

1. CALL TO ORDER

Call to Order – 12:31 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^kw^xwú7mesh Úxwumixw (Squamish), Selíłwítulh (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 Accessibility Committee Composition

VP Student Life (<i>Chair</i>)	Jennifer Chou
VP Student Services (<i>Vice-Chair</i>)	Matthew Provost
Student At-Large	Vivian Ly
Student At-Large	Spencer Chen
Student At-Large	Serena Bains
Student At-Large	Jillian Sloane
Faculty Representative (Education)	Emerly Liu
At-Large Representative	Phum Luckkid

3.2 Society Staff

Operations Organizer	Ayesha Khan
Campaigns, Research, & Policy Coordinator	Sarah Edmunds
Administrative Assistant	Somayeh Naseri

3.3 Regrets

Student At-Large	Spencer Chen
VP Student Services (<i>Vice-Chair</i>)	Matthew Provost

4. RATIFICATIONS OF REGRETS

4.1 MOTION AC 2021-02-03:01

Jennifer/Emerly

Be it resolved to ratify regrets from Spencer Chen and Matthew Provost.

CARRIED AS AMENDED UNANIMOUSLY

- Add Matthew Provost to Ratification of regrets.

5. ADOPTION OF THE AGENDA

5.1 MOTION AC 2021-02-03:02

Jennifer/Vivian

Be it resolved to adopt the agenda as amended.

CARRIED AS AMENDED UNANIMOUSLY

- Add a new motion to item 7.1: Neurodivergent Hangouts

6. MATTERS ARISING FROM THE MINUTES

6.1 Accessibility Committee Minutes-MOTION AC 2021-02-03:03

Emerly/Jillian

Be it resolved to receive and file January 13, 2021 Accessibility Committee minutes:

- AC 2021-01-13

CARRIED UNANIMOUSLY

7. NEW BUSINESS

7.1 Neurodivergent Hangouts -MOTION AC 2021-02-03:04

Vivian/Emerly

Be it resolved to approve \$2,390 from the Accessibility Fund for CART captioning and ASL interpretation for Neurodivergent Hangouts, a collaboration between SFU Disability and Neurodiversity Alliance and Autistics United Canada.

CARRIED

Abstain (2): Vivian Ly, Serena Bains

In Favour (5): Jennifer Chou, Serena Bains, Jillian Sloane, Emerly Liu, Phum Luckkid

Against (0)

- Neurodivergent Hangouts have been going on since December
- The last one had about 50 people interested but were not able to attend
- Neurodivergent Hangouts will be on the last Sunday of February and the last Sunday of March
- CART is \$600 for 2 events (so \$1,200 total), and there is preparation, equipment set up, and streaming fees
- ASL interpretation is \$500 (so \$1,000 total) for 2 events

8. DISCUSSION

8.1 Accessibility Fund Promotion

- We can promote this for student groups to improve accessibility in mainstream events
- Club executives must have training - we can have accessibility training for club execs
- There's a big Facebook presence for groups, like CAL PALs - can post about the fund there
 - SFU Undergrads Facebook group
 - Must Knows for Courses at SFU Facebook group
- Could have a step by step guide for how to apply for the fund
 - Vivian and Jennifer can help
- SFSS executive's newsletter
- Jennifer is part of the training working group to train incoming SFSS Councillors (executives of Departmental Student Unions and Constituency Groups) - there will be development sessions planned
- Action item: update posters to promote (current posters):

- Focus on COVID
- Update email
- Send poster to Accessibility Committee for approval
- Link to step-by-step guide
- Talk about CART and ASL
- **Action item:** step-by-step guide for how to apply to the fund
- **Action item:** update social media

8.2 Accessibility Fund Reimbursement Process

- Requests are often higher than many typical requests, so reimbursement is more time sensitive
- COVID has slowed down SFSS reimbursement timelines
- Admin get far fewer cheque reqs than the student union department
- Admin is much closer to the production and status of committee minutes
- So, accessibility cheque requisitions should go to Admin for processing, at least while remote work continues
- We also have the Accessibility Assistant too which is under Admin
- Cheque reqs can go to Somayeh (Admin Assistant) for now (in the future this will be the Accessibility Assistant), and carbon copy Ayesha (Operations Organizer) in the email
 - admin.assistant@sfss.ca
 - CC operationsorganizer@sfss.ca

