

1. CALL TO ORDER

Call to Order – 12:34PM

2. TERRITORIALACKNOWLEDGMENT

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 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 BIPOC Committee Composition

At-Large Representative (<i>Co-Chair</i>)	Balqees Jama
VP Student Services (<i>Co-Chair</i>).....	Matthew Provost
Ex-officio	Osob Mohamed
Students of Caribbean and African Ancestry (SOCA)	Monique Leslie
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
First Nations Students Association (FNSA)	Keianna James
Faculty Representative (Science).....	WeiChun Kua
Faculty Representative (Health Sciences).....	Nafoni Modi
Faculty Representative (Environment)	Anuki Karunajeewa
Council Representative	Victor Yin

3.2 Regrets

Student At-Large.....	Zaina Khan
Student At-Large.....	Marie Haddad

4. RATIFICATION OF REGRETS

4.1 MOTION BIPOC 2020-11-30:01

Matthew/Balqees

Be it resolved to ratify regrets from Zaina Khan and Marie Haddad.

CARRIED AS AMMENDED UNANIMOUSLY

- Add regrets from Marie Haddad.

5. ADOPTION OF THE AGENDA

5.1 MOTION BIPOC 2020-11-30:02

Victor/Keianna

Be it resolved to adopt the agenda as presented.

CARRIED UNANIMOUSLY

6. MATTERS ARISING FROM THE MINUTES

6.1 BIPOC Minutes- MOTION BIPOC 2020-11-30:03

Flourish/Balkees

Be it resolved to receive and file the following minute(s):

- BIPOC 2020-10-19

CARRIED UNANIMOUSLY

7. NEWBUSINESS

7.1 BIPOC Committee Black Student Support Coordinator-MOTION BIPOC 2020-11-30:04

Nimrit/Balkees

Whereas the Board voted on June 5, 2020 to look into the hiring of a Black student support staff person to assist in effective support, advocacy and service delivery for the space that has been allocated for the SFSS Students of Caribbean and African Ancestry (SOCA) constituency group in the new Student Union Building,

Whereas SOCA is a constituency group that supports and advocates for Black students, providing services, safety, and promotion of Afrocentric intellectual and cultural experiences through open and interactive exchange of ideas among members of the university community,

Whereas all the labour put into SOCA's organizing currently falls on Black students, who already face heightened systemic barriers, emotional labour, and racial trauma,

Whereas the SFSS has had a similar model with the First Nations Student Association (FNSEA) Coordinator providing support alongside the FNSEA Council on behalf of Indigenous students,

Whereas the Black Student Support Coordinator would provide adequate support,

Be it resolved that, the BIPOC Committee recommends to the Board that a Black Student Support Coordinator be hired, as a position in CUPE local 3338, under a department of the SFSS called the Black Student Support Centre and/or Department, and operated in collaboration with the SOCA constituency group to provide appropriate supports in efforts of Black student outreach, advocacy and services,

Be it further resolved that the BIPOC committee recommends that the Board works with the Black community and the SOCA Executives to strike a hiring committee for the Black Student Support Coordinator and create a job description in line with the "BN - 30-11-2020 BIPOC Committee Black Student Support Coordinator".

CARRIED UNANIMOUSLY

- See Attachments.
- Direct the Board to support and Strike a hiring committee.
- Suggestion raised to compensate the SOCA students that created the Job Outline.
- Hiring a Coordinator allows SOCA's work to have more impact while reducing student burnout and allows students to focus on other work while logistical details are taken care of. Long overdue.
- Job Outline and ideas for a Black Student Support Centre still a work in progress.

7.2 Supporting Indigenous Students Through "Let Us Speak" Campaign -MOTION BIPOC 2020-11-30:05

Nimrit/Keianna

Whereas Indigenous students have been left out of current reconciliation efforts at SFU,

Whereas the First Nations Student Association (FNSA) and Indigenous student community are asking for support with their "Let Us Speak" campaign,

Whereas the "Let Us Speak" campaign seeks to prioritize and amplify Indigenous student voices in reconciliation efforts at SFU, including getting SFU's commitment to delay the development of the First Peoples Gathering House (FPGH) until Indigenous Students and key community members are properly consulted,

Whereas SFU has not yet respectfully acknowledged or committed to the original Calls to Actions set out by the FNSA and Indigenous community in response to the FPGH process exclusion,

Whereas the SFSS is committed to reconciliation efforts and supporting Indigenous students,

Be it resolved that the BIPOC Committee endorse the "Let Us Speak" campaign and petition,

Be it further resolved that the BIPOC Committee recommends that the Board endorses and distributes "Let Us Speak" campaign materials.

CARRIED UNANIMOUSLY

- Consultation for First People's Gathering House has been disappointed. SFU not contacting Indigenous students or SFU Elders to do Reconciliation work. At meetings, SFU did not have x^wməθk^wəyəm (Musqueam) attend, only Sk^wxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh) attended as recorded in meeting minutes.
- Mainly to support FNSA Calls to Action including SFU hosting a minimum of 3 consultative meetings with Indigenous students.
- VP Student Services encouraged BIPOC Committee members to share social media.
- Letters of Support should be done by December 8th, always room to add. BIPOC Committee will also draft a letter and have all committee members sign on. The letters of Support will be published in a linktree.
- Responses so far have only been several groups who have stated that they will support.
- To be brought to Board.

8. DISCUSSION ITEMS

8.1 Anti-Racism Training for Student Groups

- After meetings with SVSPO, DNA, and Accessibility Committee, VP Student Life suggest that it is very hard to make things mandatory. Monitoring exec clubs would take a lot of resources and time. Suggestion to make one or two execs per group participate. Suggestion of option for live training by Members Services.
- DNA suggested using an honours system where the execs would check off if they completed a training
- Suggestions raised to make Council and Executive officers mandated to take the anti-racism training.
- M.A.R.E is creating a mandatory toolkit for anti-racism sent out to all students (available in different languages) suggested ANUKI suggested creating a basic layout because something is better than nothing
- VP Student Services suggested the training be available for all students if they are interested, and to instead strongly recommended for Execs. Expressed the need to hire someone with experience in anti-oppression or an organization to lead this training.
- VP Student Life expects this will be implemented in the next few years.

- Need to consider how VP Equity and Sustainability will fit into this training and what role they would have.
- Suggestions for the course include: a toolkit, canvas course, and drop-in sessions.

