

1. CALL TO ORDER

Call to Order - 11:15AM

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), Skwxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k^wik^wəλəm (Kwikwetlem) and qicəy (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

At-Large Representative (Co-Chair) VP Student Services (Co-Chair) Ex-Officio Osob Mohamed Students of Caribbean and African Ancestry (SOCA) Monique Leslie Student At-Large Nimrit Basra Student At-Large Milan Franco Orosco Student At-Large Marie Haddad Student At-Large Flourish Adeogun Student At-Large Vacant First Nations Students Association (FNSA) Faculty Representative (Science) WeiChun Kua
Ex-Officio Osob Mohamed Students of Caribbean and African Ancestry (SOCA) Monique Leslie Student At-Large Nimrit Basra Student At-Large Milan Franco Orosco Student At-Large Marie Haddad Student At-Large Flourish Adeogun Student At-Large Vacant First Nations Students Association (FNSA) Keianna James Faculty Representative (Science) WeiChun Kua
Students of Caribbean and African Ancestry (SOCA)Monique LeslieStudent At-LargeNimrit BasraStudent At-LargeMilan Franco OroscoStudent At-LargeMarie HaddadStudent At-LargeFlourish AdeogunStudent At-LargeVacantFirst Nations Students Association (FNSA)Keianna JamesFaculty Representative (Science)WeiChun Kua
Student At-LargeNimrit BasraStudent At-LargeMilan Franco OroscoStudent At-LargeMarie HaddadStudent At-LargeFlourish AdeogunStudent At-LargeVacantFirst Nations Students Association (FNSA)Keianna JamesFaculty Representative (Science)WeiChun Kua
Student At-LargeMilan Franco OroscoStudent At-LargeMarie HaddadStudent At-LargeFlourish AdeogunStudent At-LargeVacantFirst Nations Students Association (FNSA)Keianna JamesFaculty Representative (Science)WeiChun Kua
Student At-LargeMilan Franco OroscoStudent At-LargeMarie HaddadStudent At-LargeFlourish AdeogunStudent At-LargeVacantFirst Nations Students Association (FNSA)Keianna JamesFaculty Representative (Science)WeiChun Kua
Student At-Large
Student At-Large
First Nations Students Association (FNSA)
Faculty Representative (Science)
TO 10 DO TO 14 CO 1 AT
Faculty Representative (Health Sciences)
Faculty Representative (Environment)
Council Representative
3.2 Society Staff
Board Organizer
Administrative Assistant Brianna Mau
3.3 Regrets
Faculty Representative (Science)
3.4 Absent
Students of Caribbean and African Ancestry (SOCA)
First Nations Students Association (FNSA)

4. ADOPTION OF THE AGENDA

4.1 MOTION BIPOC-2021-04-12:01

Marie/Matthew

Be it resolved to adopt the agenda as amended.

CARRIED AS AMENDED UNANIMOUSLY



- Add Discussion Item 8.4 COVID Vaccines.
- Add Discussion Item 8.5 SFSS Issues Policies and Council Policies Notice of Motion.
- Add Discussion Item 8.6 Wellness Working Group Update.
- Add New Business 7.1 Adoption of the BIPOC Committee Annual Plan 2020-2021.
- Add Section 6 Ratification of Regrets to ratify regrets from WeiChun Kua.
- Add New Business 7.2 Advocacy for Concrete, Safe, and Equitable Return Plan to Campus.
- Add Announcements 9.2 Council Representation in May and 9.3 Board Development Session - Workshop with Qmunity.
- Add Announcement 9.4 New Reading Group about Mobilization.

5. MATTERS ARISING FROM THE MINUTES

5.1 Black, Indigenous, and People Of Color Committee Minutes – MOTION BIPOC 2021-04-12:02

Nafoni/Marie

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

- BIPOC 2021-03-29
- BIPOC 2021-02-01

CARRIED UNANIMOUSLY

6. RATIFICATION OF REGRETS

6.1 MOTION BIPOC-2021-04-12:03

Marie/Flourish

Be it resolved to ratify regrets from WeiChun Kua.

CARRIED UNANIMOUSLY

• Faculty Representative (Science) had a quiz.

7. NEW BUSINESS

7.1 Adoption of the BIPOC Committee Annual Plan 2020-2021 – MOTION BIPOC 2021-04-12:04

Balqees/Milan

Whereas the purpose of the BIPOC committee is to ensure and prioritize the voices of the Black, Indigenous and People of Colour (BIPOC) at Simon Fraser University within the framework of the Simon Fraser Student Society,

Whereas this committee guides the direction of the Society's BIPOC empowerment initiatives, Be it resolved that the BIPOC Committee adopt the BIPOC Committee Annual Plan 2020-2021.

CARRIED UNANIMOUSLY

- The document captures what the committee's plan for the year was based on discussions at the beginning of the year.
- The committee wanted to focus on general anti-racism efforts, work with student services on Health and Counselling, support athletes and work on Indigenous inclusion and reconciliation.
- The document includes the committee overview, breaks down the focus areas into specific points, and reporting process.



- It also recognizes the work that has been done and accomplished throughout the year.
- The committee was able to hit a lot of their goals.
- Several members expressed thanks to At-Large Representative (BJ) for putting this document together.
- Hopeful that this document will help next group of committee members.

7.2 Advocacy for Concrete, Safe and Equitable Return Plan to Campus- MOTION BIPOC 2021-04-12:05

Balqees/Marie

Whereas SFU has announced a return to campus for Fall 2021 during the COVID-19 pandemic without providing an adequate safety or accessibility plan,

Where as the COVID-19 pandemic has exposed to severe extents how inequitable and inaccessible post-secondary education is,

Be it resolved that BIPOC recommends that the Board and Council immediately prioritize advocating for a concrete, safe, and equitable return plan to campus for Fall 2021.

CARRIED UNANIMOUSLY

• See Discussion Item 8.4.

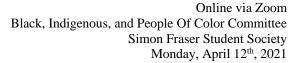
8. DISCUSSION ITEMS

8.1 Black Student Support Centre Development

- VP Finance has consulted with SOCA regarding budgeting for the Support Centre.
- The hiring committee for the coordinator has been struck and job posting is up.
 - Good circulation of job posting including by the Federation of Black Canadians, the Black Caucus of the Canadian Federation of Students, SFPIRG and local Black community members.
 - o Posting closes on the 16th and interviews will occur the week after.
- \$10,000 for the Black Student Support Center that SOCA will be working to run with the coordinator.
- Several members expressed happiness that this is finally happening and that there will be long term supports in place.

8.2 Name Change Update Regards to Consultation

- Discussions have happened with Theresa Hansen (Directors of Athletics
 Department) about how important it is for consultation to happen with FNSA and
 SOCA regarding the new names, and that they are able to give their comments and
 critiques.
- Theresa and Ryan consulted with SOCA, and it did not go well.
 - o They were' with Theresa was.
 - Working group seems to be reluctant to change name even if harm is flagged.
 - o Result of consultation not being an initial priority.
- Student At-Large (MH), VP Student Services and VP University Relations emailed Theresa when they heard about this.
 - Included that this was unacceptable and stated that SOCA deserves an apology. Also stated the need to talk about the consultation process again, because the process that was agreed upon was not executed.
 - O Student At-Large (MH) had offered her help with the consultation process.
 - Response to the email was that Theresa needs more time to contemplate but is open to meeting.





- Disappointing and sad to see that further harm is being caused.
- VP Student Services will be at the consultation with FNSA.
- At-Large Representative (BJ) attended the last SOCA meeting and heard what happened from their members.
 - O SOCA members felt that they were combative towards their suggestions, and they did not seem willing to change the name.
 - o SOCA asked what the next steps are and they received vague answers.
 - They expressed frustration that Student At Large (MH) has been guiding and consulting SFU to make sure this process is smooth and does not cause harm, and they did not take that advice and therefore caused harm.
 - There has been deliberate effort put in proactively to avoid this situation.
 - SFSS has stated multiple times that they are here to help guide the consultations, and SFU has not been willing to engage with them.
- Student At-Large (MH) asked Theresa at their first meeting, with President and VP University Relations, what would happen if they received critique on the new names and was given vague answers about how it's another process.
 - Noted at this point that consultation process must be open and critiques should be taken into consideration.
- SOCA consultation had three SOCA members present.
- At the SOCA consultation, SFU emphasized that the working group had done a lot of work already which may result in people feeling reluctant to criticize the work.
 - o They also tokenized the three Black student athletes on the committee.
 - O They also kept saying that they were consulting with governing bodies, but these are the same bodies that were noted at the first meeting to have caused harm during the name change.
- Suggestion was made that some form of reparations is needed for SOCA members as they took time out of their day for the meeting because the meeting was not worth their time due to the reluctancy of SFU.
- It was noted that if SFU is not willing to do proper consultation, they should just admit to it, rather than causing further harm and wasting other people's time.
- What is the point of changing the name if it is just changed to something that is still problematic and causing harm?
- VP Student Services acknowledged that this work can be draining and that there is a lot of unpaid labour being done by the Black community and SOCA which is unacceptable and problematic.
- Suggestion to add in Erin Biddlecombe and Tracey-Mason Innes from SFU Student Services to the conversations as they have been pretty good and receptive towards equity seeking students and student groups.
 - Marie has included them in the emails and asking one of them to be present at the consultation, and also ask them to talk to Theresa beforehand will be helpful.
- A member shared that this feels like a slap in the face because a lot of work has been put into this and a lot of student organizers have faced a lot of emotional toil because of it, and now they are turning their back.
- What tools are at hand to put pressure on them to do meaningful consultation?
 - o Amplifying pressure to make sure this change happens the way it needs to.
 - O An option is to withdraw from conversations in protest.
 - Point was made that SFU would be happy if the students resigned because no one would be holding them accountable.
 - o Strategic planning has already been happening as exemplified by reaching



- out to various staff members that community members feel comfortable with, and meetings with Theresa are ongoing.
- Creating spaces to have candid conversations to make sure this work does not go unnoticed.
- Faculty Representative (Health Sciences) left at 12pm for class.

8.3 Update on Community Guidelines

- Community Guidelines have not been started but will soon.
- Student At-Large (MH) will get in touch with VP Student Services, Student At-Large (NB), Student At-Large (MFO), and Student At-Large (FA) to get together to go through information after exams.
- Student At-Large (MH) will also create a Facebook chat with these same people.
- Also building Equity and Sustainability Committee and the community guidelines will likely overlap, so getting input from them will be good too.

8.4 COVID-19 Vaccines and Campus Return Safety

- Return to school in the Fall, but not everyone is able to get vaccines right away.
- Safety concern and BIPOC communities are more impacted.
- Being aware of accessibility to vaccines.
- How to encourage community members to get vaccines while addressing the trauma around vaccines and trusting the medical system.
- How should the SFSS pressure SFU to be safe when returning to campus? What type of lobbying is needed to ensure the safety of students?
- Even with vaccines, other restrictions still cannot be lifted, and there is a need to educate students on this.
 - Make sure SFSS messaging includes this.
- Suggestion was made for an information session for BIPOC students and their families to hear what they are saying and give them the tools to make an informed decision.
- Ask CMTE to consider
 - o What actions should BIPOC Committee take?
 - O What should we recommend to Council?
 - What suggestions do you have to strategize around pressuring/working with SFU towards a safe return during COVID?
- Suggestion for a townhall for students to share their worries.
 - o Can be hosted by SFU or SFSS.
- Mental health resources are needed as well as students may experience increased anxiety around returning to in-person classes.
- Also need to advocate for options to merge into in-person classes until people feel comfortable enough being in-person.
- Discussing transit and how students would be able to get to and from class.
- Integrating students that have not been on campus at all, like first and second years, into support networks, and if there are special considerations.
- Keeping people with disabilities in mind as well, and how difficult communication is with face masks. Need to make sure that accessibility is in place, so students do not have to advocate to be a part of the community.
- Student At-Large (MO) left at 12:26 for call with TA.
- VP Student Services will keep everyone updated as he's also in discussion with VP University Relations on action items.
- Suggestion was made to start a discussion in SFU Undergrads to see what first and second year students think about returning to campus



• Can be brought to Wellness Working Group who can put pressure on SFU.

8.5 SFSS Issues Policies and Council Policies Notice of Motion

- Amazing work has been done to draft several issues policies before end of term.
- Notice of Motion was given at last Board meeting, and they'll be voted on next week.
- There are 7 Issues Policies: Student Affordability, Indigenous Inclusion and Reconciliation, Living Wage and Union Rights, Anti-Racism, Police and Militarization, Climate Justice and Sustainability and Disability Justice.
- There is a new Standing Order for the Equity and Sustainability Committee. There will be overlap with, but it is distinct from the BIPOC Committee.
- There are more issues policies to come, like one on the LGBTQIA+ community, but more consultation needs to be completed first.
- On Issues Policies discussion, note that the drafted Issues Policies reflect BIPOC Committee's input from prior discussions.

8.6 Wellness Working Group Updates

- Prioritizing discussions with SFU Health and Counselling and addressing MySPP's lack of culturally relevant material.
- In talks with SFSS Communications and SFU Communications on adding relevant culturally relevant information on the websites.
- Working on making BIPOC support groups available and accessible at all times and in the long term because they only happen right now during worse case scenarios.
- Doing outreach with community members like SOCA, Out on Campus and FNSA
- Addressing complaints of front desk at HCS and seeing how cultural competency training and resources can be mobilized to create a better experience for students.
 - o Assist in training for students and staff.
 - o Making sure people know about the resources.
- Discussions about vaccine roll out and student safety.

9. ANNOUNCEMENT

- 9.1 Board of Directors Notice of Motion Given April 9 re: Issues Policies
- 9.2 Council Representation in May
- 9.3 Board Development Session Workshop with Qmunity Friday, April 16th Message Board Organizer if interested in attending
- 9.4 Reading Group about Mobilization

10. ATTACHMENTS

10.1 BIPOC Committee Annual Plan 2020-2021 10.2 SFSS Council Policies 10.3 SFSS Issues Policies

11. ADJOURNMENT

11.1 MOTION BIPOC-2021-04-12:06

Marie/Nimrit

Be it resolved to adjourn the meeting at 12:52PM.

CARRIED UNANIMOUSLY



Black, Indigenous and People of Colour Committee

SUB 3100 Simon Fraser University 8888 University Drive Burnaby, BC V5A 1S6

bipoc@sfss.ca Tel 778-782-3870

sfss.ca

BIPOC Committee Annual Plan 2020-2021

Prepared by Co-Chairs: Balques Jama (At-Large Representative) and Mathew Provost (VP Student Services)

Table of Contents

Committee Overview	
Priority Initiatives	1
Anti-Racism	1
BIPOC Empowerment SFU Student Services	2
Athletics Support	3
Indigenous Inclusion and Reconciliation	3
Reporting	4

Committee Overview

The purpose of this <u>committee</u> is to ensure and prioritize the voices of the Black, Indigenous and People of Colour (BIPOC) community at Simon Fraser University within the framework of the Simon Fraser Student Society, and that the lived experience of racialized folks is always considered, recognized and acknowledged. Historically Black, Indigenous, and People of Colour disproportionately face more barriers due to the constructs that have been established without BIPOC folks in mind. Academia and university settings are not exempt to the mistreatment and misappropriation of BIPOC voices.

This plan will provide the basic framework for regular reporting to the Board and the membership. The plan is to outline initiatives for the empowerment of Black, Indigenous, and People Of Colour, and guide the direction of SFSS advocacy efforts.

Priority Initiatives

Anti-Racism

Goals

 Provide recommendations and consultation to SFSS and SFU on anti-racist policies, practices, and procedures



Black, Indigenous and People of Colour Committee

SUB 3100 Simon Fraser University 8888 University Drive Burnaby, BC V5A 1S6

bipoc@sfss.ca Tel 778-782-3870

sfss.ca

- Provide input on SFSS Issues Policies
- Advocate for compensation and official recognition of labour within SFSS and SFU
- Emphasize the need for an intersectional approach to everything, and address the unique challenges that Black and Indigenous students face
- Ensure that BIPOC are included in the initial development phases of any new policies, procedures, and practices at SFSS and SFU
- Collaborate with other groups on campus on intersectional anti-racism and BIPOC empowerment initiatives; This includes Students of Caribbean of African Ancestry (SOCA), First Nations Students Association (FNSA), Graduate Students Society (GSS), Teaching Support Staff Union (TSSU), SFU Faculty Association (SFUFA), and Simon Fraser Public Interest Research Group (SFPIRG), etc
- Hold SFSS and SFU accountable to anti-racism actions as opportunities arise over the year. This includes but is not limited to: running campaigns, amplifying BIPOC efforts on campus, and supporting in mobilizing for actions related to anti-racism.

Relevant SFSS Strategic Priorities

- Organizational Development
- University Relations
- Student Wellbeing

Timeline: On-going

BIPOC Empowerment SFU Student Services

Goals

- To work with SFU Student Services, especially Health and Counselling, to increase services appropriate for Black, Indigenous, and People Of Colour at SFU.
- To get SFU Student Services to establish specific supports for Black and Indigenous students

Relevant SFSS Strategic Priorities

Student Wellbeing University Relations

Timeline: Ongoing



Black, Indigenous and People of Colour Committee

SUB 3100 Simon Fraser University 8888 University Drive Burnaby, BC V5A 1S6

bipoc@sfss.ca Tel 778-782-3870

sfss.ca

Athletics Support

Goals

- To help advocate for general concerns, inclusion, and empowerment of BIPOC athletes at SFU
- To advocate for increased funding and services designated to BIPOC athletes

SFU Athletics Team Name Change

- To make sure Black athletes get recognition for their labour of advocating to drop the SFU Athletics Team Name 'The Clan'
- To ensure that Black athletes are centred by SFU in the process of selecting a new team name.
- To make sure that equity-seeking advocacy groups that worked on advocacy for the team name change are also included in the consultation process to ensure that the new name does not cause harm; this includes consulting SOCA and FNSA.

Timeline: Fall 2020 - Spring 2021

Relevant SFSS Strategic Priorities

- Student Wellbeing
- University Relations

Indigenous Inclusion and Reconciliation

Goals

- To amplify the work of FNSA and Indigenous students
- Ensure that Indigenous students are included in SFSS and SFU decision-making and governance. This includes designated seats on various committees and governing bodies
- To include Indigenous students are proactively consulted on SFSS and SFU initial development plans of policies, practices, and procedures

Timeline: Ongoing

Relevant SFSS Strategic Priorities

- Student Wellbeing
- Organizational Development



Black, Indigenous and People of Colour Committee

SUB 3100 Simon Fraser University 8888 University Drive Burnaby, BC V5A 1S6

bipoc@sfss.ca Tel 778-782-3870

sfss.ca

- University Relations

Reporting

The BIPOC Co-Chairs will be responsible for the maintenance of the BIPOC Committee Annual Plan 2020-2021.

SFSS Council Policies

Simon Fraser Student Society

simon fraser student society

TABLE OF CONTENTS

Date Approved: 2020-11-13

Introduction	
Definitions	5
Rules	6
SECTION I: Governance	7
R-1: Governance and Operations Processes.	8
SECTION II: Council and Council Members	11
Requirements	12
R-3: *Under Review* Duties and Responsibilities of Executive Officers, Stipend Requirements R-4: Stipends and Stipend Reduction Schedule	
R-5: Ethical Standards of Conduct and Conflict of Interest for Council and its Committees	
R-6: Resignation, Leave of Absence, and Regrets	25
SECTION III: Meetings of Council and Committees	
R-8: Alternates	
R-9: In-Camera Sessions	
R-10: *Under Review* Minutes	
SECTION IV: Procedures	38
R-11: Society Records and Property in Relation to Council and its Committees	
R-12: Remuneration of Elected Representatives	
R-13: Direction to Society Employees	43
R-14: Employment, Council Members	
R-15: *Under Review* Council Reimbursements	
R-16: Members' Meetings, Preparation, Staffing, and Procedures	48
SECTION V: Executive Officers	53
R-17: Associate Vice-Presidents	54
Standing Orders	56
SECTION I: General	57
SO-1: Standing and Ad-Hoc Committees, Subcommittees and Working Groups	58
SO-2: Appointments, Selection Process and Resignations to and from Committees	63
SECTION II: Standing Committees (Core)	66
SO-3: Executive Committee	67
SO-3-1: HR & Personnel Sub-Committee	69

Introduction

Date Approved: 2020-11-13

DEFINITIONS

Date Approved: 2021-04-23

"Council Policies" consists of the rules and standing orders of the Society as enacted by Council.

"Rules" are authoritative statements or guides for conduct and action that outline what the Society is to do, or not do, in a specific situation.

"Standing Orders" are the rules that govern the authority of standing committees, ad hoc committees, and working groups of the society. They describe who sits on which committee or working groups, the type of business, the terms of reference, and how meetings are called and conducted.

"Executive Officer" refers to a member of the Executive Committee as provided in By-Law 4

"Councillor" refers to both members of the Executive Committee as Provided in By-Law 4 and Non-Executive Members of Council as provided in By-Law 5

"Non-Executive Councillor" refers to a member of Council who is not also a member of the Executive Committee

RULES

Date Approved: 2021-04-23

SECTION I: GOVERNANCE

Date Approved: 2021-04-23



R-1: GOVERNANCE AND OPERATIONS PROCESSES

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: GOVERNANCE AND OPERATIONS PROCESSES
POLICY REFERENCE NUMBER: R-1

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions
Position
Signature
Date

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 6(4)

Governance Model

- 1.1 Council shall employ the principles of a **Policy-Administrative Hybrid Governance Model**. This includes:
 - (b) delegating operational and administrative duties to the Executive Committee; or union-excluded personnel where necessary, all of whom must report directly to the President, the Executive Committee and Council. Performance evaluation of union-excluded personnel will be done by the HR & Personnel Committee under the leadership of the President.

Maintenance of Administrative Policies

- 1.2 Council shall establish and maintain Administrative Policies for the purposes of setting expected operational outcomes, a primary point of contact on staff, and an Executive Officer as the person responsible and as oversight for each function so that there is accountability for each outcome, and a procedural guideline for achieving each outcome.
- 1.3 Council shall oversee the maintenance of Administrative Policies and review these policies annually. Where no change is required, the President shall notify and sign the policy indicating it has been reviewed.
- 1.4 Where a need or an opportunity for improvement arises, policy shall be created, changed, or repealed in the following way:

SFSS Council Policies Date Approved: 2021-04-23

Departmental coordinators may bring an administrative policy to the Executive Committee,

- (b) The Executive Committee shall review the proposed Administrative policy changes and strive for consensus at a Committee meeting,
- After the Executive Committee reviews the proposed Administrative Policy, the proposed policy shall be discussed at the Governance Committee for final review, and then recommended to Council for approval,
- (c) A notice of motion for the proposed changes will be put to a Council meeting for the approval of Council at the next or a following meeting of Council.
- 1.5 Administrative Policies shall include the:
 - (a) SFSS Communications Policies,
 - (b) SFSS Finance Policies,
 - (c) SFSS Corporate Records and Information Policies,
 - (d) SFSS Staff-Led Events Policies,
 - (e) SFSS Retail Service Policies,
 - (f) SFSS Information Technology Policies,
 - (e) SFSS Property Management Policies,
 - (g) SFSS Orientation and Retention Policies,
 - (h) SFSS Member-Services and Group Policies,
 - SFSS Personnel Policies,
 - SFSS Investment Policy, and
 - (k) SFSS Privacy and Information Management Policies.
- Any amendments to Administrative Policies shall be recorded under that policy in the header of each individual policy - listing previous amendments and the next scheduled revisions for each administrative policy. The list of Administrative Policies under R-2(5) must be updated if an administrative policy is renamed, or any administrative policies are adopted or repealed.

Date Approved: 2021-04-23 SFSS Council Policies

1.7 Any operational decisions that are not outlined within the SFSS Council Policies and SFSS Administrative Policies shall go to the Executive Committee.

1.8 Departmental coordinators may draft terms of references and guidelines that do not conflict with current society policy for provision of the department services, and submit those proposed Terms of Reference or guidelines to Council for final approval.

Maintenance of Other Society Policies

- 1.9 Council shall oversee the maintenance of other society policies such as the:
 - Issues Policies,
 - Elections and Referenda Policies, and (b)
 - (c) Accessibility Policy.

