

1. CALL TO ORDER

Call to Order – 1:33 PM

2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^wməθk^wəyəm (Musqueam), S^kwx^wú7mesh Úxwumixw (Squamish), Selíłwítulh (Tsleil-Waututh), k^wik^wəłəm (Kwkwetlem) and qícəy (Katzie) Nations. Unceded means that these territories have never been handed over, sold, or given up by these nations, and we are currently situated on occupied territories.

3. ROLL CALL OF ATTENDANCE

3.1 Board Composition

| | |
|--|-------------------|
| President (<i>Chair</i>) | Giovanni HoSang |
| VP External Relations | Jasdeep Gill |
| VP Finance | Tawanda Chitapi |
| VP Student Services..... | Christina Loutsik |
| VP Student Life | Jessica Nguyen |
| VP University Relations..... | Shina Kaur |
| At-Large Representative | Maneet Auja |
| At-Large Representative | Rayhaan Khan |
| Faculty Representative (Applied Sciences)..... | Nick Chubb |
| Faculty Representative (Arts & Social Sciences)..... | Jennifer Chou |
| Faculty Representative (Business) | Andrew Wong |
| Faculty Representative (Communications, Art, & Technology) | Fiona Li |
| Faculty Representative (Education)..... | Emerly Liu |
| Faculty Representative (Environment) | Julian Loutsik |
| Faculty Representative (Health Sciences) | Osob Mohamed |
| Faculty Representative (Science)..... | Simran Uppal |

3.2 Society Staff

| | |
|---|----------------|
| Campaign, Research, and Policy Coordinator..... | Sarah Edmunds |
| Executive Director | Sylvia Ceacero |
| Administrative Assistant..... | Kristin Kokkov |
| Executive Assistant | Shaneika Blake |

3.3 Guests

| | |
|---------------------------------|---------------------|
| Council/Board Liaison | Gabe Liosis |
| Student..... | Corbett Gildersleve |
| Human Rights Director, SFU..... | Marie Brunelle |

3.4 Regrets

| | |
|-----------------------------|--------------|
| VP External Relations | Jasdeep Gill |
|-----------------------------|--------------|

VP Student Life Jessica Nguyen

4. RATIFICATION OF REGRETS

4.1 MOTION BOD 2019-11-29:01

Christina/Simran

Be it resolved to ratify regrets from Jessica Nguyen (personal family reasons) and Jasdeep Gill (personal reasons).

CARRIED

5. ADOPTION OF THE AGENDA

5.1 MOTION BOD 2019-11-29:02

Christina/Maneet

Be it resolved to adopt the agenda as amended.

CARRIED AS AMENDED

Amendment: add discussion item 9.5 BCFS Skills Symposium Report

6. APPROVAL OF THE MINUTES

6.1 Board Minutes – MOTION BOD 2019-11-29:03

Christina/Nick

Be it resolved to receive and file the following minutes:

- BOD 2019-11-15

CARRIED

6.2 Committee Minutes – MOTION BOD 2019-11-29:04

Christina/Julian

Be it resolved to receive and file the following minutes:

- AFAC 2019-10-09
- FAC 2019-08-20
- FAC 2019-10-09
- GOV 2019-08-13
- GOV 2019-10-02
- UAA 2019-08-22
- UAA 2019-09-30
- UAA 2019-10-28

CARRIED

7. OLD BUSINESS

7.1 Establishment of Issues Policies and IP-1 Reproductive Rights Policies – MOTION BOD 2019-11-29:05

Christina/Osob

Be it resolved that the SFSS Board of Directors establishes Issues Policies, for the purpose of establishing the Society's stance on social, political and economic issues relevant to the membership.

Be it further resolved to adopt IP-1: Reproductive Rights.

POSTPONED

The reason: to discuss the policy more in detail with the lawyer and get a second opinion.

**7.1.1. Establishment of Issues Policies and IP-1 Reproductive Rights Policies – MOTION
BOD 2019-11-29:05-01**

Osob/Christina

Be it resolved to postpone the motion for the next meeting.

CARRIED

8. PRESENTATION

8.1 Presentation - Marie Brunelle, Human Rights Director, SFU

- Human Rights Director is in charge of the Human Rights Office (HRO) at the SFU.
- The Human Rights Policy prohibits discrimination and harassment.
 - This policy is an internal policy and deals only with people related to SFU
 - It complies with BC Human Rights Code.
- The policy gives advice but also obligations:
 - Everybody, but especially leaders, have the responsibility to be active and intervene if something happens.
 - In addition, the Board of Directors as campus leaders has additional obligation as role models.

Questions:

- What is the difference between Human Rights Office and Ombudsperson?
 - HRO deals with everyone, Ombudsperson deals mainly with students.
 - HRO deals with certain groups of issues – harassment and discrimination.
 - Ombudsperson deals with more general problems related to policies.
- What can you do if somebody has a complaint?
 - First, there is an informal procedure – the focus is on finding a resolution to the problem – both parties are contacted.
 - Then there will be a formal investigation, if necessary.
- Human Rights Director urged to contact HRO whenever anyone has any questions or problems.

[Break at 2:00 PM, meeting resumes at 2:06 PM]

9. DISCUSSION ITEMS

9.1 Fall Kickoff Report

- Question: Why in the report the SFSS sponsorship \$60,000 is classified as a revenue and not as an expense?
 - It is said that this will be classified as an expense in the financial reports.
 - It is a revenue to this event and it will be an expense to the financials.
 - It is contribution to the event that falls under the revenue.

