

1. CALL TO ORDER

Call to Order – 4:48 PM

2. TERRITORIALACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^wməθk^wəyəm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k^wik^wəłəm (Kwikwetlem) and qícəy (Katzie) Nations. Unceded means that these territories have never been handed over, sold, or given up by these nations, and we are currently situated on occupied territories.

3. ROLL CALL OF ATTENDANCE

3.1 Council Composition

Student Union Representatives

Archeology	Clara Wilmot
Art, Performance, and Cinema Studies	
Bachelor of Environment.....	Evan McFee
Behavioral Neuroscience	Aarthi Srinivasan
Biology	Nicolas Bonilla
Biomedical Physiology & Kinesiology	Kashish Mehta
Business	
Chemistry	Gwen Bui
Cognitive Science	
Communications	Ashran Bharosha
Computing Science	Ryan Vansickle
Criminology	Charlotte Taylor-Baer
Dance.....	
Data Science Student Union	Warren Ho Kin
Earth Science.....	
Economics	Sandra Pal
Education.....	Jihye (Jin) Choi
Engineering Science	
English.....	Liz Giardin ®
Environmental Resource	
Environmental Science	Chloe Homenuke
Film Student Union.....	Amélia Simard
French.....	Kylee Pocrnich
Gender, Sexuality, and Women's Studies.....	Devynn Butterworth
Geography	Monikka Tayag
Gerontology Student Union.....	
Global Asia Studies Student Union.....	
Health Science.....	Jocelle Refol
History	Alan Saunderson
Humanities	
Indigenous Studies Student Union (ISSU).....	Estephanie Henriquez
Interactive Arts and Technology	Jeremy Felix

International Studies Student Association (ISSA).....	Deanna Short
Labour Studies	Justin Chen
Linguistics	
Mathematics	Nosa Efemwonkieke
Mechatronics System Engineering.....	Ryley McWilliams
Molecular Biology & Biochemistry	
Music Student Union	
Operations Research	Ashutosh Dubal
Philosophy	Tony Yu
Physics.....	Graham Rich
Political Science	Helen Pahou
Psychology	Tiffany Liu
Science Undergraduate Society (SUS).....	Zaid Lari
Society of Arts and Social Sciences (SASS)	Akum Sidhu
Sociology and Anthropology.....	Kayla Chow
Software Systems.....	Shashank Thanalapati
Statistics and Actuarial Science (SASSA)	Stephanie Chung
Sustainable Community Development.....	
Sustainable Energy Engineering Student Society.....	Mohammad Al-Sheboul
Theatre Student Union	Samantha Walters
Visual Arts	
World Literature.....	Sara Aristizabal Castaneda

Constituency Group Representatives

Disability and Neurodiversity Alliance (DNA)	Constantin Lozitsky ®
First Nations Students Association (FNSA)	Lauren Robson ®
International Student Advocates	Fizza Parsayan ®
Out on Campus Collective (OOC)	
Students of Caribbean & African Ancestry (SOCA).....	Linda Kanyamuna
Women Centre Collective (WCC)	

Affiliated Student Groups

Residence Hall's Association (RHA).....	
Student Athlete Advisory Committee (SAAC)	Ryan Stolys

SFSS Executive Committee

President (<i>Chair</i>)	Gabe Liosis
VP Internal and Organizational Development	Corbett Gildersleve
VP Finance and Services	Almas Phangura ®
VP University and Academic Affairs	Serena Bains
VP External and Community Affairs.....	Matthew Provost
VP Equity and Sustainability	Marie Haddad
VP Events and Student Affairs	Jess Dela Cruz

Society Staff

Operations Organizer	Ayesha Khan
Board Organizer.....	Emmanuela Droko
Administrative Assistant.....	Christina Kachkarova
Communications	Julia Carneiro

3.2 Council Alternates

English	Victoria San Martin
First Nations Students Association (FNSA)	Keianna James
International Student Advocates	Kirtana Menon

3.3 Guests

Student	Tuleen Awad
Student	Martha
Executive President of Hillel Jewish Students Association at SFU	Gabriel Pratico
Guest	Dalya Masri
Guest	Kabir Qurban
Guest	Shalina Nurly
SOCA President	Balqees Jama
Guest	Micaela Bilot

3.4 Regrets

English	Liz Giardin
First Nations Students Association (FNSA)	Lauren Robson
International Student Advocates	Fizza Parsayan
VP Finance and Services	Almas Phangura
Disability and Neurodiversity Alliance (DNA)	Constantin Lozitsky

3.5 Absent

Mathematics	Nosa Efemwonkieke
Student Athlete Advisory Committee (SAAC)	Ryan Stoly
Sustainable Energy Engineering Student Society	Mohammad Al-Sheboul

4. CONSENT AGENDA

4.1 CONSENT AGENDA

Be it resolved to adopt the consent agenda by unanimous consent.

CARRIED AS AMMENDED UNANIMOUSLY

4.1.1. MATTERS ARISING FROM THE MINUTES-Council Minutes-MOTION COUNCIL 2021-05-07:01

Be it resolved to receive and file the following minutes:

- Council 2021-03-28

4.1.2. MATTERS ARISING FROM THE MINUTES-Board Minutes-MOTION COUNCIL 2021-05-07:02

Be it resolved to receive and file the following minutes:

- BOD 2021-04-30
- EXEC 2021-03-22

4.1.3. RATIFICATION OF REGRETS-MOTION COUNCIL 2021-05-19:03

SUBMITTED BY: Councillor Liz Giardin for Summer 2021 Semester

Be it resolved to ratify regrets from Liz Giardin for the Summer 2021 semester due to an academic conflict (intends to send an alternate to Council meetings).

SUBMITTED BY: Councillor Lauren Robson for May 19th Council Meeting

Be it resolved to ratify regrets from Councillor Lauren Robson due to a work conflict (Alternate Councillor Keianna James shall be attending the May 19th, 2021 Council meeting on their behalf).

SUBMITTED BY: Councillor Fizza Parsayan for Summer 2021 Semester

Be it resolved to ratify regrets from Councillor Fizza Parsayan for the Summer 2021 semester due to an academic conflict (Alternate Councillor Quynh Chi Bui shall be attending Council meetings on their behalf).

4.1.4.Clubs Terms Of Reference Amendment-MOTION COUNCIL 2021-05-19:04

SUBMITTED BY: Vice President Jess Dela Cruz

ATTACHMENT: Amendment-Clubs Terms of Reference

Whereas, Member Services Advisory Committee has made edits to Clubs Terms of Reference,

Be it resolved to amend the SFSS Clubs Terms of Reference with the edits listed in Clubs TOR additions Alcohol Controlled Substances and Executive Maximums

Clubs TOR additions Alcohol Controlled Substances and Executive Maximums file is attached.

4.1.5.Accessibility Committee Chair Appointment-MOTION COUNCIL 2021-05-19:05

SUBMITTED BY: Vice President Serena Bains

Whereas, the Accessibility Committee is responsible for all issues related to accessibility and is responsible for the management of the Accessibility Fund,

Whereas the SFSS's Issues Policy on Disability Justice states that the SFSS supports the "representation of disabled students on decision-making bodies that directly impact the student community,"

Whereas, Serena Bains (VP University and Academic Affairs) has been a member of the Accessibility Committee since November of 2019 and thus has a thorough understanding of existing projects and what next steps are required to ensure they are successful,

Be it resolved to appoint Serena Bains as the Chair of the Accessibility Committee for the 2021/2022 Council year.

4.1.6.BIPOC Committee Chair Appointment-MOTION COUNCIL 2021-05-19:06

SUBMITTED BY: Vice President Matthew Provost

Whereas the Black Indigenous, and People Of Colour (BIPOC) Committee was created by Black and Indigenous members of the SFSS to ensure that lived experience of racialized people is always considered, recognized, and prioritized within the Society and the University,

Whereas the BIPOC committee provided meaningful consultation and drove successful advocacy initiatives such as the Our Decision Campaign, Anti-Racism Issues Policy, Supporting FNSA Let Us Speak Campaign,

Whereas Matthew Provost (VP External and Community Affairs) was the co-chair of the BIPOC Committee in the 2020-21 year and has a deep understanding of the successful initiatives driven by the committee and steps required to continue pushing them forward, Be it resolved to appoint Mathew Provost (VP External and Community Affairs), alongside the default co-chair Marie Haddad the current VP Equity and Sustainability, as co-chair of the SFSS Black, Indigenous, and People of Colour committee for the 2021-2022 Council year.

