

Equitable Access to Education

Strategic Objective:

1.2 Increase financial support to students to reduce barriers, with a focus on equity deserving groups.

Description:

CCSAI provides a cost reimbursement program for specific course related expenses. Students are not accessing this program fully and in its current iteration. The board will review and redevelop the program.

Goal (Smart Format):

By October 2025, the board will seek to assess and redevelop the program to ensure more support and equitable access to all students.

Lead Board Member Or Committee:

VP Ashtonbee, Policy Committee

Key Stakeholders Involved:

CEO, President, CCSAI staff



Key Milestones & Timeline:

MILESTONE	DEADLINE	RESPONSIBLE
Conduct an assessment and report on the effectiveness and accessibility of the cost reimbursement program.	August- September 2025	Research + Advocacy Team
Policy Draft + review by Board.	September 2025	Policy Committee
Program Relaunch.	November 2025	Full Board + CEO

Resources Required:

Staff support for promotion of surveys and program launch; funding reallocation; communication support.

Expected Outcome/Impact:

Enhancement of current offerings, an increase in utilization of the program, having free access of reimbursed funds.

Evaluation Metric(s):

Approved by October 2025 and increase in use of program by 75%.

INITIATIVE #2

Initiative/Project Name: Advocacy against discrimination in the classroom by faculty

Strategic Pillar:

Equitable Access to Education

Strategic Objective:

1.4 Advocate for students' needs at the institutional, municipal, provincial, and federal level.

Description:

The Board will lead campaigns and geared internal advocacy within Centennial College, with the aim to remove discriminatory practices against students within the classroom.

Goal (Smart Format):

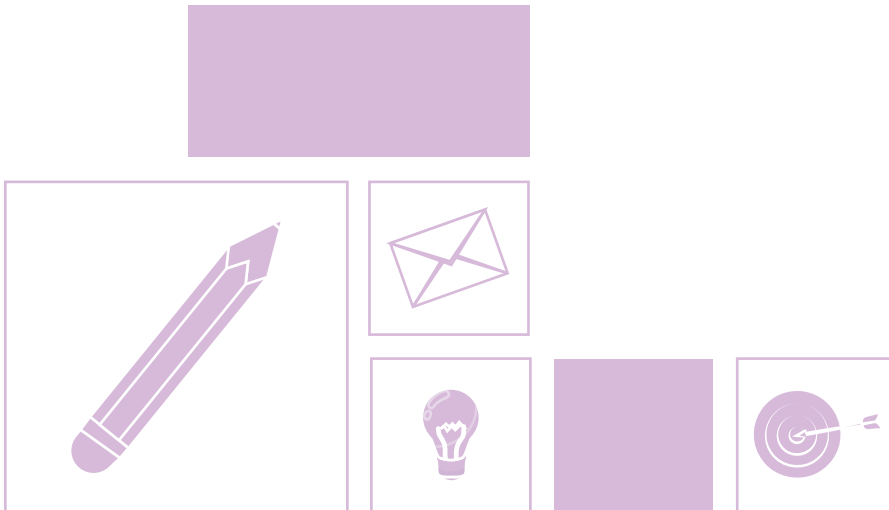
Through campaigns and institutional policy proposals, the Board will aim to reduce reported discrimination against students by 50%. To be completed by March 2026.

Lead Board Member Or Committee:

VP Morningside, Policy Committee

Key Stakeholders Involved:

Advocacy and Research Team, Students at large, Centennial College Executive Team, and CCSAI CEO.



Key Milestones & Timeline:

MILESTONE	DEADLINE	RESPONSIBLE
CCSAI x IIRH consultation to better understand the issue.	August 2025	Full-board, IIRH
Initial research and analysis.	August 2025	Advocacy & Research Team
Advocacy Campaign + Policy Proposal.	October 2025	Policy Committee, Advocacy & Research Team, and Full Board

Resources Required:

Staff support for promotion, approximately \$2,000 for campaign,

Expected Outcome/Impact:

Increased retention rates; increase in students feeling a sense of belonging; a clear policy centered around classroom discrimination.