- Question: Is it coming out of the Fall Kick Off budget?
 - There is a line item that contributes to special events.
- A comment by the guest:
 - A guest is concerned about the expenses and is warning the Board to be careful with this kind of events.
 - The guest argues that spending such an amount of money (\$105 000) for just one event, is not a good way to spend money.
 - The guest insists that an investigation should be made to see if all the policies were followed and if everything was done correctly.
 - The guest brings out the example of the student union at the University of Ottawa, where some members of the union were accused of mispending a certain amount of money;
 - The university withheld the student union fees until the union ran an audit.
 - The university rejected the audit, there was a referendum, and a new student union took over.
 - The guest asks the Board to be proactive and take this seriously in order to avoid the same outcome as happened in the University of Ottawa.
 - The guest points out that the last concert organized by the Board that suffered such losses took place in 2014 when about \$50 000 was lost.
 - The Board stopped running Spring concerts because of this.
 - The guest warns the Board that also this Board may not be able to run concerts until it is figured out why this happened.

Simran Uppal left 2:19 PM

- The Board points out that this is an opportunity to learn.
 - It is not easy to have a concert at SFU because of logistical challenges.
 - It was a big event; it costs a lot to organize these kinds of events.
 - It is emphasized that because of the nature of these events, in the future it is important to follow procedures so that it would be easier to make decisions.
 - The security cost was much bigger this year compared to the previous years.
 - It is also suggested to have the staff more involved when organizing such events again.
 - The parking lot as the venue added to the cost. Last year the event took place at the Convocation Mall.
 - It is also pointed out that this event is part of students' experience.

9.2 ED Conferences Report

- November 6–7 2019 ED attended the AMICCUS-C Western region conference.
 - It was a good possibility to share notes and best practices.
- November 14–15 2019 ED attended Student Voices in Quality Assurance Symposium.
 - It was an opportunity to learn about quality assurance.
 - ED points out that it is important to put processes and procedures in place also in our society to have a quality assurance;
 - It is important to have an overarching quality assurance program.

9.3 SUDS Conference Report

- It is a conference for student unions and societies across the country.

- It is a possibility for members to share the knowledge and get ideas.
 - There were lots of workshops and speakers.
 - Helped to connect with other students in other student unions.
 - Possibility to learn from others and form connections.

9.4 Open Education Resources Conference Report

- Conference provided information about open education resources.
 - Encouraged clubs to make their own learning materials.
 - Lots of the sessions were meant for faculty members, not for students, therefore it is advised to look for other conferences about the same topic.
 - The aim is to collaborate with other campuses

9.5 BCFS Skills Symposium Report

- The symposium was about what it means to be a board of director.

** Rayhaan Khan came in at 2:35PM**

- It is suggested to send the first-time board members to this conference, because it helps to prepared them for the upcoming year.
- Question: Was there a physical handbook?
 - Yes, there is a physical handbook?
- Question: How is it different from the preparation we give to our members?
 - Our handbook is more tailor-made to SFU.
 - The handbook given out at the symposium is more general.

10. ATTACHMENTS

- ED Conference Report.pdf
- SUDS Conference Report.pdf
- Fall Kickoff Report.pdf
- Briefing Note – SFSS Fall Kick-Off.pdf
- Open Education Conference Report.pdf
- Issues Policies.pdf
- Council Letter to the SFSS board.pdf
- BCFS Skills Symposium Report.pdf
- Human Rights Policy.pdf

11. ANNOUNCEMENTS

11.1 Next Board Meeting Dec 13 at 1:30, MBC 2294/96 (last meeting for the year)

11.2 Expecting remaining reports on Conferences attended for the next BOD meeting (Student Care, Leaders Hall)

11.3 Seeking advice regarding accountability action that the previous Board has made – work place implications

12. ADJOURNMENT

12.1 MOTION BOD 2019-11-29:06

Julian/Fiona

Be it resolved to adjourn the meeting at 2:42 PM.

CARRIED



Briefing note: Conference Attendance

Presented by: Sylvia Ceacero, E.D.

To: SFSS Board of Directors

Meeting date: November 29 2019

AMICCUS-C Conference November 6-7 2019

On November 6-7, I attended the AMICCUS-C Western region conference. For more information on AMICCUS-C, please visit: <https://www.amiccus-c.org/>

DAY 1:

Plenary

The Unspoken Work with Jordan Axani took us through the emotional labour that goes into being in a staff leadership position with a Student Union/Society/Association and its impacts on our own mental health and well-being, as well as those of our staff.

Breakout sessions

Expanding Non-fee revenues with Marc Dumouchel, GM at UofASU. We discussed ideas for non-fee revenue generation through partnerships, sponsorships and new business ideas.

Plenary

Things We Should All Be Doing Yesterday with Chris Chemlick from NAITSA. We discussed: perfecting relationships with stakeholders, especially administrators; proving the value proposition for the fees and levies to our members; bulletproofing our Board governance; creating and executing on a strategic plan; implementing a performance assessment process; collecting statistically relevant and useful information from our membership (for decision making); managing operational risk; exploring the potential of voluntary student fees and the sustainability of student societies if it comes to pass; etc...

Roundtable

Exclusively for EDs and GMs of student societies. A variety of topics were discussed: from HR to governance issues that we all face in our societies.

DAY 2:

Plenary

Cultural Diversity Training with Prestan Tilley at I.M. Well Canada. Participants were equipped with tools and strategies that help them reflect on their communications style adapt to a variety of culturally diverse settings.

Regional meeting

We received an update of how AMICCUS-C is doing; challenges; membership drive; committees that are being formed; possible hosts for next year's regional meeting; etc...

Breakout sessions

Managing Change: ByLaws, Policies and Procedures with Christopher Girodat. ED of CapUSU. Supporting the student leadership to update bylaws, policies and procedures is a huge change management undertaking and we discussed how to plan and execute to effectively and successfully implement the required changes.

Roundtable

Exclusively for EDs and GMs of student societies. A variety of topics were discussed: from HR to governance issues that we all face in our societies.

