

1. CALL TO ORDER

Call to Order – 12:38 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^wəy̓əm (Musqueam), Sk̓wx̓wú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k^wik^wəłəm (Kwkwetlem) and q̓icəy̓ (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 BIPOC Committee Composition

| | |
|---|---------------------|
| At-Large Representative (<i>Co-Chair</i>) | Balkees Jama |
| VP Student Services (<i>Co-Chair</i>)..... | Matthew Provost |
| Ex-officio | Osob Mohamed |
| Students of Caribbean and African Ancestry..... | Monique Leslie |
| First Nations Student Association..... | Keianna James |
| Student At-Large..... | Zaina Khan |
| Student At-Large..... | Nimrit Basra |
| Student At-Large..... | Milan Franco Orosco |
| Student At-Large..... | Marie Haddad |
| Student At-Large..... | Flourish Adeogun |
| Faculty Representative (Science)..... | WeiChun Kua |
| Faculty Representative (Health Sciences)..... | Nafoni Modi |
| Faculty Representative (Environment) | Anuki Karunajeewa |
| Council Representative | Victor Yin |

3.2 Society Staff

| | |
|--|----------------|
| Transition Manager..... | Lawrence Jones |
| Campaign, Research, and Policy Coordinator | Sarah Edmunds |
| Administrative Assistant..... | Somayah Naseri |

3.3 Guests

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|---|---------------------|
| SFU President | Joy Johnson |
| Vice-Provost and Associate Vice-President | Rummana Khan Hemani |

4. RATIFICATION OF REGRETS

4.1 MOTION EVENTS 2020-09-23:01

Nimrit/Anuki

Be it resolved to ratify the regrets of Flourish Adeogun.

CARRIED AS AMENDED UNANIMOUSLY

**First Nations Student Association Representative joined the meeting at 12:45 PM.*

5. ADOPTION OF THE AGENDA

5.1 MOTION BIPOC 2020-10-19:02

Matthew/Nimrit

Be it resolved to adopt the agenda as presented.

CARRIED AS AMENDED UNANIMOUSLY

- Amend to ratify the regrets of Flourish Adeogun.

6. DISCUSSION ITEMS

6.1 Anti-Racism at SFU: Committee Meeting with SFU President Joy Johnson Vice-Provost and Associate Vice-President, Rummana Khan Hemani

6.1.1. Our Decision

- Student At-Large (MH) discussed the Our Decision SFU campaign and addressed the lack of acknowledgement of harm inflicted and unpaid labor forced on Black students and Athletes.
- Student At-Large (MH) discussed actions that lead up to the Our Decision campaign including:
 - ‘I Am Not Your Clansmen’ campaign where Black athletes and organizers were met with gaslighting, racism and trauma-inducing situations.
 - Andrew Petter August release of a statement regarding the SFU team name where he failed to address that Black athletes experienced trauma due to the team name, the North American history behind the KKK, and the connotation of the word ‘Clan’.
 - Andrew Petter failed to acknowledge the work done by athletes and organizers. Instead, in his statement, Andrew Petter took the movement and claimed it as his.
- Report addressing the team name failed to include tangible commitments to address the harms that have been caused by the team name and the process of changing the team name.
- SFSS Four Calls to Action for SFU in regards to Commitment to Action Redressing harms that came with the SFU Athletics Name Change Process:
 - Publicly state that SFU is dropping the name due to its racist connotations and historical association with the Ku Klux Klan.
 - Publicly acknowledge the harm inflicted and unpaid labour forced on specifically Black students and athletes.
 - Uphold the values of the Okanagan Charter.
 - Support Black students, with specific resources for Black athletes.

6.1.2. Exclusion of Indigenous Student Leadership

- VP Student Services pointed out the concerning consistent lack of consultation with Indigenous students and key community stakeholders in the SFU community and the addressed harms of excluding Indigenous students in reconciliation efforts at SFU. This exclusion is historic as the SFU Saywell Hall Atrium this was intended as Indigenous student space at one point in time but now is public and Indigenous students do not have priority.
- Lack of consultation and exclusion of First Nations Student Association (FNSEA) and Indigenous community members like elders in consultations surrounding the First People’s Gathering House. Because of this VP Student Services has had to take up the task of doing outreach with Indigenous community members in relation to the First People’s Gathering House.
- VP Student Services mentioned that SFU failed to acknowledge the history of genocide and assimilation through the education system and failed to center Indigenous students, host Nations, and key community members like elders in this conversation, causing harm to Indigenous students and community members.
- VP Student Services discussed the importance of having host Nations be key decision makers in the creation of ceremonial space, as well as increasing Indigenous student seats on the Aboriginal Reconciliation Steering Committee.