5-minute break taken at 1:40PM

8.2 Black History Month

- VP Student Life spoke on behalf of Events Committee who are planning on hosting a Black History Month in January.
- ASA and SOCA are interested in collaboration. The month will consist of events, anti-racism and anti-blackness posts on social media and workshops, Afro dance or cooking workshops.
- Faculty Representative (Environment) expressed that vegan options should be present for cooking workshops. At-Large Representative mentioned that that might not be possible for some foods, instead vegan meals could be a possibility.
- Suggestion raised to feature local Black artists, Black chefs, Black businesses etc.
- Considering Blackness locally in Vancouver, in the SFSS, and acknowledging events that have happened.

8.3 Let Us Speak Campaign: Solidarity with Indigenous Students

- Removed.

8.4 Seat for Out On Campus on BIPOC Committee

- LGBTQIA2S+ individuals who are BIPOC have a different experience. Council Representative suggested that the BIPOC Committee should include a seat for a BIPOC Out on Campus representative.
- Comment raised that the Equity and Sustainability committee will have a seat for LGBTQIA2S+ people next year.
- VP Student Services mentioned that there is no space for BIPOC within the SFSS besides the BIPOC Committee. In the past, Out On Campus has not been a safe space for BIPOC people. Suggested a further discussion is needed.
- Faculty Representative (Science) mentioned that homophobia is present within BIPOC communities, and LGBTQIA2S+ representation would make LGBTQIA2S+ BIPOC more comfortable in these spaces.
- At-Large Representative stated that creating a seat for OOC might create a future unsafe environment for BIPOC on the BIPOC committee since the committee can not police who identifies as BIPOC. This is not a concern for white-passing individuals; however, this raises concerns about those who pretend to be BIPOC.
- Faculty Representative (Health Sciences) voiced support. Suggested that up to one seat is available for specific groups on the committee.
- Suggestion raised for BIPOC Committee to have a conversation with Out On Campus Collective to have a conversation about including BIPOC position in the collective, but Council Representative clarified that the Collective is currently a group of volunteers and are working on creating a Collective. They do not have a structure yet.
- Council Representative stated there is more work needed to be done to make the BIPOC committee safe for LGBTQIA2S+ people.
- Discussion tabled for now.

8.5 Emancipation Day Petition and Action Items

- Reminder to keep sharing. Encourage those who have signed on to check spam if they don't receive the email. International students are temporary residents and are able to sign.

8.6 SFU Athletic Team Name Change: Next Steps and Updates

- Skipped.

8.7 Recent EDI Statements Made by SFU Governing Bodies

- Skipped.

9. ATTACHMENTS

- 9.1 Letter Of Support**
- 9.2 2020-07-21 Black Student Support Models**
- 9.3 Black Student Support Postings**
- 9.4 Job Posting Black Student Support Advisor**
- 9.5 Job Posting Equity Centres Lead Assistant**
- 9.6 Job Posting Equity Centres Project Assistant**
- 9.7 Multicultural Student Center Intern Positions**
- 9.8 Calls to Action**

10. ADJOURNMENT

10.1 MOTION BIPOC 2020-11-30:06

Balqees/Matthew

Be it resolved to adjourn the meeting at 2:31 PM.

CARRIED UNANIMOUSLY

Oki/ Hello!

I am writing this email to ask for your support to amplify and include Indigenous student voices within Simon Fraser University. As of right now Indigenous students have been excluded from major reconciliation projects that are ongoing at SFU. At the last Aboriginal Steering Committee that occurred on Thursday November 12th, Indigenous Students, FNSA Board Members and allies were removed as well as blocked from the meeting. We asked for the community to witness what was being shared for accountability purposes and support.

We have also been informed that \$4 million dollars out of the \$9 million has been spent from the Aboriginal Strategic Initiative (ASI) fund. This one time funding has been allocated specifically for Reconciliation efforts ([Walk This Path, 2016, pg. 9](#)). Indigenous students have not been a part of this process either.

We are asking if your department could write a letter in support of our campaign “**Let Us Speak**”. We are asking for transparency and accountability on decisions that impact our educational experience. Indigenous students deserve to have a voice at SFU.

Our priorities that stand as of right now are:

- 1. Create space on the First Peoples Gathering House Building committee for Indigenous Students and a Community Advisory Board:**
 - **This includes but is not limited to the FNSA Board, SFU’s Indigenous Elders, and key community members who have shown their ability to work with Indigenous students**
 - **Ensure that the establishment of this advisory board properly compensates members for their time, and practices Indigenous ways of knowing through reciprocity**
- 2. Delay the development of the First Peoples Gathering House until Indigenous Students and key community members are properly consulted**
 - **A minimum of three more public forums for Indigenous students to participate in**
 - **Ensure that Host Nations are consulted with and updated on an ongoing basis**
 - **Ongoing consultation with the SFU Elders, as well as an apology for not including their voices in this process**
 - **Public, accessible documents, and ongoing documentation for the FPGH should be sent well in advance for these meetings.**
 - **Prioritize planning meetings with Indigenous students and being mindful of our busy schedules**
- 3. A public statement outlining the harms that have been caused to Indigenous students and the community and to commit to ensuring that Indigenous students are prioritized in future reconciliation efforts at SFU**

4. **Commit to following through the original [Calls to Actions](#) set out by the FNSA and Indigenous community**

How to support:

1. **Write a letter in support and solidarity with the FNSA**
2. **Email the letter back to sfufnsadocs@gmail.com or fnsa-board@sfu.ca**
3. **Circulate this email to other departments/ groups who have mandated reconciliation or decolonization**
4. **Be in solidarity by uplifting calls to action**

Reconciliation in an academic setting can not occur unless Indigenous students are prioritized. Please help us advocate towards amplifying and prioritizing Indigenous students. We need the support of those in our community to uplift our voices. Please look at the First Nation Students Association [Link Tree](#) for previous letters and action items. Thank you for taking the time to read this.

Respectfully,

Indigenous Students

BRIEFING NOTE

BLACK STUDENT SUPPORT MODELS AT POST-SECONDARY INSTITUTIONS ACROSS CANADA

BACKGROUND

In February 2020, the SFSS Board of Directors passed a motion regarding the allocation of space in the new Student Union Building (SUB), providing an organisational suite to the SFSS constituency group/club Students of Caribbean and African Ancestry (SOCA). SOCA is an SFSS group with the mandate to provide a safe space to students, particularly black students. In June 2020, the Board approved a motion authorising staff to investigate the hiring of a black student support staff to provide support, advocacy, and service delivery to students using this new space.

