

1. CALL TO ORDER

Call to Order – 4:03 pm

2. TERRITORIAL ACKNOWLEDGMENT

We acknowledge that this meeting is being conducted on the unceded territories of the Coast Salish peoples; which, to the current knowledge of the Society include the Squamish, Musqueam, Stó:lo, and Tsleil-Waututh people.

3. ROLL CALL OF ATTENDANCE

3.1 Committee composition

Student Union Representatives

*New Councilors that need ratification will be denoted ****

Archeology	Madeleine Lamer
Behavioral Neuroscience	Alysha Damji
Biology	Wade Vanderwaal
Biomedical Physiology & Kinesiology	Alam Khera
Business	Ashley Chan
Business	Emily Ma
Business	
Chemistry	
Cognitive Science	
Communications	Arjan Mundy
Computing Science	Corbett Gildersleve
Criminology	Erwin Kwok
Dance	Kaylee Louie
Earth Science	Elise Harrington
Economics	Jasmine LeBlanc
Education	
Education	
Engineering Science	Shayne Kelly
English	
Environmental Resource	Grayson Barke
Environmental Science	Ayush Joshi
First Nations Studies	Marisol Cruz
French	
Gender, Sexuality, and Women's Studies	Hannah Jarvis
Geography	Sarah Heim
Health Science	
History	Zachary Boyd
Humanities	
Interactive Arts and Technology	Zachary Chan
International Studies	Genver Quirino
Labour Studies	Dylan Webb
Linguistics	

Management System Science	Catherine Chang
Mathematics	Sukh Sehdev
Mechatronics System Engineering	
Molecular Biology & Biochemistry	Julia Bodnar
Operations Research	
Philosophy	Karan Abramson
Physics	Jesse Velay Vitow
Political Science.....	
Psychology.....	
Science Undergraduate Society (SUS)	Tomas Rapaport
Society of Arts and Social Sciences (SASS) (<i>chair</i>)	Christian Avendano
Sociology and Anthropology	John Stuart
Statistics and Actuarial Science	Christopher Kevin
Sustainable Community Development.....	
Theaters	
Visual Arts	
World Literature	Alex Harasymiw

Constituency Group Representatives

First Nations Student Association (FNSA).....	
International Student Group (ISG).....	
Out on Campus Collective (OOC).....	
Residence Hall's Association (RHA)	Mohammed Ali
Student Athlete Advisory Committee (SAAC)	
Students United for Disability Support (SUDS).....	Tony Janolino
Women Centre Collective (WCC)	

SFSS Directors (*non-voting*)

(Interim) President& VP Student Services.....	Larissa Chen
VP External Relations	Christine Dyson
VP Finance.....	Hangue Kim
VP Student Life.....	Curtis Pooghkay
VP University Relations.....	Arr Farah
At-Large Representative	Paul Hans
At-Large Representative	Mudi Bwakura
Faculty Representative (Arts & Social Sciences)	Blossom Malhan
Faculty Representative (Applied Sciences).....	Alan Lee
Faculty Representative (Business).....	Pritesh Pachchigar
Faculty Representative (Communication, Art & Technology)	Prab Bassi
Faculty Representative (Education)	John Ragone
Faculty Representative (Environment).....	
Faculty Representative (Health Sciences)	Raajan Garcha
Faculty Representative (Sciences).....	Jimmy Dhesa

Society Staff

Campaigns, Research, and Policy Coordinator.....	Pierre Cassidy
Administrative Supervisor.....	Karen Atara
Administrative Assistant	Mandeep Aujla

3.2 Regrets

Archeology	Madeleine Lamer
Business.....	Emily Ma

Criminology Erwin Kwok
Economics Jasmine LeBlanc
Interactive Arts and Technology..... Zachary Chan
(Interim) President & VP Student Services..... Larissa Chen
Physics Jesse Velay Vitow

3.3 Absent

3.4 Guests

Interactive Arts and Technology..... Sammy Yoo for Zachary Chan

4. RATIFICATION OF REGRETS

Excuses or regrets will be kept track of by the chair of council. Missing two meetings in a row without sending excuses (that are approved) will result in the removal from Council.

MOTION COUNCIL 2016-06-29:01

Arjun/Mohammed

Be it resolved to ratify regrets from Zachary Chan, Jasmine LeBlanc, Madeleine Lamer, Emily Ma, Erwin Kwok, Jesse Velay Vitow, and Larissa Chen.