Student Voices in Quality Assurance Symposium – November 14-15 2019

On November 14-15 I attended the Student Voices in Quality Assurance Symposium. The main theme was Student Voices in Higher Education: QA Perspectives and Practices.

DAY 1:

Keynote

Global Perspectives in QA in Higher Education: Are We Listening to the Students? with Dr. Francisco Marmolejo, Lead Tertiary Education Specialist, The World Bank. A comprehensive presentation about best practices in academic and non-academic QA around the world.

Breakout session

Maple League of Universities: Building Partnerships for Extraordinary Student Experiences with Dr Jessica Riddell and Rebecca Mesay. <http://mapleleague.ca/> The Maple League vision is to build critical thinkers and leaders through the delivery of an extraordinary 21st century liberal education. They achieve this through [...] fostering reciprocal relationships across institutional boundaries, we provide extraordinary opportunities to transform as leaders, scholars, and institutions. The Maple League creates distinctive learning environments that ensure our graduates are capable of navigating an increasingly complex world as citizens and leaders dedicated to the values of a just and civil society.

Plenary

Indigenous QA through Indigenous Voices with Dr. Lana Ray, Lakehead U. and Mary Wabano, Dean, Canadore College. In this session, Dr. Ray showcased the initiatives that have been put in place by several universities in Ontario to center their QA practices through Indigenous practices and customs.

Breakout sessions

Current and Promising Practices in QA with a panel of QA practitioners, students working in QA and faculty staff and administrators. A full discussion on what practices certain universities have put in place to ensure that student voices are present through the entire process of QA to ensure that students' experiences in academia and otherwise are reflective of their needs and that adjustments are made to promote a successful completion of a degree while thriving throughout the university experience.

From Participants to Colleagues with Deijanelle Simon, President of the Algonquin College SA and Maggie Cusson, Dean Algonquin College. The discussion centered around the College's practices in including SA leadership in all aspects of academic committees to ensure that initiatives are anchored in students' voices and needs. The SA leadership provides a bridge between the students and the administration / faculty to strengthen the relationship.

Conceptual and Theoretical Frameworks with Kate Peters, PhD Candidate UofA. The presenter, explored with the audience the different student engagement in QA frameworks and we discussed the pros and cons of the frameworks as they relate to enhancing the student experience.

End of day

Guided tour of the Barnett Centre for Technological Innovation.

DAY 2:

Keynote

Student Engagement in Quality: More than Assurance? with Dr. Stuart Brand, Professor and Teaching Fellow, Birmingham U. Dr Stuart discussed the partnerships that must exist between administrators, faculties and students in order to ensure that a comprehensive learning community is developed: from academia to "general" learning experiences.

Plenary

Student Voices and Perspectives with a panel of four students from different colleges in Ontario showcasing their experiences in QA activities, their contributions, insights and recommendations for institutions considering engaging students in QA initiatives.

Roundtable

Engaging Students in QA – Morphing Ideas into Action. With colleagues at our tables, we discussed what we had heard during different breakout sessions and our take-aways to begin conversations in our own organizations / departments.

Breakout session

Engaging Students and Other Stakeholders in QA Processes with Mislav Balkovic, Dean Algebra University College – Croatia. The presenter shared how his College has been pioneering QA in Croatia, not only in academics but also in the innovative use of technology for work placement and coordination for quality. Students are embedded in all the processes and faculty and administration ensure that the student experience is successful from enrolment to graduation.

End of day

Closing remarks and call to action.

Conference Summary Report

Conference Name and Summary: Open Education Conference 2019

This conference highlighted the work colleges and universities across Canada and the United States are doing on Open Education Resources and raising awareness for this initiative. It is filled with librarians, professors, publishers, and students all learning from each other and making connections. The workshops centered around student campaigns were especially helpful for the OER campaign the SFSS is launching through the University and Academic Affairs committee. The workshops centered around OER projects professors have completed, system-wide approaches to changing campus culture, the textbook broke campaign, and elevating student voices on this initiative.

Conference Dates: October 30 - November 1st, 2019

Student Participation: Shina Kaur and Osob Mohamed

Conference Highlights:

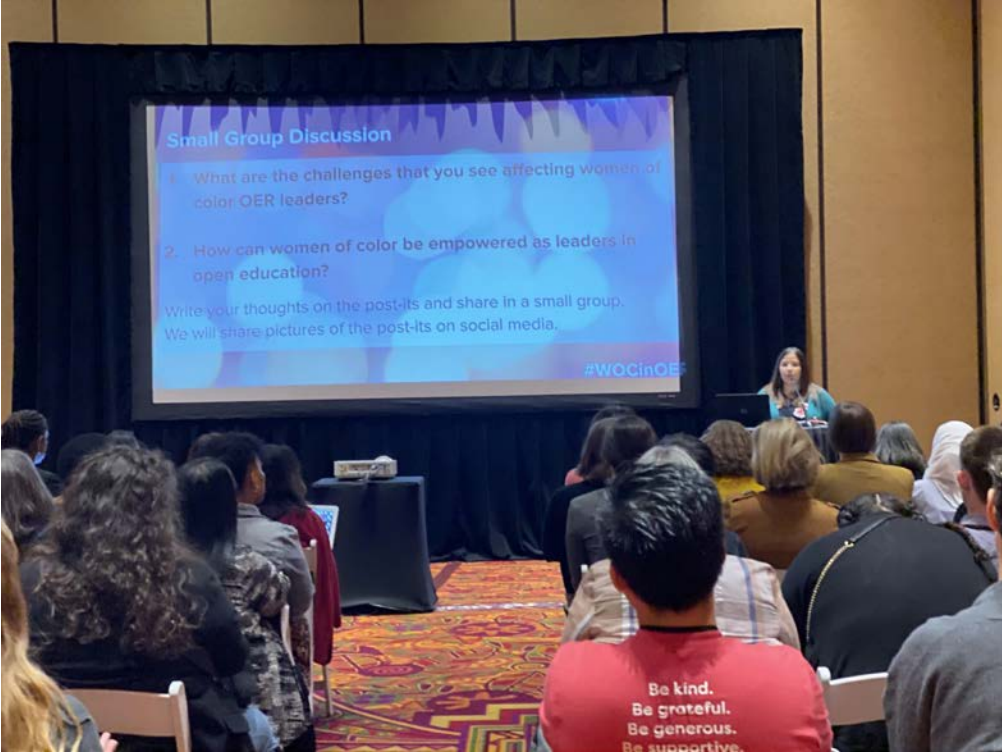
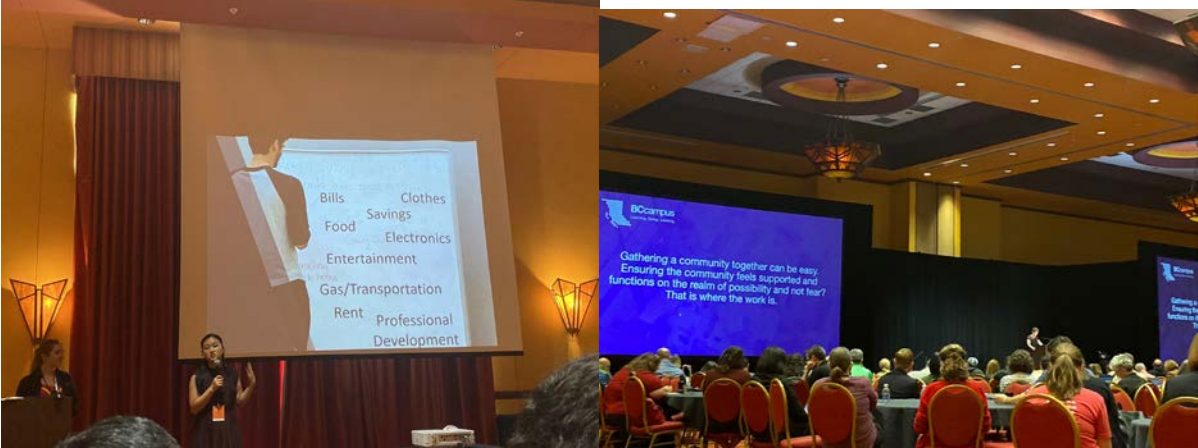
| | |
|--|--|
| Lessons Learned | <ul style="list-style-type: none"> - Importance of faculty involvement - How to incentivize faculty to participate in creating OER - Creating student awareness and basic understanding - How to find and use OER campaign resources - iClicker and TopHat Subscription inaccessibility |
| Potential Student facing campaign Ideas | <ol style="list-style-type: none"> 1. Faculty appreciation via a social media campaign <ol style="list-style-type: none"> a. Highlighting the OER champions of the university b. showcasing the project they are either working on or have completed c. provide an opportunity for professors to pledge OER support 2. Textbook Broke <ol style="list-style-type: none"> a. Ask students how much they have spent on textbooks at the bookstore, set up a blackboard outside of Bookstore/our offices where students can write it down b. Show tangible data about SFU student's investment into textbooks 3. Opinion article <ol style="list-style-type: none"> a. Why OER matters to students and faculty b. how to simplify the language for increased awareness and understanding |
| Potential | <ol style="list-style-type: none"> 1. Lunch and Learn events |

| | |
|---|--|
| suggestions for SFU | <ul style="list-style-type: none"> c. Opportunities for faculty who are not familiar with the initiative to ask questions and get introduced to it 4. One-on-One consultations <ul style="list-style-type: none"> a. In-depth discussions surrounding how a faculty member can create an OER project b. What can SFU do to make it easier for faculty and reduce the barriers that exist surrounding workload and time commitment |
| Potential Collaboration Partners | <ul style="list-style-type: none"> 1. BC Campus <ul style="list-style-type: none"> a. Amanda Coolidge - Associate Director b. Lauri Aesoph - Manager of Open Ed 2. SFU <ul style="list-style-type: none"> a. Hope Powers - Coordinator for OER working group b. Center for Educational Excellence |
| Next Steps | Coordinating with OER Working Group and Centre for Educational Excellence at SFU and prioritize OERs in student affordability plan |

Actual Spending:

| | Item Description | Budgeted Cost | Actual Cost |
|----------------------|---|----------------------|--|
| Food/Catering | Food during the conference (Breakfast and Dinner wasn't provided each conference day) | \$158 (CAD) | Total: \$134.11 (USD) Total: \$177.55 (CAD) |
| Lyft | Rides from Airport to Hotel and residing hotel to conference hotel (We budgeted to stay in the same hotel as the conference but there was no availability when we were ready to book) | \$92.19 (CAD) | Total: \$111.89 (USD) Total: \$147.50 (CAD) |
| Tickets | 2 tickets to Opened19 @ Student Pricing (\$150USD) | \$394.90 CAD | \$394.90 CAD |

| | | | |
|------------------------------------|---|---|---|
| Flight & Accommodations | Flights to and from Phoenix, AZ, and hotel costs. *Hotel rooms @ Conference price were no longer available by the time we were able to book. | Flights: \$577 CAD Accommodation: \$789.97 CAD | Flights: \$567.42 (CAD) Accommodation: \$722.11 (USD) \$955.89 (CAD) |
| Total: | | | \$2243.26 (CAD) |



Letter to the SFSS Board of Directors from Council

2019-10-31

To the Simon Fraser Student Society Board of Directors,

Since 2011, the Simon Fraser Student Society has recognized and funded SFU Lifeline, an anti-abortion club that advocates for pre-born children and supports anti-abortion establishments. Through their efforts, Lifeline hopes to eliminate protections afforded to women through the Charter of Rights and Freedoms. Advocacy for “life-affirming choices” ultimately takes away any semblance of choice from women regarding their health and perpetuates reproductive oppression that is Canadian courts continue to recognize as being inherently misogynistic and harmful to women, including those on campuses.