CURRENT STATUS

Student associations across Canada offer services and support for black students. The following student associations provide support, advocacy, and services to black students:

1. **University of Winnipeg Students' Union (UWSU)**

BIPOC Lounge Coordinator – staff position, full-time, unionized

The BIPOC Lounge, created in 2018, is a dedicated space for Black, Indigenous, and People of Colour (BIPOC) to gather and find community. It is a library, study, and hang-out space for students to learn and heal through their understandings and experiences as racialized students, operating from 10 am to 4 pm. The BIPOC Lounge also hosts [SOCC \(Students of Colour Collective\)](#) meetings once a month. It is unclear what the role of the coordinator is; however, the coordinator holds other departmental coordinator positions so it can be presumed that they support this and other departments of the students' union. Coordinator positions at UWSU are similar to those at the SFSS, with coordinators responsible for their individual departments.

2. **York Federation of Students (YFS)**

No dedicated staff

The YFS does not offer dedicated services to support black students at York University, but the York United Black Students' Alliance (YUBSA), a YFS club, provides services that foster the self-empowerment of students of African decent academically, financially, and at York while fighting racial discrimination. YUBSA has a dedicated room in the First Student Centre (not operated by YFS) that is open from 10 am to 7 pm, and offers a library, phone and internet, a small kitchenette, and community resource boards. YUBSA does not have dedicated staff support but as a club, receives support from the YFS similar to SOCA at the SFSS.

3. Ryerson Students' Union (RSU)

Equity & Campaigns Organiser – staff position, full-time, unionized, and currently hiring 3 temporary student positions to support the Equity and Campaigns Organiser (summer positions)

RSU operates six Equity Services Centres, which provide space for students from different marginalized backgrounds to come together and organize equity and social justice initiatives, events, and campaigns. These six centres are overseen by the Equity & Campaigns Organiser. One of the Equity Services Centres is the BIPOC Students' Collective. The BIPOC Students' Collective provides a safe space for students who have been discriminated against and/or students who are committed to anti-racist action. The Equity & Campaigns Organiser works to:

- ensure the safe space is maintained, Building an anti-racist network
- foster an anti-racist environment through campus-wide services, campaigns and events
- address concerns and challenging institutional and overt racism at Ryerson
- contributes to RSU programs and actions to address racism on campus

The RSU is currently hiring three temporary, student positions to support all six of the Equity Services Centres – the Equity Centres Lead Assistant, the Equity Centres Project Assistant, and the Equity Centres Subordinate. Students must qualify for government student loan assistance to work in these roles.

4. Student Society of McGill University (SSMU)

Black Student Network Office – no dedicated staff

The SSMU provides 15 different services, including the Black Student Network (BSN), which has an office in the Student Union Building. There are no dedicated staff to support this office. The BSN operates similar to how the SFSS Women's Centre or Out on Campus operates - services do not have formal membership lists like a club because any registered student is able to access any of the services, and they are funded by either a fee levy or are financially part of the student association. However, the BSN recruits volunteer students to manage the programming (events, space, etc.) instead of a departmental coordinator and collective model as is used at the SFSS. The budgets for these services are approved every year by the SSMU Council (the Board) and are created in collaboration with the members of the services themselves.

The following post-secondary institutions (PSIs) offer support, advocacy, and services to black students:

1. Nova Scotia Community College (NSCC) (multiple campuses)

African Canadian Supports Advisor at each campus

NSCC African Canadian Supports Advisors are available to answer questions and provide information, services and tools to African Canadian students at NSCC. The advisors work with the campus community to offer prospective and current students culturally specific supports, as well as host African Canadian student gatherings, cultural events, and other culturally relevant activities. From the website, here are the services the advisors provide:

- Introduces you to resources on campus and in the community
- Offers help with the College application process
- Supports your career planning and learning choices
- Helps you find a tutor to support your academic success
- Provides you with information and guidance on applying for bursaries and scholarships
- Helps you identify possible funding sources (including emergency supports)

- Connects you with other African Canadian learners
- Promotes events and experiences that honour and celebrate African heritage

2. Humber College/University of Guelph-Humber

Black Academic Success and Engagement (BASE) Equity Hub:

- *Coordinator – Student Diversity and Inclusion Initiatives BASE*
- *Student Support Advisor BASE*

These full-time positions in the BASE Equity Hub provide students who identify as Black, African, Caribbean or African Canadian with community, resources and support to improve the campus experience, such as academic support, leadership, personal and professional development and on and off campus engagement. All programming is open to students within Humber College and the University of Guelph-Humber.

3. George Brown College

Black Student Success Network:

- *Coordinator – Student Life and Engagement*
- *Advisor/Project Lead - Student Life*
- *3 counsellors*
- *2 tutors*

The Black Student Success Network (BSSN), is the result of a study that found that significant number of black students at the School of Social and Community Services were leaving their programs before graduation. Students were consulted and invited to provide feedback and suggestions. Their input created the foundation of BSSN and launched a pilot program that has since been expanded across the college. Faculty, staff and students work closely to design and deliver BSSN programming to support black students at George Brown. There are full-time staff that provide tutoring, counselling, and mentoring services, as well as coordination of special events and projects.

4. Dalhousie University

Black Student Advising Centre:

- *Black Student Advisor*
- *Outreach/Transition to University Coordinator*
- *Student Volunteers*

The Black Student Advising Centre provides support for any student of African descent in order to guide them through their post-secondary career, from pre-university (high school) to graduation. The Centre provides assistance in navigating academic expectations, financial management, or the complexity of campus life through one-on-one advising and academic encouragement. They also act as an advocate for students involved in the campus academic or non-academic discipline processes. Both the Black Student Advisor and the Outreach/Transition to University Coordinator are full-time positions, supported by student volunteers.

5. Mount Allison University

Black Student Advisor, Student Centre and International Centre

The Black Student Advisor is a full-time position that works closely with students to plan and implement programming that supports the needs and priorities of students of African descent. They work with staff and faculty on Diversity, Equity and Inclusion training and contribute towards anti-racism support for students, staff, faculty and the greater community at Mount Allison. They also build cultural awareness, competency and a sense of pride among students of colour by emphasizing achievement, personal development and proactive living.

6. Wilfred Laurier University

Centre for Student Equity, Diversity and Inclusion:

- *Manager of Centre for Student Equity (multi-campus)*
- *Education and Inclusion Coordinators (2)*

Similar to RSU but offered through the university, Laurier's Centre for Student Equity, Diversity and Inclusion provides space for four student collectives – the Association of Black Students, Rainbow Centre, Centre for Women and Trans People, Muslim Students Association. The Manager of Centre for Student Equity, Diversity and Inclusion works with the Education and Inclusion Coordinators (one for each campus) to offer support and community connections for those experiencing marginalization, as well as community referrals, academic research support, conversations about equity, diversity, inclusion and social justice, with regular programming and library resources to support these services.

