

BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the Musqueam, Squamish, and Tsleil-Waututh Nations.

# 2021-26 Strategic Plan

**Vision** A dynamic and supportive educational community.

**Mission** Excellent working conditions for all members through representation, negotiation, and advocacy.

**Values**  
Integrity: We are transparent and accountable in our decisions and actions.  
Solidarity: We stand together to protect our rights and achieve collective change.  
Empowerment: We equip our members to understand and advocate for their rights.  
Equity: We recognize diversity and pursue inclusion and justice for all members.

## Reducing Inequities

### To identify and address inequities across our membership

- ▶ Identify and work to address inequities in different FSA job classifications
- ▶ Increase awareness within the membership about existing inequities
- ▶ Increase accessibility and seek to remove barriers to participation in the FSA
- ▶ Advocate for equitable access to resources, education, and technology support
- ▶ Advocate for employment security for all members
- ▶ Increase equity in BCIT hiring and retention practices
- ▶ Hold BCIT accountable for reducing inequities

## Shaping our Members' Workplace

### To ensure members have a voice in defining future working conditions

- ▶ Protect working conditions during shifts in the institutional and pedagogical landscape
- ▶ Form strategic relationships to increase our influence
- ▶ Ensure consultation as working conditions and circumstances shift
- ▶ Encourage transparency within Departments and in Departmental decision-making
- ▶ Ensure Departments exercise their rights
- ▶ Identify and advance our members priorities through collective bargaining

## Educating Members

### To ensure Departments and our members understand their rights and can exercise them

- ▶ Invest in the development of an FSA-designed "steward model"
- ▶ Develop and deliver workshops and training opportunities; partner (e.g. with affiliates) where possible for expanded capacity
- ▶ Increase understanding of Departmental rights and collegial decision-making
- ▶ Help members understand what FSA services are available, including self-service options

## Providing Service

### To enhance member engagement, manage member expectations, and ensure exemplary service

- ▶ Understand members' challenges and concerns
- ▶ Ensure FSA staff are well supported and resourced
- ▶ Ensure FSA Board of Directors is equipped to handle governance and HR responsibilities
- ▶ Define clear service objectives to address organizational needs
- ▶ Uphold our commitment to member engagement