**4.1.7.Black Indigenous, and People Of Colour (BIPOC) Committee 2020-2021 Exit Report-
MOTION COUNCIL 2021-05-19:07**

SUBMITTED BY: Vice President Matthew Provost

ATTACHMENT: BIPOC Committee Exit Report 2020-2021

Whereas the Black Indigenous, and People Of Colour (BIPOC) Committee has presented the Exit Report for the 2020-2021 year which has relevant and key information,

Be it resolved that the BIPOC Committee Exit Report for 2020-2021 year is received, filed and uploaded on the SFSS Website.

5. ADOPTION OF THE AGENDA

5.1 MOTION COUNCIL 2021-05-07:08

Marie/Zaid

Be it resolved to adopt the agenda as amended

CARRIED AS AMEDED UNANIMOUSLY

- Move to Presentation Item to 7.1 from 7.3 Israeli Colonisation of Palestine (Councillor Zaid Lari)
- Move Presentation Item to 6.2 from 6.4 The Genocide of the Uyghur Peoples (Councillor Zaid Lari)
- Add section for Ratification of Regrets.

6. RATIFICATION OF REGRETS

6.1 MOTION COUNCIL 2021-05-07:09

/

Be it resolved to regrets from Constantin Lozitsky and Almas Phangura.

- Postponed

7. PRESENTATION

7.1 Israeli Colonisation of Palestine (Councillor Zaid Lari)

- Dalya Masri gave a presentation to Council on the history of Palestine and current events in Sheikh Jarrah. Palestine is currently separated into the West Bank and Gaza, and historic Palestine is known as Israel. The Gaza Strip has been under a land, sea, and air blockade for 14 years.
- Gaza has a population of 3 million people and is constantly bombarded by Israeli airstrikes; Israel retaliates to Gaza for partaking in any forms of resistance.
- Zionism is the ideology that states that Jewish people have a right to the land in Palestine. It is a racist ideology contingent on ethnic cleansing. The founder of the concept stated that the land of Palestine is to be colonized to create a state for Jewish people. Zionism

means a Jewish majority state in which all Palestinians must be removed from the land, and settlements must be created to expel the Indigenous population. Judaism is not Zionism

- Currently, there are various systems in place to restrict the movement of Palestinians in historic Palestine including the Nation State Law and the ID system that segregate Palestinians. The infrastructure of occupation relies on checkpoints that control freedom of movements, settlements that result in the confiscation of land and settler violence, and wall fragmentation that limits freedom of movement.
- The Oslo Accords gave away Palestinian rights to self-governance.
- BDS is a peaceful movement that relies on boycotting, divestment, and sanctions.
- Actions that can be taken to support Palestinians: pressure on US-Israel Relationship, BDS, pressure governments to end military sales from Israel, pressure SFU to divest, pressure end of "Deadly Exchange", Canadian police being trained by the Israeli army.

7.2 The Genocide of the Uyghur Peoples (Councillor Zaid Lari)

- Kabir Qurban, a local Uyghur Activist and SFU student, gave a presentation on Justice For East Turkestan.
- East Turkestan can also be known as XinJiang. XinJiang means New Frontier, but Uyghur people have existed in the region for a long time. The true population of the region is unknown. China claims that the population is 11.3 million while Uyghur scholars say the population is closer to 20-35 million people. The territory of East Turkestan is in Central Asia and makes up 1/6th of the land area of China. Kazakhs, Kyrgyz, Uzbeks, Tartars, Uyghurs, and Tajiks live in the region.
- The region also has vast natural resources (ex. Polysilicon 90% of which comes from Turkestan is needed for computing parts), oil reserves, natural gas, and 40% of China's coal production. This is exploitation as the people of the region are not benefiting and are often forced into forced labour.
- People are sent to 're-education camps' which are concentration camps as people are not there by choice. People are forced there under the claim that they have ideological illnesses. They are forced to praise the state, memorize Chinese propaganda poetry and deny their religions. Schools have been turned into camps that are often so crowded that people don't even have space to sleep. Crimes for which someone might be sent to a camp include going to a mosque, having a beard, wearing modest clothing. China has also been extinguishing Uyghur funeral traditions.
- In East Turkestan, children are separated from their family to eliminate the Uyghur culture. Additionally, mosques are destroyed and transformed into bars. There is also forced marriage of Uyghur women to Han Chinese men.
- East Turkmenistan is a high-security region with over 7.2 billion techno-security. Uyghurs are forced to provide mandatory DNA samples, voice samples and retina scans.
- Ways to help include education, awareness, mobilizing and protesting, pressuring governmental bodies to take a stance against China's actions, and boycotting.
- What do people want: want to be able to return home

10-minute break taken at 6:07 PM

- Shalina Nurly, a local Uyghur activist, talked about her personal experience growing up as a Uyghur person. She mentioned that she has family in jail in the region and some family hasn't been able to contact them left because of persecution for praying 5 times a day and wearing hijab. She mentioned that when she returned to the region in 2014, she was unable to enter public spaces with her hijab until she showed a Canadian passport.
- People have returned to the region under the threat that their family would not be able to be released from the re-education camps unless they returned. These people are often

automatically sent to concentration camps after returning from countries where they might have been ‘influenced’.

- Shalina Nurly mentioned that it is important to emphasize that Uyghur people are a target, not just Muslims. Other Muslims are persecuted in China but not to the same extent, many people who aren’t religious who are sent to camps as well. She mentioned that the Belt and Road Initiative plays a big role in this.
- The problem is the Chinese government not the Chinese people. The CCP has persecuted others including Hong Kongers, Taiwanese people, and others.

7.3 Year End Presentation from 2020/21 Board of Directors (President Gabe Liosis)

- President discussed previous work done by the 2020/21 Board which was the first time the SFSS elected leaders had to work remotely, due to the COVID-2019 pandemic. The goal of the 2020/21 Board was to amplify student power. The Board did a lot of academic advocacy over the 2020/21 year including hosting a COVID Town Hall. Academic Advocacy included President’s Meetings between SFSS president and SFU President and VP Academic. The SFSS continued the Student Affordability Project Working Group which worked collaboratively with SFU on non-tuition costs.
- Over the 2020-21 year, the SFSS has hosted 28 collabs, 19 giveaways, total 56 events in 12 months.
- The 2020-21 SFSS Board has worked with Student Care to make a COVID-19 enhanced travel plan, increased services and supports for students, and provided emergency COVID-2019 bursaries. The SFSS has also taken on a more serious approach to equity and social justice with a priority on solidarity and coalition building.
- President discussed the Administrative restructuring, restructuring of the Board, Board Development Sessions and how all these changes were done to make sure more power was given to students. He discussed the various working relationships that the SFSS has with Indigenous Communities, Student Organizations, Student Unions, Black communities
- President highlighted that Council has a big responsibility to put the SFSS on the path to build services, create space, and be inclusive to students.

7.4 Black, Indigenous and People of Colour (BIPOC) Committee Exit Report 2020/2021 (Vice President Matthew Provost)

- VP External and Community Affairs mentioned that Burnaby mountain in the Squamish language is Lhukw’lhukw’áytan meaning always pulling, used to pull cedar bark and things from the land.
- VP External and Community Affairs acknowledged the work of the members of the BIPOC committee: Balqees Jama, Matthew Provost, Osob Mohamed, Monique Leslie, Nimrit Basra, Milan Franco Orosco, Marie Haddad, Flourish Adeogun, Keianna James, WeiChun Kua, Nafoni Modi, and Anuki Karunajeewa
- VP External and Community Affairs discussed how the SFSS has previously caused harm to FNSA and SOCA. He expressed hope that the Council will centre the work of the BIPOC Committee.
- Balqees Jama discussed the projects that the BIPOC committee has completed including increased supports for BIPOC with SFU Health & Counselling, advocated for SFU VP People, Equity & Inclusion, Established SFSS Anti-Racism Policy, made key connections to address issues impacting BIPOC Students, and provided consultation for Scarborough National Charter on Anti-Black Racism in Canadian Higher Education. Continued projects of the BIPOC Committee include SFSS Issues Policies, Athletics Name Consolation, Reconciliation Efforts, Addressing Campus Safety, and SFU Funding for

BIPOC at SFU.