The presence of such clubs as well as recent events highlight the damaging ideologies that are perpetrated when adequate issues policy is not present to protect the membership. The Simon Fraser Student Society states in their mandate to “support students [to] reach their full potential” and in the 2019-2021 Strategic Plan to aim to “enhance student experience” and “increase students’ engagement and sense of belonging” but without policy there is no foundation to do so. Other student unions across the country, including the University of Alberta, Ryerson University, and the University of Toronto all have policies in place to address these issues that can significantly affect students. The Simon Fraser Student Society must urgently take action immediately to ensure that similar policies are in place in order to prevent issues before they come up and to properly direct the Society if they do. The Society must take a pro choice stance to be able to implement such policy. The illusion of which is already offered to the society based on the SFSS Women center’s pro choice mandate.

The Simon Fraser Student Society Council supports the draft as presented, as well as the development and implementation of formal issues-based policy. Additionally, in the best interest of the student body and membership, the Council would like to see the creation of this and further policies proceed in an appropriate, timely manner.

The following student bodies in addition to the SFSS Council, approve and support the draft of the pro choice issues policies:

Archeology Student Union

Psychology Student Union

Out On Campus Collective

Women Center Collective

ISSA

Geography Student Union

Political Science Student Union

Education Student Association

Health Science Undergraduate Student Union

History Student Union

BNSS

Sincerely,

Simon Fraser Student Society Council

Briefing note: SFSS Fall Kick-Off Concert 2019

Board of Directors: November 29, 2019

Presented by: Sylvia Ceacero, Executive Director

SUMMARY

Each year SFSS sets aside a budget to host a Fall Kick-Off concert to celebrate the start of the semester and foster a sense of community by engaging our members, especially our first year students. This year the concert was held on September 20th and had over 1200 students in attendance. Timbre Concerts and CRESCENDO1 Entertainment Company were contracted to promote the event, book and organize the line-up of artists. There were internationally renowned artists: Snakehips, MadeinTYO, Outr3ach, Manila Grey, Illyminiachi, Eric Reprid and Fuji Kyle.

In the past years the concert was held in the Convocation Mall. This year there was a change in venue to the Strand Hall parking lot as a result of the construction work going on at the Convocation Mall. For this venue, there were additional expenses such as fencing, barricades, portable washrooms, first aid attendants, ambulance and additional security. An additional bus was also rented to transport students home safely from the event. Due to these numerous factors, the budget for the concert was increased. Please see financial information in Appendix I.

The concert scored big with a profit of \$9,712 in year 2017. However this year's concert generated a total revenue of \$132, 119 and saw a total of \$178,114 in expenses which resulted in a deficit of \$45,995. Note that the SFSS would have saved approximately \$9000 if the concert was held at the Convocation Mall. The Board of Directors should therefore carefully consider how to gauge intended expenditures against student engagement for future events.

APPENDIX I

SFSS 2019 Fall Kickoff - September 20, 2019

Revenues

| <i>Tickets</i> | Total |
|-------------------------------|------------------|
| Kickoff sales - 1280 tickets | \$46,369 |
| <i>Sponsorship</i> | |
| SFSS | \$60,000 |
| SFU | \$16,750 |
| Other | \$9,000 |
| | \$85,750 |
| Total Revenues | \$132,119 |

Expenses

| | |
|---|------------------|
| <i>Logistics</i> | |
| Security | \$9,872 |
| MECS - SFU | \$747 |
| Generator | \$6,024 |
| Fencing | \$6,001 |
| First aid | \$3,758 |
| Portable Washrooms | \$2,867 |
| Ambulance | \$2,274 |
| Translink buses | \$1,080 |
| Insurance | \$500 |
| | \$33,122 |
| <i>Production</i> | |
| Artists | \$93,555 |
| Staging and equipment | \$39,173 |
| Production Company | \$10,000 |
| Legal | \$910 |
| | \$143,638 |
| <i>Marketing & Sales Promotion</i> | |
| Wristbands, Posters, Ads | \$666 |
| <i>Miscellaneous</i> | |
| T-shirts, other misc expenses | \$688 |
| Total Expenses | \$178,114 |

Net Loss -\$45,995



Policies and Procedures

Human Rights Policy



SIMON FRASER UNIVERSITY
POLICIES AND PROCEDURES

| Date | Number |
|-------------------|--------------|
| April 26, 1988 | GP 18 |
| Revision Date | Revision No. |
| November 27, 2014 | F |

PREAMBLE

Simon Fraser University promotes teaching, scholarship and research, and the free and critical discussion of ideas. The University is committed to providing a working and learning environment that allows for the full and free participation of all members of the University community. Discrimination undermines these objectives, violates the fundamental rights, personal dignity and integrity of individuals or groups of individuals and may require remedial action by the University.

Harassment is a form of discrimination that is prohibited under this Policy and may result in the imposition of disciplinary sanctions including, where appropriate, dismissal or permanent suspension.

This Policy responds to the University's responsibility under the Human Rights Code of British Columbia ("the Human Rights Code") to prevent discrimination, to provide procedures to handle complaints, to resolve problems, and to remedy situations when a violation of this Policy occurs. The University offers educational and training programs designed to support the administration of this Policy and to ensure that all members of the University community are aware of their responsibilities under the Human Rights Code and this Policy.

