

1. CALL TO ORDER

Call to Order – 2:03PM

2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^wməθk^wəyəm (Musqueam), Sk̓wx̓wú7mesh Úxwumixw (Squamish), Sel̓ilwítulh (Tsleil-Waututh), k^wik^wəłəm (Kwkwetlem) and q̓icəy̓ (Katzie) Nations. Unceded means that these territories have never been handed over, sold, or given up by these nations, and we are currently situated on occupied territories.

3. ROLL CALL OF ATTENDANCE

3.1 Board Composition

President (<i>Chair</i>)	Osob Mohamed
VP External Relations	Samad Raza
VP Finance	Corbett Gildersleve
VP Student Services	Matthew Provost
VP Student Life	Jennifer Chou
VP University Relations	Gabe Liosis
At-Large Representative	Balkees Jama
At-Large Representative	Phum Luckkid
Faculty Representative (Applied Sciences)	Harry Preet Singh
Faculty Representative (Arts & Social Sciences)	Sude Guvendik
Faculty Representative (Business)	Mehtaab Gill
Faculty Representative (Communications, Art, & Technology)	Haider Masood
Faculty Representative (Education)	Emerly Liu
Faculty Representative (Environment)	Anuki Karunajeewa
Faculty Representative (Health Sciences)	Nafoni Modi
Faculty Representative (Science)	WeiChun Kua

3.2 Society Staff

Board Organizer	Gabriel Goodman
Operations Organizer	Ayesha Khan
Campaign, Research, and Policy Coordinator	Sarah Edmunds
Out on Campus Coordinator	Ashley Brooks
Communications Coordinator	Sindhu Dharmarajah

3.3 Guests

ESSS Representative	Alvin David
ESSS Vice President External	Gabe Manansala
Incoming VP Equity and Sustainability	Marie Haddad
SFU350 Presenter	Brennan Strandberg-Salmon

3.4 Regrets

Faculty Representative (Business) Mehtaab Gill

3.5 Absents

VP Student Services.....Matthew Provost

4. ADOPTION OF THE AGENDA

4.1 MOTION BOD 2021-03-12:01

Balqees/Gabe

Be it resolved to adopt the agenda as amended.

CARRIED AS AMENDED

- Add Section 5 Ratification of Regrets.
- Add Section 7 Presentation for SFU 350 – Climate Emergency Declaration.
- Add New Business 8.6 SFSS Club & Student Union Funding Guidelines.
- Add Notice of Motion 10.2 Finance Policies FP-13 Regarding Psycho-educational Assessments.
- Add Discussion 9.3 SFSS Response to the Release of MacKay Report Summary - External Investigation of December 11, 2020 Black Alumnus Arrest.
- Add Discussion 9.4 Emergency COVID Funding Working Group.
- Add Announcement 11.4 MBC Keys Reminder.
- Add New Business 8.7 Endorsing the SFU Black Caucus Statement in Response to MacKay Report Summary.

5. RATIFICATION OF REGRETS

5.1 MOTION BOD 2021-03-12:02

Gabe/Emerly

Be it resolved to ratify regrets from Mehtaab Gill.

CARRIED UNANIMOUSLY

- Faculty Representative (Business) is completely disconnected from the Internet today.

6. MATTERS ARISING FROM THE MINUTES

6.1 Board Minutes-MOTION BOD 2021-03-12:03

Corbett/Haider

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

- BOD 2021-02-26

CARRIED UNANIMOUSLY

6.2 Committee Minutes-MOTION BOD 2021-03-12:04

Gabe/Emerly

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

- AC 2021-02-03
- UAA 2021-02-05

CARRIED UNANIMOUSLY

- Amend to include minutes from the UAA 2021-02-05 meeting.

7. PRESENTATION

7.1 SFU350 – Climate Emergency Declaration

- SFU350 is preparing an open letter from SFU students, student organizations, faculty and staff calling on SFU to declare a climate emergency and adopt a set of Climate Action recommendations.
- A Climate Emergency Declaration is a public acknowledgement of the climate emergency situation we are in, and a commitment to action with set timelines to mitigate the emergency and protect the community from climate impacts.
 - Shift away from business as usual and take executive actions.
- Need immediate and drastic action so that we do not hit the tipping points that make global warming irreversible in human timescales.
 - Need to cut global emissions in half by 2030 and be on a realistic path toward carbon free global economy.
- Canada is one of the highest emitters in the world per capita, so we need to have the greatest imperative for action.
- 1900 national and local jurisdictions in 30 countries have made a declaration including 504 in Canada.
 - Canada declared a national climate emergency in 2019.
 - Over 600 higher education institutions globally have signed the STG Accord.
 - UBC declared an emergency in 2019 and has since been recognized as a national leader.
- SFU will send a leadership signal to other businesses, organizations, and institutions about the seriousness of the crisis if they were to declare a climate emergency. It will also help SFU act and be accountable towards action areas like decarbonization, divesting, raising awareness, creating a Climate Hub, embedding a Climate Justice lens on to plans, and educating.
 - Has a responsibility to be honest with students and prepare them for a changing climate.
- SFU is currently seeking consultation with equity seeking groups on campus, so SFU350 has reached out to these groups with a survey to provide input on the letter.

8. NEW BUSINESS

8.1 Amendment to Board Policies R-9-MOTION BOD 2021-03-12:05

Gabe/Corbett

Whereas, at its January 27th, 2021 meeting, the Governance Committee approved in principle adding definitions for "territorial acknowledgement", "pronouns", "roll call of attendance", and "access needs" to Board Policy R-9.

Whereas, at its January 27th, 2021 meeting, the Governance Committee also approved in principle the idea of establishing a process for a "Consent Agenda" under Board Policy R-9.

Whereas, at its February 24th, 2021 meeting, the Governance Committee approved a proposed amendment to Board Policy R-9, and recommended that the Board of Directors approve the amendment.

Be it resolved that the Board of Directors amend SFSS Board Policies R-9 as presented in the attached document titled "Proposal Revision of Board Policy, Rule 9".

CARRIED UNANIMOUSLY

- Policy deals with a core component of the Board meetings and how long they are.
- It adds five definitions for some of the commonly used terminology at Board meetings and adds a new process called a consent agenda.
- Definitions added for territorial acknowledgement, pronouns, access needs, roll call of attendance and consent agenda.
 - Received feedback and input on definitions from First Nation Student Association, Out on Campus, Accessibility Committee.
- The purpose of adopting a consent agenda process is to save time at Board meetings by grouping the routine housekeeping items into one and approve it by unanimous consent of the Board.
 - This could save 10-15 minutes at Board meetings.
- The Chair would put together a consent agenda in one document which would include all resolutions and motions that could be passed by unanimous consent.
 - Can also add items that would go under New Business if the Chair deems it to be a routine item that does not require a significant discussion.
- If a Board member would like to vote against, abstain or amend a motion within consent agenda, they have the right to request the motion be taken off the consent agenda, and be considered on its own. The Chair then is required to comply.
- Other student unions do this as well.
- If amendments need to be made to the consent agenda, the item must be removed off the consent agenda and considered separately.
- Items cannot be put on the consent agenda after it has been circulated to the Board of Directors.

8.2 Signing the Open-Letter Regarding the Violent Arrests of Braided Warriors on February 19, 2021-MOTION BOD 2021-03-12:06

Balkees/WeiChun

Whereas SFSS believes in the right to peaceful protest and assembly,

Whereas on June 1st, 2020 the SFSS issued a statement of solidarity and support to take a stand against white supremacy, stand beside Black and Indigenous people in action, and seek alternatives to calling the police in our communities especially when the threat of police violence is high,

Whereas the SFSS is located on the traditional, unceded territories of the səliłwətaʔ (Tsleil-Waututh), sk̓w̓xwú7mesh (Squamish), and xʷməθkʷəy̓əm (Musqueam) Nations on which the Trans Mountain Expansion (TMX) pipeline is trespassing and being built without their free and prior consent,

Whereas the SFSS opposes TMX on the grounds of violation of Indigenous sovereignty, and supports actions of Indigenous land and water defenders against TMX,

Be it resolved that the SFSS signs and distributes the open letter regarding the violent arrests of Braided Warriors on February 19, 2021, written by Braided Warriors, Black Lives Matter - Vancouver, and Defund 604 Network.

CARRIED UNANIMOUSLY

- Braided Warriors is an Indigenous youth organization protesting against TMX putting pressure on insurers, like AIG, to stop insuring the pipeline.
 - On February 19th they were protesting peacefully via a sit in when the Vancouver Police Department arrived with 70 officers without warning and started removing people violently.
 - Four youth were arrested, and those who sustained injuries were not given medical attention until after their release.
- The open letter describes what happened and asks for accountability from the VPD for their violent actions.
- It is important for the SFSS to support this as it's not enough to just do land acknowledgements. It is also important to stand in solidarity especially regarding a project that has no consent from Indigenous nations.
- Braided Warriors are still defending and need support.
- This motion aligns with what SFSS has already previously supported so it is consistent.
- The SFSS is also an advocacy body and recognizes that protesting is a critical part of mobilizing.
- Several Board members expressed support for this motion.
- President will fill out the form after the meeting.

8.3 Adding SFU Disability and Neurodiversity Alliance Executive to Accessibility Committee Composition-MOTION BOD 2021-03-12:07

Jennifer/Sude

Be it resolved that the Board of Directors amend SO-8 (Accessibility Committee) composition to include "1 member of SFU Disability and Neurodiversity Alliance Executive"

CARRIED UNANIMOUSLY

- This has been an ongoing conversation between SFU Disability and Neurodiversity Alliance and the SFSS Accessibility Committee.
- Currently there is no guarantee that there is a spot for someone from SFU DNA on the Accessibility Committee.
- Good to have it in policy because a lot of the work overlaps and SFU DNA can provide meaningful consultation for the SFSS Accessibility Committee.
- The BIPOC Committee has designated seats for SOCA and FNSA executives so this committee should have something similar.
- Several Board members expressed surprise that this was not already the case.

8.4 Council Appointment for University and Academic Affairs Committee -MOTION BOD 2021-03-12:08

Gabe/Corbett

Whereas, at its March 3rd, 2021 meeting, Council recommended that Councillor Serena Bains be appointed to the University and Academic Affairs as the Council representative.

Be it resolved that the Board of Directors appoint Councillor Serena Bains to the University and Academic Affairs Committee as the Council Representative.

CARRIED UNANIMOUSLY

- Serena wanted to be on the committee and the Council seat was vacant.
- This is a good opportunity for VP University Relations to work closely with Serena as she is the VP University and Academic Affairs elect.

8.5 Canadian Federation of Engineering Students to host the Fall 2022 CFES - President's Meeting-MOTION BOD 2021-03-12:09

Osob/Gabe

Whereas the Engineering Science Student Society (ESSS) is seeking SFSS support in bidding for the Canadian Federation of Engineering Students (CFES) - President's Meeting 2022,

Whereas the ESSS has hosted this event in 2017,

Whereas SFSS members are organizing and participating in this event,

Be it resolved that the SFSS support the ESSS in their bid by writing a letter of support.

CARRIED AS AMENDED UNANIMOUSLY

- Amended to include the 'Be it resolved' clause.
- VP Finance was approached by the current ESSS VP Finance about this.
- The cut off for the time for them to bid has been shorten to March 20, 2021.
- VP Finance, ESSS VP Finance and two support staff met and discussed initial budgeting and information from past events.
- This is a good event to support, but we cannot put money behind it right now as it's two budget cycles away.
- Presentation by Gabe Manansala
 - The Canadian Federation of Engineering Students (CFES) is an umbrella organization that oversees and assists its engineering member schools by advocating for students and providing networking opportunities.
 - They host a President's Meeting (PM) at the end of September which is a retreat-style event that gathers CFES Board of Directors, CFES National Executive, and voting members from across the country.
 - It provides student leaders with the opportunity to engage with each other, share ideas, and learn more about the CFES.
 - Potential campgrounds
 - Camp Jubilee - \$25,000 (hoping to bring cost down)
 - North Vancouver
 - \$159 and tax per person
 - Water taxi service needed
 - Food and accommodations included
 - Available September 22-25, 2022 (target weekend)
 - Possible site visit around May to June 2021
 - Loon Lake - \$50,000
 - Maple Ridge
 - \$108 and tax per person per night (but double-checking price)
 - Meals and accommodations included
 - Meeting space is \$200-230 per day
 - Canoeing rentals at \$250 per day or \$25 per canoe
 - Put on hold list since there's no availability
 - Camp Elphinstone - \$37,000 (not including ferry costs)

- Gibsons
- \$240 plus tax per person
- Meals and accommodations included
- Meeting spaces range from \$250-600 depending on size of space and length of use
- On Vancouver Island, so ferries needed
- Additional activities have extra cost (kayaking, canoeing, rock climbing, archery, hiking, paddle boarding, rope courses, and team building)
- Also waiting to hear back from Camp Summit in Squamish and Camp Howdy in Belcarra.
- General Assembly and final night of events are usually held in off-site locations.
 - Pinnacle Hotel Ballroom
 - \$1,000 for General Assembly (10am to 5pm)
 - Minimum beverage required for meeting
 - \$9,000 if gala-type night event the same day (sit-down dinner and beverages)
 - A/V equipment and food not included
 - Harbour Centre
 - Heard about this from a past SFU alumnus who was involved when SFU hosted back in 2017.
 - Not contacted yet
 - New SUB at SFU
 - Waiting to hear back from SFSS regarding room spaces and fees for the SUB.
- Rough expenses - daily and miscellaneous - \$9,500 after tax
 - Travel to and from locations
 - Snacks and miscellaneous
 - Swag and ESSS merchandise
 - Official translator at event (English and French)
 - Marketing (delegate packages)
- Rough expenses - summary
 - Accommodations: \$25,000 - \$50,000
 - Daily expenses: \$7,600
 - Miscellaneous costs: \$9,500
 - Total: \$42,100 - \$67,100
 - Hoping to bring these costs down through further negotiations.
- What ESSS needs for a successful bid
 - Letter of support from Faculty of Engineering and SFSS
 - Mention ability to support financially
 - Various budget sheets, ranging from lowest to highest cost
 - Dates of conference and rough amount of how much delegates will be charged to attend
 - Potential sponsors we will be targeting
- Sponsors?
 - Have started to contact potential sponsors via email
 - Faculty of Engineering

- SFSS
- Board members spoke up in support of this.
- Not sure if the Board in the future will be in support financially even if the current Board is, how will this fit into the letter of support?
 - Future ESSS Council rep will be trained and aware of this and will stay in contact with SFSS.
 - ESSS will also mention at the bid presentation that due to how far away the event is, they were unable to get fixed amounts of financial support from the potential sponsors, but that they have shown interest and support which they hope will continue a year from now.
- ESSS will find out the day after they present.
- Might be good to bring this to the attention of SFSS Council for transition purposes.
- ESSS VP External will look for past letters of support.
- Board will stay in contact if we have questions regarding the letter of support. VP Finance will liaise.

