

## 1. CALL TO ORDER

Call to Order – 11:07AM

## 2. TERRITORIALACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Sk̓w̓x̓wú7mesh Úxwumixw (Squamish), Selíłwítulh (Tsleil-Waututh), k<sup>w</sup>ík<sup>w</sup>əłəm (Kwkwetlem) and q̓ícəy̓ (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 (Co-Chair).....	Balqees Jama
VP Student Services (Co-Chair) .....	Matthew Provost
Ex-Officio .....	Osob Mohamed
Students of Caribbean and African Ancestry (SOCA) .....	Monique Leslie
Student At-Large.....	<i>Vacant</i>
Student At-Large.....	Nimrit Basra
Student At-Large.....	Milan Franco Oroasco
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 .....	<i>Vacant</i>

### 3.2 Society Staff

Student Union Outreach Assistant .....	Samantha Li
--	-------------

### 3.3 Regrets

Student At-Large.....	Marie Haddad
-----------------------	--------------

## 4. RATIFICATION OF REGRETS

### 4.1 MOTION BIPOC- 2021-02-01:01

#### Nimrit/Balqees

*Be it resolved to ratify regrets from Marie Haddad.*

#### CARRIED AS AMENDED UNANIMOUSLY

- Add regrets from Marie Haddad
- Remove Zaina Khan
  - Zaina Khan stepped down from the committee

## 5. ADOPTION OF THE AGENDA

### 5.1 MOTION BIPOC-2021-02-01:02

Nimrit/Milan

*Be it resolved to adopt the agenda as amended.*

**CARRIED AS AMENDED UNANIMOUSLY**

- Add Motion 7.1 Black History Month Issues Policy

## 6. DISCUSSION ITEMS

### 6.1 New Executive Position: Vice President, People, Equity and Inclusion

- New position that the SFU President has been announced, as recommend by the SFSS BIPOC Committee.
- According to the job positing this seems more like a HR position, not necessarily an advocate for the BIPOC community.
- SFSS President will be sitting on the committee who hires this VP, even though information about candidates cannot be disclosed, SFSS President will make sure the best candidate is chosen.
- Statement by the SFU President has been attached for reference.
- Faculty of Science representative believes sending another letter of recommendation for this position would be very helpful for developing the position description.

### 6.2 First Peoples Gathering House Update: What's Next

- Some of the calls to action were not met and brushed off with the excuse of 'logistical reasons'
- There was a promise of an advisory committee for indigenous students but nothing is concrete
- Still want to push some calls to actions
  - Since everything is online at the moment, it's easy for SFU Administration to not be transparent
- Student At Large believe that this campaign should be brought up again because nothing has happened from the SFU Administration
  - A second push would pressure the SFU Administration to respond to the current calls to actions
- VP Student Services asked the committee for some feedback for the initial campaign – what could be done to make the second push for the campaign?
  - Student At Large suggested more eye-catching graphics
  - Using social media as a platform to promote the campaign
  - Hosting an information session to inform student about what's actually happening would provide more context to students
- There was successful outreach done by FNISA's initial push of the [Let Us Speak](#) campaign. The campaign and calls to action received and got [media attention](#).

### 6.3 Black History Month SFSS Issues Policy

- February 1<sup>st</sup> officially commences the beginning of Black History Month
- Chair would like to make Black History month more systemic
  - Chair has started an issues policy and would like to recommend the SFSS Board sign onto the issues policy
- Committee shows support for the issues policy

- Chair hopes to draft up the policy and get suggestions from Governance meeting and send the draft to SOCA for approval

*\*Student At-Large (FA) member entered at 11:45AM*

- Chair wants to pass the policy by the end of February (Black History Month)

*\*Faculty of Environment Representative entered at 11:51AM*

## 7. NEW BUSINESS

### **7.1 Black History Month Issues Policy – MOTION BIPOC-2021-02-01:03 - Balqees/Flourish**

*Whereas the Parliament of Canada has been officially recognizing Black History Month since 1995 following a motion introduced by the first Black Canadian Woman elected to the Canadian Parliament - The Honourable Jean Augustine,*