8. REPORT FROM COMMITTEES

8.1 Executive Committee (Chair: President Gabe Liosis)

ATTACHMENT: Executive Committee 2021/2022 Annual Plan

- Postponed.

9. NEW BUSINESS

9.1 SFSS Response to the Israeli Colonisation of Palestine -MOTION COUNCIL 2021-05-19:10 Zaid/Devynn

SUBMITTED BY: Councillor Zaid Lari

ATTACHMENT: SFSS Response to the Israeli Colonisation of Palestine

Whereas the government of Israel continues to fund the colonisation and expansion of illegal settlements on the historical lands of Palestine and its people,

Whereas the United States government is complicit in the persecution of the Palestinian people through its provision of over 100 billion dollars in foreign military aid to Israel since its inception,

Whereas the Canadian government is complicit in the persecution of the Palestinian people through its sale of weapons and military supplies to the Israeli government,

Whereas East Jerusalem remains part of occupied Palestinian territory, in which International Humanitarian Laws are applicable,

Whereas protests have erupted in East Jerusalem and around the world, such as in Bristol, UK, Amman, Jordan, Toronto, Vancouver and other provinces in Canada, and many states within the United States

Whereas these protests have been met with disproportionate violence from the Israeli police force within East Jerusalem and persecution of Palestinian supporters around the world,

Whereas on May 10th 2021, worshippers at the Al-Aqsa mosque were indiscriminately targeted by Israeli police forces which resulted in hundreds of wounded worshippers,

Whereas the SFSS has adopted an issues policy declaring its opposition to all forms of racism, colonialism, imperialism and oppression,

Be it resolved that the SFSS condemn the ongoing persecution of the Palestinian people by the government of Israel,

Be it further resolved that Council direct the Finance and Administrative Services Committee to form a working group tasked with gathering information on companies included in Simon Fraser University's investment portfolio and endowment fund,

Be it further resolved that the SFSS stand in solidarity with Palestinian students at SFU, release a statement condemning the ongoing occupation and colonisation of Palestine,

Be it further resolved that the SFSS develop and adopt an issues policy on the Palestine-Israel conflict,

Be it further resolved that the aforementioned policy outline the SFSS's support for the Boycott, Divestment and Sanctions movement that aims to end the occupation of Palestine,

Be it further resolved that the SFSS will continue to discuss the Palestinian-Israeli conflict as it progresses and see how the SFSS can further help

Be it further resolved to strike a working group to research and draft the previously mentioned statement and issues policy,

Be it further resolved to appoint Zaid, Marie, Tuleen Awad, Ryan Vansickle, Deanna Short, Ash Dubal, Kabir Qurban, Husnain Nawaz, Mohammad Al-Sheboul, Tiffany Liu, Alan Vansickle, to the Free Palestine working group,

CARRIED AS AMENDED UNANIMOUSLY

- President highlighted that no discriminatory or harassing language would be allowed as the SFSS does not endorse any form of oppression.
- Tuleen Awad spoke in favour of the motion and that the Canadian government is responsible. Reiterated that anti Zionism is not anti-Semitism and that this motion is the first step in the right direction to do better. Palestinian students deserve to be safe seen and heard.
- Martha spoke in favour of the motion as a Jewish Israeli against Zionism and stated that Zionism doesn't represent all Jews. Israel is stolen land from Palestinians and referenced increasing reports about Israel as an apartheid state. Mentioned that BDS is international and non-violent, and it is about the right of Palestinians to return to their homeland. The SFSS must take an active role.
- SEESS Representative, mentioned that the motion is only the first step in the road and does not do the movement justice. The SFSS must look at specific and direct ways of how the SFSS can help Palestine and support Palestinians as Palestinians world-wide are affected through bands and persecution. H mentioned that there are protests around the world against what is happening in Sheikh Jarrah.
- Gabriel Pratico Executive President of Hillel Jewish Students Association at SFU expressed concern about the impact on the small Jewish population that is a component of the SFU community. Mentioned that a great deal of Jewish identity tied negatively or positively to Israel.
- Martha commented that the Hillel it is an international student group that supports Israel, and that Martha was previously a member of it. Commented that Israel is not a part of Jewish identity as there have been Jewish people before Israel and will be Jewish people after. Mentioned that it is anti-Semitic to conflate Israel with Jews as not all Jewish people are represented by the current president and Zionism. Martha agreed that Jewish people have complex relations with Israel and discussed a professor that was not allowed to continue her professorship due to her research about Palestine.
- Gabriel Pratico expressed appreciation for Martha's input but respectfully disagreed with it. Expressed agreement with large aspects of the motion but reiterated concerned about the safety of Jewish students. Mentioned a recent increase in anti-Semitic attacks but expressed that this should not be conflated with BDS and Palestinian people. Mentioned that with a return to in-campus operations, the safety of Jewish students on campus must be discussed. Suggested that instead the SFSS should write a letter of condemnation to the Netanyahu government and Hamas.

- Micaela Bilot expressed that there is no wrong side but emphasized that Israel and Israeli civilians are under severe attack and that the SFSS should stand strongly against Hamas. Discussed how, throughout Canada, protests calling for peace in the Middle East have resulted in attacks on Israelis. Expressed a lack of feeling of safety as an Israeli.
- President expressed that the SFSS will seek to protect students and is willing to put in the work to keep all students safe.
- VP Equity and Sustainability spoke strongly in favour of the motion and respects the amendments that have been suggested. She mentioned that all Palestinians affected, and it is not dependent on religion. Expressed the importance of taking a stance regarding the occupied Palestinian territories and wants to centre Palestinian voices.
- VP University and Academic Affairs spoke in support and expressed the importance of recognizing that the Israeli government and military has a lot of funding from US government and groups some of which are anti-Semitic groups and how this is a racist issue about the ethnic cleansing of Palestinians. Palestinians have disproportionately suffered although Israeli civilians have also suffered, 45% of those in Gaza are under 17. They expressed the importance to recognize who has power in this situation, military contracts etc. In this case, the Palestinian people have a lack of power.
- SEESS Representative emphasized that he is anti-oppression so since the Palestinians are being mostly oppressed, it is important to support them. Israeli and Jewish people are being treated badly, and the SFSS does not condone this. He mentioned that a friend attending a pro-Palestinian protest was attacked by anti-Palestinian protester. He also mentioned that while Hamas is launching rockets, Israel has the Iron dome which blocks most rockets. Palestinians do not have access to such technologies to protect themselves.
- Science Representative thanked all the speakers and reiterated that the Council members duty as student representatives include addressing social issues. He mentioned that he spoke to Palestinian and Muslim students who felt like this motion was needed. Muslims in Palestine did not have the privilege to celebrate Eid and the end of Ramadan in safety. SFU should stand in solidarity and condemn Israeli government human right violations. Science Representative reiterated the goals of the motion and that the working group that will draft these policies will be adopted at another meeting. A lot of work that needs to be done and there is input that will be taken from many students.
- VP Internal and Organizational Development mentioned that it is important to recognize settler colonialism and support Palestinians who are being oppressed and facing the most violence.
- Science Representative mentioned that it is important to include that the Canadian government is complicit by being involved in arms sales. He added that FASC would look at companies that SFU is invested in with their \$300 million endowment fund and petition SFU to divest from specific companies. If SFU does not provide the information publicly, the SFSS can request a FOI.
- Gabriel Pratico expressed support for addition of Canadian government being complicit in the motion, but as a part of an organization that has ties to Israel, he expressed concern that Hillal, as the only Jewish advocacy group on campus, a small ethno-religious group might lose support on campus due to this motion and expressed interested in seeing something that addresses this as an amendment.
- SOCA Representative mentions that policies established will have to ensure safety of Jewish students on campus
- Micaela Bilot stated that there should be a committee looking into what is happening instead of looking at one side of story. Expressed that Israel targets Hamas buildings and Israel's IDF call and ensure that inhabitants evacuate. Stated that Palestinians and Hamas government have been offered land and that Israelis gave back Gaza. Stated that Hamas is