8.6 SFSS Club & Student Union Funding Guidelines-MOTION BOD 2021-03-12:10

Phum/Corbett

Whereas the Member Services Coordinators have compiled their funding guidelines into a document for the membership

Whereas Clubs & Student Unions will benefit from the increased transparency around the granting system

Be it resolved that the Board of Directors approve with uploading "SFSS Club & Student Union Funding Guidelines" to the SFSS Website.

CARRIED UNANIMOUSLY

- The document contains every finance/funding policy for clubs and student unions, including everything they can request and how many of each item they can request.
- The publishing of this document has been highly requested by clubs and student unions.
- It was not previously published because a coordinator was worried that students might use it to request the maximum amount of funding every time but uploading it will decrease confusion around the granting system.
- Whenever the rules are updated, the sheet on the website will be updated as well.
 - Clubs and student unions receive an email via the weekly newsletter if there are any changes.
- This document is recent, so it reflects the changes that have been made this past Summer/Fall semester.

8.7 Endorsing the SFU Black Caucus Statement in Response to MacKay Report Summary - MOTION BOD 2021-03-12:11

Balqees/WeiChun

Whereas the MacKay Report summary has been released investigating the Black Alumnus Arrest in December 11, 2020,

Whereas SFSS is deeply concerned by the lack of concrete findings and recommendations of this investigation,

Whereas the SFU Black Caucus has released a statement that "wholeheartedly rejects the findings of this report and count it as further evidence of systemic racism at SFU",

Be it resolved that SFSS signs and distributes SFU Black Caucus' response to the release of the Mackay Report and amplifies the calls of the Caucus.

CARRIED UNANIMOUSLY

- Discussion 9.3 covered most of what is noted in the statement. The statement just has a few more examples and points.
- The Caucus rejects the findings of the report and just counts it as further evidence of systemic racism at SFU.
- Some of the demands listed include SFU providing support to the alumnus in the form of financial reparation, healing supports, legal representation should he request it and that students request for de-escalation be heard and conversations to be had between students and SFU. Also, a request that a full public inquiry be done and that a full detailed report is released.
- Several Board members expressed support for this statement and amplifying Black students, alumni, faculty, and staff at SFU.
- This statement goes into more depth and detail than the SFSS's statement.

9. DISCUSSION ITEMS

9.1 SFU Climate Emergency Declaration Letter

- Survey will be shared with SFSS Board Members when it has been received, and it will ask about their thoughts on the letter.

9.2 SFSS Priorities and Recommendations for SFU VP People, Equity, Inclusion Search

- SFSS requested SFU to consult with the wider community about the SFU VP People, Equity, and Inclusion (PEI) role.
 - SFU did a consultation over the last couple weeks via surveys, questionnaires, meetings with marginalized groups, and forums.
- Summary of recommendations for changes to the VP PEI Candidate Profile:
 - Students and community needs and an intersectional approach to anti-oppression should be central to this position.
 - Trying to push for it to be student-facing, and not just another HR and Personnel Role that focuses on staff and faculty.
 - PhD is currently an asset, but some administrators are pushing for the PhD to be required. Students are asking to keep it as an asset.
 - Lived experience as BIPOC, experience with anti-oppression and anti-racism work focused on an intersectional approach, and experience working in an advocacy setting were suggested as crucial attributes.
- President sits on the hiring committee and cannot provide updates but will do her best to make sure consultation pieces are not forgotten.
- President Johnson did commit to changing the profile and acknowledged that updates are needed to reflect student feedback.
- SFU needs to be more proactive about consultation as students had to push for this.
- Board members will follow up with President Johnson to ensure commitments are followed through and will loop in student groups as well.

9.3 SFSS Response to the Release of MacKay Report Summary - External Investigation of December 11, 2020 Black Alumnus Arrest

- Students received an email from President Johnson regarding the external review to investigate what happen in December with an attached report summary.
 - Found that the university was not at any fault and had followed their procedures.
 - Acknowledgment from SFU that the policies and procedures are not well defined and there are several recommendations, some of which are all right and others which are concerning.
 - Alumnus was aware that he could not be on campus.
 - There a piece about a safe walk request in the report from a university member.
- SFSS posted a response to this report on our website and social media.
 - Says that SFSS continues to condemn the violent arrest.
 - Notes that there was no communication with the alumnus if the removal was because of SFU's COVID 19 policies or because of the safe walk.
 - The report does not address racial biases.
 - There is a need to see the full version of the report.
 - Key players were not interviewed, including key witnesses.
 - With redacted names is alright.
 - The report says there was 100% no evidence of wrongdoing on SFU's part which is concerning because there is no way to determine this for sure.
- It took three months for the summary to say SFU is not complicit, and the recommendations were disappointing.
- They interviewed 16 people, and this was a big incident which was summarized in three pages, and students deserve to see the full report.
- Concerns about victim blaming, and some parts were contradictory.
 - The report says racial profiling had nothing to do with the incident, but President Johnson talked about improving policies and processes to prevent racial profiling.
 - The report also notes that the policies were not vague, but the recommendations noted that there's vagueness in the policies.
 - Students do not have access to the Campus Public Safety policies that were referenced in the MacKay report so there's no way of holding reviewer and administration accountable.
 - Transparency of policy is needed.
- Any student who needs safewalk should be able to call and use it no questions asked.
 - Is it in policy that if someone calls a safewalk because of someone else that that person would need to be removed from campus?
 - There are many reasons why someone could call safewalk because of someone else.
 - In a worst-case scenario, this would be bad if someone called a safewalk on someone and had bad motives towards them.
 - Need to make sure policies do not result in harm against marginalized students.
- It's difficult to just trust this one external review without having all the pieces because often when institutions are involved, they are in it to protect themselves.
 - Ex. Police brutality cases and external reviewers finding that police were following procedures and were not racial profiling when the opposite is true.

- VP Finance is pushing internally as a Board of Governor member for the report to be released in a redacted fashion.
- The report seemed to be more about reducing legal liability. Noted that it was very telling that the external review was done by a lawyer as it says a lot about what SFU is trying to accomplish with it.
- They make several assumptions about the victim's interest and understanding without having interviewed them as well.
- Another Board member talked about how the report basically emboldened racists who started harassing Black people online and causing direct harm to students.
 - People online have started asking Black student leaders to apologize and prove that racism exists at SFU and within Vancouver.
 - "I told you" moment for people who wanted to victim-blame and take the institution's word at face value.
- There was no acknowledgement of the violence enacted on the Black alum in the report.
- If SFU wants to act in good faith, they will release the full report with confidential information (ex. people's names) redacted.
- VP Finance has started a conversation with the SFSS lawyer about freedom of information and what the process to request information would look like in this situation.
- Another Board member talked about how the report itself has caused harm to the Black community since it came out due to harmful language within it.
- The report also repeats Alumnus several times to push the person out of the SFU community even though Alumni are still part of the community.
- In the Zoom chat, people talked about how there seemed to be a lack of desire to systemically redress the situation.
- President and VP University Relations will be bringing this up at the next Joint Operations Group Meeting and will also be asking for a full version of the report. They will also be inviting two directors from Campus Public Safety to discuss what the review looked like for them.

9.4 Emergency COVID Funding Working Group

- VP Finance has contacted staff to sort out how the Spring/Summer Emergency COVID Funding bursary would work logistically.
- It will be important to have a working group created with a mixture of staff, Board, Council, and others.
- A good opportunity for students to help each other and provide a role of community support and mutual aid in the most equitable way possible.
- For working groups, the Chair needs to be appointed, but not the other members.
- VP Finance is at capacity and encourages Board Organizer to be a temporary Chair.
- The point of the working group is to approve the process and then distribute the funds.
- People who are interested in being part of the working group should contact the SFSS Board Organizer.

10. NOTICE OF MOTION

10.1 Accessibility Fund Delegation of Authority

Whereas the SFSS Accessibility Committee discussed delegating authority to the Accessibility Designated Assistant to approve accessibility fund grants,

Be it resolved that the Board of Directors amend SO-8 (Accessibility Committee) to include 8.7 a): "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."

10.2 Finance Policies FP-13 Regarding Psycho-educational Assessments

Whereas a pilot project between the Society and Studentcare has been approved to allow extra-contractual coverage for psycho-educational assessments through the use of the SFSS Health Plan's psychology benefit and the Health and Dental Plan Reserve Fund,

Be it resolved that the Board of Directors amend FP-13: Health and Dental Plan Reserve Fund of the SFSS Finance Policies in accordance with the changes in the attached draft.

11. ANNOUNCEMENTS

11.1 Leave of Absence: Matthew Provost (VP Student Services)

11.2 Hosting Inclusive Events workshop Wednesday March 17, 2021 from 12:30pm to 2pm

11.3 Next Board meeting on March 26th, 2PM

11.4 Reminder that John Walsh, our Building Manager, needs to know who has MBC keys on the Board. Please email him and VP Finance at building.manager@sfss.ca and vpfinance@sfss.ca

12. ATTACHMENTS

12.1 Proposal Revision of Board Policy, Rule 9

12.2 OPEN LETTER_ regarding the violent arrests of Braided Warriors on February 19, 2021

12.3 Preliminary budget planning

12.4 CFES PM 17 Bid.pptx

12.5 SFU Climate Emergency Declaration Open Letter

12.6 SFSS VP People, Equity and Inclusion Priorities

12.7 AC 2021-02-03

12.8 2021-03-11 Health & Dental Policy w. PEA edits

12.9 Accessibility Fund Delegation of Authority Briefing Note

12.10 BN Supporting Braided Warriors Open Letter

12.11 SFSS Club and Student Union Funding GUIDELINES

12.12 SFSS Response to The Release Of MacKay Report Summary - March 11, 2021

12.13 SFU Black Caucus response to the release of the Mackay Report on the Dec 11 Violent Arrest of a Black SFU Alumnus - March 12, 2021

12.14 SFU MacKay Report (Summary)

13. ADJOURNMENT

13.1 MOTION BOD 2021-03-12:12

Sude/Corbett

Be it resolved to adjourn the meeting at 4:57PM.

CARRIED UNANIMOUSLY

R-9: BOARD OF DIRECTORS MEETINGS

Definitions

X.X “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](#)”.

X.X “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

X.X “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.

X.X “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.

X.X “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

9.1 Regular meetings of the Board of Directors shall be limited in duration to three hours, which shall be calculated from the time when quorum has been achieved.

9.2 Where necessary, the Board may extend a meeting past three hours on a majority vote of the Board at any particular meeting.

Quorum

9.3 Once a meeting of the Board of Directors becomes quorate, that meeting shall be considered quorate until such time that a question of quorum is raised.

9.4 A question of quorum shall be treated as a point of order, as defined by Robert's Rules of Order.

Speaking Privileges

9.5 All students who are members in good standing shall have speaking privileges at all meetings of the Board of Directors.

8.6 All Society staff shall have speaking privileges at all meetings of the Board of Directors.

9.7 Board members shall always be given priority on the speaking list before a student guest or Society staff speaks at a Board meeting. The Chair will maintain a speaker's list during Board meetings.

Chair

9.8 The President shall be the Chair of the Board of Directors, and shall Chair all Board meetings unless otherwise voted on by the Board at a particular meeting, or for the duration of a semester.

Vice Chair

9.9 The Board shall, by a simple majority vote, appoint a Vice Chair of the Board of Directors for the duration of a Board term.

9.10 The Vice Chair shall convene and chair a Board meeting in the absence or at the discretion of the Chair of the Board.

9.11 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) Communicating with the Council Chair and Council Vice Chair on behalf of the Chair, when necessary.
- (c) Collect agenda items from Board members on behalf of the Chair and send them to the Administrative Assistant through proper communication channels, when necessary.

External Chair

9.12 The Board of Directors may appoint an external chair in a manner consistent with the bylaws.

9.13 An external chair shall receive a \$75 honorarium for each meeting that they chair.

9.14 The external chair shall continue to chair Board of Directors meetings during in camera sessions.

9.15 The external chair is bound by all rules governing in camera sessions.

Agenda

9.16 The order and items of business for meetings of the Board of Directors are:

- (a) Call to Order
- (b) Territorial Acknowledgment
- (c) Roll Call of Attendance
- (d) Adoption of the Agenda
- (d) Consent Agenda
 - (ii) Approval of the Minutes
 - (iii) Approval of Regrets

(iii) Any other business, as determined by the Board Chair

- (f) Old Business
- (g) Reports from Committees
- (h) New Business
- (i) 30 Minute Q&A Period
- (j) Notices of Motion
- (k) Announcements
- (l) Attachments
- (m) Adjournment

9.17 Agenda items for regularly scheduled Board of Directors meetings and supporting documents must be submitted to the Chair, President, and Administrative Assistant. The Agenda for Board of Directors meetings must be distributed to Board members no later than three business days before a Board of Directors Meeting.