Evaluation Metric(s):

New policy approved by the College by March 2026

INITIATIVE #3

Initiative/Project Name: Career Services Improvement and Reform

Strategic Pillar:

Skills Development

Strategic Objective:

2.1 Advocate and collaborate with the college to provide industry engagement and professional and personal development opportunities.

Description:

This initiative focuses on enhancing the effectiveness, reach, and accessibility of career services for students. The project aims to build stronger partnerships between the college's career services department and the CCSAI. As part of this collaboration, employers will be encouraged to share specific job postings directly with CCSAI, which will then promote these opportunities through targeted social media campaigns aimed at students in skilled trades and other relevant programs.

Goal (Smart Format):

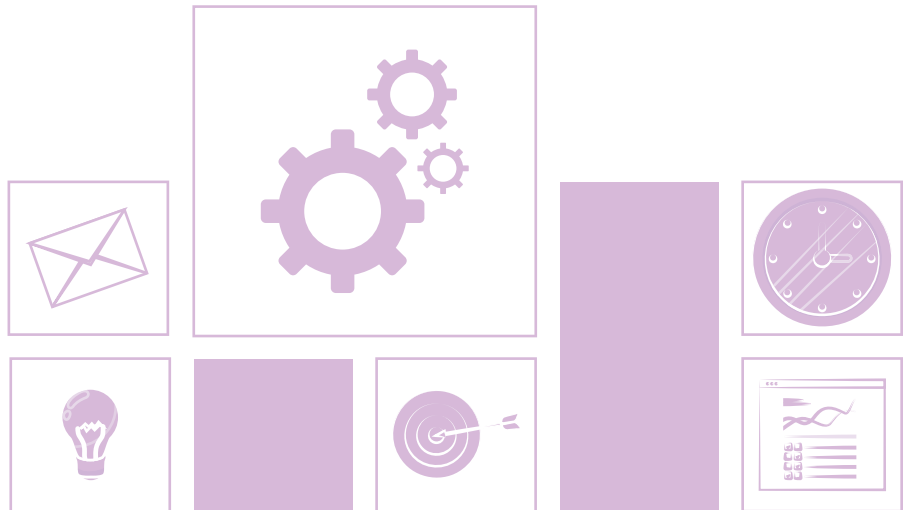
By January 2026, increase student engagement with career services by 50% through advocacy and promotion of industry-specific jobs.

Lead Board Member Or Committee:

VP Downsview, Advocacy committee

Key Stakeholders Involved:

College Career Services Department, Professors and Academic Departments, College Administration, Alumni Association, Employers & Industry Partners, Current Students & Senior Peer Coaches.



Key Milestones & Timeline:

MILESTONE	DEADLINE	RESPONSIBLE
Conduct student surveys to identify gaps and needs in current career services.	September 2025	Advocacy team
Establish working groups with professors, career services and CCSAI.	October 2025	Advocacy team, career services
Launch marketing campaign for career services & success stories.	January 2026	Communications Team, Advocacy Team
Begin promoting employer-submitted job postings targeting students via social media.	February 2025	Communications Team

Resources Required:

Staff/Administration Support.

Expected Outcome/Impact:

The career services programs will be more impactful and successful in ensuring students are ready for the workforce.

Evaluation Metric(s):

20% increase in satisfaction rate among students utilizing the career services; 40% of students who use the services and apply for jobs through CCSAI promotions are successfully hired.

INITIATIVE #4

Initiative/Project Name: Professional Development Training & Workshops

Strategic Pillar:
Skills Development

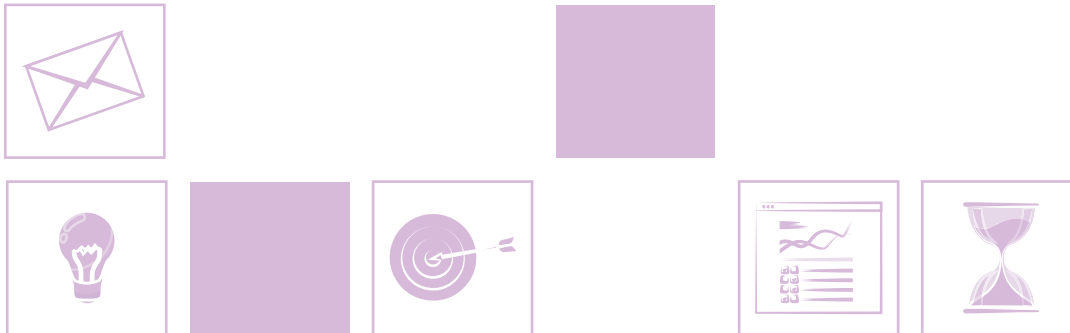
Strategic Objective:
2.4 Provide training and resources to current and future club leaders to ensure they can be effective in their leadership positions.