Many PSIs in the United States, such as Dixie State University, University of Oregon, University of Virginia, Claremont College, and historically black colleges and universities (HBCUs) such as Howard University and Morehouse College, offer support services for black students. Many of these institutions employ entire offices to aid all students from prospective to alumni. As support from PSIs is stronger in the United States than in Canada, fewer student unions provide specific supports for BIPOC students.

Western Washington University – Washington State – Viking Union Multicultural Center

Through the advocacy work of Western Washington University students, the Multicultural Center opened in 2019 and allowed for an expansion of Ethnic Student Center (ESC), which has existed for over 30 years, and other centres. The ESC is made up of 19 different clubs all working together to affirm identities, build a sense of community and cultivate leadership, under the umbrella of the Associated Students of WWU (the student association). The ESC employs an **ESC Supervisor**, an **ESC Club Advising Manager**, an **ESC Programming and Events Manager**, an **Office Assistant**, an **Academic Support Coordinator (Advisor)**, and four student positions: **the ESC Advocacy and Events Coordinator**, **the ESC Cultural Education Coordinator**, **the ESC Assistant Director for Club Logistics**, and **the ESC Marketing and Outreach Coordinator**. In addition to the supportive staff, the ESC space provides a comfortable lounge area, TV with cable, ample desk space, computers, supplies.

KEY CONSIDERATIONS

1. American schools, and to some extent, schools in Eastern Canada, have more services to support black students on campus. These services are most typically offered by the PSI rather than the student association. Generally, Canadian schools do not provide the same level of support to

black students as American schools do. However, Dalhousie University in Nova Scotia provides a positive example of university support services for black students in Canada.

2. Several student associations and PSIs offer services for BIPOC students collectively. These services may also be included in an “equity and diversity centre” with other services such as LGBTQIA2S+ and women’s centre services. However, these individual spaces are always kept separate to ensure discretion and safe spaces.
3. A 2016 study from the University of Washington-Tacoma reported that black students and alumni were calling for more intentional hiring of black staff within student affairs professions, as well as in university clinical health and counselling departments. Black students require the support of staff that understand the racism that black students face and are able to advise accordingly. This has been echoed by many student unions. These are important and specific functions to consider when designing a position to support black students. Nevertheless, it is important that black staff are not tokenized and the burden of providing multiple services is not placed on one person.
4. Most student associations that offer black student support do so in conjunction with black student clubs. As SOCA has a dedicated space on campus and a leadership team comprised of student volunteers, there is already a clear opportunity on SFU campus.

OPTIONS

1. Combine elements of different student union and PSI black student support services found across Canada to determine the best services, advocacy programs, and support resources, and design a unionized staff position to support these functions.
2. Continue to support black students through the SFSS’ current programming (clubs, advocacy).
3. Select one student association to model a black student support position after and design a unionized staff position based on the existing job description.

RECOMMENDATION

I would recommend Option #1.

NEXT STEPS

1. Select the support, service, and advocacy elements from a variety of different black student support programs at Canadian and American student associations and PSIs. Programming and service delivery should be developed before a job description, as the role of the support staff will be to fulfill the service requirements.
2. Contact student associations for further details on job descriptions from the above-mentioned positions. Use existing JDs from universities that employ a similar role to help develop the JD.
3. Work with the Union, CUPE 3338, to strike a hiring committee and develop a job description (JD).

ATTACHMENTS

Please see attached files (job postings for black/BIPOC/racialized student support staff roles)

Postings

Position Announcement

The Multicultural Inclusion Center (MIC) at Dixie State University is seeking a skilled professional to serve as lead coordinator for African American/Black students. This position directly supports and works with students to help keep them in school and progressing towards a degree. Provide social and transitional programming and connect students to various resources across campus to help ease their transition to University life. Work collaboratively with other Student Affairs offices, as well as other partners across campus, to establish academic and co-curricular programs that are culturally and educationally enriching. Be proactive in matters of student advocacy and bias response; assist in program assessment and evaluation. Information about the MIC programs can be found online at <https://mic.dixie.edu/>.

Responsibilities

- Lead the planning, coordination, implementation, and assessment of retention programs and workshops that serve students of African American/Black descent; assist with similar programs for other underrepresented groups across campus.
- Provide direct support, guidance, and advisement to underrepresented student populations.
- Assist with the coordination of co-curricular programs, including African American/Black Heritage month, intercultural and public events, diversity dialogues, educational forums, and partnerships that promote cultural awareness and diversity education.
- Train and mentor the Access & Student Success branch of the Multicultural Student Council to serve as peer mentors and tutors; train and mentor in other retention programs as appropriate/designated.
- Provide social and transitional programming and connect students to various resources across campus to help ease their transition to University life.
- Serve as a Club Advisor for the Black Student Union, ensuring club activity within Interclub Council, mentoring student officers in leadership development, and leading in the development and implementation of student programming.
- Perform other duties as assigned.

Qualifications

- Bachelor's degree in Counseling, Psychology, Sociology, Public Administration, or related field required; Master's degree preferred.
- A valid Driver's license required (position transports and/or travels with students to various activities, conferences, and events throughout the year).
- Demonstrated experience in program development of educational experiences and high impact activities and programs that enhance student retention for students of color and other historically underserved and underrepresented students.
- Excellent organizational and communication skills required; proficiency in a second language (other than English) and/or experience working with international students preferred.
- Demonstrated sensitivity to, respect for, and understanding of the academic, personal and social needs of students, particularly underrepresented and underserved populations, required; experience in community and civic engagement preferred.
- Experience in coaching and/or mentoring in an academic setting, community organizing, and other leadership roles required; experience teaching at the university level preferred.
- Proficiency with Microsoft Office suite and social media technologies required; ability to integrate technology with student coaching and co-curricular assessment preferred.

- Knowledge of Banner, Canvas or other comprehensive higher education-related student database and data tracking/management systems, as well as demonstrated ability to work effectively with university teaching faculty and administrators, preferred.
- Ability to maintain confidentiality and professionalism at all times, including understanding of FERPA and other regulations that guide interactions with students and colleagues.
- Ability to meet deadlines and manage multiple programs concurrently.
- Demonstrated ability to work independently as well as in a team environment.
- Ability to travel to various events and activities, as well as work some evenings and weekends, based on the associated activity schedule.