8.3 Accessibility Issues Policy

- Issues Policies is separate from Standard Policy because it clarifies SFSS' stance on things (in general)
 - Example (page 85):
 - <https://cfs-fcee.ca/wp-content/uploads/2019/10/Issues-Amended-2019-06.pdf>
 - People with Disabilities
 - The Federation declares that all people with disabilities have the right to equal access, to equal treatment in, and freedom from discrimination in employment, housing, and provision of public services.
 - The Federation:
 - declares that all students with disabilities have the right to equal access, equal treatment, and freedom from discrimination in post-secondary institutions;
 - supports accessible and therefore free public transportation systems for people with disabilities which, wherever possible, are integrated with existing public transportation systems; and
 - supports publicly funded home care for people with disabilities, which provides a stable working relationship between the caregiver and the person with disability
- Can talk about ableism, universal design, neurodivergence
- Timeline: by the end of this Board year (April 2021)
- **Action item:** Jennifer, Vivian (can give input), and Sarah will work on this

9. UPDATES

9.1 Psychoeducational Assessments Update

- 80% reimbursed annually, no referral needed
- Changing the name to “psychological assessment”
 - Not a problem in terms of insurance or policy, but Studentcare will check with their Director of National Mental Health Strategy to see if this conflicts with anything
 - This complicates things for the SFSS a bit because we then need to specify which assessments will be eligible for accommodations through CAL (Centre for Accessible Learning), otherwise people might misunderstand and think that any assessment will grant them the ability to receive accommodations
 - Emerly emailed the Director of CAL to find out which edition of DSM (Diagnostic and Statistical Manual of Mental Disorders) does CAL use and what disabilities they accommodate
 - No reply yet
 - Action item: Emerly will email a follow up
- SFU Disability and Neurodiversity Alliance (DNA) creating a recommendations list for psychologists
 - Can be a potential liability if it’s associated with the SFSS or Studentcare in some way, because we are not qualified to evaluate a psychologist’s training or fitness for the task
 - We need to be very careful with the verbiage. Sarah and Emerly will look into it
 - We could link them on the website (example: for additional information, refer to SFU DNA...)
 - Not hosted on SFSS page - can link to SFU DNA website/Facebook page
 - Google document links are easy to break (document deleted or access changed) - Facebook posts are better (unless they’re deleted)
- Assessment cost dipping into the psychology benefit
 - Insurer wants to set restrictions because it’s so new (only other student union that has done this is University of Victoria)
 - We can either require a referral separate the psychology benefit and psycho-educational assessment into two different streams, or not require a referral and keep to the one stream (they would need to use the funds from psychology benefit - \$500)
 - It’s either require a referral and use money from reserve fund (not psychology benefit)
 - Or not require a referral but have to use funds from psychology benefit
 - Issue with the insurer - they don’t want to give out money...but this is a pilot project, so StudentCare is hopeful that once the insurer sees how many students are using this, they will broaden it (right now we have something way broader and open than what University of Victoria has)
 - Once this is passed, we can advocate to the insurer to broaden this next year
 - Can we put these two options to the student body? Not just SFU Disability and Neurodiversity Alliance, but just in general
 - Also add a demographic question - “are you currently trying to seek assessment?”
 - Can get CAL to email it out?
 - **Action item:** create survey, promote on social media and email (Psychology, BPK, and other department newsletters)

9.2 Accessibility Assistant Hiring Update

- Finished interview process
- Hired someone - starting onboarding soon

9.3 SUB Accessibility Audit Update

- Contract with Level Playing Field signed
- Working group is meeting with them soon