SECTION II: COUNCIL AND COUNCIL MEMBERS

Date Approved: 2021-04-23



R-2: *Under Review* Duties & Responsibilities of Non-Executive Councillors, Stipend Requirements

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: NON-EXECUTIVE COUNCIL STIPEND REQUIREMENTS

POLICY REFERENCE NUMBER: R-2

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

- 1. By-Law 5(3)
- 2. By-Law 6(16)

Duties and Responsibilities of Non-Executive Council Representatives

- 2.1 Non-Executive Councillors shall attend all regularly scheduled meetings of Council.
- 2.2 Non-Executive Councillors shall attend all Members' Meetings of the Society.
- 2.3 Non-Executive Councillors shall execute all the duties and obligations befalling the position of Councillor as outlined in By-Law 6(16).
- 2.4 As per By-Law 6(16)(e), Non-Executive Councillors are required to sit on at least one standing committee of the Society.
 - (a) Non-Executive Councillors are encouraged to chair any standing committees of the Society that are not being chaired by an Executive Officer.
- 2.5 Non-Executive Councillors are expected to work on average ten (10) hours in every twoweek period during their term of office.

Date Approved: 2021-04-23 SFSS Council Policies

2.6 Non-Executive Councillors are expected to be active participants of Council, including: regularly attending meetings, speaking during meetings, engaging in and leading projects and campaigns, sitting on Committees, and liaising with the membership of their respective student group.

- 2.7 Non-Executive Councillors shall report on the work done in their bi-weekly work report to be compiled by the VP Finance & Services.
- 2.8 Non-Executive Councillors are not required to completed semester reports and exit reports.

Biweekly Work Reports

- 2.7 Biweekly work reports should include:
 - (a) all meetings attended during that pay period
 - (b) all projects/events that the Executive Officer worked on during that pay period
 - (c) a summary of all Committee work for all Committees the Executive Officer Chairs that was completed during that pay period
 - (d) the amount of time spent attending meetings, working on projects/events, and any other time spent fulfilling their job as an Executive Officer
- 2.8 Biweekly work reports are due the day after a semi-monthly stipend payment is made.
- 2.9 The VP Finance & Services shall be responsible for:
 - (a) distributing the work report templates to Non-Executive Councillors every pay period
 - (b) reminding Non-Executive Councillors when biweekly work reports must be submitted
 - (c) collecting completed work reports from each Non-Executive Councillors
 - (d) enforcing the stipend reduction schedule, as outlined in R-4, if a Non-Executive Councillors does not submit their work reports by the deadline
 - (e) submitting the completed work reports to the Communications Department to upload to the SFSS website

Stipend Eligibility for Council Representatives

2.10 Non-Executive Council Stipends are awarded on a per-meeting basis.

Date Approved: 2021-04-23 SFS

2.11 In recognition of the time Non-Executive Councillors volunteer, the Society provides a stipend of \$35.00 per scheduled meeting attended.

- 2.12 In recognition of the time the Council Chair volunteers, if the Council Chair is not the President, the Society provides a stipend of \$110.00 per scheduled meeting attended.
- 2.13 The stipend of a Non-Executive Councillor may be reduced as outlined in R-4



R-3: *Under Review* Duties and Responsibilities of Executive Officers, Stipend Requirements

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: EXECUTIVE STIPEND REQUIREMENTS

POLICY REFERENCE NUMBER: R-3

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

- 1. By-Law 4(10)-(16)
- 2. By-Law 5(3)

Duties and Responsibilities of Executive Officers

- 3.1 Executive Officers shall execute all the powers, duties and obligations befalling an Executive Officers portfolio as outlined in By-Law 4(10)-(16).
- 3.2 Executive Officers shall attend all regularly scheduled meetings of the Executive Committee.
- 3.3 Executive Officers shall attend all regularly scheduled meetings of Council.
- 3.4 Executive Officers shall attend all Members' Meetings of the Society.
- 3.5 Executive Officers are expected to chair at least one standing committee of the Society, and actively participate in one other committee of the Society other than the Executive Committee.
- 3.6 Executive Officers are expected to work on average sixty (60) hours in every two-week period during their term of office. Executive Officers shall post and keep office hours in-person or electronically on the SFSS website.
- 3.7 Executive Officers shall report on the work done in their portfolios at weekly Executive Committee meetings, at biweekly Council meetings, and shall report on all their work done

Date Approved: 2021-04-23 SFSS Council Policies

on behalf of the Society in their bi-weekly work report to be compiled by the VP Finance & Services.

3.7 Executive Officers shall provide a semesterly written report detailing work completed and projects undertaken for the benefit of the Society to be submitted before the end of that semester. Exit reports shall take the place of work reports for the Spring Semester which must be completed before the end of Council term.

Biweekly Work Reports

- 3.8 Biweekly work reports must include:
 - (a) all meetings attended during that pay period
 - (b) all projects/events that the Executive Officer worked on during that pay period
 - (c) a summary of all Committee work for all Committees the Executive Officer Chairs that was completed during that pay period
 - (d) the amount of time spent attending meetings, working on projects/events, and any other time spent fulfilling their job as an Executive Officer
- 3.9 Biweekly work reports are due the day after a semi-monthly stipend payment is made.
- 3.10 The VP Finance & Services shall be responsible for:
 - (a) distributing the work report templates to Executive Officers every pay period
 - (b) reminding Executive Officers when biweekly work reports must be submitted
 - (c) collecting completed work reports from each Executive Officer
 - (d) enforcing the stipend reduction schedule, as outlined in R-4, if an Executive Officer does not submit their work reports by the deadline
 - (e) submitting the completed work reports to the Communications Department to upload to the SFSS website
 - (f) submitted the completed work reports to the Chair of the Oversight Committee on Executive Officers

Semester Reports

- 3.11 Semester reports must include, but isn't limited to:
 - (a) an executive summary of work completed in the semester

- (b) a summary of completed projects during the semester
- (c) a summary of ongoing projects to be continued into the following semester
- (d) a list of challenges or difficulties that were experienced that semester as it pertains to the work completed in the semester
- (e) a list of recommendations for methods of improving work on campaigns, projects, or initiatives for following semesters

Exit Reports

- 3.12 Exit reports must include, but isn't limited to:
 - (a) an executive summary of work completed during the entire elected term
 - (b) an overview of: what duties befell the portfolio of that Executive Officer, what challenges were encountered during the elected term, and key contacts that are relevant to the position
 - (c) a summary of all projects and initiatives worked on during the entire elected term
 - (d) a list of recommendations for methods of improving work on campaigns, projects, or initiatives for following the successor of that position

Stipends for Executive Officers

- 3.13 In recognition of the time Executive Officers volunteer, the Society provides a stipend of \$1,750.00 per month.
- 3.14 The stipend of an Executive Officer may be reduced as outlined in R-4.



R-4: STIPENDS AND STIPEND REDUCTION SCHEDULE

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: STIPENDS AND STIPEND REDUCTION SCHEDULE
POLICY REFERENCE NUMBER: R-4

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions
Position Signature Date

President

Stipends

- 4.1 There shall be no advances on Council or other stipends.
- 4.2 The VP Finance & Services (or designate) shall provide the Finance Department staff with a stipend list of Councillors including the amount payable by the payroll processing date, based on the attendances of Councillors at Council and committee meetings and their eligibility to receive a stipend.
- 4.3 Remuneration paid to the Executive Officers shall be in the form of semi-monthly payments. Payroll processing will occur on the first business day after the 15th and the first business day of the following month.
- 4.4 Remuneration paid to Non-Executive Councillors is on a per-meeting basis, as per R-2 but shall be paid in the form of semi-monthly payments. Payroll processing will occur on the first business day after the 15th and the first business day of the following month.
- 4.5 This policy stipulates the terms in which a Councillor's stipend may be reduced or withheld by the VP Finance & Services. All reductions to a Councillor's stipend must be communicated to the Councillor so that they can have the ability to choose to appeal. The VP Finance & Services shall withhold from a Councillor's stipend an amount equal to any outstanding sums of money owed to the Society.

Bi-weekly Reports are Submitted Late

4.6 All Councillors must submit bi-weekly work reports to Council by 11:59pm on the day following each pay period.

Date Approved: 2021-04-23 SFSS Council Policies

(a) The stipend of an Executive Officer member will be reduced by \$100 where the report is late or incomplete.

- (b) The stipend of a Non-Executive Councillor member will be reduced by \$50 where the report is late or incomplete.
- (b) Stipends shall not be paid for months where the work report is submitted more than one month late, unless Council has authorized a prior exception.

Semester Reports are Submitted Late

- 4.7 Semester work reports must be submitted by Executive Officers to Council by midnight of the last day of the month following the end of a semester.
 - (a) The stipend of an Executive Officer will be reduced by \$100 per day for a maximum reduction of the value of one complete pay period where the report is late, and all stipends will be withheld until the report is submitted.
- 4.8 Non-Executive Councillors are not required to complete semester reports.

Exit Reports are Submitted Late

- 4.9 Failure of Executive Officers to submit an exit report within ten (10) business days following the end of their term will result in a \$100 deduction per day from the final stipend, unless extenuating circumstances exist.
 - (a) Executive Officers who have been re-elected to a subsequent term on Council will have all further stipends withheld until such time as an exit report has been submitted.
 - (b) Enforcement of this regulation shall be the responsibility of the incoming VP Finance & Services. The incoming President shall ensure that the VP Finance & Services complies with the terms of this Rule.
- 4.10 Failure of Executive Officers to submit an exit report within twenty (20) business days shall result in the entirety of the stipend being withheld and becoming a member in poor standing of the Society.
 - (a) Executive Officers who have been re-elected to a subsequent term on Council will have all further stipends withheld until such time as an exit report has been submitted.
- 4.11 The exit report of the VP Internal & Organizational Development shall, in accordance with the SFSS Bylaws and policies, contain a draft section for inclusion in the Annual Report presented at the next Annual General Meeting.

Failure to Attend a Council or Committee Meetings

4.12 Councillors must attend all Council and committee meetings that they are members of, excepting for academic, health, and Society related work obligations that have been communicated to Council, the Council Chair or the Committee Chair in advance and by email, and which are approved by motion at the Council or Committee meeting.

- The stipend of an Executive Officer will be reduced by \$100 where they fail to (a) attend a Council or committee meeting without approved regrets.
- (b) The stipend of a Non-Executive Councillor will be reduced by \$50 where they fail to attend a Council or committee meeting.
- 4.13 The Chair of Council or the chair of the committee is responsible for communicating a member's failure to attend the relevant meeting to the VP Finance & Services via email.
 - (a) In the event of the VP Finance & Services is in violation of this Rule, the Chair of Council, or the Chair of the committee where the unexcused absence has occurred, shall notify the President via email.

Late Arrival at Council Meeting

- 4.14 Councillors must attend all Council meetings on time, excepting where the Councillor has communicated in advance some personal or unexpected circumstances to the Chair
 - The stipend of an Executive Officer will be reduced by \$50 where they attend a Council meeting more than 10 minutes late.
 - The stipend of a Non-Executive Councillor will be reduced by \$25 where they attend a Council meeting more than 10 minutes late.

Late Arrival at a Committee Meeting

- 4.15 Councillors must attend all Council committee meetings on time, excepting where the director has communicated in advance some personal or unexpected circumstances to the Chair.
 - The stipend of an Executive Officer will be reduced by \$20 where they attend a Council meeting more than 10 minutes late.
 - The stipend of a Non-Executive Councillor will be reduced by \$10 where they attend a Council meeting more than 10 minutes late.

Failure to Meet Committee Obligations: Executive Officers

Executive Officers must be appointed to at least 2 Council committees at all times, and must Chair at least one Council committee.

(a) The stipend of an Executive Officer will be reduced by \$200 where they are not named to at least two (2) committees, and \$100 where they are not named to one (1) committee.

Failure to Meet Committee Obligations: Non-Executive Councillors

- 4.17 Councillors must be appointed to at least 1 Council committees at all times.
 - (b) The stipend of a will be reduced by \$50 where they are not named to at least one committee.

Appeals

- 4.18 Where a Councillor feels that stipend reductions have been administered incorrectly by the VP Finance & Services, a Councillor may submit a detailed appeal to Council.
- 4.19 All stipend reductions shall take effect on a Councillor's stipend one (1) pay period after the Councillor has submitted a report late, in order to allow the Councillor to submit an appeal.



R-5: ETHICAL STANDARDS OF CONDUCT AND CONFLICT OF INTEREST FOR COUNCIL AND ITS COMMITTEES

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: ETHICAL STANDARDS OF CONDUCT AND CONFLICT OF INTEREST FOR

COUNCIL AND ITS COMMITTEES POLICY REFERENCE NUMBER: R-5

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

- 5.1 Proper operation of a democratic student organization requires that students elected to Council or appointed by Council to a Society or University committee, be duly responsible to the membership. To this end, it is imperative that:
 - (a) Society decisions and policy be made through the proper channels of the Society's structure, and
 - (b) elected and appointed positions not be used for personal gain.
- 5.2 Members of Council and Society committees shall:
 - (a) maintain the highest ideals of honour and integrity while serving on Council or a committee,
 - (c) act in accordance with the Human Rights Act as it relates to the individual's race, ethnicity, language, religion, marital status, gender, sexual orientation, age, disabilities, economic status, political affiliation, and national ancestry,
 - (d) treat one another and all persons associated with the Simon Fraser Student Society in such a way as to preserve their dignity and communicate respect and fairness,
 - (f) accept full and complete accountability for their own acts and omissions, exhibiting self-discipline and the pursuit of excellence in all activities, and

SFSS Council Policies Date Approved: 2021-04-23

respect the professional and intellectual work of others, giving those others full credit and citations when reproduced in any form.

- (h) avoid any situations that could cause any person to believe that they may have brought bias or partiality, due to personal interest to a matter before Council or its committees,
- avoid any situation that could impair their judgment in the performance of their elected duties while in office,
- carry out their duties with impartiality and equity of service to students, (j)
- (k) declare a conflict of interest to Council at the first opportunity their personal interests real or perceived, or known interests of any close relatives, acquaintances, or business partners, in any enterprise which proposes to transact business with the Society,
 - leave the meeting during any discussion or vote on a subject where such an interest exists,
- not use information designated confidential for the personal gain of themself or any other person, and
- not communicate information designated confidential to anyone not entitled to access that information.
- Where a director is found to have breached their duty by violating this policy, that director may be:
 - (i) censured by Council
 - (ii) be requested to resign their position by Council
 - removed as a Director by the membership with Council or Council initiating the proceedings for removal.
- 5.3 Members of Council of Committees shall not:
 - (b) use their position to obtain employment in the Society,
 - (c) attempt to exercise individual authority over the Society, except as set forth explicitly in Council Policies, and to that end:

- (i) Councillors shall recognize their lack of individual authority when engaging with the public and the media,
- (ii) Councillors shall not speak on behalf of Council except as authorized by Council,
- (iii) respect and apply the principle of confidentiality when dealing with issues of a sensitive nature,
- (iv) attend Council and committee meetings having adequately prepared for all deliberations,
- (v) support the legitimacy and the authority of all decisions made at Council table, irrespective of their individual position on the issue, and
- (vi) sign the acknowledgement of, and the agreement to act in accordance with SFSS Council Policies, a copy of which has been provided as an appendix.
- (d) store recreational drugs or alcohol on Society premises,
- (e) consume or be under the influence of recreational drugs or alcohol on Society premises,
- (f) be under the influence of recreational drugs or intoxicated at Society events, or while acting as a director in any capacity, nor
- (a) engage in any form of sexual acts in Society spaces.



R-6: RESIGNATION, LEAVE OF ABSENCE, AND REGRETS

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: RESIGNATION, LEAVE OF ABSENCE, AND REGRETS
POLICY REFERENCE NUMBER: R-6

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions
Position Signature Date

President

Relevant By-Laws

1. By-Law 17

Resignation

6.1 Notices of resignation from Council shall be directed to the President and accepted at the subsequent meeting of Council.

Leave of Absence

- 6.2 Leaves of absence approved by the President or VP Internal & Organisational Development shall be reported to Council.
- 6.3 Requests by members of Council for leaves of absence shall be directed to the President for approval. If the President requests a leave of absence, it shall be directed to the VP Internal & Organisational Development for approval.
- 6.4 All requests for leaves of absence shall be accompanied by a written explanation of the reasons for seeking it.
- 6.5 In the event that a request for a leave of absence is denied, the President or VP Internal & Organisational Development shall provide written reasons for their decision.
- 6.6 No more than two (2) months leave of absence shall be granted within a one-year term of office.
- 6.7 A Councillor will not be remunerated while on a leave of absence.

Regrets

SFSS Council Policies

Date Approved: 2021-04-23

- 6.8 'Regret' is a term that refers to a written document or electronic message submitted as a request to be excused from attending a meeting where attendance would otherwise be required.
- 6.9 Regrets must be submitted to the Chair of Council or the chair of the committee, as well as the Administrative Assistant, and must:
 - (a) include the specific extent of that absence,
 - (b) include the reason for that absence, and
 - (c) be submitted at least one (1) hours in advance of the meeting in question.
- 6.10 Acceptable reasons for the submission of regrets include, but are not limited:
 - (a) bereavement,
 - (b) illness,
 - (c) an academic or employment specific conflict
 - (d) a personal or family emergency.
- 6.11 Regrets are deemed acceptable or not for the reasons stated above by a simple majority vote of the body organizational unit to which they have been submitted.
- 6.12 Where such regrets are deemed unacceptable, an explanation must be provided in writing to the submitter by the chair of the organizational unit.

SECTION III: MEETINGS OF COUNCIL AND COMMITTEES



R-7: COUNCIL MEETINGS

POLICY TYPE: CO	DUNCIL POLICY		
POLICY TITLE: COUNCIL MEETINGS			
Policy Referen	CE NUMBER: R-7		
		Adopted: April 23, 2021	
		Next Scheduled Revision: April 2022	
		Previous Revisions	
Position	Signature	Date	
President			

Definitions

- 7.1 "Territorial Acknowledgement" is the act of acknowledging the history and on-going act of colonialism, and that we work, play and operate on the traditional, ancestral, and unceded territories of these First Nations. Unceded means that this land has never been surrendered, relinquished, or handed over in any way. This acknowledgement shall be made by the Chair at the beginning of every meeting before any other meeting business is conducted. We recognize that these acknowledgements are only one small part of disrupting and dismantling colonial structures, and that we must also actively center and prioritize all of the Society's work around standing in solidarity with Indigenous student groups and Host nations. Standing in solidarity includes but not limited to advocating for Indigenous rights and sovereignty, showing up for Indigenous led actions, amplifying Indigenous voices, and building reciprocal relationships. For more information and education on Land Acknowledgements read Native Land Digital's resource on "Territory Acknowledgement".
- 7.2 "Pronouns" means what is used to refer to someone in lieu of using their name. Ensuring people's pronouns are respected pushes the Society towards actively breaking down the enforcement of societal gender norms. We recognize that respecting people's gender identity, especially for queer, gender non-conforming, non-binary, Two-Spirit, and transgender people, that may not conform to societal binary standards is important in making a safe and inclusive space in the Society. Pronouns can include but are not limited to He/Him, She/Her, They/Them, Ze/Zir, and Xe/Xem
- 7.3 "Access Needs" means something a person needs to communicate, learn, and take part in an activity, such as a meeting or an event. Everyone has access needs, which may be met or unmet depending on the situation. An individual may communicate how their access needs

can be met either publicly or privately to the Chair of a meeting. The members of a meeting shall do everything in their power to ensure that the access needs of each individual person present at a meeting, whether virtual or in person, are met. Conflicting access needs between multiple individuals will be addressed collaboratively on a case-by-case basis to ensure that all individuals can communicate, learn, and take part in meetings and events.

- 7.4 "Roll Call of Attendance" means the act of the Chair of a meeting calling off a list of names to determine whether there is a quorum; and each member of a meeting, when called upon by the Chair, sharing their name, pronouns, and access needs.
- 7.5 "Consent Agenda" means the practice of grouping routine business items which do not require substantive discussion or debate into one agenda item, requiring unanimous consent to be approved.

Duration

Date Approved: 2021-04-23

- 7.6 Council meetings shall occur Wednesdays starting at 4:30pm and ending at 8:30pm, and shall occur on a biweekly basis
- 7.7 Regular meetings of Council shall be limited in duration to four hours, which shall be calculated from the time when quorum has been achieved.
- 7.8 Where necessary, Council may extend a meeting past four hours on a majority vote of Council at any particular meeting.

Quorum

- 7.9 Once a meeting of Council becomes quorate, that meeting shall be considered quorate until such time that a question of quorum is raised.
- 7.10 A question of quorum shall be treated as a point of order, as defined by Robert's Rules of Order.

Speaking Privileges

- 7.11 All students who are members in good standing shall have speaking privileges at all meetings of Council.
- 7.12 All Society staff shall have speaking privileges at all meetings of Council.
- 7.13 Councillors shall always be given priority on the speaking list before a student guest or Society staff speaks at a Council meeting. The Chair will maintain a speaker's list during Council meetings.

Chair

Date Approved: 2021-04-23 SFSS Council Policies

7.14 As per By-Law 6(17), the President shall be the Chair of Council, and shall Chair all Council meetings unless otherwise voted on by Council at a particular meeting, or for the duration of a semester.

Vice Chair

- 7.15 As per By-Law 6(18), Council shall, by a simple majority vote, appoint a Non-Executive Councillor as Vice Chair of Council for the duration of a Council term.
- 7.16 The Vice Chair shall convene and chair a Council meeting in the absence or at the discretion of the Chair of Council.
- 7.17 The Vice Chair shall support the duties of the Chair, including but not limited:
 - (a) Communicating with Committee Chairs and Committee Vice Chairs on behalf of the Chair, when necessary.
 - (b) Collect agenda items from Councillors on behalf of the Chair and send them to the Administrative Assistant through proper communication channels, when necessary.
 - (c) Any other duties as delegated by the Council Chair from time to time

Agenda

- 7.18 The order and items of business for meetings of Council are:
 - (a) Call to Order
 - (b) Territorial Acknowledgment
 - (c) Roll Call of Attendance
 - (d) Consent Agenda
 - i. Adoption of the Agenda
 - ii. Approval of the Minutes
 - iii. Ratification of Regrets
 - iv. Any other business, as determined by the Council Chair
 - (g) Presentations

Date Approved: 2021-04-23 SFSS Council Policies

(h)	Old Business
(i)	Reports from Committees
(j)	New Business
(k)	Discussion
(1)	30 Minute Q&A Period
(m)	Notices of Motion
(n)	Announcements
(o)	Attachments
(p)	Adjournment
be submitte	da items for regularly scheduled Council meetings and supporting documents must ed to the Chair, President, and Administrative Assistant. The Agenda for Council ust be distributed to Councillors no later than three business days before a Council
	uncil agenda packages shall be available electronically on the Society website and a at least two business days prior to regularly scheduled Council meetings.
Consent A	agenda
	e purpose of a consent agenda is to save time at Board meetings and make them ient by grouping routine business items for unanimous approval of the Board.
wherein it	e Council Chair shall include a consent agenda portion on the regular agenda ems on the consent agenda, in the opinion of the Council Chair, will be matters t require substantive discussion or debate, including, but not limited to:
(a)	Approval of minutes
(b)	Approval of regrets

SFSS Council Policies

Date Approved: 2021-04-23

(c) Committee appointments

7.23 The consent agenda shall be attached as a single document to the agenda of a Council meeting, and must include within it:

(a) the wording of each resolution included within the consent agenda

(b) the relevant documentation for each resolution included within the consent agenda.

7.24 During the Council meeting, the Council Chair shall ask for unanimous approval of the consent agenda. If there are no objections, the consent agenda shall be approved. It is not necessary to vote on consent agenda items.

7.25 Items that otherwise would be included under "New Business" may be included in the consent agenda where the Council Chair believes the matter does not require substantive discussion or debate.

- 7.26 Any voting member of Council can require that an item be moved from the consent agenda to the regular agenda for substantive discussion. If a member requests an item be moved, it must be moved.
- 7.27 Items may not be moved to the consent agenda from the regular agenda once the agenda has been distributed.

Location

7.28 At least one meeting of Council shall be held at the Harbour Centre campus over the course of any administration.

7.29 At least one meeting of Council shall be held at the Surrey campus over the course of any administration.

7.30 The agenda, time, and location of regularly scheduled Council meetings shall be published on the Society website and/or social media prior to these meetings. The agenda, time, and location of emergency Council meetings shall be published on the Society's website if possible.

SFSS Council Policies

R-8: ALTERNATES

Date Approved: 2021-04-23

POLICY TYPE: COUNCIL POLICY POLICY TITLE: ALTERNATES

POLICY REFERENCE NUMBER: R-8

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

- 1. By-Law 6(24)(f)
- 2. By-Law 17(7)

Alternates of Councillors

8.1 As per the SFSS By-Laws, Councillors are entitled up to two Alternates to attend meetings and vote when the Councillor is unavailable.