1. DEFINITIONS

"Complainant" - Any person who believes that he/she has experienced discrimination and who seeks recourse pursuant to this Policy. The University may also be a complainant.

"Complaint" - A statement of facts alleged by a complainant seeking recourse pursuant to this Policy.

"Constituency organizations" - Administrative and Professional Staff Association (APSA), Canadian Union of Public Employees (CUPE) 3338, Polyparty, Simon Fraser Student Society (SFSS), Graduate Student Society at SFU (GSS), Simon Fraser University Faculty Association (SFUFA), and Teaching Support Staff Union (TSSU).

"Discrimination" - The University expressly adopts the definition of discrimination articulated by the Supreme Court of Canada¹, i.e. intentional or unintentional differential treatment for which there is no *bona fide* and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the **Human Rights Code**.

Currently, “**the grounds of discrimination**” prohibited by the **Human Rights Code** are age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex (including gender identity and gender transitioning), sexual orientation, and, in the case of employment, unrelated criminal convictions.

The University is under a legal duty to accommodate individuals or groups protected from discrimination under the **Human Rights Code** unless it would create undue hardship to the University.

“**Harassment**” – Any behaviour that satisfies one or more of the following definitions of harassment:

(a) **Harassment based on a prohibited ground of discrimination.** Behaviour directed towards another person or persons that:

1. is abusive or demeaning; and
2. includes a direct or indirect reference to a prohibited ground of discrimination under British Columbia's Human Rights Code; and
3. would be viewed by a reasonable person experiencing the behaviour as an interference with her/his participation in a University-related activity.

(b) **Sexual harassment.** Behaviour of a sexual nature by a person:

1. who knows or ought reasonably to know that the behaviour is unwanted or unwelcome; and
2. which interferes with another person's participation in a University-related activity; or
3. leads to or implies job- or academically-related consequences for the person harassed.

(c) **Personal harassment.** Behaviour directed towards a specific person or persons that:

1. serves no legitimate purpose; and
2. would be considered by a reasonable person to create an intimidating, humiliating, or hostile work or learning environment.

“**Reasonable person standard**” - Whether or not a reasonable person in roughly the same position as the complainant would judge discrimination to have occurred as a result of another person's behaviour or pattern of behaviour.

“**Respondent**” - A person or persons against whom an allegation of discrimination has been made pursuant to this Policy.

“**Responsible officer**” - The University official who may carry out one or more of the following roles within the terms of this Policy:

1. decide whether the Policy has been violated;
2. make recommendations or decisions regarding remedies or discipline;
3. assume the role of complainant to initiate an investigation;
4. initiate interim measures.

The responsible officers in a particular case are determined by the University positions of the complainant and respondent.

The following Board policies establish the stance of the Society on social, political and economic issues relevant to the membership of the SFSS.

SFSS Issues Policies

Simon Fraser Student Society

simon fraser
student society

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PURPOSE OF THIS MANUAL

The SFSS Issues Policies shall serve to clarify the stance of the Society on social, political and economic issues relating to student life and post-secondary education that are important to the SFSS membership. The SFSS Issues Policies shall also serve as a resource and a guide to assist in the development of campaigns, stakeholder relations and media strategies employed by the Society.

The SFSS shall limit its Issues Policies to issues directly pertaining to student life and post-secondary education. The issues covered by these policies are developed through member engagement activities.

POLICY REVIEW AND APPROVAL PROCESS

Each policy will be reviewed annually.

Where no change is required, the policy will remain in its current state.

Where need or opportunities for improvement arise, policy shall be created, changed, or repealed in the following way:

1. The office responsible for the policy outcome shall propose amendments to the Executive Director (ED) or their designate.
2. The ED or their designate shall review the proposed changes with the department head.
3. Where deemed acceptable, the proposal shall be submitted to the Board of Directors or Executive Committee for comment.



IP-1: REPRODUCTIVE RIGHTS

POLICY TYPE:

POLICY TITLE: REPRODUCTIVE RIGHTS

POLICY REFERENCE NUMBER: IP-1

Adopted: November 15, 2019

[Next Scheduled Revision](#)

[Previous Revisions](#)

Preamble

The United Nations 2030 Agenda for Sustainable Development calls for “ensuring universal access to sexual and reproductive health and reproductive rights”. It supports [individuals] in “mak[ing] their own informed decisions regarding sexual relations, contraceptive use and reproductive health care”. These reproductive rights provide individuals with choice. The SFSS is a trans-inclusive organisation thus, this policy does not just apply to cisgender women. This policy uses the term **trans-inclusive** as an umbrella term to mean inclusive of transgender, non-binary, genderqueer, gender neutral/agender, and gender non-conforming identities and experiences.

Pro-choice is the view that individuals with reproductive capacity should have the right to make decisions on their own sexual and reproductive health. Pro-choice is not pro-abortion; it simply defends the right of an individual to **bodily integrity**, or the importance of personal autonomy and the self-determination of humans over their own bodies.

Pro-life, on the other hand, is the view that is generally characterised as anti-abortion, for either moral or religious reasons. This view supports the right to life of a fetus, and thus may support the criminalisation of abortion. Some supporters believe there are some cases where abortion should be permitted, while others do not.

Both pro-choice and pro-life are broad viewpoints with no clear definition. Not all pro-choice nor all pro-life supporters maintain the above stances.