CARRIED

5. ADOPTION OF THE AGENDA

MOTION COUNCIL 2016-06-29:02

Karen/Corbett

Be it resolved to adopt the agenda as amended to postpone item 7 until the next council meeting, include 'Board updates' under Discussion items, and add 'Motion 11.2' under New Business.

CARRIED AS AMENDED

6. MATTERS ARISING FROM THE MINUTES

MOTION COUNCIL 2016-06-29:03

Mohammed/Corbett

Be it resolved to approve the minutes of:

Council_2016-5-25

CARRIED

~~7. GUEST SPEAKERS AND PRESENTATIONS~~

~~LARISSA CHEN - SFSS PRESENTATION~~

~~ERWIN KWOK - SFU STUDENT HEALTH ADVISORY COMMITTEE~~

8. APPOINTMENTS AND RESIGNATIONS

MOTION COUNCIL 2016-06-29:04

Alysha/Mohammed

Be it resolved to ratify the appointment of the following Councillors: Ashley Chan, Emily Ma.

CARRIED

9. COMMITTEE UPDATES FROM COUNCIL REPRESENTATIVES

- No major updates at this time.

10. UNFINISHED BUSINESS

SFSS LIQUOR POLICY FEEDBACK DISCUSSION:

- Some union representatives presented feedback that their departments are not in favour of this policy mainly because there are still some gaps; therefore there is more work that needs to be done.
- Other union representatives were in favour of this liquor policy.
- There were concerns over taking options away from student unions regarding how money is to be spent.
- Based on feedback given by the Council, Arr will report back to the Board with a formal recommendation in which these suggestions will be outlined. These changes will also be reflected on the website.
- **[Action item]** Christian: Will send an email to the Council committee with regards to any thoughts, questions, or concerns brought up during this meeting concerning the alcohol policy.

****Marisol Cruz arrived at 4:23 pm****

11. NEW BUSINESS

11.1 Council twitter discussion:

- Incident where a councillor was using the SFSS twitter account to tweet confidential information without the authority of the SFSS.
- There is apparent miscommunication around who has the authority to update social media accounts on behalf of the SFSS.
- Christian will follow up with Larissa offline regarding any updates on this matter.

****Hannah Jarvis arrived at 4:29 pm****

11.2 SFSS term summary reports

MOTION COUNCIL 2016-06-29:05

/

Where as it is not always easy for the members of council to keep up with the activities of board and the SFSS organization as a whole.

Whereas receiving a summary of board term reports, CEO and staff progress reports, and other organizational documentation that relate to SFSS's Strategic Plan, would help members of council to keep their respective student unions updated.

Be it resolved to recommend that the board, with the assistance from the CEO and staff, compile, summarize, and present a term-in-review for council no later than one month after each term ends.

Discussion:

- The council agreed that the motion should be revised, and better framework should be developed.
- Curtis advised that a working group should be developed for this motion to provide a better framework for it.
- After feedback from the council as a whole with regards to what would be needed in these term reports, it was advised that the council work offline in the next month to get a clearer idea of what is to be included in this report.
- Council agreed to postpone this motion to the next Council meeting for further discussion.
- Ad-hoc working group with coordinate after this meeting.

MOTION POSTPONED TO NEXT COUNCIL MEETING

12. DISCUSSION ITEMS

Board reports from previous board meetings:

- There was a motion passed for the update of the council and board manual.
- Motion on Fall 2016 Kick-off concert was approved.

13. ANNOUNCEMENTS

Fall kickoff concert:

- There will be opportunities for constituents and members to volunteer for this event.

Engagement initiative:

- Working on more engagement initiatives for the SFSS.

Advocacy survey:

- The advocacy survey is out right now; all members should have received an email with all the information for it.

14. ATTACHMENTS

- Workshop opportunity for Council.pdf
 - Note: For options 4 & 5 still waiting on SFPERG on a couple of details on the workshops that they offer, but there are some possibilities to work with them.
 - There were some further questions raised about the costs of these workshops; the council will look further into the costs and give that information in due time.
 - Christian will re-send out the attachment to the council, as some members may not have received it.
 - First information about costs will have to be clearer before moving forward with finalizing workshops.
 - Want to look at the most effective options for the workshops with and all the money should be spread out to get a little bit of everything.
 - The workshop could possibly be picked by late July at the next Council meeting.