- SFU is benefiting from the labour of Indigenous students and exploitation of their passion. SFU must take accountability and ensure they are not exploiting Indigenous students.
- Calls to Action related to the exclusion of Indigenous Student Leadership.
 - Addressing the harms that have been caused by excluding Indigenous student voices from reconciliation efforts which are happening at SFU.
 - Addressing the Calls to Action that have been mandated by the FNSEA.
 - Commitment to ensuring that institutions such as SFU do not recreate harm that has historically oppressed BIPOC.

6.1.3. Reconcili-ACTION items.

- A review of the project (First People's Gathering House) with proper consultations from host nations, SFU Elders and Indigenous students.
- Transparent and Public updates about the project,
- Omit Consultation on ceremonial space.
 - This should be done with host nations.
- From this point forward proper consultation with Indigenous students and community members.
- Keep in mind that Indigenous students are the key to reconciliation efforts that happen at any university.

6.1.4. Commitment to BIPOC Resources.

- At-Large Representative emphasized the importance of a commitment to funding BIPOC resources including:
 - BIPOC Doctors and Counsellors within Health and Counselling, as there are currently no Black and no Indigenous counsellors.
 - Safe allocated spaces that address anti-Blackness and anti-racism. There are great examples of Black student centers at other universities that SFU can look at.
 - Collection of race-based data to allow for a data informed to anti-racism, in addition to lived experience.
 - The lack of support for BIPOC students at SFU causes harm and burn-out.
- SFU must fund an anti-racism initiative that does not fall under EDI. This must be addressed systemically. The initiative must be respectful and build trust, which is nonexistent now, and address issues surrounding diversity among faculty and staff. Repeated exclusion of BIPOC staff, faculty, and senior administrators must be addressed.

6.1.5. Framework for Accountability.

- At-Large Representative discussed the need for a framework for accountability to ensure long term anti-oppression initiatives and the need to insure BIPOC community members are centered and involved throughout the process (i.e. Regular updates, and meetings, and student consultation with appropriate compensations).
- Example raised about VP Equity at U of C, Melinda Smith, who has an anti-oppression specialty as well as lived experience which is essential for EDI roles. Lived experience is not replaceable in these roles.

6.1.6. Recommendations:

- SFU President to Release and Appropriate Statement as SFU President on Name Change acknowledging the harm and labour inflicted.
- Respectfully consult Indigenous student leadership.
- Delegate funding for resources for BIPOC at SFU, including a Black student support center.
- Collect Race-based data at SFU (ex. optional self-identifying options upon admission).

- Establish Points of Accountability to Develop an SFU Anti-Racist Equity Strategy.
- Fast-Track Hire Black and Indigenous Faculty
- Collection of Race-based data can be done through Institutional Research and Planning Centre, someone can be hired short-term.
- At-Large Representative emphasized the need to create a VP Full-Time Equity Role to develop and carry out implementation of an anti-racism, and equity strategy with a focus on Black and Indigenous folks. Until that happens, short term action is needed to show commitment to anti-racism like a short-term role under the Office of the Associate VP of Students & International focused on Black and Indigenous empowerment. This role would focus on recruitment, retention, and service deliver and inclusion on campus.
- Include Black and Indigenous people on the EDI Executive sub-committee.
- Fast-Track hiring of Black and Indigenous people can be done as an Equity Empowerment Policy which is recognized in Canada under Equity Employment.
- Emphasis expressed that these recommendations and calls to action are a starting point. Further discussion and work needed to address BIPOC student concerns.