9.18 Board of Directors agenda packages will be available electronically on the Society website and/or social media at least two business days prior to regularly scheduled Board of Directors meetings.

Consent Agenda

X.X The purpose of a consent agenda is to save time at Board meetings and make them more efficient by grouping routine business items for unanimous approval of the Board.

X.X The Board Chair shall include a consent agenda portion on the regular agenda wherein items on the consent agenda, in the opinion of the Board Chair, will be matters that do not require substantive discussion or debate, including, but not limited to:

- (a) Approval of minutes

(b) Approval of regrets

(c) Committee appointments

X.X The consent agenda shall be attached as a single document to the agenda of a Board 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.

X.X During the Board meeting, the Board 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.

X.X Items that otherwise would be included under “New Business” may be included in the consent agenda where the Board Chair believes the matter does not require substantive discussion or debate.

X.X Any voting Board member 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.

X.X Items may not be moved to the consent agenda from the regular agenda once the agenda has been distributed.

Location

9.19 At least one meeting of the Board of Directors shall be held at the Harbour Centre campus over the course of any administration.

9.20 At least one meeting of the Board of Directors shall be held at the Surrey campus over the course of any administration.

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

OPEN LETTER: regarding the violent arrests of Braided Warriors on February 19, 2021

The text below is from the online Open Letter:

<https://docs.google.com/forms/d/e/1FAIpQLScxxh8FrE4n6309ndUpXj3r2ehDFcxYwFNjkO9fSvRv3KkhgA/viewform>

February 27, 2021

Unceded territories of the xʷməθkʷəy̓əm (Musqueam), səliłwətaʔt (Tsleil-Waututh) and Skwxwú7mesh (Squamish) Nations, Vancouver BC

We write to express our condemnation of the escalating, violent, and racist actions of the Vancouver Police Department ("VPD") as they relate to the police incident at the American International Group Canada - Vancouver Offices, 595 Burrard Street, on Friday February 19, 2021.

We denounce the racist behaviour of the VPD, and stand in solidarity with Indigenous people who organize as land and water defenders. Indigenous youth are not disposable.

We support the Braided Warriors and endorse their calls for justice:

- Uphold the recognition of Indigenous title to sovereign territories
- Abolish all forms of policing Indigenous territories, including VPD, RCMP and private security companies
- Terminate Trans Mountain operations immediately
- Condemn the use of police violence to protect corporate interests, including those of multi-million dollar insurance companies
- Demand transparency from the Canadian Energy Regulator and refuse Trans Mountain's request to anonymize the companies that insure its pipeline system

Highlighting Violent VPD Conduct on February 19th

The Indigenous youth who gathered at AIG peacefully occupied the lobby and engaged in ceremony, as part of a series of actions to draw attention to the companies insuring the Trans Mountain Pipeline expansion project. Youth called on insurance companies to stop insuring genocide. The pipeline travels through multiple nations' unceded territory, including water sources, without consent. In addition to threatening səliłwətaʔt, skwxwú7mesh, and xʷməθkʷəy̓əm territories, the proposed TMX expansion crosses a significant portion of Secwépemc Nation territory.

The behaviour of VPD officers on February 19th revealed the depths of the department's anti-Indigenous racism. This is evidenced by the recorded footage of the event which shows officers pulling Indigenous people by the hair, confiscating and throwing drums, interrupting ceremony, and violently pushing Indigenous people to the ground. A member of our

organization witnessed Indigenous youth and Elders face a police response that quickly escalated to violence, despite the peaceful nature of the protest. While most officers acted in a manner consistent with the rest, using force and aggression to eject the youth from the lobby, there were a few officers whose actions stood out as needlessly antagonistic. These officers broke with the police cordon, swore at protestors, refused to show their badge numbers until pressured, and were involved in the hair-pulling incident as well as multiple incidents of shoving peaceful, compliant protestors.

“Approximately 70 VPD officers, many of whom were not wearing masks, all came in at once. We were given no warning or any time prior to being violently assaulted and removed from the property. The phone that we were livestreaming from was confiscated. We were violently thrown to the ground, dragged across floors and down stairways, pulled by the hair and braid, thrown to a surface covered in glass, strangled in a chokehold, or dragged face-down on concrete. Our ceremonial items, including drums, abalone shells, feathers, and red dresses to remember MMIW were desecrated, thrown, stepped on, and broken.”

Excerpt from the Braided Warriors press release

As of February 26, injuries sustained by Braided Warriors include:

- All youth experienced moderate- to-severe bruising
- All youth experienced cuts and scrapes from being thrown onto broken glass
- Multiple youth experienced nerve damage to wrists and hands
- 4 youth experienced minor-to-moderate concussions
- 2 moderate injuries in left wrists that require ongoing medical examination
- 1 moderate/severe injury in a right wrist that requires ongoing medical examination
- 1 youth experienced a moderate-to-severe concussion and head wound. This youth was refused medical attention by the VPD for 6 hours, and their open head wound bled while they were in custody. Following release they sought emergency medical attention, and their wound was glued shut.

Any injury to Indigenous youth is unacceptable. The VPD's conduct is reprehensible, and their violent response towards these youth, in ceremony, highlights their racist values. While in custody, Braided Warriors were denied access to emergency medical care, and subsequently the youth have sought ongoing medical attention, as injuries continued to be assessed and diagnosed.

Addressing the Ongoing Criminalization of Indigenous Land & Water Defenders

Although the events of Friday February 19 were shocking and garnered national outrage, we know that the criminalization and state-sanctioned violence against Indigenous land defenders is routine business in so-called Canada. We stand in solidarity with Braided

Warriors, as well as Kanahus and Mayuk Manuel, two Tiny House Warriors and land defenders who continue to be targeted by police and the Crown, and are currently subject to court proceedings. Tiny House Warriors also experience violence in their territory, and continue to be targeted by the Clearwater RCMP and BC RCMP Community–Industry Response Group. We stand in solidarity with land and water defenders who continue to be targeted through the enforcement of colonial injunctions, surveillance, and the systematic displacement of Indigenous people from their sovereign territories.

Calls for Accountability

Braided Warriors are calling on supporters to make complaints to the VPD, Vancouver Police Board, Office of the Police Complaints Commissioner, and AIG Insurance to demand accountability, citing officers with the following badge numbers:

- Badge #3221
- Badge #3314
- Badge #3241
- Badge #2993
- Badge #3330

We support the call from Braided Warriors to file complaints against the officers listed above. Assaulting and brutalizing Indigenous land and water defenders actively engaged in ceremony is colonial violence. Police do not keep us safe. Indigenous land and water protectors do. We stand in solidarity with Braided Warriors and calls for an end to the violence of policing land and water protectors on unceded territory, amongst other demands related to the role of police in our communities.

Abolition as Accountability

We denounce all police violence against Indigenous land and water defenders. Indigenous people are subject to police violence across so-called Canada - whether in urban centres, reserves, rural or remote communities. We further recognize that tools of accountability, such as the municipal police complaints process, fail to hold police accountable for their reprehensible actions.

The VPD's forceful and hostile response to Indigenous youth calling attention to illegal extraction projects was a stark and chilling reminder that, despite ongoing public outcry and protest, nothing has changed when it comes to government or police-related instances of anti-Black and anti-Indigenous racism.

Signed,

Braided Warriors, Black Lives Matter - Vancouver, Defund 604 Network

Preliminary Budget planning

SFU President's Meeting For 2022

Costs

Useful data

Delegate count	88
Presenter count (excluding delegate)	10(TBD)
CFES Officer Team	20
Organizers	6-10
Total members (estimate)	124-128
start/end day	Last weekend of sept 23-26, 22-25
Number of days	4
Number of nights	3

Rough Budget estimates

Expenses:

Resort:	cost per head	No. of participants	No. of days	Total
Room+ meal	169 (2 days)	120	x	16900
Tax				2028
Subtotal:				18928
Transportation				2000
A/V + translation				1500
Merch				3000
Subtotal:				25428
unforeseen expense 20%				5085.6
Total				30513.6

Income:

Registration fees:	cost	No. of	total
Delegate Fees:	~100	110	11000
Subtotal:			
Sponsorship	cost	No. of	total
Organizations:			
SFU FAS/ENSC	TBD	1	TBD
SFSS	TBD	1	TBD
C U advertising	TBD	1	TBD
Total			11000

Event cost notes

Pinnacle cost:

10am-5pm

45ppl

no food & beverage

\$1,000.00 room rental

Waived food & beverage minimum spend

And Harbourfront Ballroom 1 and 2 for your evening Gala Dinner:

6:30 pm – late

120ppl

sit down dinner

waived room rental

\$9,000.00 food & beverage minimum spend

Hotel notes

Options:


- Camp Jubilee-been- Kaleigh is in contact
- Loon Lake - Kaleigh - currently booked
- More potential:
 - Timberline
 - Elphinstone - Gabe can recommend this too although it is on the island
 - Camp Capilano

Miscellaneous Cost notes

- Food (aside from event/venue food)
- Merch

Funding

- Sponsorship:
 - CU advertising? Jim is in charge of this, pls leave the update here :))
- ENSC
 - Gabe is on this, feel free to update here
- SFSS
 - Potentially up to 15k (storm hacks)
 - Peter is in contact with Corbett/event coordinator/Anna, meeting on Tuesday, Mar 9, 2021.
 - Will need to know by Tuesday, Mar 9. :
 - Venue cost



SUPER,
NATURAL
BRITISH
COLUMBIA
CANADA

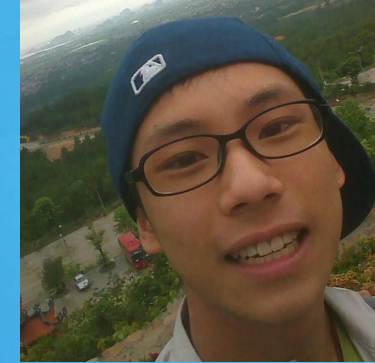
Simon Fraser University – Burnaby
Bid to Host CFES President's Meeting 2017



Michael Fujiwara
Chair



Blaise Crisologo
Finance



Eric Ling
Sponsorship



Roy Zhao
Logistics



Reem Mustafa
Hospitality



Vivian Pan
Communications

Our Team



First Stop: Simon Fraser University Burnaby Campus!

Get to know SFU Burnaby and meet our Engineering staff, professors, and students!

30,000 Undergraduate Students

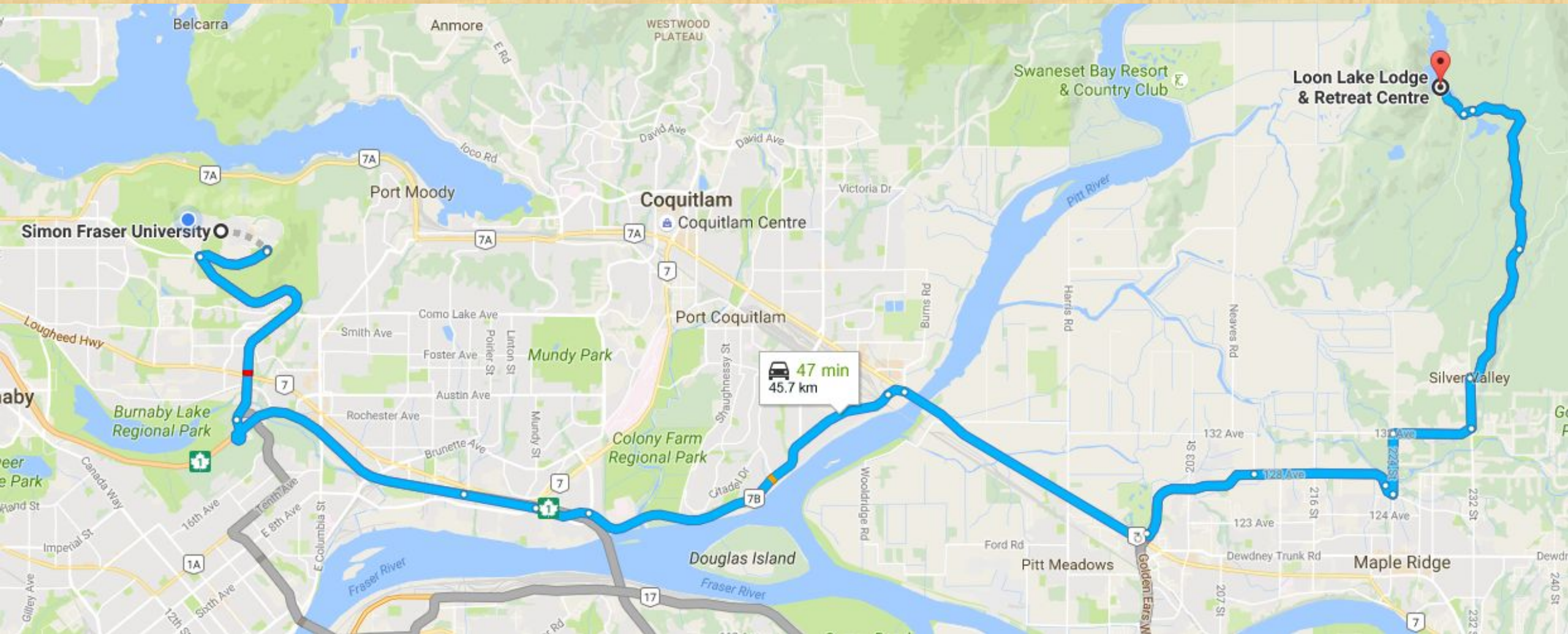
Amazing view of Vancouver from the top of Burnaby Mountain!

Has an Engineering Degree since 1983




Next Stop: Loon Lake Lodge and Retreat Centre

• Maple Ridge, BC - Less than 50km from Vancouver!