Supplemental Information

POSITION DETAILS, COMPENSATION & BENEFITS: Full-time (12-month) professional staff position. Annual salary of \$38,000+ depending on qualifications & experience. Desired start date of July/August 2020. Excellent benefits package included (see <https://humanresources.dixie.edu/employee-benefits/> under "Example of DSU Benefits" for more details).

APPLICATION PROCEDURES: Application review begins **June 22, 2020; position open until filled.** Submit cover letter, resume, and contact information (including email) for three professional references electronically. If, because of a disability, you need special services or facilities in order to apply for this opening, please call the Human Resources Office at (435) 652-7520.

ABOUT THE UNIVERSITY: Dixie State University is an open-enrollment institution committed to student access, affordability and success. DSU has adopted an instructional approach of "active learning. active life" and we seek faculty and staff committed to providing students with an active learning environment. Established in 1911 as a community college and in 2013 as a state university, DSU is located in picturesque southwestern Utah with its red rocks, desert climate, over 300 days of sunshine annually, and featuring easy access to excellent outdoor recreational opportunities. The nearest metropolitan area is Las Vegas, NV (120 miles) with amenities such as an international airport and professional sporting teams.

Dixie State currently has approximately 10,000 students and has been a fast-growing Utah public institution of higher education over the last several years. We offer over 185 programs, including masters, bachelors, associates, certificates, endorsements, minors, and/or emphases. DSU seeks to recruit faculty and staff who enthusiastically support the University's strong commitment to its strategic plan, campus diversity, and growth trajectories. DSU faculty and staff are committed to the academic success of all our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientation and gender expressions.

DSU is an Equal Opportunity/Affirmative Action employer. The President and employees of Dixie State University are fully committed to Affirmative Action and to its policies of nondiscrimination and equal opportunity in all programs, activities, services, and employment with regard to race / ethnicity, color, national origin, sex, age, status as a person with a disability, religion, sexual orientation, gender identity/expression, and protected veteran's status.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

Aurora University seeks talented staff and administrators who are passionate about supporting an inclusive community dedicated to the transformative power of learning.

Position Purpose: The Director of Black Student Initiatives supports learning by providing support to our black student population and assisting with the development of the collective cultural competence of the Aurora University community. The 12-month position requires the ability to conceive and bring to fruition innovative programs to enhance the success of our black student body.

Core Competencies:

- Represents Aurora University in the most positive manner with prospective, former and current students, clients, suppliers, and the community we serve. Interacts effectively with a diverse group of faculty, staff, students and other customers of our service, learns and uses operating practices of the department and Aurora University.
- Upholds the Mission Statement: *Aurora University an inclusive community dedicated to the transformative power of learning.*
- Handles all information with tact and discretion and recognizes the confidential nature of university business.
- Supports learning through performance of essential job functions and performing other duties and functions as necessary or as assigned.

Essential Job Functions:

- Serve as a resource and advocate for the University's black student population.
- Provide intensive hands-on support for first year black students, including academic and social support.
- Assess black student needs and interests; design programs, services and partnerships to address those needs and enhance the retention and graduation rate of black students.
- Define key learning outcomes and evaluate program performance with an emphasis on continuous improvement.
- Design and implement impactful programming and diversity training that serves our black student body as well as the larger campus community in conjunction with other University offices as appropriate.
- Develop and implement educational, social and leadership programs promoting self-awareness and intercultural development.
- Advise the Black Student Union student organization (or provide supervision and support for the advisor of BSU).
- Collaborate with campus support services, faculty and administration in the support and retention of black students.
- Serve as instructor for IDS1100 and IDS1110, courses designed to stimulate the success of students who are admitted conditionally (i.e. do not meet published admission criteria) to Aurora University.
- Identify the best practices to improve black student achievement.
- Generate collaboration between Black Student Union and other student groups on campus, both cultural and non-cultural.

Essential Job Requirements:

Education:

- Graduate degree (master's level or higher) required.

Experience:

- Minimum of three years of experience in higher education required.
- Demonstrated competency in collaborating both within their units and across systems required.
- Experience in training and developing educational programs with learning and assessment outcomes required.
- Experience working with diverse student population, particularly black students.

Skills:

- Knowledge of racial and cultural identity theories, especially those specific to black students.
- Strong public speaking skills and mediation strategies.
- A commitment to and deep understanding of issues of diversity and inclusion in higher education, including access, equity and social justice.
- A strong appreciation for the diverse needs of all members of the campus community.

Special Requirements:

- The duties of this position may require considerable evening and weekend work, including attendance at meetings of student organizations, admissions events and/or other applicable University and community events.

Physical Requirements:

- Sitting, standing, moving about campus, computer use, ability to make off-site visits for building community relationships as necessary.

Benefit-eligible positions

Position Announcement

The Multicultural Inclusion Center (MIC) at Dixie State University is seeking a skilled professional to serve as lead coordinator for African American/Black students. This position directly supports and works with students to help keep them in school and progressing towards a degree. Provide social and transitional programming and connect students to various resources across campus to help ease their transition to University life. Work collaboratively with other Student Affairs offices, as well as other partners across campus, to establish academic and co-curricular programs that are culturally and educationally enriching. Be proactive in matters of student advocacy and bias response; assist in program assessment and evaluation. Information about the MIC programs can be found online at <https://mic.dixie.edu/>.

Responsibilities

- Lead the planning, coordination, implementation, and assessment of retention programs and workshops that serve students of African American/Black descent; assist with similar programs for other underrepresented groups across campus.
- Provide direct support, guidance, and advisement to underrepresented student populations.
- Assist with the coordination of co-curricular programs, including African American/Black Heritage month, intercultural and public events, diversity dialogues, educational forums, and partnerships that promote cultural awareness and diversity education.
- Train and mentor the Access & Student Success branch of the Multicultural Student Council to serve as peer mentors and tutors; train and mentor in other retention programs as appropriate/designated.

- Provide social and transitional programming and connect students to various resources across campus to help ease their transition to University life.
- Serve as a Club Advisor for the Black Student Union, ensuring club activity within Interclub Council, mentoring student officers in leadership development, and leading in the development and implementation of student programming.
- Perform other duties as assigned.