Description:
The board will provide workshops for professional development and include various certifications that serve interpersonal skills. The board will also ensure collaboration with third-party vendors to offer essential certifications at discounted rates. Delivered in partnership with professional training organizations, college departments, and guest speakers, these workshops will be accessible to students across Centennial College campuses, helping them grow both personally and professionally.

Goal (Smart Format):
Successfully deliver 3 professional development training workshops by April 2026.

Lead Board Member Or Committee:
VP Progress, CGRO

Key Stakeholders Involved:
Career services, CEO, support staff, facilitators, college departments.



Key Milestones & Timeline:

MILESTONE	DEADLINE	RESPONSIBLE
CCSAI x SEO x CLA to determine collaboration with the college.	July 2025	CEO, Full board
Identify partnerships with 3rd-party certification providers.	August 2025	CEO
Develop workshop schedules.	August 2025	CEO
Promote workshop.	September 2025	Communications Team
Launch first round of CCSAI-hosted training workshops with guest speakers.	October 2025	CEO, Comms
Open applications for clubs to host or co-facilitate workshops by collaborating with professors and CCSAI.	January 2025	Clubs Executive Committee, CEO
Start offering discounted certifications.		
Program Evaluation.		

Resources Required:

\$10,000 for facilitators, speakers and leadership coach.

Expected Outcome/Impact:

Workshops completed by students are proven to be effective.

Evaluation Metric(s):

60% satisfaction rate with the program

INITIATIVE #5

Initiative/Project Name: Nourish Together

Strategic Pillar:

3.1 Provide resources and support for mental health and student wellbeing.

Strategic Objective:

1.2 Increase financial support to students to reduce barriers, with a focus on equity deserving groups.

Description:

Food insecurity is one of the most pressing issues facing students in 2025. The services offered by CCSAI should be strengthened in order to reduce barriers to nutrition in this day and age. This can come in a two-step approach; having a more inclusive breakfast program that meets the nutritional and logistical needs of students. And secondly by implementing weekly/monthly student-led cook-books with a focus on inexpensive recipes integrated into the foodbank program: Nourish Together.

Goal (Smart Format):

By March 2026, implement nourish together monthly and obtain a 75% satisfaction rate from students regarding the breakfast program.

Lead Board Member or Committee: VP SAC, IND REP, Finance Committee*,

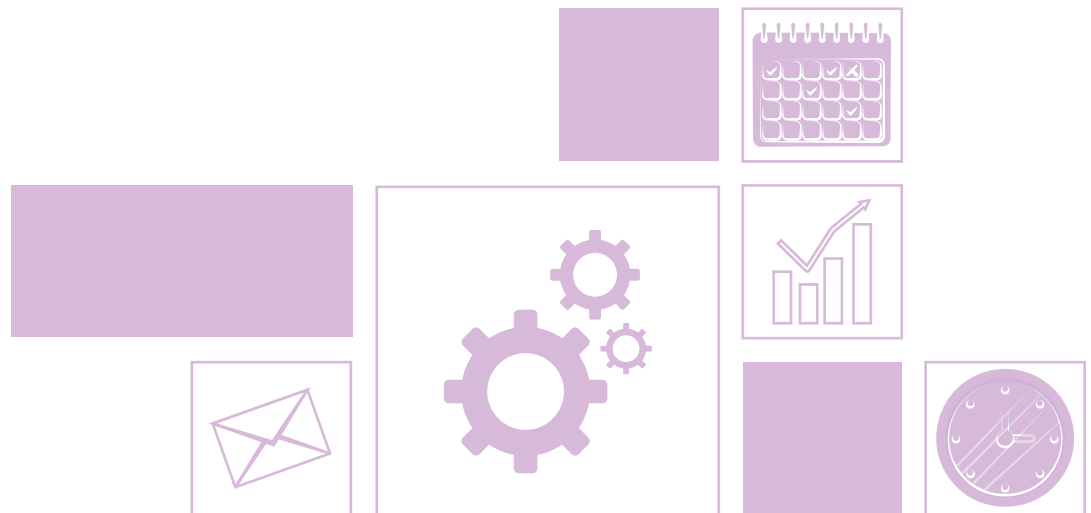
Key Stakeholders Involved: Culinary students, graphic design students, executive director, appropriate staff.