Approximately 50mins by School Bus from SFU Burnaby Campus

- 
- **Accommodates 55-65 students**
 - **Renovated in 2005**
 - **Lakeside View**
 - **Swimming Area**
 - **Gymnasium + Conference Room**



Student Centre & Trevor Linden Gymnasium



- **2 min walk from lodge**
- **Quiet**
- **Surrounded by Nature!**

**Accommodation + Catering:
\$86/night per person (plus tax)**

The Bentley Family Dining Hall



Day 1 – Arrival

Arrival

SFU Welcome & Registration

Supper

Departure for Loon Lake

Orientation @ Lodge

Evening Social

Day 2

Breakfast

Sessions & Workshops

Lunch

Sessions & Workshops

Dinner

Campfire Evening Social

Day 3 - Departure

Breakfast

Plenary

Lunch

Departure

Activities and Events

An aerial photograph of the Vancouver city skyline at sunset. The sky is a mix of orange, yellow, and blue. Numerous skyscrapers and buildings are visible, many with their lights on. The city is densely packed with buildings, and the water of the harbor is visible in the background.

Vancouver is home to a wide range of industries, including:

Software

Electronics

Power

Forestry

Oil/Gas/Mining

Chemical

Consulting

Shipping/Industrial

Civil

Funding and Sponsors

Just a few of our Past Sponsors...



Registration Fees:	Cost	No. of	Total
Delegate Fees	\$70.00	55	\$3,850.00
Total			\$3,850.00
Sponsorship:	Cost	No. of	Total
Organizations:			
SFU FAS/ENSC	\$2,500	1	\$2,500
SFU	\$2,500	1	\$2,500
APEGBC	\$2,000	1	\$2,000
SFSS	\$1,000	1	\$1,000
Subtotal:			\$8,000
Corporations:			
Platinum	\$2,000	1	\$2,000
Gold	\$1,500	2	\$3,000
Silver	\$1,000	2	\$2,000
Bronze	\$500	2	\$1,000
Subtotal:			\$8,000
Total			\$19,850.00

Hotel:	Cost per head	No. of Participants	No. of days	Total
Room + Meals	\$86.00	60	2	\$10,320.00
Tax + Fees				\$1,844.70
Total				\$12,164.70
Food	Cost	Amount		Total
Pizza/Food	\$15.21	20		\$304.20
Snacks & Misc.	\$150			\$150.00
Total				\$454.20
Transportation	Cost	Amount	No. of Trips	Total
Airport to SFU (Bus Pass)	\$5.50	55	1	\$302.50
SFU to Campsite	\$265.25	1	1	\$265.25
Campsite to Airport	\$287.00	1	1	\$287.00
Total				\$854.75
Conference/Session	Cost	Amount	Quantity	Total
A/V Equipment	\$50.00	1	1	\$50.00
Translators	\$1,000.00	1	1	\$1,000.00
Document Translation	\$120.00	1	3	\$360.00
Total				\$1,410.00
Delegate Package	Cost	Amount	Quantity	Total
Delegate Package	\$10.00	55	1	\$550.00
Tshirt	\$673.74	1	1	\$673.74
Tshirt GST/PST	\$80.85	1	1	\$ 80.85
Brochures/Printing Costs	\$200	1	1	\$200
Total				\$1,504.59
Other	Cost	Amount	Quantity	Total
Stationary	\$100	1	1	\$100
Unforeseen Expenses 20%	\$ 3,297.65			\$ 3,297.65
Total				\$3,397.65
Expense Total				\$19,785.89
Net Income				\$64.11

Rough High Level Budget

Usually Sunny
Average Temperature: 19°C



Week of September 22

Questions?

Thank You!



SFU Climate Emergency Declaration Open Letter

Sponsored by: SFU350,

SFU Climate Emergency Declaration Open Letter

A climate emergency is a necessary step for SFU to take in this climate crisis era. The Intergovernmental Panel on Climate Change released a notable report on limiting warming to 1.5°C above pre-industrial levels which cannot be achieved without rapid systematic changes. The climate crisis is here and universities must acknowledge and work towards mitigation.

Further, institutions have the tendency to make symbolic gestures towards tackling climate change. A climate emergency then must be accompanied by action that challenges the status quo and the colonial capitalist system. SFU as a colonial institution needs to acknowledge that and realize they are complicit. It's time SFU takes action that engages their students in a critical way that moves society forward into a more just and sustainable future. We are racing against the climate clock and it is time for SFU to **engage the world** on climate mitigation and adaptation, as well as justice. This declaration is only the beginning.

Our Demands

1. **Decarbonize** → Align SFU's operational greenhouse gas emissions with global emission reduction targets outlined by the Intergovernmental Panel on Climate Change
 - a. Reduce emissions by 45 percent from 2010 levels by 2030 and reach "net-zero" by 2050
2. **Divest** → Divest SFU's investments (in all funds under the endowment) from companies that extract, process and transport fossil fuels
 - a. Commit to 100% fossil fuel-free funds by 2025 within SFU's Endowment
3. **Oppose** → Publicly oppose all new and pending fossil fuel projects, particularly the Trans Mountain Expansion project
 - a. Affirm an opposition stance to the twinning of the TMX pipeline as well as all future fossil fuel projects in Canada
4. **Climate Hub** → Establish a student-led climate hub to guide sustainability policy and action on campus.
5. **Climate Justice** → Implore a climate justice lens to all pending and future climate action at SFU, and work towards implementation of the demands from racialized and marginalized groups on campus working on anti-racism, decolonization and anti-oppression work.
6. **Educate** → implement mandatory education for all SFU undergraduate students on climate justice
 - a. Ensure all SFU students graduate with a knowledge of climate change and climate justice; there should be no barriers to obtaining this knowledge
7. **Determine Next Steps** → Initiate a process to develop specific actions the University will take to implement commitments and report back in 120 days. The process should

be overseen by an advisory group representing students, staff and faculty - with invitations extended to Musqueam, Squamish, and Tsleil-Waututh, and Kwikwetlem Nations - and involve consultation with the relevant campus units, as well as opportunities for wider community input.

For more details, please read our full summary of demands available **here**.

In unity, the undersigned,

Declare a Climate Emergency at SFU

A climate emergency is a necessary step for SFU to take in this climate crisis era. The Intergovernmental Panel on Climate Change released a notable report on limiting warming to 1.5°C above pre-industrial levels which cannot be achieved without rapid systematic changes. The climate crisis is here and universities must acknowledge and work towards mitigation and adaptation. This decision will reveal SFU's real values and priorities in a concrete way and students/staff/faculty will be able to really unite under a declaration. Further, institutions have the tendency to make symbolic gestures towards tackling climate change. A climate emergency then must be accompanied by action that challenges the status quo and the colonial capitalist system. SFU as a colonial institution needs to acknowledge that and realize they are complicit. It's time SFU takes action that engages their students in a critical way that moves society forward into a more just and sustainable future. We are racing against the climate clock and it is time for SFU to **engage the world** on climate mitigation and adaptation, as well as justice. This declaration is only the beginning.

Our Demands

1. **Decarbonize** → Align SFU's operational greenhouse gas emissions with global emission reduction targets outlined by the Intergovernmental Panel on Climate Change
 - a. Reduce emissions by 45 percent from 2010 levels by 2030 and reach "net-zero" by 2050
2. **Divest** → SFU's investments in all funds under the endowment by divesting from companies that extract, process and transportat fossil fuels
 - a. Commit to 100% fossil fuel-free funds by 2025 within SFU's Endowment
3. **Raise Awareness & Amplify** → Publicly oppose all new and pending fossil fuel projects, particularly the Trans Mountain Expansion project
4. **Climate Hub** → Establish a student-led climate hub to guide sustainability policy and action on campus.
5. **Climate Justice** → *Implore a climate justice lens to all pending and future climate action at SFU* and tie in demands from other groups on campus that are working around anti-racism, decolonizing and anti-oppression work.
6. **Educate** → implement mandatory education for all SFU undergraduate students on climate justice

Decarbonize

- A. Reduce emissions by 45 percent from 2010 levels by 2030 and reach “net-zero” by 2050¹.
 - a. This target must be achieved through operational emission reductions (Scope 1, 2, and 3), not through the purchase of carbon offsets.

In order to take meaningful steps to curb the climate crisis, SFU needs to implement an institutional target for SFU’s operational Greenhouse Gas emissions that is in line with global emission reduction targets [outlined by the Intergovernmental Panel on Climate Change](#). This target must account for all [Scope 3 emissions](#), including those from commuter and business travel, waste collection and management, and the procurement of goods and services². This reduction should not be achieved through the purchase of carbon offsets. While carbon offsets can help incentivize low-carbon practices, they should not be relied upon for achieving long-term emission reduction targets. SFU professor [Mark Jaccard notes that](#) carbon offsets are often ineffective at achieving actual emission reductions because they tend to fund actions to reduce emissions that would have occurred anyway³.

Divest

- A. Commit to having solely 100% fossil fuel-free funds across SFU’s investment streams including the Endowment, BEAM and SIAS
 - a. Fossil fuel free funds are defined as funds with no investments in companies engaged in the extraction, processing and transportation of fossil fuels
- B. Request current asset managers to create or transition to fossil-fuel free funds with a bound and transparent 5 year plan; if they don’t oblige, move money to a new fossil-fuel free asset manager
- C. Reinvest X% of the endowment into Indigenous-led impact investment funds that advance economic and environmental justice (refer to Climate Justice section below)

Divestment of the endowment and related student-managed funds BEAM and SIAS is a necessary step in order to take real leadership as a postsecondary institution in the face of the climate crisis. This is necessary because current carbon footprinting methods have many flaws and is a limited solution. For activists and organizers, divestment has always been about revoking the social license the fossil fuel industry has to operate; [it is about a moral opposition to a particular sector](#).⁴ This divestment definition, while well understood by many activists, has been previously understood by others as being an avenue for causing extreme financial hardship to the fossil fuel industry. While large scale divestment may reduce share price, activists are more keen on denouncing the legitimacy of this sector via major institutions such as universities. SFU as a university who prides itself on being an [engaged climate leader](#)⁵ should be ready to take this next step and divest their endowment and related funds, demonstrating to other universities and institutions that the age of fossil fuels has come to an end.

Raise Awareness & Amplify

SFU must reaffirm its opposition to the Trans Mountain Expansion (TMX) project before tangible and meaningful action can take place. SFU as an institution is directly impacted by TMX, and must therefore publically and permanently oppose this project. TMX poses a direct threat to the sovereignty of the Indigenous Nations on whose lands SFU is situated, to students' safety and to the environment.. In 2016, Andrew Petter made a statement regarding the pipeline in which he emphasised that "the potential health and safety risks are unacceptable to the community and that SFU fully intends to raise these concerns with the Federal Government and Kinder Morgan." Since then, neither further action nor recent opposing statements have followed. Students are concerned and expect leadership from the administration. Students need the administration to take responsibility for ignoring the risks and to address their apathy towards the pipeline.

The most important first step is to raise awareness in the student body and in the administration. To sensitize students to the impacts of TMX, SFU must organize seminars for discussion, working groups, and reading clubs. "Justice, No Pipeline" has already engaged in such action and has received positive responses. However, we need more leadership by the university itself to plan and carry such events out.

Secondly, SFU must ensure that students study and graduate with a critical understanding and knowledge of TMX and climate justice more generally. We as the next generation have to be prepared to take unprecedented action against the impacts of climate change. Post-secondary institutions like SFU always stress that their students become “critical thinkers” and “engage in the world”, but to achieve this SFU must provide its students with adequate resources and tools to think critically about projects such as TMX. In addition to the seminars and workshops outlined above, SFU can meet this end through mandatory canvas courses pertaining to TMX and to potential future projects with similar impacts. Such courses should be designed in collaboration with the SFU Climate Hub outlined in the following section.

Thirdly, SFU must commit to working with students, faculty members, and staff in organizing against TMX, in order to put the knowledge into action. This means funding resources to make actions more meaningful and impactful; sharing information among students and professors so they can work together; and encouraging large-scale actions such as declaring a climate emergency. SFU must stand in solidarity with direct actions and engage the SFU community in the campaign against TMX. Especially when student union groups or activist organisations such as “Justice, No Pipeline” plan and take actions, they need to count on the support of the administration.

In sum, JNP and the student body expect that:

- a) SFU commit to educating its students and transform them into critical thinkers who can politically mobilise in the future;
- b) SFU take tangible action to oppose the expansion, including preparing an official statement of opposition and defunding its investments in oil and other non-renewable energy sources;
- c) SFU invest in resources to oppose the expansion, such as starting media campaigns and educational programmes to oppose and educate on the negative impacts of TMX;
- d) SFU grant academic amnesty to students participating in large actions (e.g. the Climate Strike);
- e) SFU promote anti-TMX actions to mobilise the student body as one political union, such as those promoted by Shawnigan Lake;
- f) SFU recognise its important role in the fight against the expansion and begin to act as the official intervener it can be. This includes taking legal action against TMX, supporting land defenders, and using its authority to raise awareness to the issue.

Climate Hub

It is essential that SFU accompany its climate emergency declaration with a tangible commitment to engage SFU students, staff, and faculty, as well as community groups in climate policy decisions. To do so, the University would benefit from the establishment of a student-led climate hub dedicated to researching climate policies and improving climate literacy within and beyond the SFU community. The proposed climate hub would employ a small number of full- and part-time student staff, and would seek collaboration with like-minded SFU groups and community organizations. In addition to its focus on climate policy and literacy, the proposed climate hub would support a variety of projects meant to encourage and facilitate bold climate action in the SFU and broader communities.

The SFU Climate Hub would build on the principles and features of existing climate hubs, such as the UBC Climate Hub, the Calgary Climate Hub, and the Indigenous Climate Hub in Ontario. In engaging the community, it should follow in the footsteps of the Calgary Climate Hub by hosting "[Climate Conversations](#)", in which students and community members can engage in conversation with climate experts and decide on actions to address climate change. In doing so, the SFU Climate Hub should prioritize the knowledge of local Indigenous groups and First Nations, as in the case of the [Indigenous Climate Hub](#). Finally, in the case of a lack of available funding, the SFU Climate Hub should follow the lead of the [UBC Climate Hub](#) by partnering with organizations such as Vancity. We emphasize partnerships with such organizations that already invest in local communities, rather than those that do not. This would ensure not only that the SFU and wider Burnaby Mountain communities have the opportunity to come together to better address climate change at the local level, but that the money invested in Climate Hub programs actually goes back into the community.