6.1.7. Response from Joy Johnson and Rummana Khan Hemani

- Joy Johnson reemphasized the importance of issues that speakers raised. She mentioned that this would be a journey that will take a while to address the concerns raised and acknowledged the need to do better and her obligation to act.
- Joy Johnson stated that the ground awakening, which she was a guest at, was organized by the Office for Aboriginal Peoples. The consultation for the First Peoples Gathering House is led by Ron Johnson and Eldon Yellowhorn. She has reached out to them to engage with Indigenous Students in a meaningful way.
- Joy Johnson confirmed her commitment to creating a clear statement to address the 'Clan' name at an appropriate time as well as hiring Black counsellors and having conversations with Indigenous students at SFU. She discussed that race-based data as well as collection of other intersectional identities would be happening by the end of the year or in the following year.
- Rummana Khan Hemani discussed how SFU will continue to support and promote reconciliation with Indigenous students but further conversations about hiring of an Equity, Diversity and Inclusion (EDI) Specialist and a Case manager will be necessary. She expressed a request for SFSS and Graduate Student Society (GSS) representation on SFU's search committees for an EDI specialist and acknowledged the amount of labour placed on the Indigenous Students Centre (ISC) for reconciliation and Indigenization of student services.
- Rummana Khan Hemani mentioned that the EDI specialist must provide leadership concerning EDI issues to over 30 000 students and there needs to be conversation as to how that will be implemented across the board. She mentioned a potential to scale up the Black student support model to SFU with a potential Advisory group to students.
- VP Student Services Matt noted that Joy saying the Office for Aboriginal Peoples organized the FPGH in response to FNSA's exclusion is problematic and also shifting power dynamics to specifically call out Indigenous people hired in designated positions where they are not in full control of resources and decision making at SFU. He emphasized that the responsibility is on SFU to follow through with reconciliation efforts, and the onus should not be put on Indigenous people working in the University. This acknowledged that Indigenous people should not be used as scapegoats or be blamed entirely and some accountability must be taken in order to rectify the harms that have been caused by the institution.
- SFU must have a mandate to prioritize reconciliation. He emphasized that reconciliation needs to be meaningful and done in a good way.
- Joy Johnson later clarified that she did not intend to shift the responsibility of Indigenous

student involvement to Ron Johnson and Eldon Yellowhorn.

- Student At-Large (NB) expressed that there is a need for creating a space for BIPOC as opposed to inviting BIPOC to a space, highlighting the need to bring in more BIPOC staff as opposed to training current predominantly white staff.
- At-Large Representative expressed the need for BIPOC, particularly Black and Indigenous involvement, in anti-racism initiatives as creating an initiative without Black and Indigenous people will not be effective. She mentioned that a 'Case Manager' for racist incidents is too general. There is a need for explicit anti-racism initiatives, including accountability measures, policies, and supports for victims.

** Rumana Khan left the meeting at 1:38 PM*

** Joy Johnson left the meeting at 1:45 PM*

6.2 Debrief from SFU Meeting

- Student At-Large (MH) highlighted the importance of commitment to tangible action as opposed to recognition or acknowledgement of issues as we've seen from SFU Admin.
- This conversation resurfaced trauma for people. There is a need to hold Joy Johnson accountable to what she said particularly regarding the First Peoples Gathering House.
- VP Student University emphasized the accountability needed, and At-Large Representative emphasized the importance reduction of 'things falling through the cracks' to ensure reduction of harm to BIPOC.
- First Nations Student Association Representative was glad committee members spoke to get a response from Joy Johnson to see what she is doing to make the community more welcoming.
- Multiple Student At-Large members expressed appreciation for chairs for organizing this space and conversation, particularly Student At-Large (MH). They also expressed the need to hold them accountable to hold more commitments to ensure action happens.
- Council Representative mentioned there were few concrete plans made, so there is a need to implement plans.
- VP University Relations lauded the committee and acknowledge how exhausting it must be to explain.
- At-Large Representative was glad that the BIPOC Committee, especially Student At-Large (MH), pressured for the president's statement on the former Clan name because. While Joy stood by SFU Athletics & Recreation's Report on the Use of the Clan Team Name, At-Large Representative stressed that the general population pays more attention to a statement from the President than any report.

** VP University Relations left the meeting at 2:05 PM**

6.3 SFSS Annual General Meeting 2020

- At-Large Representative the importance of meeting quorum at the AGM as well as passing the By-Law proposals and condemnation vote.

7. ADJOURNMENT

7.1 MOTION BIPOC 2020-10-19:03

Balqees/Nimrit

Be it resolved to adjourn the meeting at 2:23 PM.

CARRIED UNANIMOUSLY