*Whereas, Black History Month is important to the Black Community and is a time for reflection, introspection and serves as a time to reconcile and address the specific needs of the Black community,*

*Whereas, Black History Month is crucial to fighting Black erasure in Canada and educating people on the contributions of Black Canadians,*

*Whereas, SOCA has been recognizing Black History Month since it's creation in 1994 when it was formerly known as the Black Students Association,*

*Whereas, the Board of Directors passed MOTION BOD 2019- 02-01:07 that SOCA submitted requesting that SFSS Formally Recognizes Black History Month at Simon Fraser University at their February 1 Board of Directors Meeting,*

*Be it resolved that, the SFSS BIPOC Committee recommends that the Board of Directors create an Issues Policy in support of recognising Black History Month and actively supporting Black-led efforts in celebrating it.*

**CARRIED UNANIMOUSLY**

## 8. ATTACHMENTS

**8.1** Statement Joy Johnson - New Vice President, People, Equity and Inclusion

## 9. ADJOURNMENT

### **9.1 MOTION BIPOC-2021-02-01:03**

**Balqees/Flourish**

*Be it resolved to adjourn the meeting at 12:07PM.*

**CARRIED UNANIMOUSLY**

Students

Faculty + staff

Alumni

Parents + public

Employers

Careers

Media

# From Joy Johnson | New executive position: Vice President, People, Equity and Inclusion

December 17, 2020

*This message is sent on behalf of Joy Johnson, president and vice-chancellor to all faculty and staff.*

Dear faculty and staff,

Since I began my term in September, I have been having conversations about how to ensure we support making SFU an inclusive community. I am now pleased to announce that, with the support of our Board of Governors, we will add a new executive position to SFU's leadership group. The Vice President, People, Equity and Inclusion will bring our faculty and staff relations functions into a single portfolio and will help shape a unified strategy to create a more equitable and inclusive SFU. Establishing an executive position that combines Human Resources and Faculty Relations functions, and is guided by an equity, diversity and inclusion (EDI) mandate, will allow for a comprehensive approach to recruitment, retention and development for the entire university.

Bringing together all "people" functions into a single portfolio will allow us to create a strategic approach to developing our organization and employees. It will also ensure faculty and staff have access to integrated programs for things like leadership development, non-academic training and career support. However, we recognize that there are some unique elements of Faculty Relations, and that faculty must continue to have a strong relationship to the Vice President, Academic. Where required by the collective agreement, and where academic considerations are paramount, Faculty Relations will continue to work closely with the VPA.

In recent years, several reports and recommendations, including the recent Diversity Meter survey, have called for a senior leadership role to guide an institutional approach to EDI. In my many conversations with our community, presidents and EDI leaders at other universities, and particularly equity-deserving groups at SFU, I have been compelled by feedback that this is the right step forward.

I recognize SFU is not as inclusive as we want it to be, and leadership at the executive table will hold us accountable for the systemic changes required to reach our goals. The events of this past weekend show me how critical it is, now more than ever, to think about our people and about how we ensure Black, Indigenous and People of Colour feel safe and included. Though institution-wide EDI responsibilities will be housed in this new portfolio, I want to stress that the work of creating a more equitable and inclusive university community is a responsibility we all share. And there is work to do.

Our first step will be to create a search committee per University Policy GP29 beginning in January 2021. The SFU community will be invited to give feedback on the position description. Once the position description is final, a search firm will be engaged and recruitment will begin. Communication will continue throughout the process. My intention is to welcome the Vice President, People, Equity and Inclusion in Fall 2021, at which time the portfolio will be established. Until that time there will be no changes to portfolios.

This is an important step forward on our journey. Thank you for your support and commitment. I encourage you to help shape this new role when consultation begins in the new year.

Joy Johnson

(Pronouns: she/her/hers)  
President and Vice-Chancellor  
Simon Fraser University