Policy

1. The SFSS supports:
 - a. The fundamental right to bodily integrity for all individuals;

- b. Reproductive rights and justice for all, including the freedom of reproductive choice;
 - c. The provision of non-judgemental information on abortion and pregnancy, and support for parents and families; and
 - d. Information to access safe, publicly-funded reproductive health services including but not limited to reliable contraceptives, and family planning information and services, in the manner of the individual's choice.
2. The SFSS opposes:
- a. Any legislation, act or designation that directly or indirectly contravenes or limits an individual's reproductive rights or bodily integrity;
 - b. Any campaigns, actions (including the posting or distribution of materials), or lobbying activities that support the limitation of reproductive freedom of choice, reproductive justice and/or bodily integrity; and
 - c. Harmful medical practices, such as female genital mutilation and forced sterilization.
 - d. Recognizing as a club or providing any SFSS resources to groups who seek for and/or advocate to limit an individual's reproductive rights or seek to criminalize an individual for their right to choose abortion and access reproductive care;
 - i. Providing SFSS resources includes but is not limited to funding, facilities booking, staff time, and other organizational or financial resources.

SIMON FRASER STUDENT SOCIETY

NOVEMBER 2019

BCFS SKILLS DEVELOPMENT SYMPOSIUM

35TH ANNUAL SKILLS DEVELOPMENT SYMPOSIUM BRITISH COLUMBIA FEDERATION OF STUDENTS



PREPARED BY

JASDEEP GILL | JESSICA NGUYEN | TAWANDA NIGEL

ABOUT THE BCFS SKILLS SYMPOSIUM



The Skills Development Symposium is hosted annually by the BC Federation of Students to bring student leaders together to develop skills for the day-to-day operations of a student unions. Participants will emerge from the Skills Development Symposium with a greater understanding of their role as elected student representatives and with the information and skills necessary to do their job effectively.

This symposium was attended by Jasdeep Gill (VP External Relations), Tawanda Nigel (VP Finance), and Jessica Nguyen (VP Student Life).

TRIP COST

The cost of sending three SFSS representatives to this symposium was \$1,253.20. This was comprised of \$975.00 for conference fees, \$218.20 for BC Ferries transportation, and \$60.00 for the cost of gas. This conference was funded through the Federal, Provincial, Municipal Advocacy and Lobbying Committee budget.

DEVELOPMENT WORKSHOPS

The symposium included a full schedule of development workshops that included topics like introduction to post-secondary education, understanding students' union finances, strategic planning, media relations and social media management. The facilitators for these workshops were mostly experienced BCFS staff and some external guests. Over the three days, each participant was able to attend eleven unique workshops on a variety of useful topics.

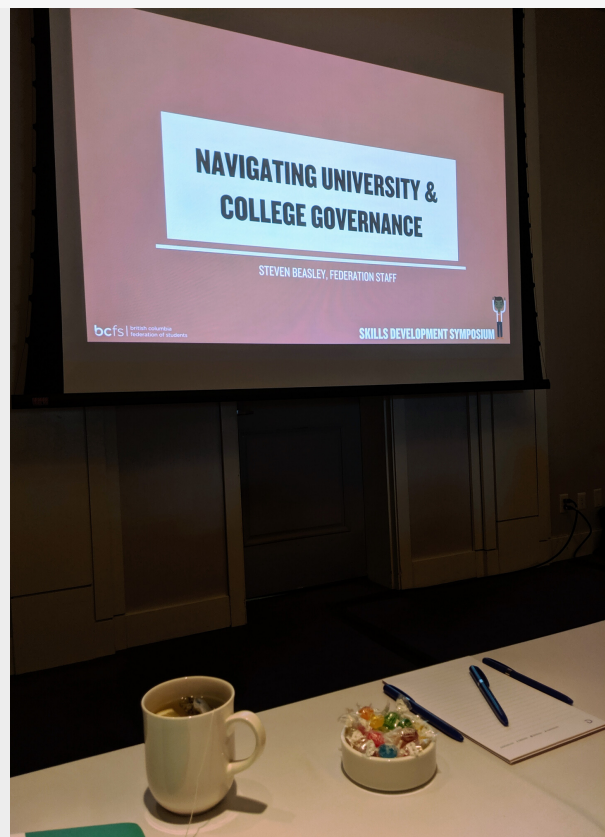
In addition to the workshops, there were some opportunities to do interactive activities that created space to collaborate with fellow directors. These activities were designed to be ice breakers, and to create opportunities for attendees to apply some of their learning. There was also two socials that were planned as a part of the symposium, and this was a great way to network with directors from other student unions, and to create connections that would be useful for future collaborations.

More information on symposium materials can be found in the resource manual each director received at check-in. This manual has been submitted to staff for record-keeping purposes.

OUR EXPERIENCE

We had a positive experience attending the BCFS Skills Symposium as external guests. The workshops and activities were meant to be directed at first time directors, and newcomers to governance practices. Even though a few of us already had some previous experience the process was still very educational and created space for reflection.

There was also the added benefit of being near the BC Legislative buildings that allowed opportunities to learn more about provincial advocacy. Some symposium attendees were able to tour the buildings and familiarize themselves with the area which would be useful for future lobbying trips.



RECOMMENDATION FOR FUTURE BOARDS



We recommend that future Boards send representatives to this symposium to learn more introductory skills that are essential to leadership and governance. However, we do recommend sending directors who do not have any previous Board experience rather than those that are returning members. This recommendation is due the fact that some of the workshops were a review for those that had already been on Board for over a year. The content in the workshops is very useful, but it would be best targeted at directors that are new to the SFSS.

Student Union Development Summit 2019

Attended by: Shina Kaur, Tawanda Chitapi, Jasdeep Gill, Jessica Nguyen, Christina Loutsik

Prepared by: Shina Kaur, Jasdeep Gill, Jessica Nguyen

Overview:

The Student Union Development Summit (SUDS) is a 4-day conference that gathers leaders of students unions from across Canada to share ideas, challenges, and best practices for a student-focused organization. It is meant to provide student union representatives a platform to share their experiences, ideas, and best practices, allowing parties involved to gain valuable insights into their respective student union. Translating their student government experience into the professional world.