- a terrorist organization which is terrorizing Israel.
- SEESS Representative asked why Israel targeted news buildings and mentioned that he knows people that have not been evacuated. Asked as to why the Israeli population is thriving while supposedly under attack but Palestinians' struggle. SEESS emphasized that terrorism destroys the capabilities of a country to function.
 - Martha mentioned that a common negative stereotype is that Palestinians are terrorists, and that Palestinians, under the UN conventions, have the right to self defence. Mentioned that Israel has been bombing residential blocks and killed the leading doctor leading the vaccination effort on the vaccination of Palestinians as well as bombing hospitals with a 10-minute warning.
 - Tuleen Awad highlighted that it is not an equal conflict. It is a brutal occupation, and its always Palestinians who are being expelled and injured. Although Israelis are in harms way, Palestinians suffer the most human casualties.
 - HSU Representative mentioned that comments about buildings housing Hamas is rhetoric used by Israeli government to push fear into Palestinians, and that the IDF does not share proof how they know there is Hamas in particular buildings. HSU Representative referenced the bombing of the office building that housed international media and raised the issue of the massive power disparity in between the Palestinian people and Israeli government. Mentioned that if Israel wanted to minimize casualties, they would answer international cease fires.

9.2 Electing a Vice Chair of Council-MOTION COUNCIL 2021-05-19:11

Gabe/Sara

Whereas, By-Law 6(18) states that "[c]ouncil shall appoint a member of Council, other than a member of the Executive Committee to serve as Vice Chair of Council" and that "[t]he Vice Chair of Council shall have the power to convene a meeting of Council in the absence of, or at the discretion of, the Chair of Council";

Be it resolved that Council elects Devynn Butterworth as the Vice Chair of Council for the 2021/22 Council term.

CARRIED AS AMENDED UNANIMOUSLY

- VP Equity & Sustainability nominated GSWSS Representative, GSWSS Representative accepted the nomination.

9.3 Committee Appointments-MOTION COUNCIL 2021-05-19:12

Corbett/Sara

SUBMITTED BY: Vice-President Corbett Gildersleve

ATTACHMENT: Council Committee Elections

Whereas, Council members have had the opportunity to motivate, via an online JotForm, for which Council Committees they would like to be a voting member on for the 2021/2022 Council year,

Whereas, Council members have democratically voted via a WebSurvey for which Councillors they would like to elect to each Council Committee.

Be it resolved that Council appoint Councillors to the various committees as per the results of this vote attached.

CARRIED UNANIMOUSLY

9.4 Additional Council Committee Appointments to Fill Vacancies-MOTION COUNCIL 2021-05-19:13

Zaid/Jess

SUBMITTED BY: President Gabe Liosis

Whereas after the ratification of the results of the online vote of Councillors, some Councillors have not been appointed to a committee but have entered additional preferences as back-up that currently has vacant seats.

Be it resolved to remove the previously appointed Governance Committee members, and replace with Marie Haddad, Jess Dela Cruz, Mohammed Al-Sheboul and Devynn Butterworth.

Be it further resolved to appoint B to the Members' Meeting Planning Committee.

Be it further resolved to appoint Estephanie Henriquez to the BIPOC Committee.

Be it further resolved to appoint Estephanie Henriquez to the External & Community Affairs Committee.

Be it further resolved to appoint Jihye (Jin) Choi to the Member Services Advisory Committee.

Be it further resolved to appoint Ryan Vansickle to the Oversight Committee on Executive Officers.

Be it further resolved to appoint Tiffany Liu to the University & Academic Affairs Committee.

Be it further resolved to appoint Devynn to the Human Resources and Personnel Sub-Committee.

CARRIED AS AMENDED UNANIMOUSLY

- Vote tally for the Governance Committee Election
 - Mohammed: 25
 - Jess: 21
 - Marie: 21
 - Devynn: 17
 - Tony: 7
 - Helen: 11

3-minute break taken at 9:38 PM

9.5 Time-Sensitive Fund Loan -MOTION COUNCIL 2021-05-19:14

Corbett/Tifanny

SUBMITTED BY: Corbett Gildersleve

ATTACHMENT: BN-Time-Sensitive Fund Loan

Whereas the SFSS Operating account does not have enough cash flow currently to pay for upcoming Accounts Payables including payroll and some general operating expenses;

Whereas our Finance Office has recommended an interfund loan of \$200,000 from the Student Expansion Fund to the SFSS Operating account;

Whereas the SFSS will be receiving revenue from SFU of around \$700,000 by mid-June and will pay back the loan at that time;

Whereas the Council must approve through a motion an interfund loan;

Be it resolved that Council approve an interfund loan of \$200,000 from the Student Expansion Fund to the Operating account to be repaid when the SFSS receives its summer student fee revenue from SFU

CARRIED UNANIMOUSLY

- VP Internal and Organizational Development referenced the briefing note. He mentioned that the Finance Office said that operating fund getting low and need an interfund loan between one account to another to hold over until the SFSS gets their revenue for the 2021 Summer term from SFU as well as FIC. He mentioned that this would not have happened in a normal year but currently low since most was invested.

9.6 Access for All Campaign-MOTION COUNCIL 2021-05-19:15

Zaid/Helen

SUBMITTED BY: Vice President Serena Bains

ATTACHMENT: BN-Access for All Campaign

Whereas on April 30th 2021 the COVID-19 Return-to-Campus Primer (produced by B.C. Post Secondary Institutions with the support of the Ministry of Advanced Education and Skills Training) was published;

Whereas the COVID-19 Return-to-Campus Primer outlines a full or close-to-full return to solely in-person activities on campus, whereas the COVID-19 Return-to-Campus Primer states that Fall classes can be scheduled without physical distancing requirements,

Whereas the COVID-19 Return-to-Campus Primer outlines a plan that will have disproportionate negative impacts on disabled, neurodivergent, international, mature, and Black, Indigenous, and people of colour (BIPOC) students,

Be it resolved that Council supports in principle the Access for All Campaign and delegates the Executive Committee and any other interested parties to execute on the recommendations outlined in the Access for All briefing note.

CARRIED/NOT CARRIED/CARRIED AS AMENDED

- Postponed

9.7 SFSS Response to the Genocide of the Uyghur Peoples-MOTION COUNCIL 2021-05-19:16

Gabe/Helen

SUBMITTED BY: Councillor Zaid Lari

ATTACHMENT: SFSS Response to the Genocide of the Uyghur Peoples

Whereas the Simon Fraser Student Society stands as an organisation that defends minority populations in the face of oppression,

Whereas the Chinese Communist Party continues to carry out policies of cultural and religious suppression, the forced sterilization of Uyghur women, and the internment of the Uyghur ethnic group native to the Xinjiang Uyghur Autonomous Region (East Turkestan),

Whereas Article II of the United Nations Genocide Convention defines Genocide as “acts committed with intent to destroy, in whole or in part, a national, ethnic, racial or religious group”,

Whereas in September of 2020, a Call to Action on Human Rights, addressed to the United Nations Secretary-General and the UN High Commissioner for Human Rights, was signed by over 282 international non-governmental organizations that pressured the United Nations and its Member States to act swiftly in monitoring human rights abuses perpetrated by the Chinese Communist Party,

Be it resolved that the SFSS release a statement that publicly condemns the Chinese Communist Party for it's ongoing genocide of the Uyghur peoples,

Be it further resolved that the SFSS draft and adopt an issues policy regarding the Uyghur Genocide outlining its stance in solidarity with Uyghur students at SFU,

Be it further resolved that the SFSS draft and adopt a financial policy of divesting and boycotting companies that benefit from Xinjiang's Uyghur internment camps,

Be it further resolved that Council strike a working group of, at minimum, six Councilors to research and draft the aforementioned statement and policies,

Be it further resolved that Council appoint Tifanny Liu, Ryan Vansickle interested, Kabir Qurban, Shalina Nurly, Abishek Parmar, Marie Haddad Deanna Short, Sanda Pal, to the Uyghur Solidarity working group,

Be it further resolved that the SFSS provide a platform for, and collaborate with, Uyghur activists to host events raising awareness of the human rights abuses being committed against the Uyghur peoples.