Lead Board Member Or Committee:

VP SAC, IND REP, Finance Committee.

Key Stakeholders Involved:

Culinary students, graphic design students, executive director, appropriate staff.



Key Milestones & Timeline:

MILESTONE	DEADLINE	RESPONSIBLE
Conduct review of the breakfast & foodbank program	Early August 2025	Research and advocacy team
Re-launch the breakfast program	November 2025	ED/Full Board
Foodbank-Cookbook proposal	October 2025	ED/Full board
Cookbook launch	January 2026	ED/Comms

Resources Required:

Funding re-allocation, staff support, student volunteers

Expected Outcome/Impact:

Reduction in reported food insecurity.

Evaluation Metric(s):

40% decrease in food insecurity, 70% satisfaction rate in breakfast and foodbank program.

INITIATIVE #6

Initiative/Project Name: Launching an internal campaign related to youth mental health

Strategic Pillar:

Holistic Wellness

Strategic Objective:

3.3 Promote mental health awareness to reduce stigma.

Description:

With all the stress that comes with post-secondary education, it is important for students to take care of themselves.

Goal (Smart Format):

By December 2025, launch the campaign with a 30% engagement rate from students.

Lead Board Member Or Committee:

Advocacy committee, VP SAC, IND REP.

Key Stakeholders Involved:

ED, Appropriate staff, membership, comms staff.



Key Milestones & Timeline:

MILESTONE	DEADLINE	RESPONSIBLE
CCSAI x CALCs	August 2025	Full-board, CALCs
Mental health research	September 2025	Advocacy and research team
Create the campaign proposal	October 2025	Advocacy committee, Full-Board
Launch the campaign	January-February 2025	Comms & Advocacy team
Post-mortem	March 2025	Advocacy committee

Resources Required:

Funding re-allocation, appropriate staff, student volunteers.

Expected Outcome/Impact:

Increased engagement from membership. Reduced stigma.

Evaluation Metric(s):

Reach and engagement with at least 30% of centennial students.

INDIGENOUS STUDENT REPRESENTATIVES PRIORITIES

This section is reserved for planning and tracking the CCSAI Board's annual commitments to Indigenous student priorities. It supports the development of the CCSAI Indigenous Strategic Framework and embeds Indigenous ways of knowing, being, and doing into board governance, student wellness, leadership, and engagement.

INITIATIVE #1

Development of the CCSAI Indigenous Strategic Framework

Objective:

To co-develop a CCSAI Indigenous Strategic Framework that transforms existing organizational structures, practices, and programming by embedding Indigenous knowledge systems, voices, critiques, scholars, learners, and material, ensuring that Indigenous perspectives are meaningfully reflected in all aspects of CCSAI's governance, advocacy, and student services.

Lead(s):

Indigenous Student Reps

Key Partners / Elders / Knowledge Keepers Involved:

Eighth Fire, Liz (Elder-in-Residence)

Connection to Indigenous Strategic Framework or 94 Calls to Action:

ISF Pillar 1,2 & 5

Key Milestones & Timeline:

MILESTONE	DESCRIPTION	TIMELINE
Launch Indigenous Student Working Group	A working group formed by board and chaired by the Indigenous reps. The working group will focus on the operational direction of the development of the framework.	August
Listening circles and community engagement.	Host culturally respectful engagement sessions with Indigenous students, Knowledge Keepers, and campus/community allies to gather perspectives	September/October
Research & Drafting	Incorporate Indigenous scholarship, practices, and feedback into a working draft of the framework, including thematic pillars and vision statements.	November
Indigenous leader review and validation	Share draft with Elders and Indigenous leaders for cultural validation, feedback, and spiritual alignment.	December
Board Consultation and Approval	Present the draft to the CCSAI Board for consultation, with recommendations for implementation and integration into CCSAI strategic goals	January/February
Framework Launch & Public Sharing	Officially launch the Indigenous Strategic Framework in a culturally appropriate ceremony or student gathering; promote online and in physical spaces.	March