Appointment of Alternates

- 8.2 Alternates may be appointed in accordance with the constitution and by-laws of the Student Union, Constituency Group, or Affiliated Student Group that a Councillor represents on Council.
- 8.3 If the constitution and by-laws of that student group does not establish a process for appointing alternates, that student group may appoint an Alternative Councillor by majority vote of their Executive.

Alterative Councillors at Meetings of Council

- 8.4 A Councillor who will be absent from a meeting of Council, and wishes to send an Alternative Councillor in their place, must:
 - (i) submit regrets to the Council Chair as outlined in R-6
 - (ii) submit a written statement or electronic message to the Council Chair at least one
 - (1) hour in advance of the meeting in question to express their intent to send an Alternative Councillor in their place.
- 8.5 Whether or not a Councillor sends an Alternate in their place, Council still must ratify the regrets of the Councillor who is absent.
- 8.6 Regardless of whether an absent Councillor is sending an Alternative Councillor to meetings of Council, they are still subject to the By-Law 17(7):



R-9: IN-CAMERA SESSIONS

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: IN-CAMERA SESSIONS
POLICY REFERENCE NUMBER: R-9

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions
Position Signature Date

President

- 9.1 Council and its committees may, by simple majority vote, move items for discussion incamera, only where deliberations involve:
 - (a) SFSS HR matters,
 - (b) open contract negotiations or competitive processes,
 - (c) a litigation process in which the Society is involved,
 - (d) discussions involving advice subject to solicitor-client privilege, such as legal counsel, where the Society wishes to maintain that privilege, and
 - (e) subject matter that relates to or is subject to the Personal Information Protection Act (PIPA).
- 9.2 In-camera items are strictly confidential and members present are bound by the Societies Act and are not to disclose the proceedings of, or contents of, any documents relating to incamera sessions.
- 9.3 Only members of Council and its committees, and invited third parties as may be required, shall remain in the meeting.
- 9.4 No motions may be moved during in-camera sessions.



R-10: *UNDER REVIEW* MINUTES

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: MINUTES
POLICY REFERENCE NUMBER: R-10

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Council Minutes

- 10.1 Council shall adopt the minutes of Council and Council committees as necessary.
- 10.2 Minutes of meetings of Council shall include:
 - (a) a summary of Committee discussion, including any comments that participants ask to be recorded,
 - (b) a record of motions passed, direction given, and action taken, and
 - (c) list a record of who voted in favour, and against or abstained on a motion, or if a motion passes unanimously.
- 10.3 Minutes of meetings of committees shall be approved by the Committee, and submitted to the Administrative Assistant for their inclusion on the Council agenda and shall include:
 - (a) a summary of Committee discussion, including any comments that participants ask to be recorded, and
 - (b) a record of motions passed, direction given, and action taken.
- 10.4 Minutes shall not be kept for working groups.
 - (a) Working groups may keep a written record of discussion to be included in minutes of the committee out of which the working group was created.

10.5 Draft Council minutes shall be posted to the website following the approval of Council Chair or Council designate prior to approving them at the following Council

- (a) Council Chair or designate shall ensure that they communicate with the Communications Coordinator to have the draft minutes posted on the website with "DRAFT" watermark noted on the document.
- (b) After the official minutes are approved at a Council meeting, the draft shall be taken down and swapped for the official minutes approved by Council.

Minute Preparation

meeting.

Date Approved: 2021-04-23

- 10.6 Minutes for meetings of Council and all Society committee meetings, except joint committees with SFU Graduate Student Society and/or those with the University, shall be completed and submitted to the chair of each committee within fourteen (14) days of the meeting.
- 10.7 Notwithstanding the other requirements of this policy, minutes for meetings of Council shall be ready for inclusion in the agenda package for the next regularly scheduled Council meeting as required by the policies.

Implementation

10.8 The VP Internal & Organizational Development shall be responsible for ensuring the implementation of this policy.

SECTION IV: PROCEDURES

Date Approved: 2021-04-23 SFSS Council Policies



R-11: SOCIETY RECORDS AND PROPERTY IN RELATION TO COUNCIL AND ITS COMMITTEES

POLICY TITLE: SOCIETY RECORDS AND PROPERTY IN RELATION TO COUNCIL AND ITS

COMMITTEES

POLICY REFERENCE NUMBER: R-11

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

11.1 Any documents or materials received or obtained by members of Council or its committees in the course of fulfilling their duties, shall be considered the property of the Society and must be returned to the Society upon vacating their position, including, but not limited to:

- (a) keys,
- (b) correspondence,
- (c) office supplies,
- (d) hardware,
- (e) software,
- (f) equipment received or obtained by the members of Council or its committees in the course of fulfilling their duties.
- 11.2 Failure to return Society property shall be considered theft.
 - (a) The means of access to the aforesaid materials shall also be considered the property of the Society.

(i) Such means of access must be returned to the Society upon vacating a position on Council.



R-12: REMUNERATION OF ELECTED REPRESENTATIVES

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: REMUNERATION OF ELECTED REPRESENTATIVES
POLICY REFERENCE NUMBER: R-12

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions

Position Signature Date

President

Relevant By-Laws

1. By-Law 5(3)

Definitions

- 12.1 "Regulation" refers to any rule, standing order, administrative policy, issue policy, or Council policy or any other policy enacted by Council.
- 12.2 "Remuneration motion" refers to any motion to create or amend any regulation which shall set or change the amount of a stipend or other remuneration paid to a member of Council or Council, or which shall establish or change any other form of remuneration available to them.

Remuneration Motions

- 12.3 Any remuneration motion shall be referred to the Finance and Administrative Services Committee, which shall report back to Council with its recommendations.
- 12.4 Council will not consider any remuneration motion except as recommended by the Finance and Administrative Services Committee.

Applicability

12.5 The Finance and Administrative Services Committee shall provide a period for student comment on proposed changes to the remuneration paid to Executive Officers or Councillors, with the following stipulations:

Date Approved: 2021-04-23 SFSS

(a) Notification of the comment period shall be published on the Society's website no less than four (4) weeks prior to the Committee providing a recommendation to Council.

- (b) Notification shall include an invitation for students to attend a special session of the Finance and Administrative Services Committee held primarily to hear student comments. This meeting shall be held no less than two (2) weeks after the comment period has commenced and no less than one (1) week before the comment period ends.
- (c) No more than two (2) weeks of the comment period shall take place during the months of August, December, or April.



R-13: DIRECTION TO SOCIETY EMPLOYEES

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: DIRECTION TO SOCIETY EMPLOYEES
POLICY REFERENCE NUMBER: R-13

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions
Position Signature Date

President

- 13.1 Council recognizes the cooperative nature of the Society workplace and shall strive to work collaboratively on issues related to the Society, in order to effectively serve Society membership. If any member of Council has any employee-related issue, they shall communicate this to/through the President at all times. If any staff member has a direction-related issue with a Councillor, this shall be communicated to the President directly, indirectly through the staff's direct supervisor, or the Operations Organizer immediately.
- 13.2 The Executive Committee, in consultation with the employees concerned, shall set employee workload priorities. This shall not preclude Executive Officers from requesting support or giving direction to employees as needed to ensure that the duties associated with their portfolios are fulfilled and to ensure that the Society's day-to-day operations are carried out.
 - (a) If in a staff person's reasonable opinion, the directive given by an Executive Officer requires action that might conflict with the view of the Executive as a whole, the staff may ask for a clarification from the President for the opinion of the Executive. The President shall seek the advice of the Executive Committee, as qualified by written expressed opinion, or via motion.
 - (b) If the request is unclear in relation to the Society policies, the staff person must ask the President for the opinion of Council, which the President shall seek advice from Council on the interpretation of the policy. This may be decided via a vote of Council. If it is determined that there is a policy breach, the request shall not be carried out, until the policy at hand is amended, removed or suspended; or until the request is modified in order to be compliant with policy.
 - (c) In the event that the opinion of the President and the Executive Committee conflict, the opinion of the Executive committee prevails. In the

event that the opinion of the Executive Committee and Council conflict, the opinion of Council prevails.

- 13.3 Union-excluded personnel will assist the Executive Officers in the day-to-day staffing operations of the Society, and may give direction on behalf of the Executive, within limits set by the Executive and Society policies. All union-excluded personnel will report to the President, the Executive Committee and Council in that order; and will be monitored on their performance by the HR/Personnel Committee. One union-excluded personnel, alongside the President, shall serve as the staff liaison officers for the Society in line with the Collective Agreement.
- 13.4 Executive Officers may give full direction to Society staff if a staff person is specifically hired under the Office of that Executive Officer, and that staff person directly reports to the Executive Officer, and that all direction given is in line with Society policies and staff relations policies.
- 13.5 The Chair of Council, or a Committee Chair on approval of a Council committee that has the authority delegated to execute activities on behalf of Council, may give direction to Society employees on the approval of a motion of Council.
- 13.6 The Executive shall ensure there is a mechanism for Councillors to submit online work orders as for the efficient staff support requests to be submitted on matters of the Society, or for the benefit of the membership.
 - (a) The President shall be copied in on all these requests, and also serve as a resource to staff as to the position of the Executive Officers or Council as a whole on said requests.
- 13.7 In the event that any direction to Society employees breaches any staff relations policies or agreements (e.g. Collective Agreement), the President shall be notified immediately, and that resolution process in the related staff relation policy or agreement shall apply.



R-14: EMPLOYMENT, COUNCIL MEMBERS

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: EMPLOYMENT, COUNCIL MEMBERS

POLICY REFERENCE NUMBER: R-14

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

- 14.1 No Councillor shall be employed by the Society during, or for a period of two years following their term of office.
- 14.2 An employee may not be an elected student member of Council, but employees may become and maintain membership in the Simon Fraser Student Society.
- 14.3 If an employee is elected to become a member of Council, then this employee must resign from their position of staff of the Society before their tenure as a Councillor begins.



R-15: *UNDER REVIEW* COUNCIL REIMBURSEMENTS

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: COUNCIL REIMBURSEMENTS

POLICY REFERENCE NUMBER: R-15

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions

Position Signature Date

President

Reimbursement for Charges

- 15.1 Councillors shall receive a reimbursement for expenses necessary to fulfilling their role as a Director of the Society. The VP Finance & Services shall oversee the reimbursements.
 - (a) The President shall oversee the VP Finance & Services' reimbursement process.

Restrictions

15.2 All reimbursements require detailed original receipts. A credit or debit card receipt with a company name and total does not qualify.

Cell Phone Allowance for Executive Officers

- 15.3 Cell phone reimbursements rates are as follows:
 - (a) Up to \$50 per month during each Executive Officer's term.
- 15.4 Reimbursement requests must be accompanied by the Executive Officer's corresponding monthly service bill. A copy of the phone bill must be submitted to the VP Finance & Services with the cheque requisition. Reimbursement will be via cheque.
- 15.5 Reimbursement will cease if the Executive Officer's corresponding monthly service bill is not received by the VP Finance & Services.
 - (a) Reimbursement may also be discontinued if a Finance Coordinator is notified in writing by the VP Finance & Services or the recipient of the reimbursement.

15.6 The Society's corporate credit card may not be used to pay for Executive Officer's cell phones.

Transportation Allowance

Date Approved: 2021-04-23

- 15.7 Councillors may be reimbursed up to \$600 a year for transportation to and from SFSS offices. Proof of payment and copies of invoices are required. As these are taxable benefits, reimbursements are added to stipend payments. Including:
 - (a) U-Pass
 - (b) Parking Pass

Travel for Meetings Events, and Conference Allowance

- 15.8 Councillors may be reimbursed for flights, meals, and mileage for attendance at conferences and meetings. Reimbursement will be via cheque. Travel reimbursement does not count towards the \$600 transportation allowance.
 - (a) Flights require booking and payment information is required
 - (b) Meals require a detailed listing of the mail so that reasonableness may be considered. Councillors may not claim meal costs that are provided by the hotel, conference, or a third party.
 - (c) For automobile reimbursements, Councillors may be reimbursed according to the latest published annual automobile allowance rate as provided by the CRA (e.g.: 2020 year rate: \$.59 per km)

Other Amounts

15.9 For expenses related to SFSS events, Council supplies, and incidentals required by the SFSS, Councillors may be reimbursed upon the approval of the VP Finance & Services (up to a maximum of \$500), or on approval of Council or a Council standing committee with the power to expend via a motion.



R-16: Members' Meetings, Preparation, Staffing, and Procedures

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: ANNUAL AND SPECIAL GENERAL MEETINGS, PREPARATION,

STAFFING, AND PROCEDURES

POLICY REFERENCE NUMBER: R-16

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 11

Members' Meetings

- 16.1 In addition to the procedures and obligations set out in Society Bylaws and policies, the following preparatory guidelines shall apply to the planning and procedures of Annual and Special General Meetings.
- 16.2 The Society will host an Annual General Meeting (AGM), as required by the Societies Act and the SFSS Bylaws, in September or October in accordance with the Society Bylaws.
- 16.3 The Society will host a Special General Meeting (SGM) at the request of Council, Council or following a members' requisition, as required by the Societies Act and the SFSS Bylaws.

Council

- 16.4 Council shall:
 - (a) oversee the fulfillment of all duties with regards to AGMs and SGMs as detailed in Society Bylaws and policy rules.
 - (b) determine the date and time of the AGM or SGM, and:

(i) Try to determine a date at least sixty (60) days in advance in the case of AGM (to give members the opportunity to put member proposals), in a manner compliant with the Society Bylaws and the Societies Act;

- (ii) Immediately inform the Operations Organizer and Board Organizer of all event logistics required; and
- (iii) Develop and post on the Society website the mechanisms for membership to bring proposals to the AGM
- (c) Communicating those dates and agenda items to the Administrative Services Department.
- (d) Encourage the SFSS membership to attend, bring proposals, and participate in the general meetings, and incentivize the Executives of Department Student Unions and Faculty Student Unions to attend.
- (e) If the President is unable or unwilling to act as chair, and Council fails to recommend a chair in lieu of the President, then the appointment of a chair shall happen at the meeting in accordance with the by-laws and the Societies Act.
- (f) Ensure the Society gives notice for the meeting at least twenty-one (21) and not more than sixty (60) days prior to the meeting, in accordance with the Societies Act and the SFSS bylaws.
- (g) Assist in the set up of the meeting, under the coordination of the VP Internal & Organizational Development, with support from the Operations Organizer and the Board Organizer.
- (h) Assist with registration of members and acting as floor captains for the duration of the meeting for vote and quorum counts, under the coordination of the VP Internal & Organizational Development with assistance from the Operations Organizer and the Board Organizer,
- (i) Ensure that all contributions to the annual report are submitted to the VP Internal & Organizational Development at least thirty (30) days prior to the meeting date (in the case of an AGM), and
- (j) Ensure that staff members are informed to adjust hours and priorities accordingly.
- 16.5 The VP Internal & Organizational Development shall coordinate or oversee:

Date Approved: 2021-04-23 SFSS Council Policies

(a) the compilation of the annual report of Council for consideration at the annual general meeting (Bylaw 4.12 k)),

- (b) the roles and responsibilities of the members of Council in preparing for the meeting,
- (c) the roles and responsibilities of the members of Council during the meeting and ensuring that registration and floor captain needs are adequately staffed,
- (d) the monitoring of attendance at meetings,
- (e) the monitoring of vote and quorum counts, and reporting those counts to the chair,
- (f) booking a meeting room and any audio-visual equipment, appropriate for the needs of the meeting as established by Council,
- (g) the provision of microphones for speakers from the floor (if necessary),
- (h) accommodating students with special needs, and
- (i) working with staff as necessary for the preparation of the AGM.

Staff

- 16.6 The Communications Coordinator shall:
 - (a) develop and publish all advertising and marketing materials for members' meetings,
 - (b) develop all documents necessary for members' meetings, including the Annual Report for the annual members' meeting,
 - (c) comply with the provisions of the Society Bylaws regarding serving notice of meeting,
 - (d) configure the layout, design, edit, and print the Society's annual report,
 - (e) produce or oversee the production of all print materials for the member's meetings, and
 - (f) compile and print the meeting agenda.
- 16.7 The Administrative Services department shall:

SFSS Council Policies

- (a) develop a calendar, listing all deadlines for required items,
- (b) communicate the deadlines for all required items to the appropriate departments,
- (c) developing a draft meeting agenda, which includes at least:
 - (i) confirming that quorum has been met,
 - (ii) electing a Chair for the meeting, if the President of Council is present and the Chair was not designated by Council,
 - (iii) approving the agenda,
 - (iv) approving the Minutes from the last General Meeting, and
 - (v) terminating the General Meeting.
- (i) procure a membership list(s),
- (j) compile the previous meetings' minutes for inclusion in the annual report,
- (k) assist the VP Internal and Organizational Development with their duties described in this policy,
- (l) ensure that the chair receives an agenda and all other written materials at least 48 hours before the meeting, and is kept informed of expected attendance, the course of proceedings, the length of presentations, and any room changes, and
- (m) ensure that the full text of any proposed bylaw changes is available to all members at the meeting.
- 16.8 The Campaigns, Research, and Policy Coordinator is responsible for:
 - (a) providing support in interpreting the requirements of provincial legislation, and Society Bylaws and policies, and
 - (b) preparing the Chair of the members' meeting regarding their responsibilities as Chair.
- 16.9 The MSC Student Unions & Groups shall:

(a) send written or electronic memoranda to Council and all active unions and constituency groups in accordance with the Society Bylaws, and

(b) assist in the staffing the meeting and any preparations as necessary.

SECTION V: EXECUTIVE OFFICERS

Date Approved: 2021-04-23 SFSS Council Policies

R-17: ASSOCIATE VICE-PRESIDENTS

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: ASSOCIATE VICE-PRESIDENTS

POLICY REFERENCE NUMBER: R-17

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 4(3)

Associate Vice-Presidents

- 17.1 Vice-Presidents may appoint Associate Vice-Presidents to assist in the duties of their respective Executive Office.
 - (a) Associate Vice-Presidents under the Office of the President shall be referred to as an Associate to the President.
- 17.2 An Associate Vice-Presidents must be a Member in good standing of the Society.
 - (a) An Associate Vice-President may be a Non-Executive Councillor.

Duties and Obligations

- 17.3 Associate Vice-Presidents shall:
 - a) assist their supervising Vice-President in the execution of programs and policies of Council as they pertain to that Vice-President's portfolio.
 - b) at the request of their supervising Vice-President, attend meetings of the Executive Committee, Council, Committees, or other meetings as necessary.
 - c) provide recommendations and advice on policy options to their supervising Vice-President.
 - d) have such other powers and duties as are assigned by their supervising Vice-President from time to time.
- 17.4 Associate Vice-Presidents shall not:
 - a) give direction to Society staff;
 - b) take away work from Society staff;
 - c) speak on behalf of:

- i) their supervising Vice-President, unless authorized to do so,
- ii) the Executive Committee; or,
- iii) Council.
- 17.5 Associate Vice-Presidents shall have no less than fifteen (15) hours per week of work done.
- 17.6 Associate Vice-Presidents shall be eligible to receive Co-Curricular Record (CCR) recognition for completing the duties and obligations of an Associate Vice-President.
 - (a) If an Associate Vice-President is a Non-Executive Councillor, the work completed by that individual shall be considered as part of the duties and obligations of being a Councillor.

Appointment Process

- 17.7 Members of the Executive Committee who wish to appoint an Associate Vice-President shall nominate a member of Council for the position.
- 17.8 Nominations for the position of Associate Vice-President shall be ratified subject to approval by the Executive Committee by a majority vote;

Dismissal

- 17.9 Associate Vice-Presidents may be removed by:
 - a) Dismissal by their supervising Executive Officer;
 - i) Dismissals of an Associate Vice-President are to be reported at the subsequent meeting of the Executive Committee.
 - b) Two-thirds (3/3) resolution of the Executive Committee, provided that the person to be removed shall be given two (2) weeks notice of the meeting at which such a resolution is proposed;
 - c) Two-thirds (3/3) resolution of Council, provided that the person to be removed shall be given two (2) weeks notice of the meeting at which such a resolution is proposed.

STANDING ORDERS

SECTION I: GENERAL



SO-1: STANDING AND AD-HOC COMMITTEES, SUBCOMMITTEES AND WORKING GROUPS

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: STANDING AND AD-HOC COMMITTEES, SUBCOMMITTEES AND

WORKING GROUPS

POLICY REFERENCE NUMBER: SO-1

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Establishment and Dissolution of Society Committees and Working Groups

- 1.1 Council may delegate its authority and/or empower committees between Council meetings to make decisions, within their delegated authority, to standing committees, ad-hoc committees, and working groups.
 - (a) Council may establish a standing or ad-hoc committee by including a Standing Order establishing its terms in Council Policies.
 - (b) Council may dissolve a standing or ad-hoc committee by repealing a Standing Order consisting of its terms from Council Policies.
 - (c) Council or a Council Committee may establish a working group amongst itself by a majority vote.

Standing and Ad-hoc Committees

- 1.2 Council establishes the Standing Orders that comprise the terms of reference for all standing and ad-hoc committees. Committees have the authority to act in accordance with their terms of reference, but must always report and receive direction from Council.
- 1.3 Unless otherwise specified in the Standing Order establishing the committee, standing and ad-hoc committees are chaired by an Executive Officer.
- 1.4 The duties of the Chair include:

- (a) ensure all meetings are included in the Society virtual calendar,
- (b) convening regular meetings,
- (c) informing committee members of meeting times and locations,
- (d) preparing agendas and collecting agenda items based on a timeline, set by the Chair, in contemplation of Committee members, who should receive the agenda reasonably in advance in order to thoroughly review its contents,
- (e) distributing any documents or materials to committee members,
 - (i) where possible, documents should be in PDF format and use Times New Roman font,
- (f) submitting attendance to the VP Finance & Services,
- (g) reporting on committee activities to the to Council,
- (d) acting as the primary point of contact between the committee and its staff support, if any,
- (e) act as the primary point of contact between the committee and its staff support, if any,
- (f) liaising with the Administrative Assistant(s) by:
 - (i) Sending agenda items and any relevant documents to the Administrative Assistant to prepare the draft agenda at least two (2) business days prior to the meeting,
 - a. The Chair will inform the Administrative Assistant(s) if a document contains confidential information,
 - (ii) Sending any required changes of the draft agenda and approval of the draft agenda to the Administrative Assistant(s), and
 - (iii) Sending feedback on the draft minutes and approval of the draft minutes to the Administrative Assistant within one (1) week of receiving the draft minutes,
- (k) liaising with the Communications Coordinator to ensure that Committee information relevant to the SFSS Membership is up-to-date on the SFSS Website and SFSS social media channels at all times, including:

- (i) the name and contact details of the Chair,
- (ii) the date and time of meetings,
- (iii) the location and accessibility information of meetings, and
- (iv) vacant seats,

a. where a vacancy arises, the Chair will ensure that the vacancy is listed on the SFSS website and SFSS social media channels within one (1) week of a vacancy arising, and

b. where the vacancy is a Council-designated seat, the Chair will liaise with the Council Chair to ensure that Council recommends a replacement.

- 1.5 The duties of the Vice-Chair include:
 - (a) convening meetings in the absence or at the discretion of the Chair, and
 - (b) any other duties as may be assigned by the Chair.
- 1.6 The duties of Committee members include:
 - (a) Attend all meetings of the committee
 - (b) Read all materials provided to the committee and prepare constructive critical feedback regarding committee business prior to every meeting, and
 - (c) regularly volunteer in support of committee initiatives.
- 1.7 Composition of committee membership is specified by the committee's Standing Order. Unless otherwise specified by the standing order establishing the committee, only members in good standing may be appointed to a voting seat on a committee.
- 1.8 Duties of committee members include:
 - (a) attending all meetings of the committee,
 - (b) representing to the best of their abilities the interests of the Society, and

- (c) performing any duties assigned as part of the committee's mandate.
- 1.9 Unless otherwise specified in the standing order establishing the committee, members of standing and ad-hoc committees shall be elected/removed by a simple majority vote of Council.
- 1.10 Unless otherwise specified in the standing order establishing the committee, quorum for all standing and ad-hoc committees shall be a majority of the seats filled.
- 1.11 For the purposes of the standing orders, 'student at-large' shall refer to a student who does not hold a position on Council but is a member in good standing of the Society.