CARRIED AS AMENDED

- Political Science Representative highlighted lived experiences and stories shared by guest speakers. She expressed that, as student leaders, Representatives have to make space for supporting students and spoke in favour for SFSS to have a stance to provide support for Uyghurs.
- GSWSSU Representative stated that Council should set a precedent to support anti-colonialism, support all SFU students, and be pro-human rights and spoke in favour of the motion.
- WLLSU voiced support for the motion and mentioned that there needs to be more discussion in what kind of financial policy can be implemented to provide support. Suggested the potential of boycotting and divestment. Similar to previous policy opposing TMX and fossil fuels, the SFSS should oppose companies that used forced labour in East Turkestan. Suggested that a working group will do the research as well as seek input from FASC.
- VP Internal and Organizational Development mentioned that a discussion with the SFSS Financial Manager will be conducted.
- Science Representative, will have council representatives as well as general SFSS members
- President reminded council that Canada is a member of the Genocide Convention but has not taken any action on this issue
- Tifanny Liu, Ryan Vansickle, Kabir Qurban, Shalina Nurly, Abishek Parmar, Marie Haddad Deanna Short, Sanda Pal interested in working on the Uyghur Solidarity working group.

10. DISCUSSION ITEMS

10.1 Fall Return to Campus (Councillor Ashran Bharosha)

- Postponed

10.2 Protests in Colombia (Vice President Serena Bains)

- Postponed

10.3 Council Sweaters (Vice President Matthew Provost)

- Postponed

11. NOTICE OF MOTION

11.1 Amendment to FP-12-MOTION COUNCIL 2021-05-19:17

/

SUBMITTED BY: Vice-President Corbett Gildersleve

ATTACHMENT: FP 12.1 Space Expansion Fund – Corrections

Whereas the 2020 Referendum History Report shows a different wording for the Space Expansion Fund compared to what is listed in our Financial Policies 12,

Whereas there were changes to the Space Expansion Fund's purpose in 2001 and 2010,

Whereas we have sought legal advice on the wording of the referendums to develop updated policy

Be it resolved that Council amend FP-12 Space Expansion Fund as presented

CARRIED/NOT CARRIED/CARRIED AS AMENDED

- Postponed

12. 30 MINUTES Q&A

13. ANNOUNCEMENTS

13.1 [For SFSS Members] Next Council Meeting: Wednesday, June 2nd, 2021, 4:30pm - 8:30pm (PST) via Zoom [Bi-weekly]

13.2 [For Members of Council] Council Development Session: Wednesday, May 26th, 4:30pm - 7:30pm (PST) via Zoom [Biweekly]

14. ATTACHMENTS

14.1 Amendment - Clubs Terms of Reference

14.2 BIPOC Committee Exit Report 2020-2021

14.3 Council Committee Elections

14.4 BN-Time-Sensitive Fund Loan

14.5 SFSS Response to the Genocide of the Uyghur Peoples

14.6 SFSS Response to the Israeli Colonisation of Palestine

14.7 BN - Access for All Campaign

14.8 Return to Campus Primer

14.9 Returning to Campus This Fall

14.10 FP 12.1 Space Expansion Fund – Corrections

14.11 Executive Committee 2021/2022 Annual Plan

15. ADJOURNMENT

15.1 MOTION COUNCIL 2021-05-19:18

Gabe/Matthew

Be it resolved to adjourn the meeting at 10:28 PM.

CARRIED UNANIMOUSLY

6. Executives

- a. The executives of a club shall consist of a minimum of 2 SFSS members to a maximum of 20 SFSS members in good standing, acting in leadership capacity within the club.

Add new section (maybe after 4. Violence and Harassment prevention)

Controlled Substances

- a. All Clubs must adhere to the [SFU policies around Selling, Serving, and Advertising of Controlled Substances \(AD 1.12\)](#), in addition to municipal, provincial, and federal laws and regulations.
- b. Clubs may not have sponsors affiliated with any controlled substances (as defined in SFU's Policy AD 1.12)
- c. Failure to abide by these terms will result in disciplinary action(s) at the discretion of the Member Services Coordinators and/or the SFSS Board/Council.



BLACK, INDIGENOUS, AND PEOPLE OF COLOUR (BIPOC) COMMITTEE'S EXIT REPORT

2020-2021

**Prepared by: Co-Chairs Matt Provost (VP Student Services)
& Balqees Jama (At-Large Rep)**



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OVERVIEW

The inaugural SFSS Black, Indigenous and People of Colour (BIPOC) Committee was established by Matt Provost and Balkees Jama - Black and Indigenous Board members. It was a successful year, as the committee achieved many tangible outcomes of the established goals as discussed early in the year and outlined in the BIPOC Committee's 2020-2021 Annual Plan. The plan outlined initiatives for the empowerment of Black, Indigenous, and People Of Colour, and guided the direction of SFSS advocacy efforts. The committee has been vocal about the need for SFU and SFSS to consult with racialized students, and there has certainly been an increase in the amount of meaningful consultations by both institutions, though more is definitely needed by SFU. We've also highlighted that this labour is taxing, and that students must also be compensated for their labour.

Priority Initiatives 2020-21 Year

1. Anti-Racism
2. BIPOC Empowerment SFU Student Services
3. Athletics Support
4. Indigenous Inclusion and Reconciliation

The purpose of the BIPOC committee is to ensure and prioritize the voices of the Black, Indigenous and People of Colour (BIPOC) community at Simon Fraser University within the framework of the Simon Fraser Student Society, and that the lived experience of racialized folks is always considered, recognized and acknowledged. The committee was vocal to the Board and to SFU that systemic barriers that prevent Black, Indigenous, and People Of Colour (BIPOC) from reaching their full potential within institutions are a direct result of the exclusion of racialized people from the creation and implementation of programs, policies, and practices.

Thank you to the driven committee members, and thank you to the 2020-2021 Board of Directors who supported our initiatives and campaigns. It's important to note that the SFSS' work to empower racialized students so effectively and systematically was driven by a Board composed of over 90% racialized students, with 25% of the Board identifying as Black or Indigenous. This was also the first year where the SFSS elected a Black female President, Osob Mohamed, who has been critical to the work of the BIPOC Committee.



PROJECTS COMPLETED

Supported Athletics Name-Change Campaign

The committee amplified and [supported](#) the *I Am Not Your Clansmen* campaign, led by Black student athletes and movement organizers, calling for the University to change the SFU Athletics team name from The 'Clan'. Too often, people heard 'Klan', associating our team name to the white terrorist group the Ku Klux Klan. We proposed a motion to the SFSS Board of Directors, which passed unanimously, to endorse the athletes' campaign, as well as support in organizing and amplifying students' calls. By the recommendation of the Chairs and the committee, the Board advocated for the name-change directly to Joy Johnson, incoming SFU President, and Chair of the Equity, Diversity, and Inclusion Executive Sub-Committee.

Outcomes and Results

- SFSS endorsed I Am Not Your Clansmen campaign calling for SFU to drop the Clan Athletics name
- SFU dropped the Clan name, and are now working with athletes to select a new name we can all be proud to represent. The SFSS has been providing guidance to SFU on a smooth and respectful consultation process of FNSA and SOCA. SOCA has noted issues and harm caused by SFU during this process, and we have been supporting SOCA and calling for restorative justice that centres those harmed.