Expected Outcome(s):

The framework will provide a culturally grounded roadmap for embedding Indigenous perspectives into CCSAI's governance, advocacy, programs, and services. It will lead to tangible changes across the organization, including the implementation of culturally relevant programming, inclusive decision-making practices, strengthened relationships with Indigenous communities, and sustained accountability through regular evaluation and reporting.

INITIATIVE #2

Creation of the Indigenous Student Union

Objective:

To establish an Indigenous Student Union at Centennial College that is led by and for Indigenous students, rooted in principles of self-determination, cultural revitalization, and community care, providing a sovereign governance space where Indigenous students can organize, advocate, and shape policies, programming, and services that reflect their identities, traditions, and aspirations.

Lead(s):

Indigenous Student Reps

Key Partners / Elders / Knowledge Keepers Involved:

Eight Fire, CCSAI Board, CCSAI President, College Administration, Liz (Elder-in-residence).

Connection to Indigenous Strategic Framework or 94 Calls to Action:

ISF Pillar 4 & 5

Key Milestones & Timeline:

MILESTONE	DESCRIPTION	TIMELINE
Community Exploration & Feasibility Dialogue	Initiate discussions with Indigenous students, Elders, and Knowledge Keepers about the purpose, structure, and cultural significance of an Indigenous Student Union.	July
Founding Advisory Circle	Establish a guiding circle of Indigenous students, alumni, Elders, and staff to shape the foundational vision, values, and governance model.	August
Drafting of the ISU Constitution & Governance Model	A draft constitution that includes a mission, leadership structure, membership definition, election/appointment process, and cultural protocols.	September-November
Funding	Develop funding model through fees protocol.	September/October
Institutional Recognition and CCSAI Partnership	Present to CCSAI and the College for formal recognition, support agreements, and resource access, ensuring autonomy is maintained.	December/January
Official Launch of the Indigenous Student Union	Host a public and ceremonial launch that centers Indigenous culture and sovereignty, promoting the ISU as a self-governing body within the college community.	March

Expected Outcome(s):

The ISU will serve as a sovereign, culturally grounded body that provides leadership, advocacy, and programming reflective of Indigenous identities, knowledge systems, and aspirations. Through this space, Indigenous students will gain increased visibility, access to resources, and influence over college-wide decision-making, while fostering cultural revitalization, peer support, and community empowerment within the post-secondary environment.

Major Strategic Action Items (MASI)

ANNUAL COMMUNICATIONS STRATEGY

Why?

As per the CCSAI strategic plan, it is a mandate of the student association to offer an annual communications strategy to ensure transparency and bolster student engagement.

What?

A comprehensive communications strategy will be presented to the full board for approval. It will outline analytics, projected growth, engagement of membership, and year-to-year change.

Who?

- Communications team.
- Board communications officer.
- Students from appropriate programs

How?

- Social media audit.
- Board governance communication plan.
- Consultation sessions with membership and staff.
- Integration of program-appropriate students.

When and Where?

- July 2025: Consultation sessions with membership and staff
- Early august 2025: Social media audit
- Mid-august 2025: Finalization of the communications plan
- Implementation of the communication plan by September
- 50% growth in membership engagement rates



SUSTAINABILITY AND ENVIRONMENTAL RESPONSIBILITY POLICY/FRAMEWORK

Why?

To create a structured, measurable, and transparent system for integrating Environmental, Social, and Governance goals into CCSAI's planning, operations, and student engagement which is fully aligned with the strategic plan (2025–2029).

What?

The alignment of sustainability and environmental responsibilities throughout the strategic plan by incorporating the Environmental Social Governance Framework (ESG).

Who?

- External Org. Sustainability Strategist
- Full-Board

How?

- On-going consultations with external sustainability strategists.

When and Where?

- October 2025 ESG Framework alignment completed

Metrics

- ESG framework alignment completed, and evaluation mechanisms are implemented.