To summarize, SFU students call on the SFU administration to:

- a) Establish a student-led climate hub with the goal of increasing climate literacy among students and community members;
- b) Consult with students and student groups in the creation of this climate hub;
- c) Employ current SFU students and alumni at the climate hub;
- d) Prioritize the knowledge of Indigenous groups and First Nations in all actions and events planned by the climate hub;

- e) If needed, partner with climate-conscious and community-oriented organizations for funding, such as Vancity.

Climate Justice

SFU must take an intersectional, anti-oppressive, and anti-capitalist approach to tackling climate change.

We must recognize the racist, colonial and capitalist systems that have resulted in the climate crisis we are in today. Firstly, capitalism operates on the maximization of profits, exploitation of labour (of mostly marginalized people), and resource extraction. Secondly, settler colonialism seeks to dispossess Indigenous Peoples from their land in order to accumulate and control capital¹⁰. These systems are both the root cause of climate change and simultaneously impeding our ability to take any meaningful actions to address it^{11 12}.

Additionally, the effects of climate change have already started to affect Black, Indigenous, and People of Colour (BIPOC) disproportionately which further exacerbates existing inequalities¹². BIPOC communities often live in low-income regions that lack resources. These marginalized communities face issues of pollution, lack clean and safe drinking water, and lack access to health resources. Racism and oppression of BIPOC folks undermines the collective effort to tackle climate change when marginalized and racialized people have to fight for basic human rights and necessities as they become politicized¹⁴.

Institutions such as SFU are built upon the same colonial foundations of Canada that perform settler-colonial violence and SFU is not able to separate itself from this history^{15 16}. SFU has historically and presently demonstrated this by consistently failing to minimize and prevent harm to the BIPOC community at SFU. Recent incidents include:

1. The exclusion of Indigenous students from proper consultation regarding the First Peoples Gathering House¹⁸
2. SFU's initial reluctance to change The Athletic Team name - 'Clan' after multiple calls to action. Even after SFU dropped The Athletic Team name as a result of years of unpaid labour of Black and POC organizers, SFU continuously failed to recognize the unpaid labour, trauma-inducing situations, and the need for adequate support for Black Student-Athletes and POC allies to rectify the harm caused thereafter¹⁹
3. The racial profiling of SFU Black alumnus due to the unequal imposing of vague policies and unnecessary escalation even after conversation between the SFSS

President and SFU Administration around the importance of de-escalation and re-evaluating the use of RCMP to respond to non-violent incidents on campus. As a result, this all led to the violent arrest of the SFU Black alumnus in December 2020²⁰

The above instances are not isolated incidents nor are they the only ones, but an on-going theme of constant colonial violence to BIPOC students, faculty, and staff at SFU. This is in no small part due to SFU's unwillingness to actively listen and take meaningful actions when issues are brought forward by the BIPOC community at SFU. Therefore, in order for a declaration of climate emergency to be meaningful, SFU must commit to:

1. Consulting with Host Nations, xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish), səílilwətaʔt̓ (Tsleil-Waututh), q̓ícəy̓ (Katzie), kʷikʷəłəm (Kwkwetlem), Qayqayt, Kwantlen, Semiahmoo, and Tsawwassen on SFU's climate actions and 2025 Sustainability Plan²¹
2. Supporting, amplifying, and taking stances in solidarity with Indigenous peoples' human rights as aligned with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)²², and the B.C. Declaration on the Rights of Indigenous Peoples Act²³
3. Implement the calls to action listed out in SFU's Walk this Path With Us Report²⁴
4. Consulting with, actively listening to and acting upon recommendations put forward by the BIPOC community at SFU such as but not limited to, SFU First Nation Student Association (FNSA), SFU Black Caucus, SFU Students of Caribbean and African Ancestry (SOCA), and SFSS BIPOC Committee
5. Hiring of more BIPOC, but especially Black, and Indigenous faculty and staff, both at the Faculty, and Admin level²⁵
6. Reinvesting at least X% of the endowment into Indigenous-led impact investment funds that advances economic and environmental justice²⁶ (refer to Divestment demands above)

***Sources (Chicago) numbers (superscripts)
and endnotes!***

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he paper states that a,identify out-performers and laggards
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SFSS Priorities for the Vice-President, People, Equity, Diversity and Inclusion

March 5th, 2020

The Simon Fraser Student Society (SFSS) would like to thank the search committee for SFU's new Vice President, Equity, Diversity and Inclusion (VPPEI) for providing us with the opportunity to give feedback on who we would like to see assume the role in the near future, and the scope and responsibilities of this new role. As conversation around the VPPEI role continues, we are disappointed to see the shift from what we originally requested and understood the role to be. With SFU's renewed commitments to further Equity, Diversity and Inclusion (EDI) initiatives, and the recognition that the students, specifically undergraduate students, make up the largest stakeholder group at SFU, for the VPPEI position to be announced as a role with a primary focus on Faculty Relations and HR with no real student-facing responsibilities is misleading at best. For this reason, the SFSS recommends a review of the current position responsibilities to outline responsibilities to further EDI initiatives in the student sphere, rather than expecting a top-down and trickle-down effect as has been suggested. Our recommendations on the scope and duties, requirements and assets, and resources for revamping the role are as follows.

Scope & Duties

Currently, the candidate profile shared with the SFU community does not accurately reflect some of the requirements for the EDI mandate, however here are some mechanisms that can be added to ensure that the EDI mandate specifically deals with issues not currently captured:

- 1. Create a broad anti-oppression strategy at the University that includes working with and empowering marginalized students and implementing equity across student services.**
 - Ensure that the office oversees policy to ensure that the office gives direction and coordinates consultation across faculties, departments of the university to consult and guide policy and programme development with equity seeking groups, ie that the VP PEI have jurisdiction to be ensure consultation in reviews of all programs,
 - Oversee the creation of policy and establishment of equity supports within all other VP portfolios and subsequent sub departments
 - Develop short-term and long-term plans for equity and measures of success in consultation with marginalized community groups
 - Identify current problems with SFU's approach to EDI, engages in active consultation with student groups to inform solutions and makes recommendations for systemic solutions

2. Work with community and marginalized groups serving organizations to implement better equity of services.

- a. Conduct regular and meaningful consultation through contracts, consultants, groups on campus themselves, hiring agencies etc that typically serve marginalized/equity-deserving folks
 - b. Guide the development, alongside the VPA, of Equity-serving enclaves within sub departments for example Health and Counselling and providing resources to connect staff of the various departments and student services to roll out the provision of equity seeking mandates like specific Black student counseling, LGBTQIA+ student counseling, etc.
- Oversee the establishment of the Equity and Inclusion framework that staff, faculty, students can give input and grievances on current policy and programmes, coordinate and fund resources to support the proliferation of anti-racist and decolonial education training, supports and programming

Requirements vs. Assets, and Candidate Profile

Mandating that candidates for the VP PEI have an asset like a PhD as a requirement forms an immediate colonial barrier that excludes qualified candidates without a PhD from even being considered for the role, which are often the most marginalized folks - especially Black and Indigenous EDI professionals that face heightened barriers in academia. We are also concerned with the over-emphasis on the value of having a PhD specifically, as we have not seen this as a requirement for other recent VP-level hires and this would essentially bar any qualified candidates simply by virtue of them not attaining a PhD. We support the PhD attribute to remain an asset in order to open the candidate process for folks with organizing and equity-based community organizing experience, and not to go towards a corporate EDI pool, as folks in scholarship or in an intersectional organizing experience in community would still be preferred.. Additionally, we see this VPPEI position as one that should be held by a racialized person, as there has been a history in North America of predominantly white EDI academics upholding racist ideals, policies and procedures due to a lack of lived experience.

Some themes with regard to the candidate profile we would like to see changed include a deliberate centering of the pervasive lack of response in tackling racism on campus. This would include experience in “redressing” instead of “addressing” the systems, practices, and policies which result in exclusion and marginalization, including marginalizations that are typically erased in EDI, such as anti-Black racism. This piece plays into the work happening on the Student Services level - with policies such as the Bullying & Harassment and Student Conduct policies, in which through our consultation we have seen numerous issues, many of which would act in tandem with structures in place that already harm marginalized students.

The VPPEI would need to do more to ensure that Black and Indigenous people will be centered in EDI work, and intersectional experiences centered in discussions around intersectional leadership, racism in the classroom setting, and more. This would include the role's ability to consult with Indigenous faculty, staff and students while respecting and be aware of Indigenous systems of governance and representative groups currently involved in the University

Recommended Changes to the VP PEI Candidate Profile

Qualifications:

Strategic and Visionary:

- Ability to collaboratively formulate, articulate and implement a shared People Planning, Faculty Relations and EDI vision and strategy for SFU.

Values and Community Centered Leader:

"Experience successfully managing controversial issues in an academic environment"

- Change this to be an asset

- **Add subsection:** "Experience doing anti-oppression work in equity-deserving consulting organizations and advocacy groups is an asset."

Relationship and Trust Building:

"Culturally sensitive and internationally aware."

- **Add:** "Culturally and **racially** sensitive, and internationally aware."

"Experience working with and providing leadership in a student-centered environment"

- **Add:** "...or similar environment such as advocacy involvement"

- **Reasoning of above:** lot of folks doing this work typically has not had the chance prior in student-centered roles so shouldn't be a requirement so add advocacy to ensure we get people in the candidate pool who have done work in community

Administrative Experience and Management Acumen

Demonstrated success in organizational leadership, policy and program administration and project management, especially relating to anti-racism, anti-oppression and EDI.

- **Amend to read:** Demonstrated success in organizational leadership, policy and program administration and project management relating to anti-racism, anti-oppression and EDI and other areas

Academic Qualifications

- **Replace "Academic Qualifications" with "Academic Assets".**

Clarify confusing language. Calling assets qualifications makes them a requirement when they are not.

“Experience with scholarship and research in the areas of EDI (including a PhD) is an asset.”

- Supporting this staying as is. It is important to keep this as an asset versus a requirement as it will disproportionately exclude folks (Specifically, the Black and Indigenous community) who have not had the opportunity, space or capacity. This should stay this way to open the candidate process for folks with organizing and equity-based community organizing experience, and not to go towards a corporate EDI pool, as folks in scholarship or in an intersectional organizing experience in community would still be preferred.

We hope that the recommendations of the SFSS and other marginalized student groups on campus are taken into account and implemented in the VPPEI candidate profile, and throughout the hiring process. Any anti-oppression initiatives in a University setting that does not center the experiences of students is bound to miss the mark, as students make up the largest portion of SFU community members and are the first to be impacted by oppressive policies and procedures. We hope the search committee will also ensure the appropriate weight is given to the feedback from marginalized communities during the consultation process. We thank the search committee for taking our recommendations into consideration. We look forward to developing a strong working relationship with the successful candidate for the VPPEI position in the near future.

On behalf of the Simon Fraser Student Society,



Osob Mohamed

President • Simon Fraser Student Society

president@sfss.ca



1. CALL TO ORDER

Call to Order – 12:31 PM

2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^wməθk^wəyəm (Musqueam), Sk̓w̓x̓wú7mesh Úxwumixw (Squamish), Sel̓íl̓wítulh (Tsleil-Waututh), k^wik^wəłəm (Kwikwetlem) and q̓ícəy̓ (Katzie) Nations. Unceded means that these territories have never been handed over, sold, or given up by these nations, and we are currently situated on occupied territories.

3. ROLL CALL OF ATTENDANCE

3.1 Accessibility Committee Composition

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

3.2 Society Staff

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

3.3 Regrets

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

4. RATIFICATIONS OF REGRETS

4.1 MOTION AC 2021-02-03:01

Jennifer/Emerly

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

CARRIED AS AMENDED UNANIMOUSLY

- Add Matthew Provost to Ratification of regrets.

5. ADOPTION OF THE AGENDA

5.1 MOTION AC 2021-02-03:02

Jennifer/Vivian

Be it resolved to adopt the agenda as amended.

CARRIED AS AMENDED UNANIMOUSLY

- Add a new motion to item 7.1: Neurodivergent Hangouts

6. MATTERS ARISING FROM THE MINUTES

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

Emerly/Jillian

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

- AC 2021-01-13

CARRIED UNANIMOUSLY

7. NEW BUSINESS

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

Vivian/Emerly

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

CARRIED

Abstain (2): Vivian Ly, Serena Bains

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

Against (0)

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

8. DISCUSSION

8.1 Accessibility Fund Promotion

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

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

8.2 Accessibility Fund Reimbursement Process

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

8.3 Accessibility Issues Policy

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

9. UPDATES

9.1 Psychoeducational Assessments Update

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

9.2 Accessibility Assistant Hiring Update

- Finished interview process
- Hired someone - starting onboarding soon

9.3 SUB Accessibility Audit Update

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

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

9.4 SUB Washrooms Consultation Update

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

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

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

9.5 Accessibility Assistant Wage Increase Letter of Support Update

- Letter has been sent to SFSS President, Osob

10. ATTACHMENTS

10.1 SUB Washrooms Consultation

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

11. ADJOURNMENT

11.1 MOTION AC 2021-02-03 :05

Serena/Jillian

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

CARRIED UNANIMOUSLY

SUB Washrooms Consultation with Multifaith Centre

multi_faith@sfu.ca

SUB Floor Plan:

https://drive.google.com/file/d/1rhZe6LiJ_q3lhROKt4SrIWhSTxqQlmeJ/view

Important to make SUB inclusive

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

Concerns from Muslim Students Association

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

Possible solutions

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

Miscellaneous/off topic

Place for prayer in SUB

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

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

Re: SFSS Designated Assistant Wage Increase

Dear SFSS HR and Personnel Committee,

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

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

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

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

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

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

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

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

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

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

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

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

Sincerely,

SFSS Accessibility Committee
SFU Disability and Neurodiversity Alliance

Supported by:
SFSS Out On Campus
SFPIRG
SFSS Council

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

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

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



FP-13: HEALTH AND DENTAL PLAN RESERVE FUND

<i>POLICY TYPE: FINANCE POLICY</i> <i>POLICY TITLE: HEALTH AND DENTAL PLAN RESERVE FUND</i> <i>POLICY REFERENCE NUMBER: FP-13</i>		
<i>Adopted:</i> <i>Next Scheduled Revision: April 2022</i> <i>Previous Revisions</i>		
Position	Signature	Date
Board President		

Policy

13.1 The Health and Dental Plan Reserve Fund was established in order to ensure that the Society has the resources necessary should the cost of the Health and Dental Plan exceed the Student Society Fee established. This Fund is also accessible to members requiring a psycho-educational assessment through an extra-contractual arrangement between the Society and the insurer (the Society's health and dental plan provider) that utilizes the Health Plan Reserve Fund to allow students to be reimbursed for psycho-educational assessments (PEAs).