** Vivian Ly and Emerly Liu left at 1:30 PM**

9.4 SUB Washrooms Consultation Update

- Notes from meeting with Multifaith Centre and Muslim Students Association (Please see attached)
- Comments from John, the SUB Manager:
 - My opinion would be the same as at the start of the process, that I would be hesitant to make significant changes like this whilst the building is still under warranty and has not yet even been opened to students and them given the chance to provide first hand end user feedback. The existing male / female washrooms have not been set up to easily transition to gender neutral (e.g the cubicles are not enclosed nor full height / Lighting infrastructure / male washrooms have urinals.) that said with enough money and creative thinking it can be done. The level 2000 washrooms are also on the same floor as the connection to MBC and food court so likely to be heavy use.
 - One thing we did in my old institution was we created an interactive map in the UCD app that showed where all the gender inclusive washrooms were on campus; this allowed the entire student body to easily access this information without having to struggle their way through various buildings before finding a location they felt safe and comfortable in on campus. When we retrofitted gender neutral washrooms it was too cost prohibitive to remove the urinals from the previous male washrooms so we ended up installing signage in all the washrooms just reminding people that UCD was an inclusive environment and people should use the facilities they feel most comfortable in (i've attached the mock ups of the signs).
 - I know SFU uses a room finder app in their Snap app so maybe this could be something we could lobby them on to add? Help them with the cost associated with integrating this information?
 - As for a place for prayer / ablution room - I would see this being a board decision as really it boils down to space allocation.
 - The old copy centre which is now DNA and the workroom currently have water running to them so they would be better locations if you decide to go down that route.
 - Signage says:
 - “Please choose the facilities that best fit your gender”
 - “Please remember that we are in an inclusive and diverse University where all members of our Community must be respected [URL to an equality page]”
 - Link to the map:
 - <https://map.ucdestates.ie/index.php?texto=&Category=56&Category1=0>

[&Category2=0&Category3=0&ServiceType=131](#)

- On the L1000 floor in the gender inclusive washrooms there is a washroom with a shower in it, I know in your notes they mentioned gender inclusive spaces not being ideal for Ablution but this is a totally enclosed space
- As you enter the gender-neutral washroom area in the right hand corner there is an accessible washroom that has a shower room contained within it. Although this space is within a gender inclusive area it is totally sealed off and private once inside
- The idea of an open shower area actually concerned me and I had mentioned restricting access to this area to Corbett in the past
- We could put a punch code lock on the front door and then once they have opened that they can use the regular washroom lock (once inside) which indicates whether the space is occupied or not
- I don't think we would have to make any changes at all if we chose this space as an ablution room
- There are also two other accessible washrooms in that location

9.5 Accessibility Assistant Wage Increase Letter of Support Update

- Letter has been sent to SFSS President, Osob

10. ATTACHMENTS

10.1 SUB Washrooms Consultation

10.2 Designated Assistant Wage Increase - Letter of Support from SFSS Accessibility Committee & SFU Disability and Neurodiversity Alliance

11. ADJOURNMENT

11.1 MOTION AC 2021-02-03 :05

Serena/Jillian

Be it resolved to adjourn the meeting at 1:33PM.

CARRIED UNANIMOUSLY

SUB Washrooms Consultation with Multifaith Centre

multi_faith@sfu.ca

SUB Floor Plan:

https://drive.google.com/file/d/1rhZe6Lij_q3lhROKt4SrIWhSTxqQlmeJ/view

Important to make SUB inclusive

- Gendered washrooms do serve some communities (cultural and religious backgrounds)
- Most people at the Multifaith Centre would be in support of having a diversity of options - inclusion for everyone
- Some practices wouldn't be appropriate for religious identities for all-gender washrooms (like removing scarves, preparing for prayer)
- Ideally, each floor should have an equal ratio of gendered to all-gender washrooms
 - But the top floor should definitely have some separate gendered washrooms especially for events

Concerns from Muslim Students Association

- When you come out of the stall to go to the sink to fix your scarf (or take off your scarf to fix it), you can't do that in a gender-neutral washroom
- Ablution before praying (this is done in washrooms but it would be better to have [ablution rooms](#))
 - Can't do this in all-gender washrooms
- Concerns around safety and feeling comfortable
- In residence, most people picked single-gendered floor because of the washroom (security, cultural background, too much space between the door and hinge)
 - Sexual assault cases on campus
 - People might feel uncomfortable

Possible solutions

- If there are only all-gender washrooms on a floor, make it accessible to go to another one (clear signage) - same for if you're on a floor with gendered washrooms, have signage to where all-gender washrooms can be found
- 1000 and 2000 (where Out On Campus is) level floors can have only all-gender washrooms, the other floors can be kept as is
 - The only issue is if there is a power outage and someone on the 1000 level floor would have to walk 2 flights of stairs to get to a gendered washroom on the 3000 level floor (or 5000 level to 2000 level for all-gender washrooms)