Sub-Committees

- 1.13 Standing or Ad-hoc Council committees may, if its terms of reference allow, strike subcommittees, and adopt its own terms of reference for the subcommittee, establishing its mandate, authority, and jurisdiction and may delegate tasks to subcommittees for recommendation to the Committee.
- 1.14 Sub-committees are established by a majority vote.
- 1.15 Committees shall select the chair of a sub-committee from among its members who shall convene meetings, prepare agendas, distribute documents to sub-committee members, and report subcommittee activities and recommendations back to the committees. Sub-Committee membership is open to all Members in good standing of the Society.
- 1.16 Duties of sub-committee members include:
 - (a) attending all meetings of the sub-committee,
 - (b) representing to the best of their abilities the interests of the Society, and
 - (c) performing any duties assigned as part of the committee's mandate.
- 1.17 Sub-Committees are established by a Standing Order of the Committee.
 - (a) All Standing Orders establishing a Sub-Committee must be reported to the Governance Committee, who will keep record of the Standing Orders by including the Standing Order in the SFSS Council Policies.

(b) If a Committee establishes a Sub-Committee by Standing Order, this action must be reported to Council.

Working Groups

- 1.17 Council, or standing or ad-hoc committees, may establish working groups, as well as their mandates, authority, and jurisdiction by motion.
- 1.18 Council, or standing or ad-hoc committees, select the chair of a working group from among its members who shall convene meetings, prepare agendas, distribute documents to working group members, and report working group activities and recommendations back to the standing or ad-hoc committees.
- 1.19 Composition of working groups is open to all members in good standing of the Society.
 - (a) Duties of working group members include:
 - (i) attending all meetings of the working group,
 - (ii) representing to the best of their abilities the interests of the Society, and
 - (iii) performing any duties assigned as part of the working group's mandate.
- 1.20 Meeting times and locations of all standing committees, ad-hoc committees, and working groups shall be published on the Society's website and social media, and in person in the vicinity of the Society's General Office/Student Centre prior to these meetings.
- 1.21 Information about student-at-large vacancies on the Society's committees shall be published on the Society's website prior to these meetings.



SO-2: APPOINTMENTS, SELECTION PROCESS AND RESIGNATIONS TO AND FROM COMMITTEES

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: APPOINTMENTS, SELECTION PROCESS AND RESIGNATIONS TO AND

FROM COMMITTEES

POLICY REFERENCE NUMBER: SO-2

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Appointments

- 2.1 Where Councillors are named to committee positions, those positions will be appointed by majority vote of Council.
- 2.2 Unless otherwise specified by the committee's terms of reference, Council appoints its members for a term of office expiring April 30th each year.

Schedule

- 2.3 Preparation for the appointment of at-large members to Council committees begins on May 1st of each new Council term, or when there is a vacancy on a Council committee.
- 2.4 Councillors will actively engage members at all three campuses to submit their nominations.
- 2.5 Calls for applications will be communicated to members through approved SFSS channels.
- 2.6 Recommendations for appointment will be made at the Nominating Committee, who will provide these recommendations to Council.
- 2.7 Nominees will be evaluated on the basis of criteria established by each Council committee through their application forms and/or interview process.
- 2.8 Committee members will be appointed by Council.

Date Approved: 2021-04-23 SFSS Council Policies

Selection

2.9 Each Council committee shall establish a selection process for appointment of at-large members to the committee.

- 2.10 Each Council committee may request the assistance of the Nominating Committee in the selection process.
- 2.11 The Nominating Committee will meet at the request of Council or when called by its Chair.
- 2.12 Council committee Chairs will report their recommended selections to the Nominating Committee, who will submit these recommendations to Council for consideration at the next regularly scheduled Council meeting.
- 2.13 Council will receive the recommendations of the Nominating Committee and discuss the recommendations in camera.
- 2.14 Council will appoint by majority vote the successful candidates ex-camera.
 - (a) Each director will have as many votes as there are members to appoint to a committee.
 - (b) A director may not vote more than once for any applicant.
 - (c) Nominees with the highest number of votes will be appointed until all vacant positions are filled.
- 2.15 Where there is no Nominating committee established in Council Policies, Council shall establish an alternate protocol to assist in the Selection of at-large members to committees.

Resignations

- 2.16 Resignations from committees are to be delivered to the Committee Chair who shall report them to the subsequent meeting of Council.
- 2.17 The committee Chair may expel a committee member where that member has been absent for more than one-third of the meetings called by the Chair in any one semester, as long as the meetings are called with advance notice as specified in the committee's terms of reference.
- 2.18 Any member of a committee who, without prior authorization by the committee chair, is absent from two consecutive meetings of the committee shall be deemed to have abandoned their position on the committee.
 - (a) The Chair shall declare that position vacant forthwith.

2.19 Notwithstanding the terms of reference of any committee, Council may, at its discretion, remove a committee member by 2/3 majority vote.

SECTION II: STANDING COMMITTEES (CORE)

Date Approved: 2021-04-23



SO-3: EXECUTIVE COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: EXECUTIVE COMMITTEE

POLICY REFERENCE NUMBER: SO-3

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 4

The Executive Committee

3.1 The Executive Committee is a standing committee of the Society as established in the By-Law 4.

Composition

- 1. [Chairperson] President
- 2. All currently sitting Executive Officers
- 3. [Non-voting] Operations Organizer
- 4. [Non-voting] Board Organizer
- 5. [Non-voting] Other staff as requested by the Executive from time to time

- 3.2 Have all the powers, duties and obligations outlined of the Executive Committee in the SFSS By-Laws
- 3.3 Generally coordinate and manage the day-to-day activities of the Society in between meetings of Council.
- 3.4 Report to Council as required on the activities of Society committees as well as other matters of importance.
- 3.5 Discuss and report on the work done in each executive member's specific portfolios since the last meeting.
- 3.6 Recommend actions for consideration by Council and its committees.

- Date Approved: 2021-04-23
- 3.7 Conduct the business of Council between Council meetings, where the Executive Committee has jurisdiction to do so, as per the SFSS By-Laws.
- 3.8 Ensure the timely implementation of all directives of Council.
- 3.10 The committee shall meet weekly, in person or electronically, at the call of the Chair. The Chair may call a meeting where a notice of two working days has been provided.
- 3.11 The committee chair must call an executive meeting within 24 hours upon a petition signed by three (3) of the executive committee members and give notice of at least 1 working day.
- 3.12 This Committee may strike sub-committees in order to help conduct the business of the Committee.

- 3.13 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 3.14 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 3.15 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



SO-3-1: HR & PERSONNEL SUB-COMMITTEE

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: HR & PERSONNEL COMMITTEE
POLICY REFERENCE NUMBER: SO-3-1
Adopted: April 23, 2021

Next Scheduled Revision: April 2022
Previous Revisions

Position	Signature	Date
President		

3.1.1 The Executive Committee shall maintain the HR & Personnel Sub-Committee as a standing Sub-Committee of the Executive Committee. This committee shall act as the Labour Committee for the purposes outlined in the SFSS/CUPE 3338 collective agreement. This committee is not open to members outside of the Committee to attend, unless invited by the Chair.

Composition

- 1. [Chairperson] President
- 2. VP Finance & Services
- 3. VP Equity and Sustainability
- 4. 1 Councillor (preferably a non-Executive Councillor)
- 5. [Non-Voting] Operations Organizer
- 6. [Non-Voting] Board Organizer

Purpose

- 3.1.2 Guiding the President in their role as the liaison between Council and staff, subject to the limits of this policy; and to guide the President, as outlined in the bylaws to ensure compliance with and enforcement of all relevant Collective Agreements, employment contracts and staff relations policies.
- 3.1.3 To execute the duties of the Labour Committee as outlined in the collective agreement and fulfill the duties and responsibilities set out in the agreement.
- 3.1.4 To negotiate collective agreements with CUPE 3338.
- 3.1.5 Ensure accountability, transparency, inclusion, and democratic participation in executing the responsibilities of the committee.

SFSS Council Policies

3.1.6 Ensure the confidentiality of personnel files and the privacy of union-excluded and unionized staff.

Quorum

3.1.7 Quorum shall be the chair and at least 1 other voting member of the committee.

Terms of Reference

Date Approved: 2021-04-23

- 3.1.8 Oversee all aspects of hiring, managing, and evaluating union-excluded personnel, including:
 - (a) Review the performance of all union-excluded staff against established objectives on a regular basis under the leadership of the President, asking union-excluded personnel to leave during these discussions as is appropriate.
 - (b) Provide semesterly reports to Council on the performance of union-excluded personnel. Prepare an evaluation report for Council before the end of April each year and recommend any compensation adjustments where necessary.
 - (c) Annually review the Administrative Policies, Personnel Policies and union-Excluded Personnel Job Descriptions and make policy proposals as needed, in conjunction with the Governance Committee. Periodically review Personnel Policies as issues arise.
 - (d) Ensure that all members of this Sub-Committee receive external training in non-profit management and effective management of non-profit union-Excluded Personnel within four weeks of being appointed to this Sub-Committee.
 - (i) Ensure that ongoing training in these key areas happens for the duration of Council term.
- 3.1.9 Provide reports to Council on personnel issues and activities and projects undertaken by the Sub-Committee.
- 3.1.10 Seek direction from the Executive Committee to advise the President and Excluded personnel on addressing major personnel issues.
- 3.1.11 Advise the President and excluded personnel on addressing major personnel issues, including, but not limited to:
 - (a) Collective Bargaining
 - (b) Grievances

SFSS Council Policies

- Date Approved: 2021-04-23
 - (c) Organizational and technological changes
 - (d) The creation of new unionized staff positions
 - (e) The elimination of current unionized staff positions
 - (f) Personnel management practices including hiring, evaluation and training
- 3.1.12 Ensure Council participation on hiring committees for key vacancies (eg: Department coordinator level and above).
- 3.1.13 The Sub-Committee shall meet at least bi-weekly and give a report to the Executive Committee at every Executive Committee meeting.
- 3.1.14 The Sub-Committee shall undertake any of duties and responsibilities as delegated by the SFSS Personnel Policies.

Relevant Policies

- 3.1.15 The members of the committee should be familiar with the following:
 - (a) SFSS Council Policies
 - (b) SFSS Administrative Policies, especially SFSS Personnel Policies
 - (c) SFSS/CUPE 3338 Collective Agreement
 - (d) Societies Act
 - (e) BC Employment Standards Act
 - (g) BC Labour Relations Code

- 3.1.16 The sub-committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 3.1.17 The sub-committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 3.1.18 When the sub-committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:

(a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.

(b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



SO-5: GOVERNANCE COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: GOVERNANCE COMMITTEE

POLICY REFERENCE NUMBER: SO-5

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 4(11)(b)

Governance Committee

5.1 Council shall maintain the Governance Committee as a standing committee.

Composition

- 1. [Ex-officio] President
- 2. [Chairperson] VP Internal & Organizational Development
- 3. Four Councillors
- 4. [Non-Voting] Policy and Research Coordinator

- 5.2 Review proposals and make recommendations to amend, add and delete sections of the Society's constitution, bylaws, and policies.
- 5.3 Review appeals or questions regarding the interpretation and application of the Society's constitution, By-Laws, and policies, except those specifically reserved for other committees of the Society.
- 5.4 Inform Council of any legislative changes that impact the activities of the SFSS.
- 5.5 The committee shall meet in person or electronically as required and at the call of the Chair. The Chair may call a meeting where a notice of three working days has been provided.
- 5.6 This Committee may strike sub-committees in order to help conduct the business of the Committee.

SFSS Council Policies

Relevant Policies

Date Approved: 2021-04-23

- 5.7 The members of the committee should be familiar with the following:
 - (a) SFSS Constitution
 - (b) SFSS By-Laws
 - (c) SFSS Strategic Plan
 - (d) Societies Act of British Columbia
 - (e) Universities Act of British Columbia
 - (f) SFSS Elections and Referenda Policies
 - (g) SFSS Council Policies
 - (h) SFSS Administrative Policies
 - (j) all other policies of the society.

- 5.8 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 5.9 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 5.10 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



SO-6: FINANCE AND ADMINISTRATIVE SERVICES COMMITTEE

POLICY TYPE: COUNCIL POLICY			
Policy Title: Finance and Administrative Services Committee			
POLICY REFEREN	Policy Reference Number: SO-6		
		Adopted: April 23, 2021	
	Next Scheduled Revision: April 2022		
Previous Revisions			
Position	Signature	Date	
President			

Relevant By-Laws

1. By-Law 4(12)(m)

Finance and Administrative Services Committee

- 6.1 Council shall maintain the Finance and Administrative Services Committee (FASC) as a standing committee.
- 6.2 This committee shall oversee the financial and internal administrative matters of the Society.

Composition

- 1. [Ex-officio] President
- 2. [Chairperson] VP Finance & Services
- 3. VP Internal and Organisational Development
- 4. Four Councillors
- 5. Two students at-large
- 6. [Non-Voting] Finance Coordinators

- 6.3 This committee shall not unreasonably limit the normal duties and responsibilities of the VP Finance & Services.
- 6.4 Coordinate the preparation of the annual operating budget and the annual capital budget of the Society and make recommendations to Council as necessary.
- 6.5 Provide Council with formal recommendations and reports relating to the audit of the Society such as the appointment of the external auditor, the annual financial statements, and the auditor's unobstructed access to information and personnel.

- Date Approved: 2021-04-23
- 6.6 Responsible for the presentation of semesterly financial statements to Council.
- 6.7 Coordinate the preparation of the annual operating budget and the annual capital budget of the Society's services
- 6.8 Review and propose any amendments or adjustments to the annual operating budget or annual capital budget of the Society and make recommendations to Council as necessary.
- 6.9 Administer the budget of the Society, including the approval of any financial disbursements or discretionary spending approved within the Society's budget, where authority to do so is not delegated elsewhere in this policy manual.
- 6.10 Monitor and oversee all funds, investments, and other financial assets and liabilities maintained by the Society and make recommendations to Council as necessary.
- 6.11 Monitor and oversee all other financial aspects of the Society and make recommendations to Council as necessary.
- 6.12 All discussions of a sensitive or confidential nature regarding financial or administrative matters of the Society shall be held in-camera.
- 6.13 Oversee the processes of the audit of the Society, including the appointment of the external auditor, the annual financial statements, and the auditor's unobstructed access to information and personnel.
- 6.14 Hear and rule on any appeals of decisions made by the Member Services Coordinator Student Unions & Groups or Member Services Coordinators Clubs regarding club or student union creation, dissolution, suspension, grant approvals or any other decision.
- 6.15 Consider business referred to it, regarding remuneration motions, by the Executive Committee or Council, and shall make one or more recommendations on each such matter to the Executive Committee, or Council, or both, as appropriate whereby the rule on "Remuneration of Elected Representatives" will apply.
- 6.16 The Committee shall establish working groups wherever possible and may strike sub-committees when necessary, to be used sparingly, in order to conduct the business of the Committee.

Governance

6.17 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.

Date Approved: 2021-04-23 SFSS Council Policies

6.18 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.

- 6.19 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

SECTION III: STANDING COMMITTEES (ADVOCACY AND EQUITY)

Date Approved: 2021-04-23



SO-7: University and Academic Affairs Committee

POLICY TITLE: UNIVERSITY AND ACADEMIC AFFAIRS COMMITTEE

POLICY REFERENCE NUMBER: SO-7

POLICY TYPE: COUNCIL POLICY

Adopted: April 23, 2021 Next Scheduled Revision: April 2022 **Previous Revisions**

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 4(13)(g)

University and Academic Affairs Committee

- 7.1 Council shall maintain the University and Academic Affairs Committee as a standing committee.
- This Committee shall generally coordinate work regarding university advocacy campaigns and member-facing student information campaigns.

Composition

- 1. [Ex-Officio] President
- 2. [Chairperson] VP University & Academic Affairs
- 3. Five Councillors
- 4. Up to 7 At-Large members
- 5. [Non-voting] All undergraduate student representatives sitting on the University Board of Governors or Senate
- 6. [Non-voting] All constituency group representatives on Council
- 7. [Non-voting] Campaigns, Research, and Policy Coordinator

- Identify and prioritize issues of concern to students.
- 7.4 Develop and coordinate strategies to address those concerns.
- 7.5 Establish working groups to implement campaigns and take actions to address those concerns.

- 7.6 Ensure that the Society members are informed of these issues, and the steps taken to address them.
- 7.7 Review the progress of business from the Senate, Council of Governors, Senate Committees, and other Committees, Assemblies or decision-making bodies of the University.
- 7.8 Creating information campaigns directed towards the Society membership regarding University advocacy.
- 7.9 The Committee shall establish working groups wherever possible and may strike subcommittees when necessary, to be used sparingly, in order to conduct the business of the

- 7.10 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 7.11 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 7.12 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



SO-8: EXTERNAL AND COMMUNITY AFFAIRS COMMITTEE

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: EXTERNAL AND COMMUNITY AFFAIRS COMMITTEE

TOLICI TITLE. EXTERNAL AND COMMONITI AFFAIRS CO

POLICY REFERENCE NUMBER: SO-8

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 4(14)(g)

External and Community Affairs Committee

- 8.1 Council shall maintain the External and Community Affairs Committee as a standing committee.
- 8.2 This Committee shall generally coordinate the advocacy work regarding federal, provincial, and municipal advocacy and lobbying campaigns and community-facing information campaigns.

Composition

- 1. [Ex-Officio] President
- 2. [Chairperson] VP External & Community Affairs
- 3. Five Councillors
- 4. Up to 7 At-Large members
- 5. [Non-voting] All constituency group representatives on Council
- 6. [Non-voting] Campaigns, Research, and Policy Coordinator

- 8.3 Identify and prioritize issues of concern to students that are external to the University community.
- 8.4 Develop and coordinate strategies to address those concerns.
- 8.5 Establish working groups to implement campaigns and take actions to address those concerns.

8.6 Ensure that the Society members are informed of these issues, and the steps taken to address them.

- 8.7 Review the progress of business from the Federal, Provincial and Municipal governments or other decision-making bodies external to the University.
- 8.8 Creating information campaigns directed towards the Society membership regarding External and Community advocacy.
- 8.9 This Committee shall establish working groups wherever possible and may strike sub-committees when necessary, to be and used sparingly, in order to conduct the business of the Comm

- 8.10 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 8.11 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 8.12 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

Date Approved: 2021-04-23 SFSS Council Policies

SO-9: EQUITY AND SUSTAINABILITY COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: EQUITY AND SUSTAINABILITY COMMITTEE

POLICY REFERENCE NUMBER: SO-9

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 4(15)(k)

Equity & Sustainability Committee

9.1 Council shall maintain the Equity and Sustainability as a standing committee. Any change to these terms shall be at the discretion of Council with proper consultation with all student groups that have a representative on this Committee.

Purpose

- 9.2 The purpose of this Committee shall be to center historically-excluded students in the community at Simon Fraser University within the framework of the Simon Fraser Student Society. These spaces have been notoriously governed by dominant figures in societies while excluding the most marginalized people, such Black, Indigenous, Persons of Colour; poor or low socio-economic status; immigrants; international students; sex workers, women, queer, transgender, gender non-conforming people and other LGBTQIA2S+ communities; youth and the elderly; and people with disabilities, mental health exceptionalities, and drugaddictions, etc. The SFSS acknowledges that knowledge and experience of marginalized individuals who have lived experience are key in order to properly practice anti-oppression and Equity, Diversity, & Inclusion (EDI).
- 9.3 This Committee's purpose is to work towards dismantling intersecting forms of systemic oppression which includes but is not limited to: classism, ableism, capitalism, colonialism, anti-Blackness, misogyny, gender-based violence, xenophobia, Islamophobia, anti-Semitism, ageism, homophobia, transphobia, fatphobia, the various types of racism, etc.

Definitions

General Definitions

- "Constituency Group" shall have the same meaning as in the SFSS By-Laws.
- 9.5 "Marginalization" refers to a process of social devaluation that serves to justify disproportional access to scarce social and material resources. It is a process that pushes a group or groups of people to the edge of society by not allowing them an active voice, identity or place in it. It does this through the exclusion or isolation of people from being able to participate in political, social and economic mainstreams than others in society who hold power and privilege can participate in.
- "Intersectionality" is coined by Scholar Kimberlé Crenshaw, the term means that all systems of oppression are connected. Intersectionality recognizes that an individual is never just one thing, but a collection of identities and experiences. In many, if not most cases, it also acknowledges that one person can hold both privileged identities as well as identities that are marginalized. Furthermore, the theory states that there are various established identities that depend on demographics like gender, sexuality, age, race, ethnicity, religion, socioeconomic status and in this - different individuals or groups experience specific types of systemic oppression and discrimination.
- "Barrier" is defined as an overt or covert obstacle; used in equity-based approaches, to mean a systemic obstacle to equal opportunities or outcomes; an obstacle which must be overcome for equality to be possible.
- "Equality vs Equity" Equality is the ideology that everyone has access to the same opportunities. Equity recognizes that not everyone has the same advantages and attempts to close those gaps. The idea of equity is that we cannot all be equal until we recognize the differences that privilege some and disadvantage others. In more practical terms, equality would be giving everyone the same sized shoe whereas equity would be giving everyone a shoe that fits their particular size.
- "Privilege" is defined as systemic advantages based on certain characteristics that are celebrated by society and preserved through its institutions. These can include, but are not limited to, being white, having money, being straight, or not having a disability. People are often unaware that these characteristics can act as privileges as they are so effectively normalized. Privilege is not earned but is awarded automatically based on characteristics and traits of an individual.
- "Anti-oppression" is defined as work that involves dismantling the various systems of oppression (the "-isms") that are deeply embedded into the fabric of society and advocates for the deconstruction of those systems and works to redress their consequences.

Race/Culturally Related Definitions

Date Approved: 2021-04-23

9.11 "BIPOC" is defined as Black, Indigenous, People of Colour. This is an acronym that makes the distinction of racialized individuals who face disproportionately more barriers than other groups including, but not limited to, systemic oppression, colonization, racism, capitalism, dispossession.

- 9.12 "Racialized" refers to anyone who experiences racism because of their race, skin colour, ethnic background, accent or culture. Racialized people are people of colour, Indigenous peoples and ethnic and cultural minorities.
- 9.13 "Racism" is defined as a system of disadvantage based on race. It empowers people with the ability to act on the belief that people of different races have different qualities and abilities, and that some races are inherently superior or inferior. Racism manifests in many ways, from dislike and avoidance of people based on their race to discrimination against them on an institutional level to acts of race based violence. It also exists on various level:
 - (a) "Individual Racism" defined as racism may be expressed in an overt manner but also through everyday behaviour that involves many small events in the interaction between people. This is often described as "everyday racism" and can be subtle in nature.
 - (b) "Institutional or Systemic Racism" defined as racism is evident in organisational and government policies, practices, and procedures and "normal ways of doing things" which may directly, indirectly, consciously or unwittingly promote, sustain, or entrench differential advantage for some people and disadvantage for others.
 - (c) "Societal Racism" defined as racism is evident in cultural and ideological expressions that underlie and sustain dominant values and beliefs. It is evident in a whole range of concepts, ideas, images and institutions that provide the framework of interpretation and meaning for racialized thought in society. It is communicated and reproduced through agencies of socialisation and cultural transmission such as mass media, schools, colleges and universities, religious doctrines and practices, art, music and literature. It is also reflected in everyday language.
- 9.14 "Anti-Black Racism" refers to the pervasive and systemic nature of racism that actively targets Black bodies and communities. It is the recognition that even within racialized communities Black people are seen as the furthest from whiteness and are viewed as inferior. Anti-Black racism can take the form of underrepresentation of Black people on college and

university campuses, high rates of police violence in Black communities or the maintenance of negative stereotypes that regard Black people as dangerous, lazy or criminal.

- 9.16 "Anti-Indigeneity" is defined as the manifestation of hatred and violence against the original people of any given territory being colonized.
- 9.17 "Colonialism" is defined as the establishment, maintenance, acquisition and expansion of colonies through violence in one territory by people from another territory. The way in which colonization manifests itself may vary depending on the global location. In all forms, colonialism creates an unequal relationship between the dominant colonial state and between the Indigenous peoples of the colonized territory.
- 9.18 "Whiteness" is defined as a socially and politically constructed ideology based on beliefs, values, behaviours, habits and attitudes which result in the unequal distribution of power and privilege based on skin colour. Whiteness is a marker of social, political and economic status that is always changing based on historical context.
- 9.19 "White Privilege" refers to the systemic advantages afforded to white people with European ancestry around the world over those who are racialized and/or have ancestry that is not European. In a white supremacist system, white privilege and racial oppression are two sides of the same coin. White privilege is an historically based, institutionally perpetuated system of:
 - (a) Preferential prejudice for, and treatment of white people based solely on their skin colour and/ or ancestral origin from Europe.
 - (b) Exemption from racial and/or national oppression based on skin color and/or ancestral origin from Africa, Asia, Oceania, the Americas and the Middle Eastern world.
 - (c) Institutions and culture (economic, legal, military, political, educational, entertainment, familial and religious) which privilege peoples from Europe over peoples from Africa, Asia, the Americas and the Middle Eastern World.
- 9.20 "White Supremacy" is defined as a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and racialized peoples by white peoples and nations of the European continent for the purpose of maintaining and defending a Eurocentric system of wealth, power and privilege.