15. ADJOURNMENT

MOTION COUNCIL 2016-06-29:06

Corbett/Alysha

Be it resolved to adjourn the meeting at 4:54 pm.

CARRIED

Workshop options:

1. **SFU Passport to Leadership program** expanded to include aspects of governance and conflict resolution.

The workshop program would be blended (both online and face to face) and the 2.5-hour sessions could be as follows:

Session 1: Exploring leadership and self-awareness
Session 2: Myers-Briggs Type Indicator (MBTI) - Understanding Self, Understanding Others
Session 3: Challenging our perceptions and listening effectively
Session 4: Effective communication
Session 5: Conflict and conflict resolution
Session 6: Beyond Tolerance: Creating more inclusive and respectful communities
Session 7: Uncertainty and Change
Session 8: Group Cohesion - moving forward with intention

2. **Fierce Conversation** (2 days)
Please see attached program description

Cost:

The main cost to host the full 2-day workshop is purchasing the comprehensive tool kits at \$200 per person, which includes the book *Fierce Conversations*, the workbook, the desktop guide, and a few other items.

There is a possibility for the Council to choose from workshop segments to cover less (2 out of the 4 conversation models) then the workshop length and the price will go down, as follows:

4 models (full workshop) - \$200
3 models (1.5 day) - \$180
2 models (1 day) - \$170
1 model (0.5 day) - \$150

3. **Disability Justice Workshop** (2 days)

Description:

Disability Justice analysis deepens & strengthens our work for social justice because ableism undergirds whose bodies are considered desirable or disposable. This workshop will give participants a chance to engage with the Disability Justice framework and understand how it connects with different communities, movements, and access.

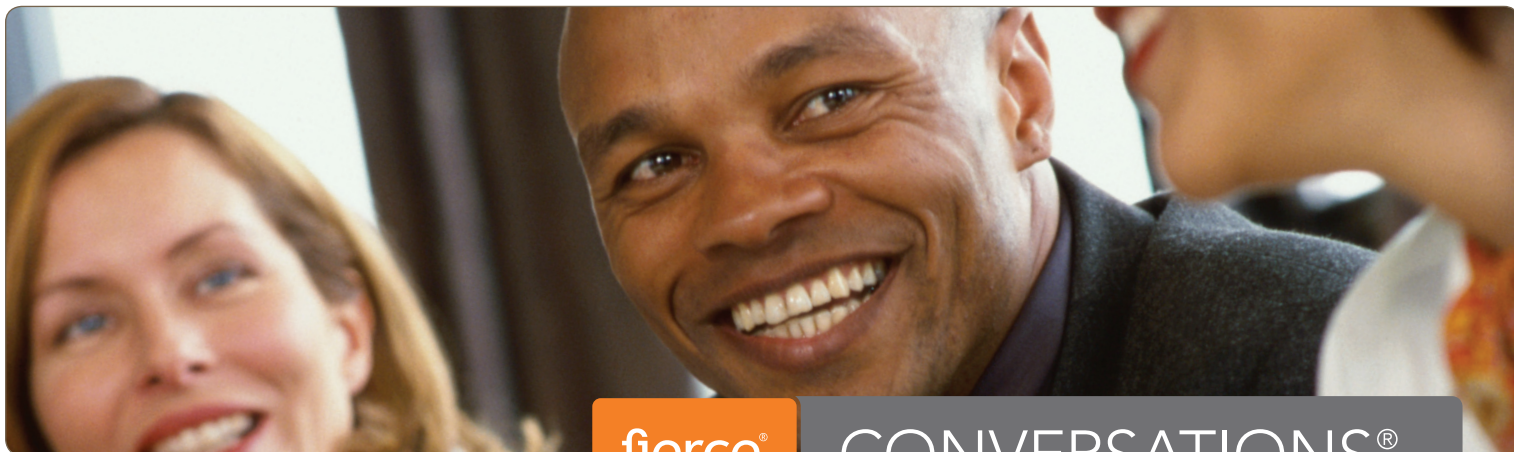
Focused towards activists, organizers, community groups and non-profit organizations, core concepts to be explored include: What is Disability Justice? How is it different from Disability Rights? What is ableism? How can we start integrating a disability justice analysis into our work as activists and organizers? How are disability and ableism connected to other forms of oppression? Disability Justice has the power to shift our work so we can fight for liberation for all of us, not just some of us.