Qualifications

- Bachelor's degree in Counseling, Psychology, Sociology, Public Administration, or related field required; Master's degree preferred.
- A valid Driver's license required (position transports and/or travels with students to various activities, conferences, and events throughout the year).
- Demonstrated experience in program development of educational experiences and high impact activities and programs that enhance student retention for students of color and other historically underserved and underrepresented students.
- Excellent organizational and communication skills required; proficiency in a second language (other than English) and/or experience working with international students preferred.
- Demonstrated sensitivity to, respect for, and understanding of the academic, personal and social needs of students, particularly underrepresented and underserved populations, required; experience in community and civic engagement preferred.
- Experience in coaching and/or mentoring in an academic setting, community organizing, and other leadership roles required; experience teaching at the university level preferred.
- Proficiency with Microsoft Office suite and social media technologies required; ability to integrate technology with student coaching and co-curricular assessment preferred.
- Knowledge of Banner, Canvas or other comprehensive higher education-related student database and data tracking/management systems, as well as demonstrated ability to work effectively with university teaching faculty and administrators, preferred.
- Ability to maintain confidentiality and professionalism at all times, including understanding of FERPA and other regulations that guide interactions with students and colleagues.
- Ability to meet deadlines and manage multiple programs concurrently.
- Demonstrated ability to work independently as well as in a team environment.
- Ability to travel to various events and activities, as well as work some evenings and weekends, based on the associated activity schedule.

Supplemental Information

POSITION DETAILS, COMPENSATION & BENEFITS: Full-time (12-month) professional staff position. Annual salary of \$38,000+ depending on qualifications & experience. Desired start date of July/August 2020. Excellent benefits package included (see <https://humanresources.dixie.edu/employee-benefits/> under "Example of DSU Benefits" for more details).

APPLICATION PROCEDURES: Application review begins **June 22, 2020; position open until filled.** Submit cover letter, resume, and contact information (including email) for three professional references electronically. If, because of a disability, you need special services or facilities in order to apply for this opening, please call the Human Resources Office at (435) 652-7520.

ABOUT THE UNIVERSITY: Dixie State University is an open-enrollment institution committed to student access, affordability and success. DSU has adopted an instructional approach of "active learning. active life" and we seek faculty and staff committed to providing students with an active learning environment.

Established in 1911 as a community college and in 2013 as a state university, DSU is located in picturesque southwestern Utah with its red rocks, desert climate, over 300 days of sunshine annually, and featuring easy access to excellent outdoor recreational opportunities. The nearest metropolitan area is Las Vegas, NV (120 miles) with amenities such as an international airport and professional sporting teams.

Dixie State currently has approximately 10,000 students and has been a fast-growing Utah public institution of higher education over the last several years. We offer over 185 programs, including masters, bachelors, associates, certificates, endorsements, minors, and/or emphases. DSU seeks to recruit faculty and staff who enthusiastically support the University's strong commitment to its strategic plan, campus diversity, and growth trajectories. DSU faculty and staff are committed to the academic success of all our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientation and gender expressions.

DSU is an Equal Opportunity/Affirmative Action employer. The President and employees of Dixie State University are fully committed to Affirmative Action and to its policies of nondiscrimination and equal opportunity in all programs, activities, services, and employment with regard to race / ethnicity, color, national origin, sex, age, status as a person with a disability, religion, sexual orientation, gender identity/expression, and protected veteran's status.



BLACK STUDENT SUPPORT ADVISOR

Mount Saint Vincent University in Halifax, NS

The Office of Student Experience at Mount Saint Vincent University invites applications for the position of Black Student Support Advisor.

Classification: 8 Month Term Contract, with potential for renewal

Salary: \$53,000 per annum (prorated as \$35,333 for the 8 month term)

Starting Date: August 24, 2020

Applications should include a cover letter and resume. This competition closes July 17, 2020.

Responsibilities

The mandate of the Black Student Support Advisor is to empower and inspire Black students to achieve educational excellence. The Black Student Support Advisor will advocate on behalf of and support students from the prospective student and orientation stages through to graduation. The Advisor will also provide opportunities for our university community to engage in culturally oriented events and activities, and provide the opportunity to learn more about Black history and culture by embracing Afrocentricity.

The role of the Black Student Support Advisor is to promote and support the diversified culture of Black students of African descent at MSVU and enhance their academic and student experience. More specifically, they will work in partnership with students, faculty, and staff to ensure that Black students are supported, guided and encouraged in making the transition to university and to then positioning students for continuing success. The Advisor will work with the MSVU recruitment team to increase our recruitment of students of African descent and engagement of the African Nova Scotian community. They will provide assistance for all prospective and current students of African descent (e.g. Nova Scotian, Canadian, Caribbean, African, etc.). The Advisor will support student retention, offering academic advising and educational, personal, and social adjustment support, and referring when appropriate to other campus supports. They will also identify potential leadership opportunities for students and work with students to develop new and relevant extra-curricular programming ideas.

Qualifications

You possess a relevant university degree (e.g. Social work, social sciences, education) with a minimum of two years' experience working in a postsecondary or community-based context. You have the ability to work with a diverse group of stakeholders, have demonstrated intercultural experiences, established community contacts, and you will be able to provide the community outreach necessary to be successful in this role. Candidates should have excellent communication skills. Candidates should be proficient in the use of Microsoft Office Suite, and have an aptitude for, or experience, using business enterprise systems such as Colleague, Banner, PeopleSoft, etc.

Work With Us

Mount Saint Vincent University is strongly committed to fostering diversity and inclusion within our community and encourages applications from all qualified candidates including women, persons of any sexual orientations and gender identities and/or expressions, Indigenous persons, African Canadians, other racialized groups, persons with disabilities, and other groups that would contribute to the diversification of our campus. Candidates who identify as being from any of these groups are encouraged to voluntarily self-identify in their application materials. All qualified candidates are welcome to apply; however, priority will be given to Canadian citizens and permanent residents.



Ryerson Students' Union

JOB POSTING

Student Job Posting: Equity Centres Lead Assistant

Positions Available:	One (1)
Start Date:	June 5, 2020
End Date:	September 11, 2020
Rate of Pay:	\$15-18 per hour
Hours Per Week:	20-24 hours
Posting Date:	May 25 , 2020
Closing Date:	June 7, 2020

JOB DESCRIPTION:

The Ryerson Students' Union (RSU) is currently seeking candidates to assist the Equity and Campaign Organizer overlook the equity centers projects, execution of various campaigns and initiatives across campus. This position is directly supervised by the Equity and Campaigns organizer.