Physical and Mental Definitions

9.21 "Ableism" is defined as stereotyping, prejudice, discrimination, and social oppression toward people with disabilities. Ableism is a system that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence and excellence are deeply rooted in anti-Blackness, eugenics and capitalism. This form of systemic oppression leads to people and society determining who is valuable or worthy based on people's appearance and/or their ability to satisfactorily produce, excel & "behave." Importantly, you do not have to be disabled to experience ableism.

Composition

1. [Ex-Officio] President

Date Approved: 2021-04-23

- 2. [Chairperson] VP Equity & Sustainability, **or** on recommendation of the Committee, another member of the Committee
- 3. 1 Executive Officer
- 4. At least 2 and up to 4 Councillors in addition to the Chair
- 5. Up to 1 representatives from each Constituency Group; This includes current Constituency Groups and any ones established by SFSS in the future.
- 6. Up to 1 representative from a student group representing climate justice issues
- 7. Up to 1 representatives from an independent student society on campus representing social justice issues
- 8. Up to 6 Students At-Large

Selection

- 9.22 The selection of Student At-Large members for this Committee will be prioritized to marginalized and historically-excluded community members. A method to self-identify as marginalized or historically-excluded will be a part of the application process in the selection of At-large members.
- 9.23 As per SO-2(10), the Equity & Sustainability Committee may recommend At-Large members to the Council for appointment, rather than requesting assistance from the Nominating Committee in the selection process.
- 9.24 For appointment of Councillors, Council shall take into consideration Councillors with lived experience and those who identify as marginalized when appointing members to the Committee.

9.25 Make recommendations on SFSS and SFU policies, resources, and proposals regarding issues relating to student empowerment, Equity, Diversity, & Inclusion (EDI), sustainability, and anti-oppression.

- 9.26 Ensure the Society and Council gets input to ensure that all activities and endorsements of the Council reflect the anti-oppressive mandate of the Society.
- Provide consultation to the Society and Council, including collaborating with other SFSS Committees, on any matters relating to student empowerment, equity & inclusion, and social justice.
- 9.28 Work to advocate in partnership with marginalized groups on campus in the interest of furthering equity and social justice
- Work with equity centers and SFSS constituency groups and help strengthen the various Collectives; This includes working with Out on Campus (OOC), Women's Center (WC), First Nations Student Association (FNSA), Students of Caribbean and African Ancestry (SOCA), Disability & Neurodiversity Alliance (DNA), Student Athlete Advisory Council (SAAC), International Student Advocates (ISA), Embark Sustainability, and Simon Fraser Public Interest Research Group (SFPIRG).
- 9.30 Build an anti-oppressive approach to training and development sessions, including racial and cultural awareness training within the SFSS and the University
- 9.31 Foster an anti-oppressive and equitable environment through community-building events, cultural events, advocacy, mobilization for direct actions, and campaigns
- 9.32 Organize and mobilize to lobby the university on social justice and equity issues

- The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 9.34 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 9.35 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision making process. This can include:

- (a) Inviting Indigenous Elders of the Territories and asking for advice or support in
- (b) Finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

Relevant Policies

The members of the committee should be familiar with the following:

• SFSS Council Policies

the decision making process.

• SFSS Issues Policies

Date Approved: 2021-04-23

Relevant Documents

- 1. <u>UN Declaration on the Rights of Indigenous Peoples (UNDRIP)</u>
- 2. Truth and Reconciliation Commission of Canada: Calls to Action
- 3. IRCC report
- 4. Ableism 101
- 5. Anti-Racism Toolkit
- 6. SFU Aboriginal Reconciliation Council Report "Walk This Path With Us"



SO-10: BLACK INDIGENOUS PEOPLE OF COLOUR COMMITTEE

POLICY TYPE: COUNCIL POLICY			
Policy Title: Black	olicy Title: Black Indigenous People of Colour Committee		
Policy Reference Nu	licy Reference Number: SO-10		
	Adopted: April 23, 2021		
	Next Scheduled Revision: April 2022		
			Previous Revisions
Position	Signature		Date
President			

10.1 Council shall maintain the Black Indigenous People of Colour Committee as a standing committee. Any change to these terms shall be at the discretion of Council with proper consultation with BIPOC student groups and communities.

Purpose

10.2 The purpose of this committee is to ensure and prioritize the voices of the Black, Indigenous and People of Colour (BIPOC) community at Simon Fraser University within the framework of the Simon Fraser Student Society, and that the lived experience of racialized folks is always considered, recognized and acknowledged. Historically Black, Indigenous, and People of Colour disproportionately face more barriers due to the constructs that have been established without BIPOC folks in mind. Academia and university settings are not exempt to the mistreatment and misappropriation of BIPOC voices.

Preamble

- 10.3 Academia as we know has been used as a tool to assimilate and indoctrinate racialized voices. This committee is to ensure that Black, Indigenous and People of Colour have the ability to speak on issues that directly affect our BIPOC communities within SFU and their educational experience. This committee shall work with Council and the SFSS to properly support racialized students from a BIPOC perspective. The role of this committee should be to support, voice opinions and give advice to where the SFSS and SFU are lacking and to close the gaps and barriers that racialized students face in their university experience.
- 10.4 The SFSS prioritizes Indigenous voices, and we acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^w məθkwəyəm (Musqueam), Sk wxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k^w ikwəλəm (Kwikwetlem) and gicəy (Katzie) Nations.

Definitions

10.5 "BIPOC" is defined as Black, Indigenous, People of Colour. This is an acronym that makes the distinction of racialized folks who face disproportionately more barriers than other groups due to the systemic oppression, colonization, racism, capitalism, dispossession etc.

- 10.6 "Racialized" Racialized refers to anyone who experiences racism because of their race, skin colour, ethnic background, accent or culture. Racialized people are people of colour, Indigenous peoples and ethnic and cultural minorities.
- 10.7 "Barrier" An overt or covert obstacle; used in equity-based approaches, to mean a systemic obstacle to equal opportunities or outcomes; an obstacle which must be overcome for equality to be possible.
- 10.8 "Colonialism" Colonialism is the establishment, maintenance, acquisition and expansion of colonies through violence in one territory by people from another territory. The way in which colonization manifests itself may vary depending on the global location. In all forms, colonialism creates an unequal relationship between the dominant colonial state and between the Indigenous peoples of the colonized territory.
- 10.9 "Privilege" Privileges are systemic advantages based on certain characteristics that are celebrated by society and preserved through its institutions. These can include being white, having money, being straight, not having a disability, etc. People are often unaware that these characteristics can act as privileges as they are so effectively normalized. Privilege is not earned but is awarded automatically based on characteristics and traits of an individual."
- 10.8 "Marginalization" a process of social devaluation that serves to justify disproportional access to scarce social and material resources. It's a process that pushes a particular group or groups of people to the edge of society by not allowing them an active voice, identity or place in it. It does this through the exclusion or isolation of people from being able to participate in political, social and economic mainstreams than others in society who hold power and privilege can participate in.
- 10.9 "Systemic Barriers" refers to the systems that have been established without Black, Indigenous, and People of colour in mind and are often excluded.
- 10.10 "Systemic Oppression" refers to how the systems of our society have inherently created disadvantages to Black, Indigenous, and People of colour. Including but not limited to patriarchy, sexism, heteroism, racism, ableism, ageism, militarism, and colonialism.
- 10.11 "EDI" is defined as Equity, Diversity and Inclusion. EDI is brought forward from individuals who have lived experience, and the SFSS acknowledges that these are key factors in order to properly practice EDI.

Composition

1. [Ex-Officio] President

Date Approved: 2021-04-23

Date Approved: 2021-04-23 SFSS Council Policies

- 2. Chairpersons: 2 Councillors (Co-Chairs), including the VP Equity & Sustainability, or on recommendation of the committee, another member of the committee
- 3. at least 2 and up to 4 Councillors in addition to the Chair
- 4. 1 member of First Nations Student Association Council of Councillors
- 5. 1 member of Students of Caribbean and African Ancestry Executive
- 1. up to 6 BIPOC At-Large members

Selection

- 10.12 The selection of Student At-Large members for this Committee will be prioritized to BIPOC community members. A method to self-identify as BIPOC will be a part of the application process in the selection of At-large members.
- 10.13 For appointment of Councillors to this Committee, Council shall take into consideration Councillors with lived experience/those who identify as BIPOC when appointing members to the committee.

- 10.13 Organize engagement initiatives and seeking results that equitably benefits BIPOC students on campus.
- 10.14 Highlight and educate folks on issues that impact affect racialized students on campus.
- 10.15 Support those who face barriers on campus due to systematic barriers.
- 10.16 Supporting initiatives by BIPOC groups on campus, and ensuring those groups receive proper consideration and consultation.
- 10.17 Guide SFSS' advocacy on behalf of BIPOC students and to ensure accountability on SFU's EDI efforts and reconciliation efforts and that they are committed to action.
- 10.18 Address concerns and challenging institutional and overt racism at SFU.
- 10.19 Build an anti-racist approach to training and development sessions, and cultural awareness training within the SFSS and SFU.
- 10.20 Foster an anti-racist environment through community building events, cultural events, advocacy, and campaigns.
- 10.21 The Committee will recognize and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing especially on occupied stolen territories. When we take into account Indigenous forms of governance, we will consider other aspects and ways of knowing in order to properly support this decision-making process.
 - (a) This can include:

- (i) inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process,
- (ii) finding ways to include Indigenous forms of governance (i.e. talking circles), and,
- (iii) transparency process and community engagement.
- 10.22 The Committee shall make recommendations to the Governance Committee on the creation or addition to the SFSS Issues Policies.

Relevant Documents

Date Approved: 2021-04-23

The members of this committee should be familiar with the following:

- 1. SFU Aboriginal Reconciliation Council Report "Walk This Path With Us"
- 2. UNDRIP UN Declaration on the Rights of Indigenous Peoples
- 3. <u>Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples</u>
- 4. SFU EDI Initiative
- 5. Truth and Reconciliation Commission of Canada: Calls to Action
- 6. <u>International Decade for People of African Descent: Report of the Working Group of Experts on People of African Descent on its mission to Canada.</u>
- 7. Anti-Racism Toolkit: Campus Tool-kit for Combatting Racism



SO-11: ACCESSIBILITY COMMITTEE

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: ACCESSIBILITY COMMITTEE
POLICY REFERENCE NUMBER: SO-11

Adopted: November 13, 2020
Next Scheduled Revision: April 2022
Previous Revisions: April 23, 2021
Position Signature Date
President

11.1 Council shall maintain the Accessibility Committee as a standing committee.

Definitions

- 1.2 "Disability" is defined as a long-term or episodic physical, mental, intellectual, sensory or communication needs, visible or invisible, which in interaction with barriers may hinder a person's full and effective participation in society on an equitable basis with others.
- 11.3 "Barriers" are defined as attitudinal, environment, and organizational structures and practices that prevent a student with a disability from participating in activities, accessing services, and being accepted by others, as much as students without disabilities.
- 11.4 "Accessibility" is defined as countering and eliminating barriers by providing specific accommodations; changing attitudes, environments, structures and processes; and implementing practices of universal design.

Composition

- 1. [Ex-Officio] President
- 2. [Chairperson] VP Equity and Sustainability Executive Officer as designated by Council; or, on recommendation of the Committee, another member of the Committee
- 3. Four Council of Councillors members
- 4. Minimum 2, up to 4 at-large members

Selection

11.5 The selection of students At-Large members and Councillors for this Committee shall be prioritized to students with lived experiences.

Terms of Reference

11.6 Review and monitor usage of the SFSS Accessibility Fund.

11.7 Make decisions and give approval to accessibility related capital expenses such as technological aides as well as approve other accessibility related projects.

- The Accessibility Coordinator, or the Accessibility Designated Assistant if the coordinator position does not exist, shall be empowered to give approval for such grants for these purposes that are under \$3,000, which shall be reported to the next meeting of the Accessibility committee.
- 11.8 Review and make recommendations to amend, add and, delete sections of policy relating to issues of accessibility and the Accessibility Fund.
- 11.9 Review and make recommendations regarding the SFSS Accessibility Policy to the Governance Committee.
- 11.10 Shall seek engagement with the community of members with disabilities, and engagement with SFU regarding the supports made available to students with disabilities.
- 11.11 Research, maintain, and approve a list of priced accessibility services to be made available in the General Office.
- 11.12 The Committee shall meet at least once per semester or as required.
- All discussions of a sensitive or confidential nature shall be held in camera. 11.13
- To promote wellness on campus wherever possible in conjunction with SFU Health 11.14 and Counselling and the Centre for Disabilities.
- 11.16 The Committee shall establish working groups wherever possible and may strike subcommittees when necessary, to be used sparingly, in order to conduct the business of the Committee.

- 11.17 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 11.19 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:

(a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.

(b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



SO-12: EVENTS AND STUDENT AFFAIRS COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: EVENTS AND STUDENT AFFAIRS COMMITTEE

POLICY REFERENCE NUMBER: SO-12

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 4(16)(e)

Events and Student Affairs Committee

- 12.1 Council shall maintain the Events Committee as a standing committee.
- 12.2 The committee shall generally oversee the events of the Society.

Composition

- 1. [Ex-Officio] President
- 2. [Chairperson] VP Events and Student Affairs
- 3. Five Councillors
- 4. Up to 7 At-Large members
- 5. [Non-voting] Events Coordinator

- 12.3 Develop and coordinate events on behalf of Council.
- 12.4 The committee may strike working groups to aid in the organization of any events and promotions.
- 12.5 Upon request the committee may assist clubs, department student unions and constituency groups in the planning of events.
- 12.6 Prepare the annual budget for events of Council for consideration by the Finance and Administration Services Committee.

The Committee shall establish working groups wherever possible and may strike 12.7 sub-committees when necessary, to be used sparingly, in order to conduct the business of the Committee.

- 12.8 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 12.9 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 12.10 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

SECTION IV: STANDING COMMITTEES (ADVISORY)

Date Approved: 2021-04-23



SO-13: SURREY CAMPUS COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: SURREY CAMPUS COMMITTEE

POLICY REFERENCE NUMBER: SO-13

Adopted: April 23, 2021 Next Scheduled Revision: April 2022 Previous Revisions

Position	Signature	Date
President		

13.1 Council shall maintain the Surrey Campus Committee as a standing committee. The Surrey Campus Committee is to connect Council with undergraduate students and create opportunities for increased student engagement at the Surrey campus and recommends improvement of the undergraduate experience at the Surrey campus.

Definitions

13.2 "SFU Surrey student" means a student who is enrolled in at least one course during the current or previous semester located primarily at SFU Surrey.

Composition

- 1. President [Ex-Officio]
- 2. [Chairperson] Councillor
- 3. At least 2 and up to 4 Councillors in addition to the Chair
- 4. Up to 6 At-Large members that are enrolled in a major or minor based on Surrey campus, are taking at least one of their courses at the Surrey campus, or are an Executive member of a Surrey campus-based club.
- 5. [Non-voting] Surrey Campus Coordinator

Terms of Reference

- 13.3 Provide an opportunity for discussion of issues of concern to SFU Surrey students.
- 13.4 Advise Council on all issues of concern to SFU Surrey students.
- 13.5 Recommend actions for consideration to Council.
- 13.6 Encourage the participation of SFU Surrey students in all aspects of the Society's operations.

13.7 Represent campus-specific issues of concern to the University, in liaison with the VP University & Academic Affairs.

- 13.8 Represent campus-specific issues of concern to the external community, in liaison with the VP External & Community Affairs.
- 13.9 Coordinate campus-wide activities in liaison with active Surrey-based Student Unions.
- 13.10 The Committee shall establish working groups wherever possible and may strike sub-committees when necessary, to be used sparingly, in order to conduct the business of the Committee.

Governance

- 13.11 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 13.12 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 13.13 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



SO-14: VANCOUVER CAMPUS COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: VANCOUVER CAMPUS COMMITTEE

POLICY REFERENCE NUMBER: SO-14

Adopted: April 23, 2021 Next Scheduled Revision: April 2022 Previous Revisions

Position	Signature	Date
President		

- 14.1 Council shall maintain the Vancouver Campus Committee as a standing committee.
- 14.2 The Vancouver Campus Committee is to connect Council with undergraduate students and create opportunities for increased student engagement at the Vancouver campus and recommends improvement of the undergraduate experience at the Surrey campus.

Definitions

14.3 "SFU Vancouver student" means a student who is enrolled in at least one course during the current or previous semester located primarily at SFU Vancouver.

Composition

- 1. [Ex-Officio] President
- 2. [Chairperson] Councillor
- 3. At least 2 and up to 4 Councillors in addition to the Chair
- 4. Up to 6 At-Large members that are enrolled in a major or minor based on Vancouver campus, are taking at least one of their courses at the Vancouver

Terms of Reference

- 14.4 Provide an opportunity for discussion of issues of concern to SFU Vancouver students.
- 14.5 Advise Council on all issues of concern to SFU Vancouver students.
- 14.6 Recommend actions for consideration to Council.
- 14.7 Encourage the participation of SFU Vancouver students in all aspects of the Society's operations.

14.8 Represent campus-specific issues of concern to the University, in liaison with the VP University & Academic Affairs.

- 14.9 Represent campus-specific issues of concern to the external community, in liaison with the VP External & Community Affairs.
- 14.10 Coordinate campus-wide activities in liaison with active Vancouver-based Student Unions.
- 14.11 The Committee shall establish working groups wherever possible and may strike sub-committees when necessary, to be used sparingly, in order to conduct the business of the Committee.

Governance

- 14.12 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 14.13 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 14.14 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



Date Approved: 2020-11-13

SO-15: FIRST YEAR ENGAGEMENT COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: FIRST YEAR ENGAGEMENT COMMITTEE

POLICY REFERENCE NUMBER: SO-15

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

15.1 Council shall maintain the First Year Engagement Committee as a standing committee.

Definitions

15.2 "First Year" is defined as a student in their first or second semester at the University.

Composition

- 2. [Ex-Offico] President
- 3. [Chairperson] Councillor
- 4. At least 2 and up to 4 Councillors
- 5. Up to 1 other Councillor on the recommendation of Council (first year preferred)
- 6. Up to 6 first year at-large members

Terms of Reference

- 15.3 Coordinate activities and engagement events and initiatives, such as community building events.
- 15.4 Coordinate first year advocacy activities and projects.
- 15.5 The Committee shall establish working groups wherever possible and may strike sub-committees when necessary, to be used sparingly, in order to conduct the business of the Committee.

Governance

15.6 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.

15.7 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways

of knowing, especially on occupied stolen territories.

Date Approved: 2021-04-23

15.8 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:

- (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
- (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement



SO-16: MEMBER SERVICES ADVISORY COMMITTEE

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: MEMBER SERVICES ADVISORY COMMITTEE

POLICY REFERENCE NUMBER: SO-16

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions

Position Signature Date

President

16.1 Council shall maintain the Member Services Advisory Committee as a standing committee.

Composition

- 1. [Ex-Officio] President
- 2. [Chairperson] VP Events & Student Affairs, or another Councillor as designated by Council
- 3. At least 2 and up to 4 Councillors
- 4. Up to 4 at-large members
- 5. [Non-voting] MSC Clubs Coordinators
- 6. [Non-voting] MSC Student Unions & Groups Coordinator

Terms of Reference

- 16.2 Give advice regarding the coordination of the society member services (Clubs, Student Unions (SU), Food Bank etc.).
- 16.3 Coordinate operations and give assistance and advice to coordinators on member services, clubs and SU operations.
- 16.4 Make recommendations to policies relating to the member services of the Society.
- 16.5 Receive updates on issues that have happened in the delivery of member-services, and for possible improvements to clubs and SU policies and solicit feedback from students.

16.6 Review aggregated and anonymized complaints/how-to-improve forms about members services and give advice on how improvements may be incorporated.

- 16.7 Make recommendations to Council regarding the Clubs Terms of Reference.
- 16.8 This committee shall meet at least monthly.

Governance

- 16.9 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 16.10 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 16.11 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

SECTION V: STANDING COMMITTEES (OVERSIGHT)

Date Approved: 2021-04-23

SO-17: OVERSIGHT COMMITTEE ON EXECUTIVE OFFICERS

POLICY TYPE: COUNCIL POLICY

Date Approved: 2021-04-23

POLICY TITLE: OVERSIGHT COMMITTEE ON

POLICY REFERENCE NUMBER: SO-17

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

17.1 Council shall maintain the Oversight Committee on Executive Officers as a standing committee (hereafter "the Committee").

17.2 Executive Officers may only attend meetings of the Oversight Committee on Executive Officers if they have received an invitation from the Chair of the Committee

Composition

- 1. [Chairperson] Non-Executive Councillor
- 2. Vice Chair of Council
- 3. At least 4 and up to 6 Non-Executive Councillors, including the Chairperson

Terms of Reference

- 17.3 Provide oversight and accountability of Executive Officers
- 17.4 Ensure that members of the Executive Committee are fulfilling their duties per the Societies Act, By-Laws and Society Policies

Investigations

- 17.5 Conduct investigations on any misconduct or inconsistencies in the behaviour or actions of a member of the Executive Committee. In doing so, the Committee may:
 - (a) Request specific documentation from the Executive Committee related to their investigation
 - (i) if any documentation is confidential, those documents shall be reviewed in an in-camera session of the Committee

- (b) Review documentation of the Society pursuant to Executive Officers' powers, duties and obligations, including, but not limited to:
 - (i) Executive Committee meeting minutes
 - (ii) Executive Committee Sub-Committee meeting minutes
 - (iii) Bi-Weekly Work Reports
 - (iv) Semester Reports
- (b) Compel members of the Executive Committee to provide testimony before the Committee, to investigate any matter.
 - (i) If an Executive Officer does not fulfil the Committee's request for testimony, the Committee may pass a resolution to enact a reduction of an Executive Officer's stipend or recommend that Council pass a censure resolution at a meeting of Council.
- (c) On delegated authority, pass a resolution to enact a reduction of the stipend of an Executive Officer for any of the following reasons:
 - (i) consistently not fulfilling the requirements of the powers, duties and obligations assigned to their portfolio
 - (ii) consistently not fulfilling the hours required of Executive Officers under R-3
 - (iii) failing to provide testimony to the Committee in an investigation, as outlined in 17(5)(b)(i)
 - (iii) if the VP Finance is unwilling or unable to enact a stipend reduction of another Executive Officer for not completing biweekly work reports, semester reports, or exit reports according to the established timelines

Date Approved: 2021-04-23 SFSS Council Policies

(d) Recommend that Council pass a censure resolution against an Executive Officer.

(e) The Committee may make a recommendation to Council for the initiation of removal proceedings against an Executive Officer **only after** an exhaustive investigation concludes on gross allegations of harassment, ethics violations, theft, or any other egregious actions taken by the Executive Officer.

Requirements of Investigations

- 17.6 Whenever the Committee passes a resolution to enact a stipend reduction, or makes a recommendation to Council on disciplinary actions to be taken against an Executive Officer, the Committee must produce a detail written briefing on the Committee's deliberations and investigation to be included in the Committee's meeting minutes, and to be submitted to Council. The report must include, but is not limited to:
 - (a) the sources of data used to justify the actions taken against an Executive Officer
 - (b) any Society By-Laws or Society Policies that the Committee believes the Executive Officer breached
 - (c) a written summary of testimony provided by an Executive Officer, if applicable
 - (d) the findings and conclusions of the Committee's investigation
 - (e) the recommendations on disciplinary actions to be taken by Council against an Executive Officer, if applicable
 - (f) any actions taken by the Committee on delegated authority, if applicable

Appeals

- 17.7 In the event that an Executive Officer believes due process was not provided before a stipend reduction was enacted by the Committee, an Executive Officer may submit an appeal of the Committee's decision.
- 17.8 If an Executive Officer appeals a decision of the Committee, the Chair of the Oversight Committee on Executive Officers shall:

Date Approved: 2021-04-23 SFSS Council Policies

(a) submit the appeal to Council for consideration

(b) submit the written briefing of the Committee's investigation to Council

(c) withhold from directing the Finance Department to execute the stipend reduction

17.9 Council may request additional information from the Committee before making a final decision on an appeal.

17.10 The decision of Council is final.

Responsibilities of the Chair

17.11 The Chair of the Oversight Committee on Executive Officers shall be responsible for:

- (a) Requesting, on behalf of the Committee, that an Executive Officer attends a Committee meeting to provide testimony
- (b) directing stipend reductions enacted by the Committee to the Finance Department to execute
 - (i) all stipend reductions enacted by the Committee shall take effect on a Executive Officer's stipend one (1) pay period after the Committee passes a resolution enacting such a disciplinary action, in order to allow time for the Executive Officer to submit an appeal to Council if they wish.
- (c) submitting all written briefings related to the Committee's investigations to Council
- (d) answer questions at Council meetings about an investigation of the Committee during an appeal

Governance

17.12 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.