4. Advocacy in Action

Description: detailed description from SFPIRG have not been received yet

5. Community Building Workshop

Description: detailed description from SFPIRG have not been received yet



fierce®

CONVERSATIONS®

workshop purpose

Fierce Conversations® teaches attendees how to ignite productive dialogue that interrogates reality, provokes learning, resolves tough challenges and enriches relationships. It's the place to begin, the cornerstone of great leadership, healthy cultures, intelligent strategies and whole-hearted execution.

*What gets talked
about in an
organization and
how it gets talked
about determines
what will happen.
Or won't happen.*

description

The simplest definition of a fierce conversation is one in which we come out from behind ourselves, into the conversation, and make it real. While many fear real, it is the unreal conversations that ought to concern us because they are incredibly expensive.

Once you've tasted this illusive thing called *candor*, served up with intelligence, passion and skill, all possibilities will expand and, when sustained, will revolutionize your culture.

we are not neutral

At Fierce, we believe that the conversation is the relationship. Careers and companies succeed or fail, one conversation at a time. Conversations are the work horses of an organization. The central function of any team member is to engineer productive, spirited dialogue that reveals we are capable of original thought and provides clarity and impetus for change and results.

Our focus is on **performance** – individual and organizational.
On uncovering and addressing core issues. On **action**
and impeccable **execution**, which delivers to an organization's **bottom line**.

Our practice creates **alignment**, **collaboration** and **effectiveness** in an
organization and the **healthier financial performance**
that directly **results** from it.

program overview

the three transformational ideas

Make the connection between conversations and your personal and professional success.

- Our work, our relationships, and our lives succeed or fail one conversation at a time.®
- The conversation is the relationship.®
- All conversations are with myself and sometimes they involve other people.®

the seven principles

Explore the Principles of Fierce Conversations® and their relevance to your personal and professional success.

- 1 Master the courage to interrogate reality.®
- 2 Come out from behind yourself, into the conversation, and make it real.®
- 3 Be here, prepared to be nowhere else.®
- 4 Tackle your toughest challenge today.®
- 5 Obey your instincts.®
- 6 Take responsibility for your emotional wake.®
- 7 Let silence do the heavy lifting.®

team conversation

Transform your team into a high-functioning internal think tank. Essential when you need to:

- Make high-stakes decisions, resolve recurring problems, design effective strategies, evaluate opportunities.
- Create an environment in which team members interrogate multiple, competing realities.
- Get the team on board and ready to act.

coaching conversation

A powerful, deep-dive conversation used by coaches globally; this model is also effective at getting to the heart of customers' needs. Apply this tool to:

- Surface and address issues critical to the success and happiness of individuals.
- Increase clarity, improve accountability and provide impetus for action or change.
- Develop emerging leaders.

delegation conversation

Use this innovative approach to ensure that individuals' development paths are clear and that they are on track to accomplish goals. Apply this model to:

- Ensure that individuals know where they have authority to make decisions and act.
- Provide individuals with a clear upward path of professional development.
- Create a culture of accountability, so that people take responsibility for their actions.

confrontation model

Enrich relationships while effectively addressing attitudinal, behavioral or performance issues with a colleague, a team or a challenging customer. Rely on this approach to:

- Confront tough issues with confidence and skill.
- Overcome barriers to meaningful conversations.
- Enrich your most challenging relationships.

UW Partners with Fierce to Give Students Real-World Skills

Background

Higher education has changed. Cutting-edge institutions know learners seek active participation. Today's students want to be involved—through candid discussions, real-world experience and strong in-person and online networks.

The University of Washington (UW) Intercollegiate Athletic Leadership (IAL) master's degree program epitomizes the new style of learning. Students begin with an intensive 8-week academic curriculum. Then gain relevant, real-world experience through internships in colleges, universities and sports organizations across the country.

The key to this non-traditional approach? Learning to communicate effectively—both in the classroom and in the workplace.

Challenges

Most master's programs take two years to complete. The IAL degree is completed in one. The first challenge for faculty and advisors is to help students establish a constructive learning cohort in a compressed timeframe.