Launched Our Decision SFU Campaign

In response to the [announcement](#) of the team name change from former SFU President Andrew Petter and the reluctance to address specific correlations and associations with the Clan name to the KKK as well as addressing Anti-Black Racism the BIPOC committee responded with the [Our Decision Campaign](#).

We are proud to see that years of Black student activism, with support from allies, has led to the change in the team name of the SFU Athletics Department away from the 'Clan'. However, we are deeply concerned by the institutional racism at play throughout this process. It is clear that Black athletes and allies have vocalized concerns with the team name for years, and they were gaslighted and marginalized throughout. Former SFU President Andrew Petter's statement on the Athletics name change is disingenuous, as noting the lack of willingness to acknowledge Ku Klux Klan connotations, racism, and Black athletes' experiences. The SFSS BIPOC committee reached out to current President Joy



Johnson highlighting our concerns and calls to action.

Called on SFU to:

1. **Publicly state that SFU is dropping the name due to its racist connotations and association with the Ku Klux Klan.** Address the colonialism, violence, and trauma towards **specifically** Black athletes due to the name.
2. **Publicly acknowledge the harm inflicted and unpaid labour forced on Black students and athletes.**
 1. Recognize that Black athletes came forward and bravely shared their experiences, facing gaslighting, harassment, and resurfacing of trauma.
 2. **Credit** those who spent countless hours advocating and organizing for the name change, and recognize the BIPOC community in general who have undergone trauma and discrimination under the previous name.
3. **Uphold the values of the Okanagan Charter**, which Simon Fraser University signed in 2015:
 1. “Embed health into all aspects of campus culture, across the administration, operations and academic mandates.”
 2. “Lead health promotion action and collaboration locally and globally.”
4. **Support Black students, with specific resources for Black athletes.** This includes **allocating designated funding** for culturally competent and racially aware mental health resources and counselling services for BIPOC.

Dr. Joy Johnson, as the new Simon Fraser University President, these calls to actions are heavily applicable to you. It is your responsibility to uphold these standards and ensure BIPOC students, and especially Black athletes, receive the space and support specifically needed to amend the harm caused by SFU, as well as reform the systemically racist institutions in place.

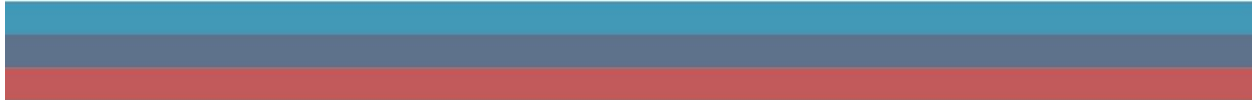
We call on SFU to immediately redress this situation, and commit to tangibly fighting anti-Blackness and colonialism at SFU, through equitable policy and action. This name change is a big accomplishment for the Black community, but a small step in addressing institutional racism.

#OURDecisionSFU

First Peoples Gathering House: Let Us Speak Campaign

This year's BIPOC committee was also a huge support for reconciliation efforts, we were able to amplify and support the First Nations Student Association with the *Let Us Speak Campaign*. The BIPOC committee made the recommendation to the 2020-2021 Board of Directors to support through a [letter of solidarity](#).

This campaign was brought to attention when Indigenous students were excluded from



reconciliation efforts that were being brought forth regarding the First Peoples Gathering House. This also addressed other concerns where Indigenous students have not been in ongoing conversations with decisions that directly affect their academic journey. Since then there have been calls to action outlined to address the harms this has caused and please refer to information provided below.

[FNSA's Address on the First Peoples Gathering House: 10/1/2020](#)

[FNSA Public Statement on Let Us Speak Campaign 11/18/20](#)

[Original Indigenous Students Calls to Action](#)

[Let Us Speak Petition](#)

[FNSA Letters of Support](#)

Since the start of the campaign the FNSA has been included on the FPGH Users Committee as well as the calls for monthly updates has been addressed. Proper consultation has been ongoing.


Indigenous students are still at this time awaiting a public apology for the harm that was caused through the exclusion of reconciliation efforts.

Submitted Anti-Racism Recommendations to SFU Administration

The [BIPOC committee invited SFU administration](#) President Joy Johnson and Associate VP Students and International Rummana Khan Hamani to discuss how we can work together on addressing anti-racism efforts at SFU. Matt and I [prepared a briefing note](#) on behalf of the committee.

Recommendations from SFSS BIPOC Committee for SFU:

1. **SFU President to release a statement** that properly addresses that the team name change was dropped due to racist connotations and association to the Klu Klux Klan
2. **Respectfully Consult Indigenous Student Leadership.**
3. **Delegate funding to better support BIPOC students. Hire Black and Indigenous counsellors** ASAP, allocate better support specifically for **Black athletes.**
4. **Start the collection of disaggregated race-based data at SFU** through [SFU Institutional Research and Planning](#), where students can self-identify upon admissions. Track the data throughout service delivery at SFU as well.

- 
5. **Establish points of accountability** to develop an SFU Anti-Racist Equity Strategy. This includes **establishing a Vice-President Equity role at SFU** to lead, develop, and carry out the implementation of an anti-racism equity strategy. As an immediate action to show commitment to anti-racism until then, hire a short-term hiring under the Office of the Associate VP Students & International focused on Black and Indigenous empowerment. Their role would include focusing on recruitment, retention, service delivery, inclusion on campus.
 6. **Fast Track Hire Black and Indigenous faculty and administration** as has been done in other universities (Example: [OCAD U Cluster Hiring 5 Black Tenured Faculty](#))

Outcomes and Results

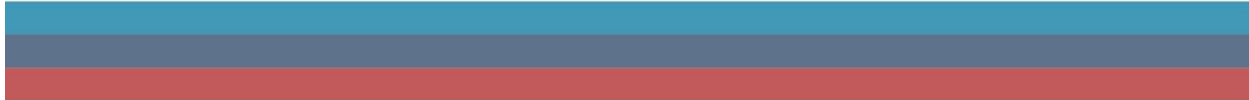
- SFU committed to beginning the collection of race-based data by Fall 2021
- SFU Health and Counselling hired a temporary Black counsellor, and hired an Indigenous Counsellor
- SFSS worked with SFU to create the job description and respectfully consult students regarding the new Equity, Diversity, and Inclusion (EDI) Specialist that the University is hiring.
- The University established a senior administration VP People, Equity, and Sustainability role at SFU, with the input of marginalized community groups

Advocated for SFU Vice-President People, Equity & Inclusion (VP PEI)

The SFSS first presented the SFU VP Equity idea in October 2020, when the BIPOC Committee invited SFU President Joy Johnson to a committee meeting. The University responded saying they're considering an Associate VP for this type of role instead. However, we were vocally resisting that, and continued pressuring for a Vice-President role because we believe that having this person report to more people simply creates more institutional barriers to implementing effective change at the University.

In the meeting, I expressed concern that SFU top leadership is [overwhelmingly white](#), noting that there is currently no Black or Indigenous senior leadership at SFU ([The 2020 SFU Diversity Meter Report](#)). This means that the University has not, and will not, adequately support Black, Indigenous, and POC if BIPOC leaders are not empowered with governance power and funding to create change in the institution. Later in the year, SFU announced that they will be establishing a *VP People, Equity, and Inclusion* position!

However, the University then began taking this initiative led by BIPOC, and excluding us from it's development process. That is when we emphasized the importance of proactively including marginalized students, as the current marginalization at SFU is a direct result of



the University excluding BIPOC from the initial creation of policy development and consultation processes.

Thankfully, SFU was receptive to SFSS' request for them to consult the wider community due to our pressure. Committee chair Balkees coordinated the mobilization people to come out to the virtual forum, ran a campaign for folks to submit their personal questionnaire responses, and successfully advocated for SFU to consult equity-seeking groups on campus - such as SFU Black Caucus, Graduate Student Society (GSS), First Nations Student Association (FNSA), Students Of Caribbean and African Ancestry (SOCA), Disability and Neurodiversity Alliance (DNA), Women's Centre, Out on Campus (OOC), and the Simon Fraser Public Interest Research Group (SFPIRG). Many students echoed similar concerns about exclusion of student empowerment being centred in the role's responsibilities. Ask for updates and keep pressuring for meaningful consultation, more student reps on the hiring committee, and major changes to the candidate profile

The main issue is that we want to ensure that this is a role that encompasses empowering students in its scope of responsibilities and not just be an HR-focused role. Emphasis was placed on lived experience, especially advocating for proactive Black and Indigenous recruitment for the role.