- 17.13 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 17.14 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

Date Approved: 2021-04-23 SFSS Council Policies

SO-18: *Not in effect* Oversight Committee on Society Spaces

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: OVERSIGHT COMMITTEE ON SOCIETY SPACES

POLICY REFERENCE NUMBER: SO-18

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

SECTION VI: STANDING COMMITTEES (AD-HOC COMMITTEES)

Date Approved: 2021-04-23



SO-19: NOMINATING COMMITTEE

POLICY TYPE: COUNCIL POLICY

POLICY TITLE: NOMINATING COMMITTEE POLICY REFERENCE NUMBER: SO-19

Adopted: April 23, 2021 Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

19.1 Council shall maintain the Nominating Committee as an ad-hoc committee.

Composition

- 1. Chairperson: VP Internal & Organisational Development
- 2. [ex-officio] President
- 3. 2 Councillors
- 4. [Non-voting] Campaigns, Research, and Policy Coordinator

Terms of Reference

19.2 Provide Council with formal recommendations and reports relating to the appointment of at-large members to Council committees, in consultation with all Council Committee Chairs and Vice-Chairs.

Governance

- 19.3 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 19.4 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 19.5 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:

(a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.

(b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

SO-20: Members' Meeting Planning Committee

POLICY TYPE: COUNCIL POLICY

Date Approved: 2021-04-23

POLICY TITLE: MEMBERS' MEETING PLANNING COMMITTEE

POLICY REFERENCE NUMBER: SO-20

Adopted: April 23, 2021

Next Scheduled Revision: April 2022

Previous Revisions

Position	Signature	Date
President		

Relevant By-Laws

1. By-Law 11

Members' Meeting Planning Committee

20.1 Council shall maintain the Members' Meeting Planning Committee as an adhoc Committee.

Composition

- 1. [Ex-Officio] President
- 2. [Chairperson] VP Internal & Organizational Development
- 3. 4 Councillors

Terms of Reference

- 20.2 Be responsible for planning and executive the Annual General Meeting of the Society as per the Societies Act, SFSS By-Laws, and SFSS Policies.
- 20.3 Be responsible for executing the procedures for Members' Meetings as outlined in R-16.
- 20.4 Starting in May, begin the planning for the Annual General Meeting (AGM) of the Society, including, but not limited to:
 - (i) setting a date for the AGM
 - (ii) determining potential agenda items for the AGM
 - (iii) determining accountabilities for the AGM
 - (iv) compiling information for the Annual Report

20.5 Starting in May, the Committee shall meet as soon as possible to begin planning the AGM and meet at least biweekly until the AGM occurs. After the AGM occurs, the Committee shall meet as frequently as is required to compile the AGM After-Report.

20.6 The Committee shall also be responsible for planning any Special General Meetings of the Society, should one occur within the elected term.

Governance

Date Approved: 2021-04-23

- 20.7 The committee will strive for consensus. Where no consensus is reached, the committee will make decisions by simple majority vote.
- 20.8 The committee shall take into consideration and respect Indigenous forms of governance and recognize how often other forms of governance overrule Indigenous ways of knowing, especially on occupied stolen territories.
- 20.9 When the committee takes into account Indigenous forms of governance, the committee shall consider other aspects and ways of knowing in order to properly support this decision-making process. This can include:
 - (a) Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - (b) finding ways to include Indigenous forms of governance i.e. talking circles, transparency process and community engagement

SECTION VII: FACULTY CAUCUSES

Date Approved: 2021-04-23

SO-21: FACULTY CAUCUSES

Date Approved: 2021-04-23

POLICY TYPE: COUNCIL POLICY
POLICY TITLE: FACULTY CAUCUSES
POLICY REFERENCE NUMBER: SO-21

Adopted: April 23, 2021
Next Scheduled Revision: April 2022
Previous Revisions

Position Signature Date

President

Purpose of Faculty Caucuses

- 21.1 The members of Council who collectively represent a Faculty of the University may form a Faculty Caucus in order to better collaborate on issues of shared interest within their Faculty.
- 21.2 Faculty Caucuses shall function and serve like a Committee of Council as outlined in SO-1.
- 21.3 Membership of each Faculty Caucus shall consist of the members of Council who collectively represent a Faculty of the University. Executive Officers who belong to a University Faculty shall also be members of that Faculty Caucus.

Leadership of Faculty Caucuses

- 21.4 The Councillor who represents the Faculty Student Union for which a group of Councillors are the members of shall Chair or delegate the Chair of a Faculty Caucus.
 - (i) If a Faculty Student Union does not exist, or the Council seat for a Faculty Student Union is vacant, a Councillor within that Faculty may request that the President call a meeting of a Faculty Caucus for the purpose of electing a member of the Faculty Caucus to serve as the Chair.
 - (ii) The Faculty Caucus may at any time, by majority vote, elect a member of the Faculty Caucus to be Chair of the Faculty Caucus.

The following Board policies establish the stance of the Society on social, political and economic issues relevant to the membership of the SFSS.

SFSS Issues Policies

Simon Fraser Student Society

simon fraser student society

TABLE OF CONTENTS

INTRODUCTION	3
PURPOSE OF THIS MANUAL	
POLICY REVIEW AND APPROVAL PROCESS	5
IP-1: REPRODUCTIVE RIGHTS	6
IP-2: BLACK HISTORY MONTH	8
IP-3: TUITION AFFORDABILITY	11
IP4: DISABILITY JUSTICE	13
IP-5: LIVING WAGE AND UNION RIGHTS	19
IP-6: CLIMATE JUSTICE AND SUSTAINABILITY	21
IP-7: INDIGENOUS INCLUSION AND RECONCILIATION	26
IP-8: ANTI-RACISM	38
IP-9: POLICE AND MILITARIZATION	42

Introduction

PURPOSE OF THIS MANUAL

The SFSS Issues Policies shall serve to clarify the stance of the Society on social, political and economic issues relating to student life and post-secondary education that are important to the SFSS membership. The SFSS Issues Policies shall also serve as a resource and a guide to assist in the development of campaigns, stakeholder relations and media strategies employed by the Society.

The SFSS shall limit its Issues Policies to issues directly pertaining to student life and post-secondary education. The issues covered by these policies are developed through member engagement activities.

POLICY REVIEW AND APPROVAL PROCESS

Each policy will be reviewed annually. Where no change is required, the policy will remain in its current state. Where need or opportunities for improvement arise, the policy shall be created, changed, or repealed as outlined in the SFSS Board Policies R-1.



IP-1: REPRODUCTIVE RIGHTS

POLICY TYPE: ISSUES POLICY
POLICY TITLE: REPRODUCTIVE RIGHTS
POLICY REFERENCE NUMBER: IP-1

Adopted: 2020-08-21
Next Scheduled Revision
Previous Revisions: 2019-12-13

Position Signature Date

President

Preamble

The United Nations 2030 Agenda for Sustainable Development calls for "ensuring universal access to sexual and reproductive health and reproductive rights". It supports [individuals] in "mak[ing] their own informed decisions regarding sexual relations, contraceptive use and reproductive health care". These reproductive rights provide individuals with choice. The SFSS is a trans-inclusive organisation thus, this policy does not just apply to cisgender women. This policy uses the term **trans-inclusive** as an umbrella term to mean inclusive of transgender, non-binary, genderqueer, gender neutral/agender, and gender non-conforming identities and experiences.

The SFSS recognizes that debate, discourse, and access to information about sexual and reproductive health and reproductive rights (including abortion, contraception and pregnancy) is a commonplace – and important – part of campus life. This debate includes individuals who adopt beliefs that are pro-choice and pro-life.

Pro-choice is the view that individuals with reproductive capacity should have the right to make decisions on their own sexual and reproductive health, and advocates for personal autonomy and self-determination over their own bodies.

Pro-life is the view that opposes the practice of abortion and its legality, and advocates for supporting the right to life of a fetus. Some supporters believe there are some cases where abortion should be permitted, while others do not.

Both pro-choice and pro-life are broad viewpoints with no clear definition. Not all pro-life supporters maintain the same position with respect to access to abortion.

Policy

1. The SFSS supports:

- a. The provision of non-judgemental information on sexual and reproductive health and reproductive rights (including abortion, contraceptives and pregnancy), and support for students, parents and families in making decisions relating to their sexual and reproductive health;
- b. Discourse regarding sexual and reproductive health and reproductive rights, and in particular, that recognizes students' rights to physical and mental well-being, integrity, dignity, privacy and access to reproductive health services; and
- c. Information to access safe, publicly-funded health services including but not limited to reliable contraceptives, abortion services and family planning information and services.

2. The SFSS opposes:

- a. Campaigns, actions, or lobbying activities (including the posting or distribution of materials) that interfere, intimidate or attempt to intimidate students from making informed decisions about sexual and reproductive health and reproductive rights;
- b. Distribution of disturbing photographs, media or other materials, including materials that cause (or have the potential to cause) mental distress or are intended to shock, disturb or harass students into adopting a particular belief with respect to sexual and reproductive health and reproductive rights (including abortion);
- c. Any policy, rule or law that fails to recognize students' entitlement to access to health care, including abortion services and contraception;
- d. Harmful medical practices and procedures, such as female genital mutilation and forced sterilization.
- 3. The SFSS will not recognize as a club or provide any SFSS resources to groups who do not demonstrate their respect and commitment to the principles set out in paragraphs 1 and 2 above. Providing SFSS resources includes but is not limited to funding, facilities booking, staff time, and other organizational or financial resources.



IP-2: BLACK HISTORY MONTH

POLICY TYPE: ISSUES POLICY

POLICY TITLE: BLACK HISTORY MONTH

POLICY REFERENCE NUMBER: IP-2

Adopted: 2020-08-21 Next Scheduled Revision Previous Revisions: 2019-12-13

Position	Signature	Date
President		

Preamble

Black History Month started as Negro History Week in the United States in 1926, led by the work of African-American scholar Dr. Carter G. Woodson. In Canada, Black History Month was officially recognized by the Canadian House of Commons in 1995. This incredible milestone was spearheaded by the Honourable Jean Augustine, the first Black woman to sit in the House of Commons.

During Black History Month, it is important that the SFSS highlights the many Black achievements outside of trauma and struggle, and also focus on celebrating Black love, art, and joy. Celebrating Black History Month on a national-scale is crucial to fighting Black erasure and anti-Black racism in Canada.

Black erasure is the wide-scale marginalization and indifference of Black people, their history, and contributions across disciplines, rendering Black people invisible in society.

Anti-Black racism is deeply embedded passive or active discrimination specifically directed against Black and African-descent people in relation to their unique history with regard to colonization and enslavement. Anti-Blackness devalues Blackness, while systemically marginalizing Black communities, the issues that affect them, and the institutions created to support them.

The intentionality that the SFSS brings into Black History Month educating people on Black contributions in Canada should set the tone for how to appreciate Blackness

all year-round, while recognizing the diversity of the Black community.

The SFSS passed a motion on February 1, 2019 to formally recognize Black History Month at Simon Fraser University. In addition, during June 2020, the SFSS took a stance by <u>standing in solidarity</u> with Black lives. It is important that we continue to tangibly uphold the statements that we made during this time, "working with Black student organizers and allies... holding our University accountable in any efforts for Equity, Diversity, Inclusion and Justice". In doing so, the Society must celebrate the work and efforts of current Black people and organizations.

Policy

1. The SFSS supports:

- a. Proactively celebrating and supporting Black History Month efforts led by Black students and groups;
- b. Education, awareness, and solidarity with self-liberation efforts of Black and African peoples;
- c. Educators and students embedding Canadian Black history in post-secondary institutions;
- d. Recognizing Black people in areas outside of solely racism and social justice, and celebrating Blackness year-round;
- e. Black student representation and empowerment in student governing positions and continuous efforts for recruitment;
- f. Amplifying of Black student organizers and groups on campus, and amplifying calls for specific protection and supports for Black communities as it relates to policies, practices, programming, and resources within the SFU community; and
- g. The ethical collection of disaggregated race-based data and research that could inform prevention, intervention, and strategies to protect the human rights of Black communities, and support equity initiatives to reduce disproportionate impacts of anti-Black racism.

2. The SFSS opposes:

 Efforts to ignore or dismiss Black History Month initiatives or initiatives to support the equity and empowerment of Black communities;

b. The co-opting of Black advocacy initiatives without redress and recognition of the work Black communities have been doing and continue to do; and

c. Efforts to censor Black activism and advocacy, or diminish the role and history of marginalization, slavery, colonialism, and institutional oppression of Black communities.



IP-3: Tuition Affordability

POLICY TYPE: I	SSUES POLICY	
POLICY TITLE: Tuition Affordability		
POLICY REFERE	ence Number: IP-3	
		Adopted: April 23, 2021
		Next Scheduled Revision
		Previous Revisions: April 2022
Position	Signature	Date
President		

Preamble

Tuition has become increasingly unaffordable over the past several decades, as post-secondary institutions rely more on tuition fees for funding, and less on government funding. Tuition costs remain one of the largest barriers for undergraduate students in receiving a post-secondary education.

The <u>Tuition Freeze Now! SFU Tuition Report</u> urges for tuition increases to be mitigated wherever possible by Simon Fraser University. Since 2000, the largest tuition hikes occurred between 2001/02 and 2004/05, and since the Government of British Columbia implemented a <u>tuition increase limit cap of 2%</u> in 2005, tuition has been consistently increasing by 2% for domestic undergraduate students up to, and including, the 2021/22 University fiscal year.

The SFSS <u>passed a motion on October 4, 2019</u> to formally oppose undergraduate tuition increases and call for a tuition freeze at SFU. In addition, the SFSS Membership passed a motion at the 2020 Annual General Meeting, where over 600 students gathered to condemn SFU for tuition increases implemented in the 2020-21 academic year. The vote passed with 96% of SFSS Members in favour.

Policy

- 1. The SFSS supports:
 - a. the University implementing a tuition freeze, and subsequently, lowering tuition for students
 - b. more public funding being provided to post-secondary institutions by the Government of British Columbia
 - c. collaborating with Simon Fraser University to lobby the Government of British Columbia for more public funding of post-secondary institutions

- d. implementing a tuition increase limit cap of 2% by the Government of British Columbia for international students
- e. facilitating collective action amongst students in BC and Canada, including petitions, rallies, boycotts, and strikes, and other such actions to advocate for a tuition freeze, and subsequently, lowering tuition for students
- f. the SFSS being provided a budget draft from the University with a minimum of 30 days to review the draft budget and provide feedback.

2. The SFSS opposes:

- a. campaigns, lobbying, or activities that advocate for an increase in tuition rates of domestic students
- b. the SFSS and undergraduate students being excluded from the University budget consultation process
- c. the University increasing the tuition rates of international students in order to supplement the cost of tuition rates of domestic students
- d. the privatization of post-secondary education

simon fraser student society

Last Updated: 2021-04-23

IP-4: Disability Justice

POLICY TYPE: I	SSUES POLICY		
POLICY TITLE:	POLICY TITLE: Disability Justice		
Policy Refere	ence Number: IP-4		
		Adopted: April 23, 2021	
		Next Scheduled Revision	
		Previous Revisions: April 2022	
Position	Signature	Date	
President			

Preamble

Disability justice is a framework created in 2005 by the Disability Justice Collective in response to the exclusion of queer Black, Indigenous and people of colour from the mainstream disability rights movement. Where disability justice goes beyond the framework of disability rights, as it recognizes that ableism and other forms of oppression are intertwined. Disability justice outlines ten principles: intersectionality, leadership by those most affected, anti-capitalism, solidarity across different activist causes and movements, recognizing people as whole people, sustainability, solidarity across different disabilities, interdependence, collective access, and collective liberation.

In 2017, the <u>Canadian Survey on Disability</u> showed that 1 in every 5 Canadians aged 15 or older have one or more disabilities. With the impacts of marginalization, climate change and other issues of contemporary life, this number shows no signs of decreasing. It is imperative that the SFSS recognizes that disabled people and people with disabilities are already a crucial part of our institutions, and that it is our responsibility to make sure that they are well-served by those institutions.

Accessibility is only the first step towards true disability justice, but it is a necessary one. All people need accessibility, but there are many people for whom their accessibility is considered by default.

When you have a disability, your accessibility is often unconsidered or treated as an afterthought. Legal requirements are insufficient and ignored, and organizations often fail to take the time necessary to include your needs in their plans.

The SFSS recognizes that accessibility must be a crucial part of their organization. It also recognizes that it cannot be the entirety of their commitment to disability justice and to serving disabled students and students with disabilities.

Definitions

Last Updated: 2021-04-23

Disability Justice: A framework that recognizes all bodies as unique and essential, that have strengths and needs that must be met. It also recognizes that all bodies are confined by ability, race, gender, sexuality, class, nation state, religion, and more that cannot be separated. Disability justice includes a vision borne out of collective struggle, where disabled people can flourish in a world that values and celebrates them. It involves a commitment to liberation from ableism, as well as liberation from all forms of marginalization. While a disability rights framework focuses on disability and the reduction of ableism, disability justice insists on solidarity with other movements for justice, and centres the interconnected nature of marginalization. Our understanding of disability justice follows ten principles, which can be found here.

Gatekeeping: the ableist belief that without proper diagnosis, documentation, visibility of disability, or experience of disability, one is not disabled or disabled enough for their experience to be recognized as one of a disabled person.

Disability: a broad category of physical, mental, intellectual, sensory and communication needs that interact with barriers to hinder a person's full and equal participation in society. A disability may be long-term or temporary, and may or may not be easily apparent to others.

Ableism: A form of systemic oppression that places value on people's bodies and minds based on societally constructed ideas of normalcy, intelligence, excellence and productivity. Ableism is hostile towards people with disabilities, and is deeply rooted in anti-Blackness, eugenics, colonialism and capitalism. You do not have to be disabled to experience ableism.

Access Needs: something a person needs to communicate, learn, and take part in an activity, such as a meeting or an event. Everyone has access needs, which may be met or unmet depending on the situation. An individual may communicate how their access needs can be met either publicly or privately to the Chair of a meeting. The members of a meeting shall do everything in their power to ensure that the access needs of each individual person present at a meeting, whether virtual or in person, are met. Conflicting access needs between multiple individuals will be addressed collaboratively on a case-by-case basis to ensure that all individuals can communicate, learn, and take part in meetings and events.

Accommodations: Modifications made to a place, system, or service so that it can be accessed by a person facing barriers. SFSS groups must make themselves available for a person facing barriers to disclose their needs and seek accommodation.

Barrier: Anything that prevents a person from fully participating in a particular environment or service because of barriers or structural oppression (ableism, racism, etc.) Barriers can be physical, architectural, communications-based, attitudinal, technological, a policy, or practice.

Intersectionality: A lens for examining how different forms of marginalization interact with one another and exacerbate each other. Intersectionality focuses on the experiences of those who are

marginalized by multiple systems of power, and resists the notion that all forms of inequality happen independent of each other. It was coined by Kimberlé Crenshaw as a legal term focused on the experiences of Black women.

Universal Design: A design that works for everyone. Includes the expansion of current design parameters to be inclusive of a broader range of users, regardless of their disability, age, size, living situation or identity. 12 Universal design puts the onus on the group offering the service, rather than the person with the disability.

Person-first language: language that emphasizes individuality, putting a person before a diagnosis. An example would be "person with a disability." Some people prefer using person-first language while others prefer identity-first language.

Identity first language: language that emphasizes the identity of a person. An example would be "disabled person." Some people prefer using identity-first language because it subscribes to the social model of disability.

Social model of disability: a way of viewing the world that says people are disabled by societal and systemic barriers rather than an individual impairment or difference.

Equitable treatment/equity: fair treatment, access, and opportunity that acknowledges diversity and eliminates barriers that prevent certain groups from being included or being able to participate.

Diversity: recognizing that each individual is unique and has differences in their identity. Diversity includes visible and non-visible attributes, including but not limited to: disability, race, culture, gender, age, religion, sexual orientation, socioeconomic status, education level, marital status, language, and physical appearance.

Inclusion: the practice or policy of providing access to opportunities and resources for people who may otherwise be excluded or marginalized.

Policy

- 1. The SFSS supports:
 - a. General
 - i. Anti-ableism
 - ii. Intersectionality, anti-oppression, and anti-essentialism
 - iii. Disability justice
 - iv. Equitable access and treatment
 - v. Freedom from discrimination,
 - vi. Respect for diversity of ability,
 - vii. Respect for dignity and independence through ensuring support and accommodations meet the unique needs of the person requesting them, while also striving for universal design for all persons,

- viii. Respect for a person's need for accommodation, regardless of whether their disability is apparent,
 - ix. Respect for privacy and confidentiality,
 - x. Shared accountability,
 - xi. Universally accessible post-secondary education,
- xii. The disability justice approach, which includes a focus on multiple intersecting identities, rather than an exclusive commitment to disability rights,
- xiii. The use of language preferred by disabled individuals and individuals with disabilities, prioritizing whatever language each individual prefers to use for themself. This includes each individual's preference for "person first" or "identity first" language,
- xiv. Striving for universal design wherever possible, providing or facilitating accommodations in a timely, respectful and confidential manner in other instances,
- xv. Buildings that are accessible and subscribe to Universal Design principles,
- xvi. Courses that teach about disabilities using an inclusive, equitable, and social framework,
- xvii. Representation of disabled students on decision-making bodies that directly impact the student community,

b. Access to resources and funding

- i. Proper funding of accessibility initiatives, that pays people for their work fairly,
- ii. Publicly funded home care for disabled people and people with disabilities
- iii. Indigenous Ways of Knowing and resources for Indigenous students to get support (adequate and financial) for their mental health and learning needs,
- iv. Accessible and therefore free public transportation for disabled people and people with disabilities which, wherever possible, are integrated with existing public transportation systems,
- v. Equitable and accessible mental health resources for disabled people and people with disabilities, while recognizing their intersectionality,

c. Events, meetings, workshops, and more

- i. Live captioning and recording of public events, when applicable,
- ii. Encouragement of stating name, pronouns, and access needs in meeting and event spaces when safe. This can be done publicly, in confidence to event hosts, or be non-disclosed,
- iii. Accessible events, workshops, meetings, and other aspects of student life that extend beyond academics,

d. Internal

Last Updated: 2021-04-23

- i. The SFSS is committed to preventing, reducing, and removing barriers to accessibility for all SFSS members, staff, guests and other visitors through our service and resource provision, including through representation and advocacy efforts,
- ii. The SFSS is committed to providing accessibility training for all staff, Board members, Councillors, volunteers, and any other individuals working with or for the SFSS,
- iii. Policies and procedures that align with the rest of this issues policy,
- iv. Consulting with SFU Disability and Neurodiversity Alliance and the SFSS Accessibility Committee in the case of any changes made to this policy, Disability Justice,

e. External

- Centre for Accessible Learning, SFU Health & Counselling Services, MySSP, and Health & Dental Plan so disabled students receive assistance in these services. This can include advocating for students pushing for improvements in these departments so students can access the services they need,
- ii. Training for primary care physicians, mental health nurses, psychiatrists, and psychologists so when students are going through mental, emotional, physical distress, they are provided appropriate and adequate care,
- iii. Safe and accessible spaces on campus for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, non-gender confirming folks, and others who do not identify as straight and/or heterosexual. Spaces include, but not limited to: accessible gender neutral and wheelchair accessible washrooms, Out On Campus Collective, Women's Centre Collective, and others.

2. The SFSS opposes

- a. Requirement for sick notes for students to miss class due to visible and less noticeable disabilities, death in the family, and other reasons which add additional barriers to accessing support,
- b. Use of proctoring software for online exams,
- c. The use of security, law, or police enforcement as a response to students going through mental, emotional, and physical distress,
- d. The gatekeeping of disabilities by institutions, systems, and persons,
- e. Discrimination and violence towards disabled people and people with disabilities,
- f. Attempts to dictate which disabilities are "real" and "fake" through use of diagnosis or visual assumption,

- g. Tokenization, in which one disabled individual or individual with disabilities is expected to represent and "speak for" all disabled individuals and individuals with disabilities,
- h. The expectation that disability accommodation work does not need to be compensated,
- i. Not consulting disabled individuals and individuals with disabilities on issues that directly impact them and their communities
- j. The expectation that accessibility is the exclusive responsibility of disabled people and people with disabilities,
- k. Groups, organizations, and programs which refuse to make accommodations for disabled people and people with disabilities.
- l. Forcing an individual to self-disclose their disability status unless necessary.