"The Fierce models help [students] express [great] ideas and work well in groups—openly, honestly, and directly."

— Sara Lopez
Co-Director
Center for Leadership in Athletics

"Building trust and learning to communicate effectively in a short amount of time is critical," said Sara Lopez, Co-Director, Center for Leadership in Athletics. "There's no time to sit in the corner and take notes. Participation is immediate."

In addition, students need practical tools to use during their fieldwork. Like most industries, intercollegiate sports is about networking. *"Any conversation can make a huge difference," said Lopez. "Every guest speaker that comes to the classroom, people you meet in your internship—any one of*



UNIVERSITY of WASHINGTON

The University of Washington Masters of Education in Intercollegiate Athletic Leadership (IAL) is a unique degree program that prepares those who aspire to leadership positions within intercollegiate sports.

CHALLENGES

- Establishing a constructive learning cohort in a compressed timeframe
- Sharpening networking skills prior to internship
- Preparing to connect effectively at every opportunity

SOLUTIONS

- Collective communication framework for classroom and fieldwork
- Current, real-world concepts, models and tools
- Professional peer network for ongoing support

WHAT CHANGED

- Improved professionalism among students
- Increased influence without authority
- Greater understanding of the potential of every conversation





a fierce case study

these people could teach you something new. They could be your mentor, your advocate...or open the door to your future."

Missing from the curriculum was real-world communication skills for engaging in honest, powerful conversations whenever and wherever the opportunity arose.

Solutions

To address the challenges, the UW IAL program decided to add "Fierce Conversations" to the first week of the curriculum. The language and framework provides a springboard for effective communication—first in the classroom where students push through a large volume of academic work, and then in the field where they forge new relationships.

"Students come from a variety of backgrounds, and they come in with a lot of great ideas," said Lopez. "The Fierce models help them express those ideas and work well in groups—openly, honestly and directly."

"Another major benefit is the concepts we teach students are the same concepts taught to executives around the world," said Jim Antony, Co-Director, Center for Leadership in Athletics and Founding Director, IAL program. "We don't just prepare our students for the classroom; we prepare them for the real world. We give them current tools for today's workforce that grow with them as they gain seniority."

Students learn to lead in entry-level positions as well as when they assume senior leadership roles. *"They learn to articulate ideas effectively and tactfully,"* said Antony. *"And to be true leaders—no matter what level they enter an organization."*

What is a learning cohort?

A learning cohort is a collaborative community made up of individuals going through the same educational experience. Learning cohorts humanize education and encourage diverse perspectives.



Because students have spent time building relationships within the learning cohort during summer session, they have an immediate community of practice—with a shared communication toolkit—when they begin their internships. Once students complete the program, the community becomes a professional peer network that provides ongoing support, guidance, and even recommendations as students take on professional positions in the industry.



a fierce case study

What Changed

Since Fierce joined the UW IAL curriculum in 2010, Lopez and Antony have received many compliments about the professionalism of their students. Interactions have improved and students are more comfortable seeking out diverse perspectives and asking tough questions.

"I use the Fierce techniques to confront the issues and not the people. The techniques have helped me have much calmer and more productive conversations and build more trusting relationships."

— Rebekah Ray
M. Ed., Intercollegiate Athletic Leadership
University of Washington

Lopez has also seen a vast improvement in students' ability to approach internship supervisors about taking on new tasks and opportunities. "Sometimes you have to be careful when you're low person on the totem pole," said Lopez. "You may not have a lot of authority but you can still influence and help people feel confident about you taking on more responsibility." Fierce tools help students clarify roles, build autonomy and expand opportunities.

Finally, students have a greater understanding of the potential of every conversation. They are prepared to connect, collaborate and challenge each other. Most importantly, they have a true understanding of the **Fierce philosophy**: "While no single conversation is guaranteed to change the trajectory of a career, a business, or a life, any single conversation can."

add fierce to your training toolkit

Our diverse, global client list underscores a basic truth: Business is fundamentally an extended conversation—with colleagues, customers and the unknown future emerging around us. Whether your focus is on implementing key initiatives, managing top talent, improving customer acquisition and retention, developing leaders, or simply igniting productive dialogue that generates clarity and impetus for change—success occurs one conversation at a time.

For more information about how Fierce can help your business, visit fierceinc.com or contact us at 206.787.1100.

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