RESPONSIBILITIES:

- Responsible for assisting the Equity and Campaign organizer in the management of the Equity Service Centres, coordination of campaigns and lobbying, as well as helping the Vice-President Equity
- Responsible for helping with the Equity Service Centres project coordination, including but not limited to legacy events, major campaigns and advocacy initiatives;
- Helping the Equity and Campaign organizer with the management of the Equity Service Centres and helping with the planification and implementation of legacy events such as Pride Month, Reclaiming Our Bodies & Minds Conference and etc;
- Assisting the Equity and Campaign organizer with planning and implementing major campaigns;
- Responsible to maintain regular office hours, provide resources and information to users and guests, and work to establish a clean, safe and positive environment;

SUCCESSFUL CANDIDATES WILL POSSESS:

- This job requires heavy emotional labour and commitment to social justice movements and a strong logistical background to ground the creativity and vision of the Executive and Equity Service Centre staff.
- Ability to overcome challenges and lead a project from concept and planning through to successful execution
- Experience with community development, event planning and developing promotional material
- Can work independently with minimal supervision but is team oriented
- Ability to work with a diverse group of people
- Strong organisational skills
- Effective communication, both verbal and written
- Proven ability to work within deadlines and in an expedient manner
- Ability to motivate others and recruit volunteers

APPLICATION DEADLINE: May 31st, 2020

APPLICATION PROCESS:

Submit a Cover Letter and Resume to:

Email: jobs@rsuonline.ca

Subject Title: Special Projects Hiring Committee

In Person: SCC 311, 55 Gould St, Toronto, ON, M5B 1E9

WHO ARE WE?

The Ryerson Students' Union represents over 36,000 full-time undergraduate and graduate students at Ryerson University, in downtown Toronto. As the central students' union on campus, the RSU works to build campus life, advocate on behalf of its members, organize campaigns and initiatives, provide cost- saving services, and work with students across the province and country for a more affordable and accessible post-secondary education system. For more information on the Ryerson Students' Union, please check out our website at www.rsuonline.ca.

Note: The Ryerson Students' Union is an independently incorporated and autonomous from Ryerson University. The Students' Union is committed to employment equity and encourages applications from diverse communities, including: Aboriginal people, persons of colour, persons with disabilities, members of the queer community, Trans people and women.



Ryerson Students' Union

JOB POSTING

Student Job Posting: Equity Centres Project Assistant

Positions Available: Two (2)

Start Date: June 5, 2020

End Date: September 11, 2020

Rate of Pay: \$15-18 per hour

Hours Per Week: 20-24 hours

Posting Date: May 25, 2020

Closing Date: June 7, 2020

JOB DESCRIPTION:

The Ryerson Students' Union (RSU) is currently seeking candidates to assist with the projects for the equity centers, execution of various campaigns and initiatives across campus. This position is directly supervised by the Vice President of Equity.

RESPONSIBILITIES:

- Responsible for helping coordinate projects of the Equity Service Centres, including but not limited to legacy events, major campaigns and advocacy initiatives;
- Overseeing Equity Service Centres with planning and implementing legacy events such as Pride Month, Reclaiming Our Bodies & Minds Conference and etc;
- Overseeing Equity Service Centres with planning and implementing major campaigns;
- Responsible to maintain regular office hours, provide resources and information to users and guests, and work to establish a clean, safe and positive environment;
- Responsible to review and make recommendations to Equity Service Centre policy & procedures.

SUCCESSFUL CANDIDATES WILL POSSESS:

- Ability to overcome challenges and lead a project from concept and planning through to successful execution
- Experience with community development, event planning and developing promotional material
- Can work independently with minimal supervision but is team oriented
- Ability to work with a diverse group of people
- Strong organisational skills
- Effective communication, both verbal and written
- Proven ability to work within deadlines and in an expedient manner

- Ability to motivate others and recruit volunteers
- Knowledge and understanding of Equity issues and creating inclusive spaces

APPLICATION DEADLINE:

APPLICATION PROCESS:

Submit a Cover Letter and Resume to:

Email: jobs@rsuonline.ca

Subject Title: Special Projects Hiring Committee

In Person: SCC 311, 55 Gould St, Toronto, ON, M5B 1E9

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Multicultural Student Center Intern Positions

2019-2020 MSC INTERN APPLICATION

Applications for 2020-21 will be available in March 2020.

ELIGIBILITY

- Applicants must be full-time undergraduates.
- Must be in good academic and judicial/disciplinary standing at the time of application and throughout term of employment.
- Experience with diversity/social justice initiatives and education preferred.
- Federal Work Study eligibility required. Exceptions may be considered.

MULTICULTURAL STUDENT SERVICES (MSS), OFFICE OF THE DEAN OF STUDENTS

Multicultural Student Services (MSS), as part of the Office of the Dean of Students, aims to promote belonging and engagement for underrepresented and marginalized students. We enhance the undergraduate experience through co-curricular programs and culturally relevant services that are meant to empower students in their identity, build community, and provide holistic support for diverse students.

MULTICULTURAL STUDENT CENTER (MSC)

We aim to facilitate a student-centered, collaborative space that supports underrepresented and marginalized communities, while cultivating the holistic empowerment of all students. We seek to enhance personal development, build understanding through dialogue of diverse experiences, and equip students with tools to become socially conscious, citizen leaders. Through these efforts, the Multicultural Student Center hopes to inspire cultural fluency and the sense of responsibility necessary to ensure the dignity and respect of all individuals.

JOB SUMMARY

The purpose of the undergraduate internship program is to give students the opportunity to gain practical, hands-on experience, and collaborate with diverse populations of students, faculty, and staff. These positions work to increase involvement and to enhance students' collegiate experience by supporting the initiatives of Multicultural Student Services.

Interns will provide programmatic and outreach initiatives for the MSC/MSS, as well as staff the front desk and provide hospitality services for students, student leaders, and CIOs utilizing the MSC. Under the supervision of a Program Coordinator (or other professional team member) for Multicultural Student Services, and working closely with the MSC Student Director, these interns will provide the programming necessary to fulfill our organizational mission. Each intern will have individualized roles within the intern team, and will also have shared responsibilities and regular attendance in team meetings to ensure success in individual and group-led initiatives.

POSITIONS AVAILABLE

- **Community Development Intern**

- This position will focus on creating outreach initiatives to establish engagement and community building opportunities between students and the Multicultural Student Center. Programming will include recurring weekly, bi-weekly, monthly socials, mixers, and other similar events. Other events include study breaks around mid-terms and final exams, alumni receptions during YAR, etc.

- **Identity Development Intern**

- This position will focus on planning and executing programs that explore the impacts of social identity on personal development, mental health, academic and career aspirations, and the overall student experience. Specific programmatic responsibilities will include: development of cultural identity/community dialogues; the DiversiTEA Career Series with UVA Career Center; and Things I Wish I Knew Faculty Engagement Series.

