

1. CALL TO ORDER

Call to Order – 3:05 PM

2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the xʷməθkʷəy̓əm (Musqueam), Sk̓w̓w̓ú7mesh Úxwumixw (Squamish), Sel̓íl̓wítulh (Tsleil-Waututh), kwikwəy̓əm (Kwikwetlem) and q̓icəy̓ (Katzie) Nations. Unceded means that these territories 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 (Co-Chair)	Balqees Jama
VP Student Services (<i>Co-Chair</i>).....	Matthew Provost
Ex-officio	Osob Mohamed
Faculty Representative (Environment)	Anuki Karunajeewa
Faculty Representative (Health Sciences)	Nafoni Modi
Faculty Representative (Science).....	WeiChun Kua
VP SOCA.....	Monique Leslie
Council Representative	Victor Yin
Student At-Large.....	Nimrit Basra
Student At-Large.....	Marie Haddad
Student At-Large.....	Zaina Khan
Student At-Large.....	Flourish Adeogun
Student At-Large.....	Milan Franco Orosco

3.2 Society Staff

Campaigns, Research & Policy Coordinator	Sarah Edmunds
Administrative Assistant	Somayeh Naseri

3.3 Guest

Student.....	Sun Woo Baik
Director of Health and Counselling Services	Martin Mroz
Marketing Communications Coordination at HCS	Jaelyn Hayward

4. ADOPTION OF THE AGENDA

4.1 MOTION BIPOC 2020-09-01:01

Balqees/Marie

Be it resolved to adopt the agenda as amended.

CARRIED AS AMENDED UNANIMOUSLY

- Add Discussion 5.2 Committee Expectations.
- Move BIPOC Health and Counselling to item Discussion 5.3.
- Move to extend the meeting to 6pm if needed.
 - 4 people abstained.

5. DISCUSSION ITEMS

5.1 SFU Team-Name Change Response

- Statement from SFU was not appropriate, and want to demand a more respectful acknowledgement.
 - Council Representative brought up that it was also removed from the SFU website (likely on 08/31) and now links to Johnson's website.
 - Feels like another blow and shows that they always planned to brush it off.
 - Doesn't fix the issue, just erases it.
 - Can attach the original statement to the response and email campaign as members have it saved.
 - Will ask the university/IT to reupload the statement.
 - Adds to the list of repeated harm being done that has real impacts on BIPOC students.
- Committee Statement
 - Who to address it to because Petter has left now.
 - Address it to Johnson and Petter because it is also her responsibility now and a chance for her to start off on a good foot with BIPOC students.
 - What is the goal?
 - Need Petter to acknowledge his mistakes and the way he framed his statement.
 - SFU administration to act upon calls to actions.
 - Johnson needs to acknowledge it and create a space with BIPOC students in mind.
- Email Campaign
 - Very similar to statement as it lists the same points of concerns and call to actions.
 - Health & Counselling
 - Decision needs to be made in terms of having a conversation with them but not CC them in email campaign due to fear of overwhelming them or CC them because a call to action directly includes them.
 - Specify that SFU needs to allocate additional resources to them to help meet a call to action.
- Changes will need to be made due to statement's removal from the SFU website, clearer goals, and new calls to action.
- Other opportunities to talk about this if people have the capacity to is in The Peak & CJSF.
 - Council Representative is writing an opinion article for The Peak.
- Vote on hashtag via discord
 - #WeSeeColourSFU, #OurDecisionSFU, #StopErasingColourSFU.
- Informal debrief after health and counselling presentation.

5.2 Committee Expectations

- Send in regrets by replying all to the call for agenda items email to let whole committee know why you can't make it.

- Acceptable reasons for regrets are health, school schedule, society-related work requirements.
- Can keep explanation vague, but please send something.
- Reminder that 2 absences in a row without regrets can lead to being kicked off the committee.
- Reminder that committee members can send in motions and discussions items.
- Reminder to fill out potential meeting times for Fall semester.
- What is the policy for running late?
 - Send your regrets or just let the committee know via email.
- Try not to book appointment during meetings but if it's unavoidable, do what you need to do.
- At the end of the day regrets have to be ratified by Board or Committee members so keep that in mind when sending them in.

5.3 BIPOC Health and Counselling

- Presentation
 - Introduction to HCS including vision and 3 portfolios including health services, counselling, and health promotion.
 - Guiding Concepts and Documents.
 - Dual Continuum of Mental Health.
 - Considers how mental health and mental illness intersect.
 - Areas for Impact for Mental Health Initiatives.
 - How to implement services (ie. education, awareness) and consider the impact of the supports.
 - Equity in Mental Health Framework.
 - Using it to make a more comprehensive and intersectional approach.
 - Currently looking at offerings and filling in the gaps.
 - SFU Student Resilience and Well-Being Strategy is being developed.
 - Work with SFSS to increase access, comprehensiveness and connecting to align strategies.
 - My SSP Updates:
 - 3-year contract has just been signed – including framework development for LGBTQ+ students and survivors of sexual violence.
 - Chat platform has changed for the better.
 - Working with Morneau Shepell to create a National Indigenous Recruitment Strategy.
 - Working on better supports for Black Students.
 - Anti-Racism Work:
 - Internal education through external expertise and development of internal expertise.
 - Looking at hiring practices and representation.
 - Health Promotion team working on literature reviews.