IP-5: Living Wage and Union Rights

POLICY TYPE: ISSUES POLICY

POLICY TITLE: Living Wage and Union

Rights

POLICY REFERENCE NUMBER: IP-5

Adopted: April 23, 2021

Next Scheduled Revision

Previous Revisions: April 2022

Position Signature Date

President

Preamble

A living wage is the minimum required full-time wage that covers living costs including housing, clothing, food, transportation, childcare, medical expenses, and other related costs. A living wage is calculated by examining the costs of basic goods and services and deriving the lowest possible income one could earn to be able to afford those necessities. A living wage is the lowest possible wage that protects the wage-earner from material poverty. It does not cover costs such as home ownership, credit card debt, savings, caring for elderly family members, etc. It is also calculated for a family of 4 with two children renting a 3-bedroom apartment. A living wage varies by location, with various towns and cities having a higher living wage than others. The living wage was set at \$19.50/hr for Metro Vancouver in 2019.

Union rights extend to employees being able to form a union and collectively bargain for improved working conditions including better wages, benefits, and workplace safety. Unions can also advocate for larger societal issues including root causes of poverty, policy, and proper funding of social services like healthcare, education, public housing, childcare, and social assistance.

?F??

The SFSS has been a living wage employer for its Union and administrative staff for well over a decade.

SFU

SFU employs students as co-ops, teaching assistants, research assistants, student temporary staff, and permanent staff. Some of these positions are paid a living wage, some are not, and some are volunteer.

SFU Co-op

Students gain valuable experience and income through the SFU co-op system. However, not all of these positions are paid a living wage. It would be resource-heavy to lobby each company that goes through the SFU co-op system.

Provincial Government

The provincial government is empowered to set the minimum wage for BC.

Policy

The SFSS Supports

- Students earning a living wage from their employer
- Undergraduate students earning a living wage from a co-op job
- Partnering with living wage advocacy groups to help campaign for a living wage for students
- The SFSS paying its student employees a living wage
- Working with other pro-union employers, advocates, and organizations to lobby local, provincial, and federal governments for a living wage and improved working conditions for all students and workers
- Research assistants, teaching assistants, sessionals, and SFU support staff unionizing and collective bargaining for better working conditions
- Efforts with labour unions and student unions advocating for a living wage and improved working conditions for all students and workers

The SFSS Opposes

- Unpaid Internships
- Chronic underfunding of education and social services
- Underpaid research assistants at SFU
- Precarious working conditions
- Overworked and over-exploited students



IP-6: Climate Justice and Sustainability

POLICY TYPE: ISS	sues Policy			
POLICY TITLE: Climate Justice and				
Sustainability				
POLICY REFEREN	ice Number: IP-6			
		Adopted: April 23, 2021		
		Next Scheduled Revision		
		Previous Revisions: April 2022		
Position	Signature	Date		
President				

Acknowledgment

The Simon Fraser Student Society (SFSS) wholeheartedly acknowledges that the student union and Simon Fraser University (SFU) are located on the Unceded Traditional Territories of the Coast Salish People(s), including the xwmoth kwoyom (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), kwikwoxom (Kwikwetlem) and qicoy (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.

In recognition of being on the Unceded Traditional Territories of the Coast Salish People(s), the SFSS acknowledges the importance of carrying out the principles of climate justice in a good and meaningful way by following the lead of Indigenous People(s). The SFSS commits to building relationships with Host Nations, and Indigenous students at SFU and as well as to amplify and support their work. The SFSS also recognizes that environmental movements and sustainability in canada have been and still are predominantly white and privileged and so the SFSS seeks to amplify and support the work of Indigenous land and water defenders that have been protecting the land since time immemorial.

Preamble

The United Nations' Intergovernmental Panel on Climate Change (IPCC) Special Report on Global Warming of 1.5 °C (SR15)¹ calls for "rapid and far-reaching transitions in energy, land, urban and infrastructure (including transport and buildings), and industrial systems" to limit global warming to 1.5 °C. An increase in global temperature of 2 °C is predicted to result in catastrophic and irreversible effects such as massive loss in biodiversity and species extinction, more frequent extreme weather events, and major transformation of ecosystems. Additionally, these effects trickles down to our food, water, and health care system that will not just impact everyone globally, but as well as disproportionately impacting Black, Indigenous, and People of

Colour (BIPOC) and marginalized communities ² that are already experiencing existing inequalities and the on-going effects of climate change. Furthermore, Canada is also warming at twice ³ the rate of global average and is one of the highest ⁴ per capita emitters of greenhouse gases.

The SFSS represents over 26,000 undergraduate students that make up the majority body of SFU and as the next generation of youths that will be most impacted by climate change, has a responsibility to foster activism, advocacy, and civic engagement ^{5,6,7} that are necessary to address climate change ⁵. In order to do so in a meaningful and equitable way, we must approach it through a climate justice lens, in close collaboration with racialized and marginalized groups on campus such as the First Nations Student Association (FNSA), Students of African and Carribean Ancestry (SOCA), and SFU Disability and Neurodiversity Alliance (DNA), that addresses the root causes of climate change that includes but not limited to the fossil fuel industry, extractivism, racism, capitalism, white supremacy, settler colonialism, policing, ableism and patriarchy ^{8,9}. The SFSS has a role to investigate and act on SFU's entanglement with these dominant systems of power in alignment with the university's commitment to anti-racism, climate action, decolonization, and reconciliation. Lastly, the SFSS also has the responsibility to hold institutions and all levels of governing bodies on and off campus accountable when it comes to climate action, decolonization, and reconciliation as addressing climate change requires a global and collective effort.

The SFSS passed a motion on October 4th, 2019 recognizing that we are in a climate crisis, commit to reducing our collective carbon footprint on campus, stand in solidarity with students striking for the climate globally while also requesting academic amnesty for students, and call on SFU to divest away from fossil fuels ¹⁰. Additionally, the SFSS has also passed motions on February 5th, June 12th, 2020 and March 12th, 2021 to stand in solidarity with Indigenous land and water defenders that are facing colonial violence for protecting their unceded territory against the Coast Gaslink and Trans Mountain Expansion pipeline that are being built without the free, informed and prior consent of Indigenous Host Nations and communities ^{11,12,13}. SFSS is well positioned to lead the way in creating a culture of civic engagement that supports students, staff and faculty in speaking out for climate justice and engaging in political advocacy.

Definitions

Reconciliation is defined as "establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal peoples in this country. In order for that to happen, there has to be awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behaviour." ¹⁴.

Climate Justice is defined as a concept that frame the issue of climate change as not only a purely environmental issue but also as an ethical, moral and political issue. It acknowledges that the poorest communities and less-developed countries that contributed the least to climate change will bear the brunt of the effects of climate change. So the richest countries and most privileged communities that contributed the most to climate change have the moral and ethical responsibility to assist and uplift those that are most vulnerable to the effects of climate change.

Settler colonialism is defined as a form of colonization with the goal of removal and erasure of Indigenous People(s) from their land to be replaced by settlers and to profit off the land ¹⁵.

Patriarchy is defined as a social system in which men hold the majority of power and authority in political leadership, institutions and society, and reproduce the domination and oppression of women.

White supremacy is defined as the belief that white people are superior to Black, Indigenous, and People of Color (BIPOC) and supports the cultural, political and economic domination of BIPOC folks.

Decolonization is defined as "an act of reversing the process of colonization, generally by raising the consciousness or awareness of the oppressive state in which First Nations peoples find themselves" ¹⁶.

Free, informed and prior consent (FPIC) is defined as ensuring Indigenous People(s) are able to make decisions, freely without coercion or intimidation, based on full information on the scope and impacts of any development or projects on their ancestral lands, prior to the start of the development or project ¹⁷.

Extractivism is defined as the process of extracting natural resources for short economic profits at the expense and minimal benefit to the communities where the resources are being extracted ¹⁸.

LandBack is defined as the reclamation and returning of land, language, ceremony, medicine. and kinship to Indigenous People(s) ^{19,20,21}.

Policy

1. The SFSS Supports:

- a. Indigenous sovereignty and self-determination, the LandBack movement, and meaningful and proper consultation with Indigenous Host Nations and communities.
- b. Advocating for SFU to commit to principles of UNDRIP and implement the calls to action laid out in the SFU Aboriginal Reconciliation Council (ARC) "Walk this Path With Us" report ²² and the Truth and Reconciliation Commission (TRC) of Canada report.
- c. Meaningful and proper consultation with Indigenous students and the First Nations Student Association (FNSA), and as well as amplifying and supporting their work.
- d. The funding of green & renewable infrastructures, especially in low-income and Indigenous communities, such as energy efficient homes that are affordable, and solar farms in Indigenous communities.

- e. Full divestment from funds invested in the fossil fuel and other extractive industries.
- f. Embedding climate justice principles in investment strategies
- g. Protests, and boycotts against corporations and companies that support the fossil fuel industry such as banks and insurers of fossil fuel projects.
- h. Sustainability practices and policies that are equitable and center the needs of marginalized communities and disability justice by conducting proper consultation with marginalized communities.
- i. Allocation of funding towards teaching, learning and research practices that centre climate justice or equity-based solutions .
- j. Amplifying departments, faculty and students doing climate justice work.
- k. Investing in student led activism, advocacy, and research around climate justice.

2. The SFSS opposes

- a. Funding and construction of new fossil fuels infrastructures such as the Trans Mountain Expansion (TMX) and Coast GasLink (CGL) Pipeline.
- b. Extractive projects that do not have the free, informed and prior consent of Indigenous Host Nations and communities.
- c. Police violence and arrest of Indigenous warriors and climate activists that protest peacefully for climate justice.
- d. Inequitable, racist, and oppressive climate solutions and policies that further perpetuate harm to low-income, marginalized, and racialized communities.

References

- 1. Summary for Policymakers Special Report: Global Warming of 1.5°C
- 2. Settler Colonialism, Ecology, and Environmental Injustice
- 3. Canada's climate is warming twice as fast as global average
- 4. Per Capita Emissions Navigating The Numbers: Greenhouse Gas Data And International Climate Policy
- 5. Current Context Youth vs. Climate Change
- 6. <u>UBC Climate Emergency Engagement Final Report and Recommendations</u>
- 7. Fossil Fuel Divestment: The Power and Promise of a Student Movement for Climate Justice
- 8. <u>The Limits of Liberal Recognition: Racial Capitalism, Settler Colonialism, and Environmental Governance in Vancouver and Atlanta</u>
- 9. From Urban Resilience to Abolitionist Climate Justice in Washington, DC
- 10. Board of Directors Support Global Climate Strike and Divestment
- 11. The SFSS Stands in Solidarity with Wet'suwet'en
- 12. SFSS Supports Braided Warriors

- 13. The SFSS Board of Directors opposes the Trans Mountain Expansion Project
- 14. <u>Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada</u>
- 15. Settler Colonialism Primer
- 16. First Nations in Canada: Decolonization and Self-Determination
- 17. Free, Prior and Informed Consent Within The Context Of Undrip And Environmental Assessments
- 18. The Columban Center for Advocacy and Outreach: What Is Extractivism?
- 19. #LandBack: What does it mean & how do you enact it?
- 20. LANDBACK Manifesto
- 21. Land Back: A Yellowhead Institute Red Paper
- 22. SFU Aboriginal Reconciliation Council (ARC) "Walk this Path With Us"



IP-7: Indigenous Inclusion and Reconciliation

POLICY TYPE: ISSUES POLICY
POLICY TITLE: Indigenous Inclusion and
Reconciliation

POLICY REFERENCE NUMBER: IP-7

Adopted: April 23, 2021
Next Scheduled Revision
Previous Revisions: April 2022

Position Signature Date

President

Preamble:

The Simon Fraser Student Society (SFSS) wholeheartedly acknowledges that the student union and Simon Fraser University (SFU) are located on the Unceded Traditional Territories of the Coast Salish People(s), including the xwmo0kwoyom (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), Selíſwitulh (Tsleil-Waututh), kwikwoxom (Kwikwetlem) and qicoy (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.

Skwxwú7mesh Úxwumixw refers to Burnaby Mountain as *Lhukw'lhukw'áyten,*¹ 'where the bark gets peeled' in spring." The name is derived from the Skwxwú7mesh Úxwumixw word for arbutus, *lhulhukw'ay*, which comes from *lhukw'* (peel), and means "always peeling".

Indigenous peoples have occupied these territories since time immemorial. When we recognize place names like *Lhukw'lhukw'áyten* we are acknowledging the original histories that have been here since time immemorial, prior to the colonization of these spaces we currently have the privilege of being a part of.

The SFSS has committed to centering reconciliation efforts into the advocacy work that has occurred and is ongoing. The SFSS is committed to recognizing Indigenous People(s) inherent rights and title(s) to the land, as well as the right to self-determination in any capacity. Section 35 of the Constitution Act, 1982 reads:

"The existing aboriginal and treaty rights of the aboriginal peoples of Canada are hereby recognized and affirmed."

¹ See The <u>Bill Reid Centre Website</u> for more Information on *Lhukw'lhukw'áyten* - Burnaby Mountain

The Constitution Act of 1982 supersedes all other laws enforced in Canada. The SFSS upholds, affirms, and recognizes traditional and contemporary forms of Indigenous governance. We recognize that colonial forms of governance have been imposed and do not encompass the entirety of Indigenous ways of knowing and traditional forms of governance and decision making (i.e. through ceremonial practices or protocol). The ongoing harm that has been imposed through assimilation and genocidal practices on Indigenous People(s) has created systemic barriers that are entrenched within our western forms of governance. We acknowledge the complex histories that Indigenous People(s) have with the education system, governmental structures, justice systems, child and welfare, health care system, and other forms of Western structures that continue to contribute to the ongoing injustices.

The SFSS wholeheartedly supports <u>Indigenous Control Over Indigenous Education</u> which was formally outlined in *Indian Control of Indian Education*: 1972 *Policy Paper* (ICIE 1972) and amended in 2010 to *First Nations Control of First Nations Education (FNCFNE)*, which was developed and brought forward by The National Indian Brotherhood now known as the Assembly of First Nations (AFN). We acknowledge and support the FNCEFNE since we believe that Indigenous students' experience is unique and there are systemic barriers that are specific to Indigenous People(s) while they are on their academic journey.

The objectives of the FNCFNE outlined are:

Last Updated: 2021-04-23

- Indigenous People(s) have adequate access to the education system that is rooted in Indigenous knowledge systems (i.e. Indigenous languages, values, & traditional knowledge)
- Federal, provincial, territorial & Indigenous nations must collaboratively work on ensuring that access to culturally relevant education systems is established to support Indigenous learners on their academic journey. This includes and pertains to infrastructure, funding, and accountability.
- Recognition of a fiduciary responsibility to ensure consultations between Indigenous communities and the federal and provincial governments commit to ensuring there are policy structures and strategic planning in place to support and commit to Indigenous folks' prioritization of education.

The SFSS commits to ensuring that we support and amplify Indigenous Students' voices as we believe that all students deserve to learn in an environment that does not cause harm. We also believe that reconciliation in an academic setting can not occur unless Indigenous students are supported and centered, this is how we ensure we do work with an open mind and open heart.

The SFSS commits to working towards supporting Indigenous People(s) during and throughout their academic journeys to ensure that reconciliation is prioritized within the student union and is ongoing.

Acknowledgements:

We acknowledge our place, positionality, and privilege while being able to do our work on <code>Lhukw'lhukw'ayten</code>. We recognize the importance of ensuring we are recognizing the lands we are uninvited guests on. The SFSS is committed to working on, establishing, and maintaining a relationship with the Host nations, this is and will be critical for any work that happens in the future. We also recognize how important it is to ensure that the work we do is centered on recognizing this in all capacities. The SFSS is committed to acknowledging the lands that are situated on all three campuses. We also understand that Indigenous community members have been and continue to work towards reconciliation and decolonization. It is not our place to co-opt but to ensure that we amplify and are in solidarity with Indigenous folks on all of our campuses.

Anti-Colonialism and Education:

Indigenous People(s) relationship to education and its entirety is complex, the *Indian Act* of 1876 made it attainable to enact forms of genocide and assimilation against Indigenous People(s). The *Indian Act* outlined assimilation practices that legitimized the notion of solving the "Indian Problem". Under the guise of education, the Canadian government and religious organisations drove assimilation and genocidal practices against Indigenous communities that have created long-lasting impacts. The Indian Residential School (IRS) system attempted to eradicate Indigenous languages, culture, and customs by enforcing westernized views.

"1885 Residential schools were said to be necessary to remove children from their influence of the home as the only way "of advancing the Indian civilization"

(Lawrence Vankoughnet, Deputy Superintendent General, to Prime Minister Macdonald).

Indigenous People(s) today are still living with the intergenerational impacts that the IRS system left. The SFSS is committed to pushing back against colonial practices that still impact Indigenous students in post-secondary institutions and is committed to supporting Indigenous students to learn in a safe and supportive environment within SFU. This reconciliation commitment is also not limited to SFU, we acknowledge we must be in solidarity and recognize the work and commitments that Indigenous students have to finish their academic journeys.

"Postsecondary education is key to unlocking the full potential of Aboriginal British Columbians and their communities, and to British Columbia's success" (BC Ministry of Advanced Education, 2012, p. 1).

Indigenous Governance and Sovereignty:

Governance and policy have been used as a tool to legitimize the harm that has occurred to Indigenous peoples. There have been countless ways in which Indigenous People(s) have been negatively impacted through colonial decision-making bodies and policies.

The SFSS is committed to recognizing and affirming Indigenous forms of governance and sovereignty. In order to fully commit and practice what true reconciliation is we must ensure that we acknowledge and practice wherever possible these decolonial ways of governance. We understand that western and colonial ways of governance have been imposed on Indigenous communities and that these ways do not and can not encompass true Indigenous forms of governance. We respect and commit to prioritizing traditional protocol and Indigenous ways of knowing in any circumstance possible. The autonomy must be left to the Indigenous communities' discretion since we believe that Indigenous People(s) understand and know how to best support their community members. That being said, the SFSS has a duty to ensure, within their capacity, that these decision-making capacities exist within respective communities.

Last Updated: 2021-04-23

We uphold principles that are restorative and reciprocal; these are embedded in the frameworks of Indigenous governance, self-determination, and sovereignty. The relationship to the land, language, and ceremony are all encompassing and are the foundation of Indigenous traditional ways of knowing.

Indigenous People(s) have been the original land protectors since time immemorial across Turtle Island. We believe that every living being has rights and responsibilities to fulfill their duties. The relationships and responsibilities are given context through Potawatomi Ethnobotanist, Plant Ecologist and Professor at SUNY College of Environmental Science, Robin Wall Kimmerer's book *Braiding Sweetgrass*.

"Corn, beans, and squash are fully domesticated; they rely on us to create the conditions under which they can grow. We too are part of the reciprocity. They can't meet their responsibilities unless we meet ours."

Forms of traditional knowledge as shared above encompass our responsibilities to the lands we are on. When we uphold frameworks of Indigenous self-determination, sovereignty, and autonomy, we also address the right to protect the land. We acknowledge that we have a responsibility to be in solidarity with Indigenous communities when we address these issues that have occurred because of colonialism and other forms of systematic oppression. We acknowledge that movements need to be led by Indigenous People(s). We further acknowledge that by being on these territories we have a responsibility to amplify but not co-opt these movements.

We affirm that we need to work towards social equity and social justice. Climate crises and environmental genocide disproportionately impact Indigenous People(s) ability to practice and fulfill their rights and responsibilities to the land. There have been various harms caused and that are currently ongoing that directly impact Indigenous People(s). We recognise that through colonial practices such as capitalism and the commodification of the land for resources, there has been the forced dispossession of the land from Indigenous People(s). As a society, we need to redress the harm that has occurred and is ongoing.

Consultation and Commitments:

Last Updated: 2021-04-23

The SFSS is committed to ensuring that proper consultation processes and protocols are followed with Indigenous community members within the SFU community and community-at-large. This includes but is not limited to ensuring that when we are asking for support from the community to ensure we are following through with reconciliation commitments. We also acknowledge that while we undertake consultation work with Indigenous community members, we must commit to respecting and honoring community members in proper remuneration. Furthermore, we acknowledge the need for consultation to be put in the hands of Indigenous community members, students, and People(s).

The SFSS acknowledges that proper consultation² must occur for reconciliation to happen. There have been many occurrences where decisions about Indigenous People(s) have been made on their behalf and with that, we have seen the harm that has occurred from that mindset. Unilateral decision-making when it involves Indigenous community members will not be tolerated, and we will work towards ensuring that Indigenous voices will always be prioritized when it comes to decision-making processes. We are committed to the ongoing work with Indigenous community stakeholders and that moving forward this will always be done in a respectful and timely manner to ensure no harm is caused in the processes.

Reconciliation and Decolonization:

The SFSS recognizes the importance of prioritizing reconciliation efforts not only within the SFSS but holding accountability to the reconciliation efforts that have been called to action at SFU.

The mandate of the Aboriginal Reconciliation Council (ARC) reads:

"To build SFU's capacity to recruit, educate, and support Aboriginal students to be successful in their programs."

We acknowledge the problematic tendency that comes with terms such as "reconciliation" and "decolonization." We are committed to ensuring that this work is transformative, ongoing, and redresses the harms that have occurred against Indigenous People(s) within so-called canada. Reconciliation should not be composed of empty promises and decolonization should not be seen as a checked box. The SFSS recognizes how important it is to center Indigenous students and community members in the ongoing work to ensure this is done with an open heart and open mind. The complexities of these concepts are much more than statements - they are calls to action. We believe there is a life of time learning required to ensure we support our commitments to Indigenous communities.

² See <u>Indigenous Rights</u>, <u>Title</u>, and the <u>Duty to Consult</u> by Bob Joseph to learn more about consultation

³ See the Aboriginal Reconciliation Report "Walk This Path With Us" to see SFU's current calls to action

Celebrating Indigenous Resilience:

Last Updated: 2021-04-23

We acknowledge that Indigenous People(s) are not static and Indigenous resilience in all its forms should be celebrated and recognized. The ability for Indigenous People(s) and also Indigenous academics to continue their education is such a huge accomplishment in itself. Indigenous communities, teachers, advocates, creators, writers, and families are pushing back against the colonial systems that created these barriers for us to succeed in these spaces.

Justice Murray Sinclair said, "Education got us into this mess, and education will get us out of it."

Everyday that Indigenous students step foot in a post-secondary institution is a statement against oppression. We commend the sacrifices and efforts that have been made by previous generations of Indigenous academics and staff for our current generation to be here. Indigenous students' voices are central to reconciliation, decolonizing, and Indigenization of these institutions. Reconciliation in an academic setting cannot occur unless you include Indigenous students. It is our job to leave this place better than we left it so we can ensure the next seven generations can have a solid foundation to be successful and learn in an environment that was intended to support and foster their learning.

We acknowledge that there is work that is occurring and the commitments that need to be done. Celebrating Indigenous resilience is key to ensuring we are recognizing the hard work and accomplishments of our Indigenous community members.

"Iikaakimaat" (Try Hard). Blackfoot Language.