Balkees drafted the SFSS' written submission, highlighting our priorities and recommendations for the role. While we coordinated the campaign, we worked with the SFSS President and VP University Relations to ensure that student concerns were vocalized unequivocally on this matter during their meetings with the Administrators.

Our efforts proved effective, as SFU changed the job description to reflect marginalized students' feedback! It was a successful, year-long campaign that I am proud of.

Provided Consultation for the Scarborough National Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education

After placing much pressure throughout the year on SFU governing bodies to consult with marginalized students, the BIPOC Committee was invited by SFU President Joy Johnson to provide input on the draft Scarborough National Charter on Anti-Black Racism and Black Inclusion in Canadian higher education. We provided input in the areas concerning governance, research, teaching & learning, and community engagement. The charter is the result of a series of national forums focused on addressing equity and inclusion in Canadian higher education. This first forum focused on anti-Black racism and Black inclusion and a national committee created a charter of principles and actions



(Scarborough Charter) that institutions can commit to draw on as they address anti-Black racism and Black inclusion.

The committee thought the draft of the charter was a comprehensive document, and mainly were trying to ensure that SFU consults our Black community groups directly, such as the Students of Caribbean and African Ancestry (SOCA), the African Students Association, and the SFU Black Caucus. Black students vocalised that we needed to see more clear outlining of Black **student** empowerment within the charter. Overall, the committee believes the Scarborough Charter is good, and we hope to see SFU sign it and commit to upholding the principles, actions, and accountabilities.

Increased Supports for BIPOC with SFU Health and Counselling

The BIPOC Committee was able to work with SFU Health and Counselling Services to address key concerns with current support provided. We were able to address issues in terms of safety as well as address concerns that BIPOC community members have while accessing HCS services.


We were able to address the urgency for Black and Indigenous counsellors, as well as support groups. Throughout COVID-19 we have realized the urgency for these supports since many BIPOC community members are more disproportionately impacted. The ongoing relationship building process will be ongoing, but to have the opportunity for HCS to come to BIPOC committee meetings was essential to address these key concerns.

Established the SFSS Anti-Racism Policy

The BIPOC committee gave recommendations as well as provided consultation on the establishment of various Issues Policies that successfully passed during this year's board term. The establishment of the [IP-8 Anti-Racism](#) was drafted and spearheaded by Balkees Jama.

Preamble of the policy:

"The SFSS recognizes that varying forms of oppression are connected, and that addressing racism also requires redressing all other forms of oppression and structures rooted in colonialism. Systemic barriers that prevent Black, Indigenous, and People Of Colour (BIPOC) from reaching their full potential within institutions are a direct result of the exclusion of racialized people from the creation and implementation of programs, policies, and practices. There is a history of marginalization of Black, Indigenous, and People Of Colour (BIPOC) in SFU and SFSS's decision-making processes, particularly of Black and Indigenous communities despite the fact



that they are subject to unique forms of intersecting racism. The SFSS believes in working towards dismantling intersecting forms of systemic oppression, which includes but is not limited to; classism, ableism, capitalism, colonialism, anti-Blackness, misogyny, gender-based violence, xenophobia, Islamophobia, anti-Semitism, homophobia, transphobia, ageism, fatphobia, the various types of racism, etc.”



CONTINUING PROJECTS

BIPOC Committee Member Stipends

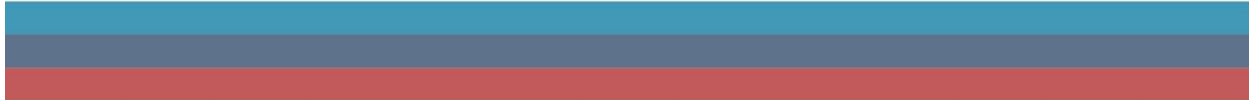
This year the BIPOC Committee has worked tremendously to ensure that our community members voices are heard and amplified. We recognize the labour which includes emotional, physical, and spiritual well being that it takes to work on these issues. We know that in most circumstances BIPOC moreso Black & Indigenous folks labour goes unpaid and is often exploited, we are expected to take on the work of consultants or have the expectation that we should do this work with no compensation.

This year we were able to get the Co-Curricular Record recognized for at-large members on the BIPOC committee and this was to recognize the work and intensive labour that has occurred throughout the year. We hope in the incoming year to get folks on the BIPOC Committee compensated through a stipend for their efforts and advocacy work. This will be an ongoing process and will be followed through with our current Vice President Finance as well as our Vice President Operations and Organizational Development to ensure this gets established. We need to recognize the importance of compensating this type of labour and it is just as legitimate as any other work.

SFSS Issues Policies

The SFSS recognizes that varying forms of oppression are connected, and that addressing racism also requires redressing all other forms of oppression and structures rooted in colonialism. The SFSS Issues Policies serve to clarify the stance of the Society on social, political and economic issues relating to student life and post-secondary education that are important to the SFSS membership. The SFSS Issues Policies also serve as a resource and a guide to assist in the development of campaigns, stakeholder relations and media strategies employed by the Society.

In addition to recommending the Black History Month and Anti-Racism Issues Policies, the BIPOC committee made recommendations to the Board for other policies to establish after working with the appropriate grassroots students. Many of the recommendations have been reflected in the [new Issues Policies passed in 2020-2021](#), though some topics remain such as Issues Policies on sexual violence & harassment, mental health services, BDS and Palestine, and LGBTQIA+ inclusivity. This variety of topics were highlighted because all



issues relate and disproportionately affect Black, Indigenous, and People of Colour. Our student population is diverse in many ways, therefore issues that affect SFSS BIPOC members are intersectional and interconnected. Establishing comprehensive policies relating to economic, political, academic, and climate justice will serve as a protection for racialized students, while outlining clear BIPOC-empowerment goals for the SFSS to work towards.

SFU Health & Counselling


BIPOC Committee x SFU HCS will continue to discuss the ways in which adequate, relevant, and appropriate cultural support can be provided. There are still various conversations that need to be addressed. There has been a Working Group prioritized for mental wellness within the SFSS so areas for collaboration as well as addressing these key concerns will definitely be prioritized for the ongoing year. We plan to have HCS come at least twice a semester to check in with the BIPOC committee.

SFU Equity, Diversity, and Inclusion Specialist

One of the recommendations that SFSS BIPOC Committee made to SFU to begin immediately redressing issues related to anti-racism and anti-oppression is to establish a short-term hiring under the Office of the Associate VP Students & International, focused on Black and Indigenous empowerment. Their role would include focusing on recruitment, retention, service delivery, inclusion on campus. Meaningful anti-racism efforts also include the immediate appointment of Black and Indigenous people on EDI Executive Sub-Committee. This would serve as the point accountability to begin to develop an SFU Anti-Racist Equity Strategy until a more senior leader VP Equity role is - which we also recommend- is established. Osob Mohamed (SFSS President) and Balkees Jama (At-Large) have been hands-on with this process, and the Board must continue to hold the University accountable to this.

Outcomes

- SFSS and SFU are now working together to establish a *SFU Equity, Diversity, and Inclusion Specialist*
- We have been providing consultation on how the University can appropriately consult equity-seeking groups
- SFSS provided input on what the role's hiring committee composition should compose of, emphasizing that there are several seats reserved for student representation from marginalized groups
- SFU committed to compensating students financially for their labour

- 
- SFSS provided input on the job description, and came to a compromise on it that still ensures language around anti-oppression, decolonization, and social justice is included as the job description is circulated.