- Health Equity Impact Assessment on HCS programs.
- Decolonizing Wellness Wheel.
- Implementing ARC recommendations.
 - San'yas training – Indigenous Cultural Competency training that's offered through the university and is mandatory to take as part of HCS.
 - Working on creating welcoming spaces and cultural awareness.
- VP Student Services summarized main committee asks.
 - Culturally supportive Wellness.
 - BIPOC specific support groups led by BIPOC community members.
 - BIPOC doctors, counsellors and program creators.
 - Collaborating with BIPOC community members at SFU who are already doing this work.
 - Receiving proper consent and feedback from community members.
 - Holistic and culturally appropriate approaches to mental health and wellness.
 - Support that is specific to certain community members ex. international students, Black students.
 - All staff goes through cultural competency and anti-racism training.
 - Will need to expand beyond San'yas training.
 - Resources
 - Community-led Resources outside of SFU links.
 - Accessible online resources & resources in multiple languages.
 - Who are resources made by and who are they for specifically?
 - Ensuring that online support does not stop after COVID.
 - Feedback
 - More community involvement with BIPOC community members and students.
 - If you're asking for labour, they need to be compensated for that and their emotional labour.
 - Advocating for more funding to make sure the programs, BIPOC staff etc. are ongoing.
- Important to pick number of things that can be worked on and completed throughout the year with the current board.
- Two long-term issues are having BIPOC creating the programs for BIPOC, and needing to mandate the collection of race-based data.
 - It would be helpful for HCS to help push for that.
- “There is a significant difference between saying ‘all are welcome here’ and saying ‘this was created with you in mind.’” – Dr Crystal Jones.
- SFU Team-Name Change
 - Asking for additional funding for HCS to support BIPOC athletes.
 - Trauma that occurred before, during and after which was acknowledged in Petter's

statement but with no resources allocated for this.

- Want to create space for BIPOC athletes to directly help with this situation.
- Harder to speak on your lived experiences when you're talking to someone who has never experienced what you have so having someone that shares a common ground is important.
- Collaboration with Interfaith Centre to incorporate spirituality and religion into mental health and wellness for students who find it helpful.
- Working to help students speak on their mental health by giving them language, especially those with language barriers or cultural barriers.
- De-Westernizing the creation of spaces for BIPOC in a way that makes BIPOC comfortable.
- Long waitlist to see a Black counsellor via HCS is an issue.
- Collaborating with student groups and having consistent and reoccurring programming.
 - ex. SOCA's Black Mental Health Sit Down with a Black Therapist.
- Specific and separate resources allocated to Black folks, Indigenous peoples and people of colour because everyone is affected differently and have intersectional experiences.
- One immediate action item is a Black student support group through HCS with a Black counsellor with an understanding of systemic racism and intersectionality.
 - Even just people from the community who may not fit university standards are able to facilitate these groups.
 - Resiliency and decolonization workshops.
 - HCS is struggling with bringing in a Black counsellor because most in the Lower Mainland have extensive waitlists, but is working with a Black counsellor as a consultant.
 - Has considered bringing in a Black facilitator for a support group.
 - Suggestion to look outside of Lower Mainland since meetings will be online.
 - But counsellors can only work within certain jurisdictions.
- COVID related Racism – Chinese-descent HCS staff thought of creating a group for Asian students only, but this doesn't seem appropriate due to lack of resources to provide the same for other groups.
- Moving forward
 - Have ongoing communication with HCS and work towards setting some goals
 - What things can happen now vs later?
 - Director of HCS can talk to Interfaith very quickly.
 - Has asked institution about collecting race-based data before as current measurements are not useful – will definitely help SFSS to push for it.
 - Can ask and check to see if HCS-specific data is being collected and adding an option to registration forms to collect this data.
 - VP Student Services wants clearer guidelines on why the collection of race-based data is important, what race-based data will be used for and what it can't be used for.
 - Had trouble getting MySPP's Morneau Shepell to ask their staff who identifies as Indigenous, but eventually they did ask; tried to ask the same about Black counsellors and got two different categories group that

identifies as Black and group that has competency and experience to support Black students which are very different things.

- SFU Team Name Change
 - Support from administration hasn't been consistent and often performative.
 - Asked HCS about their thoughts on being CC'd in email campaign.
 - Director of HCS is ok with being included.
 - Okanagan Charter for health promoting universities can be referenced as something that the university had made a commitment to.
 - Feasibility and timeline for action happening.
 - Depends on what's acceptable... Getting a Black counsellor, or is it enough to have a Black facilitator and BIPOC counsellor from staff.
 - Just creating the space is important for shared community.
 - Focus on getting a Black counsellor and if there is a non-Black counsellor present, they are only to help facilitate.
 - The space will need to a consistent space because Black athletes play in the U.S. and will continue to face racism despite the name change.
 - All changes must be made long term.
 - Continue conversations with HCS about short- and long-term goals as lots of interests and goals line up.
 - HCS backing SFSS demands with the science and facts, and showing the need for different resources.
- Importance of showing SFU support when they do something positive so they do a press release and push for the resource to keep running.
 - Make the resource indispensable so that there is continual funding.

6. ADJOURNMENT

6.1 MOTION BIPOC 2020-09-01:02

Flourish/Marie

Be it resolved to adjourn the meeting at 5:59PM.

CARRIED UNANIMOUSLY