The SFSS supports:

1. Acknowledgements

- a. Land acknowledgements in order to respectfully recognize and affirm the territories we are currently situated on
 - i. Proper pronunciation of territories we are situated on
- b. If there are Host Nation Members, Elders present we prioritize their presence with traditional opening or prayer to respect protocol
- Recognizing and prioritizing work with the Host Nations x^wməθk^wəyəm, Skwxwú7mesh Úxwumixw, Selîlwitulh
 - i. Further, we understand that SFU and SFSS are present on all three campuses and that the shared territories are also recognized and affirmed due to their specific location, kwikwəλəm (Kwikwetlem), Stó:lō, Qiqéyt (Qayqayt), Katzie (qicəy), and Qw'ó:ltl'el (Kwantlen)
 - ii. We also acknowledge that there are many Urban Indigenous peoples working together towards sovereignty on these territories

- d. Proper representation of Indigenous People(s) and reflection to acknowledge where we are situated on
 - i. Prioritizing learning the place names where we are located
 - ii. Supporting local Indigenous artists and creators

2. Anti-Colonialism and Education

- a. Culturally competent and relevant material be provided through;
 - i. Indigenous academic sources that are relevant
 - ii. Prioritizing Indigenous People(s) to come in as guest lecturers
 - iii. Ensuring safety, respect and humility are centered in learning materials and curricula
- b. Prioritization to hire Indigenous faculty staff within the institution to ensure we have experiential knowledge rooted in our academia
 - i. Lived experience and proper recognition of its significance
 - ii. Advocating for equity hires in all areas of the institution
- c. That the SFU Aboriginal Reconciliation Council (ARC) Report and the current calls to action are being prioritized at SFU, along with calls to action from the Truth and Reconciliation Commission (TRC) Report
 - i. TRC calls action that are specific to education
- d. Working towards eliminating obstacles and barriers for Indigenous students to attend and be successful in Post-Secondary
 - i. Financial barriers, systemic and systematic barriers, ensuring safe spaces are allocated
- e. Forms of education to be rooted with Indigenous ways of knowing
 - i. Prioritizing Indigenous forms of education in the classroom
- f. Courses and programs that prioritize Indigenous history, language, and culture, manifested in:
 - i. Advocating for more courses and funding to be allocated across all departments to include Indigenous ways of knowing that is part of curricula
 - ii. Prioritizing the need for more inclusive and decolonial forms of education
 - iii. Advocating for more Indigenous language programs to be accredited within SFU
- g. Holding institutions accountable to ensure that reconciliation is prioritized through all forms of education and services within the institution
- h. Holistic and ongoing support for Indigenous students while they are on their academic journey, that includes:
 - i. Adequate cultural, racially relevant resources and supports
 - ii. Access to cultural spaces that are needed to support Indigenous students
- i. Prioritized spaces being provided for Indigenous students

- i. Culturally relevant learning spaces or community spaces
- ii. FNSA Space in the Student Union Building
- Recognition of the federal government's fiduciary duty to financially support Indigenous, Metis, and Inuit student education
 - i. Access to adequate services and resources related to Indigenous students attending post-secondary
 - ii. Acknowledgment that education is a Treaty Right for Indigenous People(s)
- k. Proper training be prioritized and allocated in order to understand decolonization for SFSS council and staff
 - i. San'yas Indigenous Cultural Safety Training
- 3. Indigenous Governance and Sovereignty
 - a. The Prioritization of establishing and strengthening relationships with autonomous Indigenous groups on campus
 - i. First Nations Student Association
 - b. Governance and policies be created to encompass Indigenous Frameworks
 - i. Using Indigenous Languages, Protocols, Indigenous Sources
 - c. Prioritizing traditional protocol and Indigenous ways of knowing in any circumstance possible
 - i. Inviting community members to witness work that is being done
 - ii. Asking for cultural support since ceremony is the traditional ways governance and policy was practiced prior to colonization
 - d. Indigenous People(s) inherent rights and title(s) to the land, as well as the right to self-determination in any possible circumstance
 - e. Indigenous principles that are restorative and reciprocal
 - i. This includes Indigenous forms of consent and conflict resolution that are reflected in restorative justice practices
 - ii. Inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process.
 - iii. Finding ways to include Indigenous forms of governance
 - iv. Utilizing when appropriate talking circles, transparency processes, and ongoing community engagement
 - f. Respecting the inherent rights and responsibilities of all living beings
 - g. Respecting Indigenous languages and oral history of these lands
 - h. Standing in solidarity with Land Protectors and Indigenous Climate Action movements
 - i. Affirm the work towards social and equity and social justice to enhance Indigenous self-determination
 - j. Amplifying and support the work that has been done by Land Protectors since time immemorial
 - i. This includes statements of solidarity or reparations

4. Consultation and Commitments

- a. Advocating for compliance with UNDRIP, including the operationalization of free, prior, and informed consent for projects on Indigenous lands
- b. The empowerment of consultation processes and decision making to be in the hands of Indigenous community members
 - i. Includes working with FNSA, Indigenous Student Centre (ISC), and other Indigenous groups on campus
 - ii. Recognizing Indigenous-led consultation processes as a way for Indigenous peoples to create support networks and ways of knowing what is needed as an individual and collective process
 - iii. Allowing Indigenous students, staff, faculty, and community members to define how their knowledge will be used and put into action
- c. Commitment to ongoing transparency in consultation, decision-making, and reporting
- d. Holding SFU accountable to prioritizing the Calls to Action outlined in the "Walk This Path With Us" Report
 - i. Reflect these calls to action in the work we want to do within the SFSS
- e. Recognizing, redressing, and compensating Indigenous students and student groups for their labor
 - This is also respective to Indigenous community members i.e. Elders, Knowledge Keepers, Matriarchs
 - Through monetary and also relevant cultural forms of remuneration (tobacco or other offerings that are culturally relevant or anything upon request)
 - iii. Guests and/ or Indigenous community members should receive payments in a timely way, preferably on the day their work is performed.
- f. Recognizing that forms of monetary compensation can be barriers
 - i. Working towards finding accessible remuneration processes
 - 1. Cash, e-transfers
 - This can include ensuring we prioritize cash payment on site, since some Indigenous folks do not not have access to cash cheques
- g. Utilizing Indigenous resources to build and inform proper consultation processes with the SFSS
 - i. Outreach to community members to develop consultative processes that centre their needs
- h. Supporting consensus driven decision making or community driven decision making

- 5. Reconciliation and Decolonization
 - a. Ensuring reconciliation efforts are followed through and ongoing
 - b. Reconciliation is prioritizes to further support Indigenous students academic journeys
 - c. Reconciliation efforts are the beginning steps to redress harm that has occurred through the education system against Indigenous People(s)
 - d. Reconciliation occurs with and open heart and open mind
 - e. Indigenous days of recognition or days of significance
 - i. This includes but is not limited to; National Indigenous Day June 21st, National Indigenous History Month June, International Day of the World's Indigenous Peoples August 9th, Orange Shirt Day September 30th, Annual Women's Memorial March February 14th, Hobiyee Nisga'a New Year February, Rock Your Mocs November 15th, Sisters in Spirit
 - ii. Can further include memorial marches, ceremonial or culturally relevant events
 - f. Prioritizing the safety of Indigenous women and 2SLGBTQQIA peoples in all spaces
 - i. Supporting culturally relevant spaces and supports
 - ii. Ideas of safety beyond current campus security and RCMP processes and practices, which perpetuate racist ideology
 - iii. Ensuring the empowerment of Indigenous women and 2SLGBTQQIA as leaders in Indigenous movements
 - g. The repatriation processes of Indigenous cultural and ceremonial items
 - Within the institution particularly the Museum of Archeology and Ethnology
 - ii. Ceremonial items should go back to their communities not at their expense
 - h. Advocate for the use of Indigenous ceremonial items and proper protocol be established within SFU and SFSS
 - i. Hand Drums, Big Drums have proper care and attention
 - ii. Ensuring Indigenous Students have access to these items at all times
 - i. Cultural support
 - i. Indigenous students not denied practices of ceremony in spaces
 - ii. Smudging, singing, forms of prayer, dancing be supported and acknowledged
 - i. Land Back

The SFSS opposes:

- 6. Colonial tactics used in the classroom including but are not limited to:
 - a. Learning material that is triggering or causes harm
 - b. Invalidation of Indigenous students when racism is addressed in the classroom
 - c. Lack of accountability from the professor or teaching assistants when racism or ignorance is addressed
- 7. Anti-Indigenous semantics
 - a. Anti-Indigenous Language, overt or covert racism against Indigenous People(s)
 - i. This includes but are not limited to within the classroom, public spaces, the Student Union Building, online i.e. SFU associated or owned social media accounts such as Facebook groups, Instagram accounts
 - b. Discrimination and oppression,
 - i. Negative stereotypes, prejudice, racism;
 - ii. Unwarranted posts that cause distress or are triggering for Indigenous students or Indigenous community members
- 8. Denial of Indigenous People(s) in decision making spaces
 - a. Not giving timely notice of meetings, not prioritizing Indigenous students schedules, lack of follow up, accountability, or invite in relevant spaces
 - b. Not respecting students schedules and capacity
 - c. Speaking on behalf of Indigenous groups or community members without their knowledge or consent
 - d. Making unilateral decisions without community consent
- 9. Denial of opportunities for Indigenous students
 - a. This includes; events, workshops, ceremonies, spaces, and meetings
- 10. Creating barriers for Indigenous students to host community events
 - a. Withholding information around financials from the FNSA board of directors
 - b. Not responding in a timely fashion to the FNSA Board of Directors
- 11. Infringing upon the rights of Indigenous People(s) and ongoing harm to the land
 - a. Forms of extraction and degradation of the traditional territory and natural resources
 - b. The continuation of the dispossession of Indigenous People(s) by creating the inability to utilize the land for traditional purposes
 - c. Co-opting Indigenous led movements, i.e. LandBack, Land Protectors
- 12. Any pipeline or extractive entity that causes harm to the land
- 13. Coercion of any kind either through monetary means or withholding access to spaces for Indigenous community members
- 14. The use and tokenization of Indigenous students and community members
 - a. Host Nation members, Elders, Students
 - b. Exploitation of Indigenous knowledge and community members

- 15. Implementation or amendments of policies, and/or agreements regarding Indigenous matters without proper consultation
 - a. This includes but is not limited to this current Issues Policy, Black, Indigenous and People of Color Committee (BIPOC) Committee Standing Order, etc.
- 16. Policies, agreements, and/or institutional practices created that compromise or undermine the outcomes of Indigenous students, Indigenous groups, and community on campus
- 17. The denial of consensus-based agreements between SFSS and FNSA
 - a. targeted against Indigenous students,
 - b. Institutional oppression manifesting systemically and systematically
- 18. The mistreatment of Indigenous ceremonial items and the unauthorized sale of cultural and ceremonial items
 - a. The ongoing erasure of Indigenous identity through the sale of cultural or ceremonial items
- 19. Indigenous People(s) paying institutions to learn their traditional languages
- 20. The cultural appropriation of Indigenous People(s)
 - a. Through events, attire, or names that are associated with the institution
 - b. Establishment of names i.e. sports names, team names, group names, club names that are in bad taste and/or reflect colonialistic narratives
- 21. Police presence and the Royal Canadian Mountain Police
 - a. On campus, or at Indigenous led events on campus
 - b. Recruitment activities, especially in departments and programs that have high rates of indigenous student enrolment

Note:

1. FNSA or its equivalent and/or derivatives must be consulted and must endorse any changes considered to this issue's policy.

Relevant Documents:

- 1. Truth and Reconciliation Report
- 2. UN Declaration of Rights for Indigenous Peoples
- 3. SFU Aboriginal Reconciliation Council Report "Walk This Path With Us" Full Report
- 4. <u>Draft Principles that Guide the Province of British Columbia's Relationship with Indigenous Peoples</u>
- 5. Lhukw'lhukw'áyten Burnaby Mountain
- 6. <u>Indigenous Control Over Indigenous Education</u>
- 7. Wall Kimmerer, R. (2013). Braiding Sweetgrass. Milkweed Editions. ISBN 978-1-57131-225-5
- 8. Starblanket, T. (2018). Suffer the Little Children: Genocide, Indigenous Nations and the Canadian State. Clarity Pree, ICN. ISBN: 978-0-9986947-8-8



IP-8: Anti-Racism

POLICY TYPE: ISSUES POLICY POLICY TITLE: Anti-Racism

POLICY REFERENCE NUMBER: IP-8

Adopted: April 23, 2021 Next Scheduled Revision Previous Revisions: April 2022

Position	Signature	Date
President		

Preamble

The SFSS recognizes that varying forms of oppression are connected, and that addressing racism also requires redressing all other forms of oppression and structures rooted in colonialism. Systemic barriers that prevent Black, Indigenous, and People Of Colour (BIPOC) from reaching their full potential within institutions are a direct result of the exclusion of racialized people from the creation and implementation of programs, policies, and practices.

There is a history of marginalization of Black, Indigenous, and People Of Colour (BIPOC) in SFU and SFSS's decision-making processes, particularly of Black and Indigenous communities despite the fact that they are subject to unique forms of intersecting racism. The SFSS believes in working towards dismantling intersecting forms of systemic oppression, which includes but is not limited to; classism, ableism, capitalism, colonialism, anti-Blackness, misogyny, gender-based violence, xenophobia, Islamophobia, anti-Semitism, homophobia, transphobia, ageism, fatphobia, the various types of racism, etc.

Definitions

BIPOC is defined as Black, Indigenous, People of Colour. This is an acronym that makes the distinction of racialized folks who face disproportionately more barriers than other groups due to intersecting forms of systemic oppression, colonization, racism, capitalism, dispossession etc.

Racism is defined as systemic and individual discrimination through the institutional policies and practices of society that have inherently created disadvantages to Black, Indigenous, and People of Colour. *Racialized* refers to anyone who experiences racism because of their race, skin colour,

ethnic background, accent or culture. Racism involves groups of power shaping the cultural beliefs and values that support racist policies and practices.

Anti-racism is structured around conscious efforts and deliberate actions to provide equitable opportunities for all people on an individual and systemic level.

Oppression is defined as when a dominant group, whether knowingly or unknowingly, abuses a marginalized group. This pervasive system is rooted historically and maintained through individual and institutional/systematic discrimination, personal bias, bigotry, and social prejudice, resulting in a condition of privilege for the dominant group at the expense of the marginalized group. Various societal institutions such as culture, government, education, etc. are all complicit in the oppression of marginalized groups while elevating dominant social groups.

SFSS supports

1. In Governance

- a. The use of Society and University resources to amplify and practically and tangibly support the efforts of Black, Indigenous, and POC students and groups doing antiracism and anti-oppression work
- b. The embedding of Black, Indigenous, and People of Colour student groups into SFU and SFSS governance structures
 - i. Examples include, but is not limited to, Students of Caribbean and African Ancestry (SOCA), First Nations Student Association (FNSA), SFSS BIPOC Committee, and the SFU Black Caucus.
- c. Recognition and respect for Indigenous forms of governance, and considering other aspects and ways of knowing in order to properly support decision-making processes. (a) This can include:
 - i. (i) inviting Indigenous Elders of the Territories and asking for advice or support in the decision-making process,
 - ii. (ii) finding ways to include Indigenous forms of governance (i.e. talking circles), and,
 - iii. (iii) transparency process and community engagement
 - iv. (iv) Consistent, respectful, and consultation with Host Nations Indigenous community members, and Indigenous student leadership at SFU and SFS
- d. Advocating for clear SFU Campus Safety and security policies, practices, and procedures
- e. Lived-experience taken into valid consideration when creating proposals for and implementing policies, procedures, and practices

- f. Targetted resources allocated to support the various Black and Indigenous communities equitably due to their unique experiences as it relates to their histories with slavery, colonialism, and genocide.
- g. Affirmative action measures and equity-empowerment policies, including cluster hiring of Black and Indigenous faculty and senior leadership at SFU, as is encouraged in The Employment Equity Act (1995) to to ensure that equity is strived for and achieved
- h. Changing this policy requires adequate consultation with the SFSS BIPOC Committee, the Students of Caribbean and African Ancestry (SOCA), and the First Nations Student Association (FNSA) or their equivalents if their orgs names change
- i. Targeting resources allocated to supporting the various Black and Indigenous communities equitably due to their unique experiences as it relates to their histories with slavery, colonialism, and genocide.

2. In Education

- a. Establishing specific reporting mechanisms for racial discrimination in classrooms which include accountability of perpetrator and support for victims
- b. Anti-racism and Anti-oppression education
- c. highlighting and educating folks on issues that impact racialized students on campus
- d. Building an anti-racist approach to training and development sessions, and cultural awareness training within groups and governing bodies within the SFSS and the University

3. In Research

- a. Funding research relating to anti-racism and intersectional bipoc empowerment
- b. Collection of disaggregated race-based data collection to help inform recruitment, service delivery, in addition to consideration of lived experience Tangibly supporting Black, Indigenous, and People Of Colour (BIPOC) academics and scholars

4. In Community Engagement

- a. Proactive consultation that center racialized and marginalized students and community members
- b. The compensation and official recognition of labour to prevent the exploitation of passion, intellectual property, and unpaid labour
- c. Celebrating and amplifying Black, Indigenous, and People of Colour that explore topics outside of racism and social justice, such as art, athletics, journalism, etc.
- d. Working with SFU Administration and various branches within the University on implementing an intersectional anti-racism equity strategy, with a focus on recruitment, retention, service delivery, and inclusion on campus.

- e. Engagement initiatives seeking results that equitably benefits BIPOC students on campus who face barriers on campus due to systematic barriers
- f. Fostering an anti-racist environment through community-building events, cultural events, advocacy, and campaigns
- g. Guide SFSS' advocacy on behalf of BIPOC students and to ensure accountability on the University's EDI efforts, reconciliation efforts, and that they are committed to action
- h. Addressing concerns and challenging institutional and overt racism at the University
- i. Amplifying and proactively participating anti-racism and BIPOC empowerment efforts to lobby local, provincial, and federal governments as well as institutions.

SFSS opposes

- 1. Excluding Black, Indigenous, and People Of Colour from the initial creation stages of policy, practice, or program implementation
- 2. Blocking or ignoring efforts of BIPOC that propose requests, concerns, and recommendations for BIPOC empowerment or anti-oppression.
- 3. Tokenizing racialized individuals
- 4. Tolerating or platforming hate speech, including within the guise of 'free speech' and 'academic freedom'
- 5. funding, platforming, or collaborating with groups that promote hate-speech

Relevant Documents

SFU and SFSS Documents

- 1. SFU Aboriginal Reconciliation Council Report "Walk This Path With Us"
- 2. SFU EDI Initiative
- 3. SFU 2020 Diversity Meter Survey Report
- 4. <u>SFSS BIPOC Committee Recommendations to SFU Administration on University Anti-</u>Racism Efforts

Other Documents

- 5. Truth and Reconciliation Commission of Canada: Calls to Action
- 6. <u>International Decade for People of African Descent: Report of the Working Group of Experts on People of African Descent on its mission to Canada.</u>
- 7. <u>UNDRIP UN Declaration on the Rights of Indigenous Peoples</u>
- 8. <u>Draft Principles that Guide the Province of British Columbia's Relationship with</u> Indigenous Peoples
- 9. Anti-Racism Toolkit: Campus Tool-kit for Combatting Racism (CFS, 2020)
- 10. <u>UN Human Rights Office of the High commissioner Declaration on Race and Racial</u>
 Prejudice
- 11. <u>1963 United Nations Declaration on the Elimination of All Forms of Racial</u>
 Discrimination

simon fraser student society

Last Updated: 2021-04-23

IP-9: Police and Militarization

POLICY TYPE: ISSUES POLICY

POLICY TITLE: Police and Militarization

POLICY REFERENCE NUMBER: IP-9

Adopted: April 23, 2021 Next Scheduled Revision Previous Revisions: April 2022

Position	Signature	Date
President		

Definitions

BIPOC is an acronym for Black, Indigenous and People of Colour.

Marginalized Communities includes communities that have historically been marginalized economically, socially, and politically, including, but not limited to, BIPOC, low-income individuals, individuals with low socioeconomic status, immigrants, sex workers, LGBTQIA2S+communities, youth and the elderly, people with disabilities, individuals with mental health exceptionalities, and individuals with drug addictions.

Abolition of Police advocates for replacing policing with improved systems of public safety systems that do not disproportionately impact marginalized communities.

Defunding the Police means ceasing investment in public or private money into policing and prison infrastructure.

Transformative Justice is a way of practicing alternative justice that acknowledges individual experiences and identities and works to actively resist the state's criminal injustice system. Transformative Justice recognizes that oppression is at the root of all forms of harm, abuse and assault. As a practice, it therefore aims to address and confront those oppressions on all levels and treats this concept as an integral part to accountability and healing.

Restorative Justice is a process to involve, to the extent possible, those who have a stake in a specific offense and to collectively identify and address harms, needs and obligations, in order to heal and put things as right as possible.

Oppression means when a dominant group, whether knowingly or unknowingly, abuses a marginalized group. This pervasive system is rooted historically and maintained through individual and institutional/systematic discrimination, personal bias, bigotry, and social prejudice, resulting in a condition of privilege for the dominant group at the expense of the marginalized group. Various societal institutions such as culture, government, education, etc. are all complicit in the oppression of marginalized groups while elevating dominant social groups.

Preamble

Multiple studies have shown that police presence often leads to harmful consequences for marginalized communities. Police presence in schools lead to higher arrests, particularly among Black and Indigenous students, students of colour, and disabled students⁴. This places additional financial barriers on students and exacerbates health inequalities, contributing to the continued oppression of marginalized groups.

The SFSS recognizes that Black, Indigenous, racialized, and gender-oppressed people, migrants, those living with mental health issues and disabilities, people who use criminalized drugs, and people without housing have experienced disproportionate harm due to policing instead of receiving support. The SFSS also recognizes that the "violent infrastructure of prisons and policing also negatively impacts the land, water, air, and other-than-human beings through environmental degradation, disrupted relations, and capitalist extraction."⁵

The SFSS stands in solidarity with Black Lives Matter, and with all Black lives that have been touched by state-sanctioned violence at the hands of the criminal justice system, the police, and the Royal Canadian Mounted Police (RCMP). We reject the notion that police violence is unique to the United States, as our Black and Indigenous communities continue to be over-policed and subject to violence at disproportionately high rates in Canada (BC Civil Liberties Association, 2020).

Policy

- 1. The SFSS Supports
 - a. Efforts towards transformative justice
 - b. challenging the notion that increasing police presences and practices will increase safety
 - c. reducing the size of the police force
 - d. the abolition of the RCMP in Canada
 - e. ending RCMP recruitment at the University including, but not limited to, career fairs and events
 - f. stronger de-escalation and equity training for SFU Campus Public Safety
 - i. Culturally competent and relevant training

 $^{^4\} https://www-tandfonline-com.proxy.lib.sfu.ca/doi/pdf/10.1080/10428232.2020.1852865$

 $https://docs.google.com/forms/d/e/1FAIpQLSfhGAsyW1_naWEGrOH9xqf98BjCxFvwIvNCSoANI_bfE6m5vw/viewform$

- ii. Encouraging other forms of community accountability
- g. Clear and publicly accessible policies, procedures, practices regarding SFU Campus Public Safety
 - i. Addressing and researching culturally relevant resources so BIPOC community members are not put in unsafe situations when accessing support. For example, mental wellness checks, MySSP, and crisis lines.
- h. Equal enforcement of clear and equitable policies in order to avoid unequal and unethical enforcement of policies disproportionately affect marginalized and racialized people that include context regarding the historical, genocidal, and colonial practises of racialized and marginalized peoples in North America
- i. implementation of restorative justice and transformative justice practices
 - i. Including, but not limited to, policies, governing structures, spaces, community events
- j. Accountability and peer-based and community-based safety initiatives and resources, including Safewalk
- k. Working with Black, Indigenous, and POC student groups, community groups, and grassroots organizations who are working on advocating for community-led safety measures and initiatives
 - i. this includes initiatives such as, but not limited to, workshops, teach-ins, protests, rallies, and other such actions that advance the dismantling of colonial and genocidal policing practices
- l. signing and endorsing statements of supports from individuals or groups calling for the abolition or defunding of the RCMP
 - i. Includes but not limited to letters of support, endorsements, reparations, and commitment to stand in solidarity with community members
- m. suspending the use of paid administrative leave for police officers under investigation
- n. withholding pensions for police officers who have previously committed acts of excessive force
- o. requiring police officers to be liable for misconduct settlements
- p. withdrawing participation in police militarization programs
- q. prioritizing spending on community health education, affordable housing, and social programs, rather than policing
- r. The collection of disaggregated race-based data for use of force statistics with an aim to reduce inequities in racial profiling
- s. Community oversight of all public safety programmes
- t. Ending of street checks
- 2. The SFSS opposes

- a. institutions that uphold the principles of white supremacy, colonial practices, and genocidal implications manifesting systemic and systemically
- b. Criminalization of BIPOC and marginalized communities, including, but isn't limited to, low income individuals, individuals with low socioeconomic status, immigrants, sex workers, LGBTQIA2S+ communities, youth and the elderly, disabled people, individuals with mental health exceptionalities, and individuals with drug addictions
- c. calling the RCMP during situations where immediate harm is not present
- d. rehiring police officers who have previously committed acts of excessive force, violence and/or harassment
 - i. Verbal harassment manifesting in threats, degradation, harassment
- e. vague security and public safety policies, procedures, and protocols that allow for interpretations that lead to implicit bias, stereotyping, and racial profiling taking place.
- f. increases in police spending to fund tools, tactics, or technology that further discriminate, marginalized, oppress and kill marginalized communities
- g. police presence at parades, rallies and protests
- h. vague, conflicting, and/or not widely accessible policies in relation to safety or security protocol that allow for implicit bias, stereotyping, or profiling
- i. Anti-Blackness and Anti-Indigeneity