Definitions

Psycho-educational assessment: These assessments involve psychological testing to analyse a person's mental processes that underlie their educational performance. A Psycho-educational assessment can help students in need identify areas of strength and weakness in their learning profile and obtain a deeper understanding of their educational abilities, as well as assisting with any academic accommodations they may wish to request through SFU's Centre for Accessible Learning. Psycho-educational assessments may cover learning assessments for Specific Learning Disorders, and assessments for other conditions such as ADHD.

Health Plan insurer: Pacific Blue Cross is the Health Plan insurer for the Society.

Standards

13.2 The Society will work to maintain the fund at \$500,000.

13.3 To request and receive academic accommodations through SFU's Centre for Accessible Learning (CAL), a PEA may be required for students. Academic accommodations are used to provide support to students encountering academic barriers. Students that do not request academic accommodations through CAL but would still like to undergo a PEA may also do so, regardless of diagnosis.

13.4 In order to receive reimbursement for an PEA, the following qualifications must be met:

- (a) Students who receive or are approved for student loans may qualify for provincial funding, which covers the full cost of the PEA. If students do not qualify for provincial funding, the SFSS Health Plan will reimburse up to 80% of the cost, to a maximum of \$3,000 annually. This benefit is only available to members (SFU undergraduate students) directly enrolled in the Plan, and not available to dependents that may be covered under the Plan. Both positive and negative diagnoses are covered.

Process

13.5 Proposals for accessing the Health and Dental Plan Reserve Fund for reasons other than a PEA reimbursement are to be submitted in writing to the SFSS Vice-President Finance.

13.6 Members seeking an PEA may contact CAL to review histories and reports which may suggest the presence of a specific learning disability and thus the need for confirmatory testing. CAL does not specifically provide referrals, but may recommend a first screening be conducted before a PEA. If a screening or PEA is required, students can choose to see either a registered psychologist in a private practice OR have the testing conducted by a certified school psychologist within their employment role. Payment for these services is done upfront. For members that have already undergone testing, please see [Documentation Guidelines for Students with Disabilities](#), available from CAL, for a list of required documentation.

13.7 To receive reimbursement for a first screening and/or PEA, the following steps must be taken:

- (a) Members must submit their first screening and/or PEA claim under the psychology benefit of their SFSS Health Plan first, even if they have already exhausted the maximum psychology benefit amount for the policy year. Members must include:
 - i. A completed Health Claim Form, and
 - ii. A final receipt which includes the practitioner's name and licensing information as well as a breakdown in the number of hours required to complete the assessment.
- (b) Once the claim has been processed and paid (or denied) under the member's individual psychology benefit, the student will receive an Explanation of Benefits from the Health Plan insurer.
- (c) Members shall then submit their claim to Studentcare for review and processing the extra-contractual benefit. Up to \$500 shall be reimbursed to the member as part of their regular Health & Dental Plan psychology benefit, unless the member has already claimed the maximum of this benefit, in which case 80% of the cost will be covered by the Health & Dental Plan Fund, and the remaining balance of the 80% cost shall be reimbursed by the SFSS Health & Dental Plan Fund. The member must provide the following:
 - i. A completed Health Claim Form,
 - ii. A photocopy of the member's detailed receipt from the registered psychologist who rendered the services. The receipt must include a breakdown of the number of hours required to complete the Psycho-Educational Assessment, and

iii. A photocopy of the member's 'Explanation of Benefits' received from the Health Plan insurer following the member's submission under their individual coverage.

(d) Members may only claim reimbursement for PEAs conducted in the current fiscal year (September 1st to August 31st). Requests for reimbursement may be submitted up to 90 days after the end of the fiscal year. Claimants must be members of the SFSS upon undergoing a PEA.

13.8 All claims for reimbursement of a PEA through the Health & Dental Plan Reserve Fund will be reviewed and approved on a case-by-case basis by the Health Plan insurer, in accordance with applicable privacy legislation and policies.] In order to disperse funds from the Health & Dental Reserve Fund for the purpose of reimbursing students for PEAs, the following steps must be taken:

- (a) Studentcare is responsible for submitting an Extra-Contractual Cost Plus Claim Form, indicating the cost, without any personal information included to maintain the highest privacy standards, to the SFSS Operations Organizer and SFSS Finance Coordinator for review,
- (b) A signing officer of the Society shall sign off on the form and submit a cheque requisition to the SFSS Finance Office for processing,
- (c) All cheques are to be made payable to the Health Plan insurer,
- (d) The SFSS Finance Office shall process the cheque and completed form, and ensure it is submitted to the Health Plan insurer, and
- (e) Upon receiving the completed file and cheque, the Health Plan insurer will reimburse the paying party (the member).
- (f) Should a claim be denied, any requests for information shall be directed to the SFSS Accessibility Assistant (accessibility@sfss.ca).

Accessibility Fund Delegation of Authority

Background

Currently, the Accessibility Fund request process requires students to fill out a form to be brought to the SFSS Accessibility Committee.

The SFSS Accessibility Committee meets once every two weeks. In the past, we've had issues where a grant needed to be approved before there were any at-large members appointed to the committee.

Recently, we hired an SFSS Accessibility Designated Assistant who can take on the role of reviewing grant applications. This would allow students to submit grant applications and get them approved more quickly.

Key Considerations

Amount the the Accessibility Designated Assistant can approve

- Sometimes groups can request a grant for accommodations for multiple events, like multiple meetings for the semester that require CART Captioning
- Since this can get expensive, the SFSS Accessibility Committee decided that \$3,000 was a reasonable amount
 - In the past, grant request amounts for CART Captioning for biweekly (once every two weeks) meetings has been around \$3,000

Reporting approved applications

- The Accessibility Designated Assistant will report any funds approved between meetings at the upcoming Accessibility Committee meeting, where the committee can review the funds approved

Improved access to the fund

- Having the Accessibility Designated Assistant be the one to approve the fund on delegated authority would help students access the fund earlier, if they missed a committee meeting and do not have time to wait another two weeks for the next one



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- This would also mean that the committee would not have to worry about making quorum to vote on approving a fund request, especially during busy times like exam season (midterms and finals) and during semester break

Motion

Whereas the SFSS Accessibility Committee discussed delegating authority to the Accessibility Designated Assistant to approve accessibility fund grants,

Be it resolved that the Board of Directors amend SO-8 (Accessibility Committee) to include 8.7 a): "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."

Signing Open-Letter regarding the violent arrests of Braided Warriors on February 19, 2021

Prepared for SFSS Board by Balkees Jama (At-Large Representative) and WeiChun Kua (Science Representative)

March 12, 2021

Content Warning: This document includes description of police violence against Indigenous youths.

BACKGROUND

The Braided Warriors is a group of Indigenous youth warriors in səliłwətaʔ (Tsleil-Waututh), sk̓wxwú7mesh (Squamish), and xʷməθkʷəy̓əm (Musqueam) territories defending the land and the people from capitalist colonial violence. They have been on the front lines protesting insurers such as AIG Insurance and CHUBB Insurance to stop insuring the Trans Mountain Expansion (TMX) project.

On February 19, 2021, the Braided Warriors were violently removed and arrested by approximately 25 Vancouver Police Department (VPD) officers during a peaceful sit-in and engaged in ceremony in the BMO building, which houses AIG Insurance. Four warriors were arrested and two of which sustained physical injury but were denied medical attention while in custody for five hours.

The Braided Warriors, Black Lives Matter Vancouver, and Defund 604 Network wrote an [open letter](#) condemning the VPD and calling for accountability of their racist and violent actions. The letter currently has signatures of 33 organizations and 300 individuals.

ISSUE

The violent arrest by the VPD is unwarranted and racist; recorded footage showed VPD officers pulling Indigenous people by the hair, confiscating and throwing drums, interrupting ceremony, and violently pushing Indigenous people to the ground. Additionally, approximately 70 officers came into the building at once into the building and committed violent actions without any prior warning.

The actions committed by the VPD goes against Canada and BC's commitment to reconciliation and implementation of the United Nations Declaration on the Rights of Indigenous Peoples and BC's Declaration on the Rights of Indigenous People's Act which states that Indigenous peoples shall not be subjected to and protected against all forms of violence.

CURRENT STATUS

The Braided Warriors are still land-defending and in need of support. Construction of the TMX pipeline is still ongoing, they are still protesting, and charges have not yet been dropped for Indigenous youth peacefully protesting.

KEY CONSIDERATIONS

We must be consistent with our support for Indigenous peoples as they face colonial violence. The SFSS took a stance against the TMX pipeline for multiple reasons including student safety, climate justice, and Indigenous sovereignty. Even the UN Committee on the Elimination of Racial Discrimination [called on Canada](#) “to immediately suspend work on the Coastal GasLink pipeline, the Trans Mountain pipeline and the Site C dam until ‘free, prior and informed consent’ is obtained from Indigenous peoples.”

The SFSS is also against [police brutality](#), and supported the defunding of police and RCMP and reallocating funds to social and community-based services. As an advocacy body, the Society recognizes that protesting has always been a critical part of mobilizing for meaningful societal outcomes for marginalized people.

MOTION

Whereas SFSS believes in the right to peaceful protest and assembly,

Whereas on June 1st, 2020 the SFSS issued a statement of solidarity and support to take a stand against white supremacy, stand beside Black and Indigenous people in action, and seek alternatives to calling the police in our communities especially when the threat of police violence is high,

Whereas the SFSS is located on the traditional, unceded territories of the səliłwətaʔɬ (Tsleil-Waututh), skw̓xwú7mesh (Squamish), and xʷməθkʷəy̓əm (Musqueam) Nations on which the Trans Mountain Expansion (TMX) pipeline is trespassing and being built without their free and prior consent,

Whereas the SFSS opposes TMX on the grounds of violation of Indigenous sovereignty, and supports actions of Indigenous land and water defenders against TMX,

Be it resolved that the SFSS signs and distributes the open letter regarding the violent arrests of Braided Warriors on February 19, 2021, written by Braided Warriors, Black Lives Matter - Vancouver, and Defund 604 Network.

SFSS CLUB AND STUDENT UNION FUNDING GUIDELINES

GENERAL FUNDING POLICIES

Submission Deadlines

Grants must be submitted at least 10 business days before the date of the event/project if the amount requested is under \$1000 (not including the date of submission).

Grants must be submitted at least 20 business days before the date of the event/project if the amount requested is over \$1000 (not including the date of submission).

Changes to Grants

Only one grant revision request from the group will be allowed after the grant request is submitted, but the request must be made within 24 hours of submission, otherwise it will not be considered.

Changes to the types of items being requested, the quantity of items, dollar amounts requested, number of attendees, and the revenue reported are considered to be revisions.

Notifying Coordinators of changes to the location or date of the event will not count as revisions.

If the nature of the event changes entirely, the grant will be rejected/revoked and groups must submit a new request within the appropriate deadlines.

Changes to grants will not be permitted after they have been approved.

Grants for External Projects/Events

For events with external guests, only costs associated with external guests who provide services directly related to the event will be covered (e.g. guest speakers, judges).

Costs for external attendees will not be covered (e.g. students from other schools, other members of the public who are not SFU students).

Projects that do not directly engage SFU students (e.g. care packages for charities, events geared toward high school students/children, etc.) will receive limited funding and grants will be decided on a case by case basis.

Alcohol and Drugs

No SFSS funding can be used for the purchase of alcohol and/or any controlled substance(s).

Lost, Stolen, or Damaged Items

The SFSS will not be held liable for items purchased with funds from an approved grant if they are lost, stolen, or damaged. Groups must pay out of pocket for replacements.

Sustainability

Burnaby Events: For the purposes of promoting environmental sustainability, money will no longer be granted for disposable cups, plates, cutlery, napkins, etc. Groups will be responsible to purchase the previously mentioned items or they are welcomed to contact the Student Centre for alternatives.

Conflict of Interest

A conflict of interest exists where a club or student union executive directly benefits or profits from decisions made in their role as executive. Conflicts of interest may also arise when the benefit is being given to executives of other clubs and student unions, SFSS Board Members, or Council Members. SFSS executives should not personally benefit directly from SFSS funding. Where there is a conflict of interest, funds will not be approved; this applies to but is not limited to honorariums, speaker gifts, and prizes. Group trust account funds or personal funds can be used.

Constraints on Approval

Grants will not be approved until the room booking for the event venue is confirmed, if the venue is on SFU campuses. If contracts need to be signed for off-campus event venues, this should be provided to the SFSS for review and approval prior to the submission of a grant. Club and Student Union Executives have no signing authority.

SFSS Community & Inclusivity

Grant applications must demonstrate a link to the SFSS Mission: "To improve the health and wellbeing, academic conditions, social experience, and financial conditions of its members". Events and projects must be open to all SFSS members. Applications must be complete or they may not be considered.