- **Leadership Intern**

- This position will plan and execute programs that focus on developing leadership skills and leadership identities of all students, with a specific focus of those who are not in any formal leadership training programs. Programs will include skill building programming, involvement fairs, leadership panels to showcase upperclass CIO leaders to rising leaders, and collaborating/co-sponsoring with student governance groups, etc. This intern will also assist in the (re-)development and execution of the Multicultural Leadership Conference.

- **Multicultural Education Intern**

- This position will plan and execute programs with a focus on intercultural dialogue, awareness, and social justice. A major component of this position is coordinating the Multicultural Consciousness Series, which includes lectures, debates, panel discussions, films, videos, performances, and other events open to the larger UVA community. This

intern will also coordinate a dialogue series, coordinate the Understanding Social Justice Ted Talk Series, and assist with the Multicultural Peer Educator Program.

- **Marketing Intern**

- This position will oversee all marketing for all MSS events and programs. Specific responsibilities include: production of weekly e-newsletters for MSS and LGBTQ Center; management all social media platforms; design and distribution of flyers, Facebook event invitations, and use of social media as a means for publicity; taking pictures and videos for social media, marketing, website, etc.; and, assisting with the design and coordination of various marketing materials (swag, banners, etc.) for signature events & programs, university-wide campaigns, and recruitment activities. The intern will function as a member of both the MSC and LGBTQ Center intern teams.

- **Special Projects**

- This position will assist with special projects as assigned by the Assistant Dean and /or Program Coordinators, with priorities determined each year. They will also assist with coordination of Welcome Week events for Multicultural Student Services, new student engagement events, such as the Immerse! retreat and on year-long new student engagement programming. The intern will also assist with the coordination of Multicultural Graduation and coordination of community-based end-of-year awards and recognition. This position may require an earlier start date.

- **Academic Success**

- This position will focus on planning and executing programs that support the academic success of students served by Multicultural Student Services. A primary component of this position will be the development of the fall and spring Academic Success Seminars, which are open to all students, and will become part of the programmatic requirements for peer mentor programs starting in Fall 2019. This position will also coordinate the academic/resource component of the Free Food Friday program.

- **Cultural Awareness & Heritage**

- This position will focus on providing programming that celebrates and promotes an awareness of the culture, history, and achievements of multicultural communities. Specific responsibilities will include: coordinating programs for heritage and awareness months - this will involve researching history and culture in order to create historically accurate cultural programs and events; developing passive programming campaigns for heritage/awareness months; and assisting with the coordination of CultureFest during Family Weekend.

GENERAL RESPONSIBILITIES

1. Assist with administrative duties including center reservations, photocopying, and customer service.
2. Manage the space reservation system/form and work to ensure reservation and space details.

3. Communicate and ensure adherence to established policies regarding reservations use of center resources.
4. Prepare the space for events and meetings as scheduled through MSC reservations systems (Google platform).
5. Provide information about the Multicultural Student Center to guests; ensure that they are well resourced and aware of the services and programs of the MSC.
6. Provide assistance for MSS staff with special projects and tasks, as assigned.
7. Assist in facility maintenance including basic cleaning, furniture rearrangements, and supply inventory.
8. Attend weekly meetings – individual and team – with MSS professional staff.
9. Attend periodic MSS unit meetings, including LGBTQ center staff.
10. Attend all trainings and planning sessions.
11. Submit semester and year-end written reports for inclusion in the MSS annual report
12. Submit weekly oral and/or written reports on internship progress
13. Attend one Safe Space Training and one Multicultural Peer Educator workshop during the fall semester.

TERMS OF EMPLOYMENT

1. 10-12 hours per week during the academic year, including 6-8 hours desk coverage and visibility in the MSC fulfilling programmatic duties.
2. Compensation: \$8.50/hour, beginning mid-August through mid-May. *Compensation amounts/types are subject to change.
3. Position responsibilities may change depending on strategic priorities and needs of the Multicultural Student Center.



Indigenous Students Calls to Action:

1. Proper and ongoing consultation with Host Nations
 - a. This includes but is not limited to protocol around ceremonial spaces, consultation to key community members from the Host Nations, this includes Chief and Council, Elders, Matriarchs, Knowledge Keepers.
2. Proper and ongoing consultation with key pillar community members, such as Indigenous Student Centre and First Nations Students Association
3. Indigenous student outreach to ensure Indigenous student voices are heard
4. Ongoing updates about the First Peoples Gathering House process that are public and accessible
5. More student involvement and seats on the Aboriginal Steering Committee
 - a. Allowing more Indigenous students to attend
 - b. This ensures transparency, and accountability
6. Meaningful consultation with SFU and the ARC Report.
7. We call to action that SFU does a review of the First Peoples Gathering House consultation process and
 - a. Provides documentation and annual reports that are public
 - b. This review will be done with key community members of the SFU Indigenous community
 - c. How have they been consulting with Host Nations?
 - d. How many people were there, who was there?
 - e. How are you ensuring that you are hearing Indigenous student voices?
8. Regular updates on the consultation process moving forward sent to FNSA and ISC
9. Omit consultation on ceremonial space
 - a. This should be done with the Host Nations.
 - b. Settler folks should not have commentary on ceremonial space
10. Regarding the Questionnaire
 - a. Make appropriate adjustments to the survey
 - b. Take out the seating recommendations that reflect images of a church
11. Proper consultation with Indigenous students moving forward.
 - a. Have consultation meetings specifically closed to **only** Indigenous students (no faculty, staff, or guests)
 - b. Provide notice well in advance (1 month minimum)
 - c. Provide any documents and information in advance of meeting so students can come prepared
 - d. Provide a safe space (closed door, all students are invited to speak, ...)
 - e. Extra time allotted for the meeting so the process does not feel rushed and students are heard

- f. Respect student's time and show reciprocity by providing food/catered meal or compensating students for attending
12. In scheduling future "workshops",
- a. Provide at least **1 month advance notice** announcing meeting
 - b. Send a notice **addressed to the FNSA board** so we can share with our membership
 - c. **Multiple** meeting times offered to ensure the most amount of people are able to attend
13. Stop the Exploitation of Passion from Indigenous Students
- a. Indigenous Students need to be properly compensated for emotional labour and experiential knowledge
 - b. Indigenous students will be acknowledged as major stakeholders and not undermined
 - c. Indigenous students needs will be prioritized