Miscellaneous/off topic

Place for prayer in SUB

- Currently the Multifaith Centre space is very insufficient for the number of students they support (3,500 visits a week, 1,400 students, 127 weekly meetings)
- A space like this could include an [ablution room](#), which is lacking at the Burnaby campus
- Friday prayers took place in the education gym, which is not wheelchair accessible

Designated Assistant Wage Increase - Letter of Support from SFSS Accessibility Committee & SFU Disability and Neurodiversity Alliance

Re: SFSS Designated Assistant Wage Increase

Dear SFSS HR and Personnel Committee,

The SFSS Accessibility Committee and the SFU Disability and Neurodiversity Alliance are writing together in strong support of increasing the wage for all designated assistants as defined under Article 4.8 in the collective agreement. This would include the wage of the new SFSS Accessibility Assistant.

Accessibility work is important, and has become critical during the pandemic. Organizations urgently need to implement accessible procedures. This necessitates an increased demand in the job market for people experienced in the field of accessibility who can commit to the position long-term. Accessibility assistant positions are, on average, paid much more than \$15.63 per hour—in fact, the average wage is over \$20 per hour.¹

We strongly urge that Designated Assistant wages be indexed by inflation (2.4% in Vancouver as of 2019)² and increased to at least the living wage (\$19.50 per hour in the Metro Vancouver area).³ We further recommend that the wages be set closer to the average for assistants in disability and accessibility fields.

The SFSS aims to increase accessibility within our organization, and the hiring of an Accessibility Assistant is a step forward in carrying out this mission. The Assistant position requires specialized administrative and technical expertise in disability and accessibility services to support the implementation of SFSS's new Accessibility Standard Policy. The SFSS Accessibility Committee has many ongoing and future projects requiring the Assistant's help, and having the necessary knowledge and experience for this work is essential. Other Designated Assistants employed by the SFSS also require specialized expertise in their relevant fields: clerical work, policy research, and administrative support.

The SFSS also prioritizes lived experience and is an equal opportunity employer. We have encouraged applications from disabled and neurodivergent people, particularly disabled black,

¹ Glassdoor, https://www.glassdoor.ca/Salaries/disability-services-assistant-salary-SRCH_KO0.29.htm

² Statistics Canada, https://www2.gov.bc.ca/assets/gov/data/statistics/economy/cpi/cpi_annual_averages.pdf

³ Policy Alternatives, https://www.policyalternatives.ca/sites/default/files/uploads/publications/BC%20Office/2019/05/BC_LivingWage2019_final.pdf

indigenous, people of colour; disabled women; low-income disabled people; disabled parents; and disabled LGBTQ+ people. The importance of fair wages for disabled people is not to be understated. The cost of living is often much higher for disabled individuals, while over half of disabled people in Canada live under the poverty line.⁴

The SFSS Accessibility Committee and the SFU Disability and Neurodiversity Alliance strongly support an increased wage for the Accessibility Designated Assistant position. Again, we recommend that Disability Assistant wages be:

- **Indexed by inflation (2.4% in Vancouver as of 2019)⁵ and increased to at least the living wage (\$19.50 per hour in the Metro Vancouver area).⁶**
- **Set closer to the average for assistants in disability and accessibility fields.**

We hope you will consider our letter of support when negotiating the new collective agreement.

Sincerely,

SFSS Accessibility Committee
SFU Disability and Neurodiversity Alliance

Supported by:
SFSS Out On Campus
SFPIRG
SFSS Council

⁴ Morris, S., Fawcett, G., Brisebois, L., & Hughes, J. (2018). A demographic, employment and income profile of Canadians with disabilities aged 15 years and over, 2017. *Statistics Canada*. Retrieved from <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018002-eng.htm>

⁵ Statistics Canada, https://www2.gov.bc.ca/assets/gov/data/statistics/economy/cpi/cpi_annual_averages.pdf

⁶ Policy Alternatives, https://www.policyalternatives.ca/sites/default/files/uploads/publications/BC%20Office/2019/05/BC_LivingWage2019_final.pdf