Revenue

If the event/project is generating revenue, it cannot benefit a private group or individual. This means that the funds cannot be used for something or someone that does not benefit the group members — it cannot be for your own business or personal profit. The entire estimated revenue amount must be reported in the "Budget" section of the grant form, and any remaining revenue should be deposited into the group Trust Account or reported to the Coordinators and deposited into the group's external bank account after the event is over. Executives members should not be placing group funds into their own personal bank accounts. SFSS funds should always be placed in the group's Trust Account provided by the SFSS or the group's external bank account.

Funding Vs. Orders

Grants are not a means for submitting actual orders - they are just a means of getting funding approved. This means that if you request funding for AV equipment and venue costs in the grant, additional steps will have to be taken to request the AV equipment or the venue itself. Grant approval means that funding for the event has been approved, but does NOT mean that your orders have been submitted or confirmed. Those orders must be submitted to the SFSS Student Centre within the appropriate deadlines.

POLICIES FOR STUDENT UNIONS ONLY

Grant applications under \$100 will not be approved and must be paid from Core.

Core contribution of 10% of the grant amount is required from larger SUs and CGs, 5% from smaller DSUs.

POLICIES FOR CLUBS ONLY

Club Resource Funding

Definition: A set amount of funding that every club gets every semester to fund certain costs.

Policy/Guidelines:

- What is covered: venue rental costs, audio visual equipment rental (SFU A/V, and L&M, or other credible external companies), printing costs, and locker rental from SFU Recreation (with valid invoice and receipt).
- Cannot be used for purchasing items; can be used for rental/service costs only.
- Printing must be done from an approved commercial print shop; excludes all printed merchandise, printing at any libraries or from home printers.
- All other items will not be covered.
- Max. \$400 every semester. Unused amounts will not carry over.

Club Petty Cash

Definition: A set amount of funding that every club gets every semester to be spent on almost any club expense, except for items not covered (e.g. alcohol, gasoline, etc.)

Policy/Guidelines:

- Max. \$100 every semester. Unused amounts will not carry over.
- Itemized receipts are required for reimbursement
- Cannot be used to pay any individual where there is a conflict of interest (see definition).

Travel, Accommodations, Conference, Competitions

Definition: Entrance fees for workshops, events, conferences, and competitions related to the mandate of the student group, and accommodations and travel costs associated with attending these events.

Policy/Guidelines:

- Travel costs that are covered: airfare, chartered bus, public transportation, taxis, licensed ride-shares (E.g. Uber, Lyft), trains, ferries, or other insured commercial driving services.
- Travel costs that are not covered: any costs associated with the use of a personal vehicle, private transportation for local events in the Metro Vancouver area, or car rental, car shares (e.g. Evo, Modo, Car2Go), charging stations, gas. Parking fees will not be covered.
- Accommodations that are covered: hotels, motels, licensed establishments.
- Accommodations that are not covered: Airbnb rental, private residences.
- Up to \$150 per person per semester; max. \$1000 per semester per club.
- Cannot be combined with student union Travel and Conference funding unless approved by the SFSS Council.

CLUB AND STUDENT UNION FUNDING GUIDELINES

Apparel/Branded Items - Printed Merchandise

Definition: Clothing or items that have the club/student union logo on it (t-shirts, hoodies, pens, etc.). Items must not be for single-use/specific events; they must be intended for long-term/multi-purpose use. Items must be of a reasonable cost; designer brands and luxurious brands will not be approved.

Policy/Guidelines:

Bigger items (e.g reusable water bottles, tote bags)	Will fund up to \$300 per year.
Smaller items (e.g. lanyards, post-it notes, pens, hand sanitizer)	Will fund up to \$250 per year.
T-shirts	\$10 per person, to a maximum of \$200 per year.
Hoodies	\$30 per person, to a maximum of \$300 per year.
Jerseys	\$40 per person, to a maximum of \$400 per year.

DISCLAIMER: The SFSS and the SFSS Coordinators reserve the right to change, delete, or otherwise modify the information which is represented in this guideline at any time. These guidelines do not represent guaranteed approval amounts.

Audio Visual Equipment & Instrument Rental

Definition: Audio visual equipment and instrument rental provided by SFU and Long & McQuade, and any other approved external rental companies.

Policy/Guidelines:

- Not covered: smoke or fog machines.
- Funding for external AV will be subject to approval by the SFSS/SFU.
- For instrument rentals, 80% of the cost will be covered.
- The rental amount must be reasonable for the scope of the event.
- Total amount approved will be discretionary, but groups are encouraged to use their Resource Funding first.

Campsites

Definition: A licensed campsite where groups will be camping overnight.

Policy/Guidelines:

- Up to \$10 per person, per night for campsite fees; max. \$200 per night; max. \$1000 per semester.

Clubs Days

Definition: Materials purchased for use during SFSS Clubs Days, such as art supplies, decorations, candy, snacks, etc.

Policy/Guidelines:

- Maximum of \$50.00.
- No additional funds for free giveaway swag.

Decorations

Definition: Any materials that are used to visually enhance the appearance of the venue.

Policy/Guidelines:

- Up to a maximum of \$50 per standard event. Decorations for large scale events will be covered under "Large Scale events".
- Not covered: Any materials that do not adhere to the SFSS values; no photo booths, no decorations for meetings - must be for events.

Equipment & Supply Purchases

Definition: Equipment and supplies are items that are purchased. Equipment must be essential to the operation of the club and a proposal must be submitted (e.g. walkie talkies, tools, microphones, arts and crafts, sporting goods, hardware, software).

Policy/Guidelines:

- These items will be provided on a case by case basis and the items will remain the property of the SFSS. Items must be securely stored with the SFSS, SFU, or approved external storage sites.
- A letter of agreement must be signed by a coordinator and executive of the group for certain items.
- Maximum of \$1000 per fiscal year.

Facilities

Definition: Equipment, furniture, and services provided by SFU Facilities or a licensed external provider (e.g. tables, chairs, cleaning, electricity, rolling boards, fencing, etc.).

Policy/Guidelines:

- For Burnaby and Vancouver events, all necessary costs for furniture, equipment and services provided by SFU Facilities will be covered on a case by case basis.
- If an external provider is used, then the costs must be included in a grant request.
- For Surrey events, groups must include all facilities costs in their grant request.
- For larger events where a group incurs costs that are a lot larger, the funding will be decided by looking at the event as a Large Scale Event.

Food

Definition: Any meal component, eaten at any of the regular occasions in a day when a reasonably large amount of food is eaten, such as breakfast, lunch, or dinner; including drinks, but not including non-alcoholic beverages.

Policy/Guidelines:

- Covers meals that are ordered from any restaurant with an valid "Operating Permit"
 - This includes groceries for cooking as long as there is a valid "Food permit", and at least one member who is assisting with the food preparation must possess a valid "Food Safe" certification.
- Alcohol is not covered, or any items included in the *Controlled Drugs and Substances Act*.
- For events: Funding is heavily based on the number of confirmed members in the student group, and other attendees will be taken into consideration.
 - \$8 per person for up to 2 events per semester. \$6 per person for each event thereafter. Max. 5 food events per semester.
 - Snacks and drinks, combined will be granted up to \$3 per person.

- For meetings: Up to \$25 per week for weekly meetings; up to \$50 for monthly meetings.

Fundraising

Definition: Raising money for a charity or the group's future events/projects through selling products or hosting events.

Policy/Guidelines:

- For large scale fundraising events that are raising money for a charity, only hard costs (e.g. machine rentals) will be covered as long as they are necessary for the functioning of the event. Consumables and variable costs in charity fundraisers will need to be covered by the funds raised.
- For small scale events that are raising money for a charity, or any event that is raising money for the group's own funds, hard costs and a portion of variable costs may be covered.
- Profits generated from the fundraising event must be deposited into the group's trust account or external bank account and reported to the Member Services Coordinators; if donated directly to a charity, a donation receipt must be sent to the Member Services Coordinators.
- Events that are "by donation" will be considered to be events that are not generating any revenue, since revenue is not guaranteed.
- For fundraisers where the money earned will more than cover the costs and allow enough "profit" to be donated to charity/to be saved, we will not cover the costs (e.g. Krispy Kreme donuts).

Games

Definition: Video games, board games, supplies for event games.

Policy/Guidelines:

- Games must be kept and stored and reused.
- Board Games:
 - Maximum \$50 per semester for groups that are not centered around gaming.
 - Maximum \$150 per semester for groups that are centered around gaming.
- Video Games:
 - Maximum \$50 per semester for groups that are not centered around gaming.
 - Maximum \$150 per semester for groups that are centered around gaming, as long as the game relates to their mandate and can be reused.
 - Will not fund video games for individual use/personal accounts.
 - Not covered: Aesthetic upgrades for video games; Pay-to-Win (games where benefits/skills are gained from payment).

Honorariums

Definition: An honorarium is a payment given for professional services that are rendered nominally without charge. The honorarium is like a “thank you” gift. There is no liability or legal obligation to pay the honorarium for the services; the services provided are voluntary and the student group should not be invoiced for them. The person/group receiving the honorarium should not be asking for money in exchange for their services.

Policy/Guidelines:

- Maximum of \$400 per semester.
- If the honorarium is for paying a DJ or photographer or any other professional providing similar services, the maximum is \$300 for the first event, \$200 for the second event, and \$100 for the third event.
- Honorariums cannot be paid to any individual where there is a conflict of interest (see definition).

Large Scale Events

Definition: Defined on a case by case basis. In general, an event with a large number of attendees that might be hosted at an upscale venue. (e.g. Galas, networking events, conferences, festivals, concerts, etc). Factors that may result in an event being designated as “Large Scale” may include, but are not limited to, the number of attendees, the venue being utilized, the amount of funds being requested or provided, the activities included in the event, the duration of the event, special guests in attendance, and amount of administrative support.

Policy/Guidelines:

- We would consider covering reasonable costs for items **excluding** (but not limited to) alcohol, gasoline, car rental.
- Dollar amounts/thresholds: **\$5,000** before this request needs to be brought to the SFSS Board/Council, processing times will be subject to review times required by the SFSS Board/Council.

Leisure Entrance Fees

Definition: Fees that are paid to enter an establishment for recreational purposes (e.g. PNE, aquarium, Science World, etc.).

Policy/Guidelines:

- Will fund up to 50% of the cost to a limit of \$400 per semester, unless it is directly tied to the group’s mandate.
- If it is necessary for the group to function and is at the core of their mandate, up to 75% of the cost will be funded, to a maximum of \$800 per semester.
- What is not covered, including but not limited to: gun ranges, archery, go-karting, any establishment involving controlled substances.

- May not be approved based on SFSS insurance coverage.

Printing

Definition: The costs associated with the production of books, posters, newsletters, and other printed materials.

Policy/Guidelines:

- **Banners:** Up to \$300 for any banner, used for promotion. Banners must benefit all group events and cannot fund a banner for one-time use.
 - A maximum of 1 banner per group can be covered by SFSS funding every 5 years (exceptions: theft/rebranding, etc.). In the case of requesting a replacement banner for a stolen banner (before 5 years is up), the proper evidence and supporting documentation must be submitted, including police and SFU Security incident report numbers. Approval for the replacement banner is discretionary.
 - Lost/damaged replacement banners will not be granted.
 - Clubs may only rebrand every 5 years.
- Maximum \$250 per semester for any other general printing costs.
- Printing must adhere to the SFSS Branding Guidelines and Policies.

Prizes

Definition: Gift cards and/or other small items which are given away to the attendees of an event.

Policy/Guidelines:

- Not covered: gambling, controlled substances.
- No cash prizes.
- Maximum \$50 per event; Maximum \$150 per semester.
- Prizes cannot be given to any individual where there is a conflict of interest (see definition).

Projects

Definition: Ongoing, long term, joint activity that the group has chosen to initiate, that is not related to the group administration. The project must be in line within the group's mandate. The scale of the project must be reasonable for the group that requests it.

Policy/Guidelines:

- The group must fund a minimum of 25% of the project through self-funding or external sponsorships. A maximum of \$2,000 will be granted per semester for projects.
- Personal projects and projects for class projects will not be covered.

DISCLAIMER: The SFSS and the SFSS Coordinators reserve the right to change, delete, or otherwise modify the information which is represented in this guideline at any time. These guidelines do not represent guaranteed approval amounts.

- The assessment of whether a project falls within a group's mandate will be subject to the discretion of a coordinator.

Promotional Material

Definition: Using different media for promotions of the group, an event, or project.

Policy/Guidelines:

- Maximum \$80.
- Will cover social media ads and print ads.
- Separate from printing their own posters; that will be covered under "Printing".

Religious/Spiritual Texts

Definition: Religious/spiritual literature that promotes specific religious beliefs.

Policy/Guidelines:

- Will fund if it is a necessary resource for club functioning. Maximum allowance \$400 per SFSS fiscal year.
- Will not fund if distributing.

Security

Definition: Costs of security services from SFU Campus Public Safety (SFU CPS) as well as external providers under the discretion of SFU CPS. Also includes extra security services from the JRG group for pub nights at The Study.

Policy/Guidelines:

- Up to a maximum of \$500 for the entire event.
- We will not cover the cost of security for external providers who are not approved by SFU CPS or the SFSS.

Speaker Gifts

Definition: Speaker gifts are any (non-monetary) gifts given to thank guest speakers/professionals invited to events.

Policy/Guidelines:

- Alcohol cannot be given as a speaker gift.
- Speaker gifts cannot be paid to executives of a club or student union, or any individual where there is a conflict of interest (see definition).
- Maximum \$100 per event; \$250 per semester.

Streaming/Casting Services

Definition: Gaming clubs often require streaming services so that their gaming events can be broadcast and shared online to multiple viewers. Casting services may be included, which means the provider speaks to the audience and adds commentary, directs the in-game camera and entertains the audience.

