Review of the 2020-2023 Strategic Plan

	Progress on actions			
	Not completed	Partially completed	Completed	
<u>Priority 1</u>: Reach out to new groups to expand and diversify the Roulant community	4	8	10	22
<u>Priority 2</u>: Animate **community life** at the Roulant and in the neighbourhood by strengthening the **intergenerational** character and building on the values at the heart of the Roulant's engagement	1	1	3	5
<u>Pillar 1</u>: **Inclusion** and Community Life	5	9	13	27
<u>PIllar 2</u>: Knowledge Exchange; <u>Priority 3</u>: Facilitate knowledge exchange in everything the Roulant does, including sharing its spaces	3	3	2	8
<u>Priority 4</u>: **Strengthen** the Roulant's food system	2	1	2	5
<u>Priority 5</u>: **Contribute** to the strengthening of food systems **outside** of the Roulant	3	7	3	13
<u>Pillar 3</u>: Food Systems Change	5	8	5	18
<u>Priority 6</u>:Strengthen organisational capacities and **internal processes** to improve the Roulant's performance	2	6	7	15
<u>Priority 7</u>: Create an attractive **work environment** that promotes staff retention, well-being, and development	1	1	4	6
<u>Pillar 4</u>: **Organisational Performance**	3	7	11	21
GRAND TOTAL	16	27	31	74
	22%	36%	42%	100%

Pillar 1: **Inclusion** and Community Life

Priority 1: Reach out to new groups to expand and **diversify** the Roulant community

Examples of actions completed

E1: Distribute free meals to marginalised populations via partner organisations

E2: Create the possibility of offering free meals through the meals-on-wheels program

Examples of actions partially completed

E1: Include people living disabilities in volunteer shifts

E2: Assessment of the diversity profile of staff and corrective actions

Examples of actions not completed

E1: Sustainable establishment of the meals-on-wheels service in the East Plateau

E2: Installation of automatic doors inside the building

Priority 2: Animate **community life** at the Roulant in the neighbourhood by strengthening the **intergenerational** character and building on the values at the heart of the Roulant's engagement

Examples of actions completed

E1: Increase the participation of children in urban agriculture

E2: Integrate la Cité des Hospitalières into our programs by taking care of the garden space

Examples of actions partially completed

E1: Knowledge exchange with partner organisations in the kitchen and urban agricultural spaces

Examples of actions not completed

E1: Presence of less privileged organisations at our farmers market

Pillar 2: Knowledge Exchange; **Priority 3**: Facilitate knowledge exchange in all that Santropol Roulant does, especially through sharing our space

Examples of actions completed

E1: Creation of self-guided urban agriculture tours

E2: Reinvent volunteering opportunities in all of our programs (including collectifs) during and post-pandemic

Examples of actions partially completed

E1: Optimise educational opportunities of urban agriculture volunteering shifts

E2: Optimise the use of the La Cité garden as an educational space for children

Examples of actions not completed

E1: Make our meals-on-wheels recipes publicly available

E2: Use of the second floor from partner organisations

Pillar 3: Food Systems Change

Priority 4: **Strengthen** the Roulant's food system

Examples of actions completed

E1: Increase of biodiversity at the farm

E2: Expansion de Fruits Défendus to new neighbourhoods

Examples of actions not completed

E1: Reinventing our composting system

E2: Decreasing the use of plastic at the Roulant

Priority 5: **Contribute** to the strengthening of food systems **outside** of the Roulant

Examples of actions completed

E1: Publish all of our policies

E2: Share Sous-Chef, the software that we created, with other meals-on-wheels services

Examples of actions partially completed

E1: Express more clearly the Roulan's political positioning, and be vocal about it

E2: Increase our communications with the donor community

Examples of actions not completed

E1: Create communications about our approach of fundraising for social change

E2: Organise knowledge sharing session about fundraising

Pillar 4: **Organisational Performance**

Priority 6: Strengthen organisational capacities and internal processes to improve the Roulant's performance

Examples of actions completed

E1: Integrate an HRIS

E2: Connect the farm with electricity and create a new water source system

E3: Create an urban agriculture project coordinator position

Examples of actions partially completed

E1: Increase resources invested in corporate partnerships to grow this part of our funding

E2: Integrate a new financial management system

Examples of actions not completed

E1: Implement an app to organise volunteer shifts

E2: Secure all funding necessary for the construction of an Agro-Educational Centre

Priority 7: Create an attractive work environment that promotes staff retention, well-being, and staff leadership development

Examples of actions completed

E1: Implementation of a new, more clear organisational structure

E2: Implementation of new HR and remuneration policies

Examples of actions partially completed

E1: Continued training of the Justice, Equity, Diversity, and Inclusion team

Examples of actions not completed

E1: Implementation of professional development plans for members of the team