Description of Workshops:

1. Spencer Keys - Setting Goals and How to Achieve Them

Spencer Keys is a lawyer with Chart House Law and this session highlighted organizational leadership, team-based leadership, and transformational leadership. All three forms of leadership work to create a vision for the organization and that vision cannot be accomplished without a strategy. The constituents of an organization need to know where the leader is taking them to be more effective in accomplishing the goals set in the beginning. He gave concrete examples of setting up a bi-weekly meeting structure in the following format:

1. [5 minutes] Highlight the past 2 weeks
2. [5 minutes] Project Updates - On-track or off-track, no discussion
3. [60 minutes] Identify, Discuss, Solve
 - each person takes roughly 20 seconds to explain their problem
 - meeting chair picks top 3 to discuss at the meeting
4. [10 minutes] Drive discussion to decisions and create action items

This meeting structure allows for groups and organizations to stay updated on current projects while tackling the most important issues right away, increasing efficiency and productivity.

2. Peter Guo - Governance

This session was hosted by Peter Guo, a partner at MNP, and his associates. Peter's past experience as the first Chinese-descendant President of the University of Toronto Students' Union made for a very unique and personal presentation. Peter discussed many foundational pieces that build a successful student union, with fiscal responsibility being at the core of it. In the past couple of years, there have been many financial difficulties and scandals faced by student unions across Canada which has changed the way that student unions are perceived by the general public. Peter

spoke directly with many student union leaders that shared the unique struggles of their organization. He was able to use these direct examples to provide some advice about how proper governance can build checks and balances to prevent many of the issues we see today.

Peter also discussed various governance principles that should be at the core of every organization.

1. Oversight - setting objectives, and tracking performance
2. Structure - understanding size, procedures, and committees
3. Roles - having clarity in roles, meeting role requirements, and providing training
4. Representation - appropriate representation and consultation

Peter's associates also briefly presented the services MNP can provide to student unions, especially in the case of governance and financial management.

3. Jackie Asante - Public Relations

Jackie Asante is an executive at Fleishman Hillard HighRoad and has an impressive career in public relations and government affairs. She also has a great relationship with the AMS and provides its annual public relations training for all incoming Board members. Jackie's session was full of energy and provided effective public relations techniques in a very short time period. Her key message was to always *respond* to a question, rather than answering it. She explained the difference in two through an interactive activity in which the attendees were split into four groups and presented with a hypothetical scenario they may have to deal with in a student union. These teams were then instructed to select two spokespersons and prepare them with key messaging in order to respond to whatever questions they may be asked. In the end, we learned that no matter what question is asked, there is usually a way to *respond* to it in such a way that you get your key message across regardless.

Jackie's session was one of the most memorable ones, and she would certainly be a great instructor for any future SFSS Boards that want to engage in public relations and media training.

4. Alex Usher - Future of Student Unions

Alex Usher had a wonderful speech about what the future of student unions and what the student movement can look like. Because he has a long history in higher education through his role as the President of Higher Education Strategy Associates, his goal is to improve the quality, efficacy, and fairness of higher education systems in

Canada and worldwide. He shared insightful perspectives and learned lessons from his time as a director, researcher, and lobbyist for a number of organizations. In addition, he spoke of his time as being the first national director of the Canadian Alliance of Student Associations and how fruitful that time has been for him. One key part of his message is that everything that student societies and unions are doing today, no matter how small it feels, it is still extremely impactful and that we are all part of a bigger force. This was incredibly important as our friends on the East Coast government's new policy of rendering non-tuition fees non-mandatory and how detrimental it has been for student groups. He emphasized that this policy that was newly implemented would hurt a big part of campus life and how hard it will be but we must fight to preserve what we can of student unions.

5. Amanda Penrice - LinkedIn

This session highlighted LinkedIn as the first online and global representation of the workforce, showing how it is changing the way people are not only finding work but sharing about their experience. The three biggest challenges of this generation in terms of work, according to LinkedIn are artificial intelligence and automation, independent work, and a skills gap. Automation and artificial intelligence is making certain jobs obsolete and requiring future workers to think and plan ahead. Independent work allows people to take on entrepreneurship roles and decreases the traditional 9 - 5 work. Finally, the skills gap is bringing to light that employees don't have the skills the employers are looking for. Amanda used these challenges to highlight more reasons for using LinkedIn and be prepared for entering the workforce. Using the platform as an online portfolio to add not only experience but how those experiences added value to you as a potential employee.

6. Kylie McMullan, Paul Nixey, and Andrea Reimer - Public Relations Panel

This Public Relations panel highlighted PR as the power to optimize the reach of your student organization. Understanding the issues students face and how to get reactions from their constituents. When in crisis, making a plan for who will respond, in what way, and how long after the communications will go out is vital to maintaining a reputable presence. Membership should see the wins and highlights of the organization to stay updated on what is going on and how their funds are being spent in a productive way. They also mentioned the importance of social media and not adding fuel to the fire if there are any negative stories or press. However, still responding to the negative press in a way to spin the narrative and respond proactively when sharing the key message.

7. Breakout Session

a. Internal Advocacy

This breakout session was for VP Academic Affairs and University Relations positions across Canada. There were great ideas that came out of this conference for student information campaigns. My favorite one was creating a general volunteer program for the SFSS and partnering with the SFU Student Ambassador Program to increase incentive to join. This can be done during the first 3 weeks of the semester and a low barrier way to get involved with the SFSS. Another campaign idea was to create gamification of services. For example, the more SFSS services a student uses the more points they get towards getting free merchandise. This can be a way to highlight the services that the SFSS provides, and there can be a video campaign with the day in the life of a student showing how many services they can use. The session mostly talked about the importance of face to face campaigns to show membership how they are valued in the organization.

b. External Advocacy

c. President

d. Student Life