Policy/Guidelines:

- Maximum \$400 per event.
- Maximum \$800 per semester.
- Service fees cannot be paid to executives of a club or student union, or any individual where there is a conflict of interest (see definition)

Training Costs for Classes/Workshops

Definition: Classes or workshops that will enhance peoples' skills and knowledge or provide a certification. Not including workshops/classes subsidized by SFU and SFSS.

Policy/Guidelines:

- Maximum of \$50 per person per semester. Maximum of 5 people per semester.
- The training must be aligned with the group mandate. Must explain what value it brings to the individual/group.

Venue

Definition: Location where an event or project is taking place - on or off campus. Must be a legitimate establishment with a license.

Policy/Guidelines:

- Rental costs on-campus will be fully covered for small meeting rooms and event spaces. Rentals for large events will be assessed under Large Scale Events.
 - Hotel facility bookings would fall under Large Scale Events.
- Rental costs off-campus will be funded to a maximum of \$500 per event, this includes the setup/staffing in the space.
- Not covered: Airbnb rental, private residences.
- Due to higher rates and low staffing, Surrey bookings on Sundays from 4:30pm-10:00pm, or statutory holidays, will be covered up to 50% of the internal rate, including staffing charges and AV.

Website Hosting and Domains

Definition: The costs associated with hosting a website and purchasing domain names.

Policy/Guidelines:

- Maximum \$200 per year for both.
- Limit one funded website and domain per group.

FOR IMMEDIATE RELEASE

March 11th, 2021

**SFSS RESPONSE TO THE RELEASE OF MACKAY REPORT SUMMARY
BY SIMON FRASER UNIVERSITY****BACKGROUND**

On December 14th, 2020, the Simon Fraser Student Society (SFSS) released [a statement condemning the violent arrest of a Black SFU Alumnus](#) by Burnaby RCMP at the SFU Dining Hall on December 11th, 2020.

On December 13th, 2020, SFU President Joy Johnson [announced the establishment of an external review process](#) to review the event and recommend next steps forward. This morning (March 11th, 2021), exactly three months after the arrest, [a summary of the review](#) was released.

STATEMENT OF RESPONSE

With the release of the [Mackay Report summary](#), we are deeply concerned by the lack of concrete findings and recommendations of this investigation. We take issue with multiple elements of the report.

Firstly, the request for a [SFU Safewalk](#) was not communicated to the Alumnus as a reason for the alumnus to leave the campus on December 11. Rather, the sole basis that was communicated to the alumnus for their removal was on the basis of SFU's COVID-19 campus access policies which were vague, conflicting, and not widely accessible. These policies were also not accompanied by any reliable mechanism to validate if a person is a current student or not. This issue was rightfully highlighted in the Mackay Report summary's second recommendation of "updating [SFU] identification cards so that they contain digital information". However, it does not address the fact that racial biases are what prompt security personnel to disproportionately target [Black](#), Indigenous and other racialized people with [identification checks](#) in the first place.

We are also troubled by the investigation's overall failure to outline Campus Public Safety (CPS) policies and procedures as they were applied in this case.

We could not find anywhere to our knowledge of existing CPS policies that state SFU Safewalk requests result in an automatic and immediate removal of a person from campus as outlined in the report- which would be a problematic practice. This investigation continues to show the lack of transparency in which SFU Security continues to operate, including how this specific incident unfolded. We continue to call on the University to amend policies and procedures relating to security escalation and use of force on campus to be more equitable and safe towards racialized and marginalized students and centered around [trauma and violence-informed](#) approaches.

Incidents like that of December 11th are not isolated incidents. Our Black, Indigenous, and People of Colour community members will continue to be the subjects of racial profiling and violent incidents on our campuses if SFU fails to equitably redress their inadequate policies, procedures and practices. The University must commit to taking tangible action led by racialized voices in tackling these systemic problems. SFU's vague, inequitable, and inaccessible policies, always gives space for institutions to disproportionately target marginalized communities.

The SFSS is reinforcing our calls for swift and immediate action to be taken by the University to protect the safety of our Black, Indigenous and students of colour.

We continue ([in addition to our previous demands](#)) to call for:

1. A change to SFU policies that disproportionately impact racialized and other marginalized students, and for SFU to do meaningful work to have said policy changes with input led by Black, Indigenous and other equity deserving groups.
2. The release of the full Mackay Report with identifiable information redacted for the full extent of this review process.

For students and community members who have been particularly harmed by the incident, this process and the report, please know that the SFSS is committed to protecting and reducing harm caused by these incidents and to leading with empathy and care at all times.

Please feel free to consult the following resources:

SFU Health and Counselling Services: 778-782-4615 | [Additional Support Options](#)

MySSP: 1-844-451-9700

Multifaith Centre: 778-782-3180 | <https://www.sfu.ca/students/multifaith.html>

Black Mental Health Resources at SFU: [Black Student Support and Healing Space](#)

If you would like to sign in support of this statement, please submit your name [here](#).

FOR IMMEDIATE RELEASE

March 12th, 2021

**SFU BLACK CAUCUS RESPONSE TO THE RELEASE OF MACKAY REPORT ON
THE DEC 11 VIOLENT ARREST OF A BLACK SFU ALUMNUS**

President Dr. Joy Johnson,

The SFU Black Caucus and allies released a [statement condemning the actions of SFU Safety and Risk Services](#) - including their employees and contractors - and Burnaby RCMP that resulted in the violent arrest of a Black alumnus on December 11, 2020. At the time of our statement, we demanded a comprehensive public inquiry into the incident and events precipitating it.

We have now seen the [MacKay report summary](#) and are deeply troubled by the conclusions and the process followed in reaching these conclusions. We are also concerned that the full report has not been disclosed to us in detail with personal information removed.

There are a number of troubling elements to the report. To begin, the report takes no note of the duty of care that SFU has to the members of the SFU community, including members of the SFU alumni. The alumnus's status as an SFU alumnus should imply a duty of care by the University as indicated on the SFU alumni webpage: "We believe a lifelong relationship exists between alumni and the University." The report highlights his status as an alumnus, and not a student. We believe this distinction was material in the way this situation was judged; implying, as an alumnus, he was to be automatically excluded from the campus. Yet, we are aware of significant inconsistencies in SFU's own rules and the ways that these rules have been communicated and applied.

Further, nothing in the report explains the violence that was unleashed on the alumnus. Instead, the violent action of the officer was casually described as "the officer deployed his taser to the Alumnus's head." Nothing in the report indicates why the police were justified in this use of force, even if they felt the need to question him. In fact, the report states that the alumnus had communicated that he felt he was being racially profiled: "Throughout his dealings with CPS and the RCMP, the Alumnus, who is Black, suggested that he was being followed, racially profiled and targeted by CPS and the RCMP." In view of this, it is concerning that the report does not state if any witnesses of the altercation were interviewed, thereby suggesting a notable lack of representation from those who may have supported the alumnus. This absence of information and inquiry into the actual escalation, altercation and arrest is also concerning and questionable.

The report indicates that a request for a [Safe Walk](#) was the reason for the incident. This is an inadequate justification as the media has been replete with instances where Black people are seen as a threat for simply existing in white spaces. Hence, someone's fear or discomfort alone could not possibly be used as the justification in light of what we all know about systemic racism. Reaching the conclusion that "CPS could not permit the Alumnus to remain on campus after being alerted to the safe walk request" shows a shocking lack of understanding of how systemic racism plays out in practice.

We know that racism often operates in the differential application of rules. The facts are that many people have been on campus without them being required to produce any identification. The report suggests that one person's fear resulted in the decision to engage in an altercation with this young Black alumnus. Are all calls for Safe Walk associated with interrogation of people on campus? Why did this one? The report claims that "SFU's standard operating procedures" were followed, yet has not outlined exactly how or why the situation escalated.

Further, the conclusion that the "Alumnus was aware at all material times that access to SFU's campuses is restricted to current students, faculty and staff when SFU was at the COVID-19 "High/H1" designation." is not supportable given the alumnus was never interviewed. So, at best, this is conjecture. In fact, the report indicates the alumnus went to Burnaby campus, instead of returning to the Vancouver campus, which clearly suggests he felt he would have been safe there.

For these and other reasons, we wholeheartedly reject the findings of this report and count it as further evidence of systemic racism at SFU.

We demand support for the alumnus - a member of our SFU community - in the form of financial reparation, healing supports, and legal representation, should he need and request it.

We demand that students' requests for de-escalation be heard and that conversations between students and SFU be honoured. We demand that a full public inquiry be done and this full detailed report be released with identifiable information redacted. We demand that the ongoing issue of racial profiling and discrimination at SFU be addressed immediately, including tangible change to SFU's policies and standard operating procedures and policies.

Contact:

SFU Black Caucus

Blackcaucus-contact@sfu.ca

The SFU Black caucus is a coalition of Black students, alumni, faculty and staff across all Simon Fraser University campuses. Below are members of the community and allies in support of this statement.

SFU Black Caucus Community Members, and Allies in Support of this Statement:

June Francis, Director, Institute for Diaspora Research and Engagement, SFU

Henry Daniel, Professor, School for the Contemporary Arts, SFU

Osob Mohamed, President of the Simon Fraser University Student Society (SFSS)

Adjua Akinwumi, PhD Student, School of Communication, SFU

Tsion Gebremedhen, MPH student, FHS, SFU

Jackie Obungah, Student, SFU

Ayaan Ismail, International Studies (2020), SFU

Giovanni HoSang, BSc Computer Science (2020), SFU

Balkees Jama, Board of Director, Simon Fraser Student Society (SFSS)

Joy Russell, MA Student, Geography, SFU

David Chariandy, Department of English, Simon Fraser University

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MACKAY BOYAR

March 9, 2021

Via Email

Simon Fraser University
Strand Hall
8888 University Drive
Burnaby, BC V5A 1S6

Attention: Dr. Joy Johnson

Dear Dr. Johnson:

Re: Simon Fraser University External Review
Incident Date: December 11, 2020

On December 11, 2020, an alumnus of Simon Fraser University, who is not a current student (the “Alumnus”), was arrested by a member of the Burnaby RCMP in the dining hall of the Burnaby campus following interactions with SFU’s Campus Public Safety (“CPS”) officers and security contractors. The attending RCMP officer attempted to arrest the Alumnus, a physical altercation ensued and ultimately the officer deployed his taser to the Alumnus’s head. Throughout his dealings with CPS and the RCMP, the Alumnus, who is Black, suggested that he was being followed, racially profiled and targeted by CPS and the RCMP.

On December 22, 2020, SFU retained me to conduct an external review of these events. My mandate was to review events leading up to and including December 11, 2020 and SFU’s response to those events. In conducting my review, I considered SFU’s policies and procedures (including policies specific to COVID-19) and the training of CPS staff and security contractors.

I interviewed sixteen people as part of my review. I determined who I wished to interview in my sole discretion. Persons interviewed included current and former SFU students (including current and former members of the Board of the Simon Fraser Student Society), Campus Public Safety security officers, security contractors and leadership. I also spoke with representatives from SFU Communications and Student Services. The Alumnus elected not to participate in my review.

MACKAY BOYAR LAW CORPORATION

620-375 WATER STREET, VANCOUVER, BRITISH COLUMBIA CANADA V6B 5C6
TEL. 604-659-6060 | FAX 604-687-2945 | mackayboyar.com

What follows is a summary of the conclusions and recommendations flowing from my review.

CONCLUSIONS:

- 1) The Alumnus was aware at all material times that access to SFU's campuses is restricted to current students, faculty and staff when SFU was at the COVID-19 "High/H1" designation.
- 2) CPS successfully de-escalated an incident on December 9, 2020 by permitting the Alumnus one-time access to the Vancouver campus.
- 3) The Alumnus went to the Burnaby campus on or before December 11, 2020 because he was aware that he could not return to the Vancouver campus.
- 4) On December 11, 2020, the Alumnus's interactions with a University Member caused them reasonable fear for their safety such that they requested a safe walk from CPS.
- 5) The University Member reported what had occurred with the Alumnus to CPS. CPS and security contractors located the Alumnus and requested his SFU identification. CPS engaged with the Alumnus because of the University Member's safe walk request.
- 6) The only viable de-escalation method with the Alumnus on December 11, 2020 or otherwise was to permit him to remain on campus.
- 7) CPS could not permit the Alumnus to remain on campus after being alerted to the safe walk request.
- 8) CPS requested RCMP attendance after the Alumnus became aggressive and refused to leave campus.
- 9) CPS gave the Alumnus multiple opportunities to leave campus before the RCMP arrived (both before and after the RCMP were called).
- 10) There is no evidence that any of the following contributed to the events on December 11, 2020:
 - a) Racial profiling;
 - b) SFU's standard operating procedures;
 - c) Inconsistent application of those procedures;
 - d) SFU's poorly worded policy about alumni access to campus during the pandemic; or
 - e) Lack of training in de-escalation techniques.

11) SFU's statements after December 11, 2020 did not include critical facts about the events on December 11, 2020.

RECOMMENDATIONS:

- This summary of my review should be released to SFU faculty, staff, students and alumni. This summary is being released with the permission of the University Member.
- While foot patrols were not involved with this incident, practices like foot patrols have a disproportionate impact on Black and Indigenous people and people of colour. To mitigate this potential impact, SFU should consider access controlling the Burnaby campus and updating its identification cards so that they contain digital information. This will eliminate any conscious or unconscious disproportionate identification of persons who are Black and Indigenous or people of colour. Further, this action will have a number of other safety and security benefits.
- SFU should improve its definition of "community member", its policy regarding alumni access during the pandemic and the Impact Scale. This information should be clear, readily accessible and cohesive. SFU should install posters at all access points setting out clearly who is allowed to access campus and who is not.
- SFU should implement protocols to ensure all information gathering from CPS occurs in a timely manner after an emergency.
- SFU should convene a group of in-house and external experts, including experts in student support, to develop practices around the release of facts and information during and after critical incidents.
- SFU should have its communications reviewed from an equity, diversity and inclusion perspective.

Yours truly,



Andi MacKay

andi@mackayboyar.com