Athletics Name Consultation

After supporting the Athletes' successful campaign to pressure SFU to drop the 'Clan' Athletics name, Marie Haddad - BIPOC Committee member and incoming VP Equity & Sustainability - led the work we did to ensure that there is meaningful consultation done between SFU and the marginalized students who put in the bulk of the labour to change the name. Considering that Black students endured significant harm due to the former team name, the consultation is to make sure that Black and Indigenous students are comfortable with the new team name.

Consultation is ongoing with both SOCA, FNSA and SFU Athletics Department. There will be ongoing conversations and in regards to the BIPOC Committee there will be updates provided as needed if that is relevant or appropriate from respective groups. The BIPOC committee will continue to support where necessary at any capacity.

First Nations Student Association & Reconciliation Efforts

Support and prioritization of reconciliation efforts will be ongoing, there are still commitments to happen from the original FNSA calls to action that need to be pushed. We will check in with the FNSA board of directors through the BIPOC committee to establish the ongoing work that is occurring. As well as in terms of reconciliation work we continue to ensure that this is ongoing through the SFSS. This will include solidarity statements, recognition of important days relevant to the Indigenous community, and recognizing urgent calls to support.

Career Development Support for Black Students and Graduates

One initiative that was brought up this year by SFU Career Volunteer Services this Spring semester was career development support for graduating Black students. Continue working with SFU Career Volunteer Services to establish formalized partnership with organizations, [such as ONYX Initiative](#), to close the systemic gap in the recruiting and selection of Black university and college students and recent graduates for roles in corporate Canada. These programs would help Black students through access to placements, mentorships, coaching and professional development.



SFU Funding for Resources for BIPOC at SFU

One of the anti-racism recommendations the BIPOC Committee made to SFU Administration is to delegate funding for targeted and adequate support for racialized students. This includes but is not limited to increasing racialized counsellors available via SFU Health and Counselling, as well as establishing a Black Student Empowerment Office in close consultation with SFU's Black students. SFSS has confirmed verbal commitment by SFU Admin to establishing an office, but we must hold the University accountable to tangible action towards this.

The office would serve as a systemic support tailored to address the unique and heightened institutional barriers that Black students face. There are established support programs, centres, and initiatives to base SFU's Black student support initiative off of in Eastern Canada and the US. An example is Black empowerment center in student services at the University of [Guelph Supporting the Needs of Black Students / Student Experiences](#). Throughout the process of building support systems, reparations are needed to support Black and Indigenous folks on campus.

Campus Safety, Security, and Relations with Police

To address campus safety concerns for our BIPOC students and community members we will continue to advocate to ensure Black and Indigenous students feel safe on campus. With the establishment of the [IP-9 Police & Militarization](#) we can ensure our stance on how the police, RCMP, and campus security have perpetuated ongoing harm in various aspects that are serious concerns for our community members. We want to continue to push for more transformative justice practices and also other forms of de-escalation.

Here is the SFSS [statement](#) responding to the [violent arrest](#) of Black SFU alumnus on December 11th, 2020. The SFSS is requesting action be taken immediately by this University for the safety of our Black, Indigenous, and other racialized community members. We are still calling for:

1. After adequate consultation, establishment of clear and equitable safety policies that do not leave room for interpretation, as vagueness disproportionately targets BIPOC
2. A review on how and when campus security interacts with police.
3. Immediately re-evaluate SFU's relationship with the Burnaby RCMP, including:



- Disallowing RCMP recruitment on campus
 - Not calling police on Black and Indigenous Peoples particularly when no harm to SFU community members is being caused
4. More thorough training for SFU campus security on de-escalation tactics, anti-racism, and bias awareness.

PUBLIC POINTS OF CONTACT

AT SFU

This is a non-exhaustive list of public email and social media contacts at SFU that the BIPOC Committee collaborated with to achieve successful outcomes for students this year.

Name	Role, Affiliation	Contact Information
Gabe Liosis	VP University & Academic Affairs (and incoming President 2021-22), SFSS Governance Committee Chair	vpuniversity@sfss.ca president@sfss.ca Twitter: https://twitter.com/gabeliosis
Marie Hadded	SFU Undergraduate Activist, incoming inaugural SFSS VP Equity & Sustainability 2021-22	vpequity@sfss.ca Twitter: https://twitter.com/mreehad
Matthew Provost	VP Student Services (Incoming VP External & Community Affairs), BIPOC Committee Co-Chair	
Corbett Gildersleve	VP Finance (and incoming VP Internal and Organizational Development 2021-22)	vpfinance@sfss.ca vpinternal@sfss.ca
FNSA Members	SFU First Nations Students Association (FNSA)	fnsa-board@sfss.ca
Monique Leslie	Acting-President, SFU Students of Caribbean and African Ancestry (SOCA)	sfusoca@gmail.com
DNA Members	SFU Disability and Neurodiversity Alliance (DNA)	sfudna@gmail.com
Chantelle Spicer	Solidarity and Social Justice Commissioner, Teaching Support Staff Union (TSSU)	ssjc@tssu.ca
Hafsa Sadiq	Director of Equity, SFU Graduate Student Society (GSS)	dae@sfugradsociety.ca
Gabby Doebelli	Director of Engagement, Simon Fraser Public Interest Research Group (SFPIRG)	engagement@sfpirg.ca
Martin Mroz	Director, SFU Health & Counselling	martin_mroz@sfu.ca Phone: 778.782.3692
Erin Biddlecombe	Senior Director, Office of the Vice-Provost, Students &	erinb@sfu.ca



	International, SFU Student Services	Phone: 778-782-9013
Tony Botelho	Director, SFU Career & Volunteer Services	botelho@sfu.ca
ISC Admin	Indigenous Student Centre	askisc@sfu.ca
June Francis	Professor, member of the SFU Black Caucus	blackcaucus-contact@sfu.ca

RECOMMENDATIONS

Create an Annual Strategic Plan

Have a discussion at the start of the year about what the committee will prioritize throughout the year. What goals and initiatives does the committee want to work on? Immediately after that discussion, the Chairs should prepare the Annual Strategic Plan in a document reflecting the discussion, and file it at the committee. Once approved by the committee, file it at the Council. Establishing an annual plan helps keep focus, and becomes a reference for accountability.

Follow Up on Action Items: Hold People Accountable

Initial and proactive conversations are crucial to getting projects done! Almost every discussion item at the committee meetings should end with action-items being assigned to committee members to advance that initiative, or a motion making a recommendation to the Council if applicable. During meetings with people you want to hold accountable, such as SFU bodies like Admin or Health and Counselling, aim to get commitments from them during the meeting. Of course, these would be commitments the committee discussed prior when they prepared for the meeting.

Here are some practical ways to hold people/groups accountable:

1. List a few immediate and a few long-term demands
2. Ask yes/no questions like *"will you commit to immediately hiring at least one Black and one Indigenous counsellor at SFU H&C?"*
3. If yes, or look like they are avoiding promises, ask them to commit to a timeline. This could look like *"Will you commit to X by Fall 2021?"*
4. Ask for an update in one month: *"We'd like to receive an update in one month."*



Reach Out to Key Contacts

You'll find the contact information of key people and groups the BIPOC committee working with this year to work towards our successful efforts in this document. It's important to establish and maintain these relationships to ensure the work that has happened has been ongoing. Send introductory emails and when projects occur message the respective and relevant points of contact. When you are establishing the strategic plan if projects overlap continue to send out and invite respective folks to the BIPOC Committee meetings. This is also important for points of accountability and ensuring commitments for future calls to action on campaigns, initiatives, and projects.

Have Discussions on Record

It is important to always note and ensure the minutes encapsulate what has been stated in meetings. Always go through the minutes and ensure that folks' thoughts are thoroughly reflected as well as key points elaborate on these! These discussions need to happen on record so they are not lost and can be referred to for the future members. This is also key when we have guests and key contacts at our meetings especially in regards to action items and commitments. If these are stated and recorded in the minutes they can be referred to and utilized in ongoing conversations. The need for accountability should always be recognized and to have these outlined and recorded is a good way to practice transparency and proper deliberation.

Create Space for Vulnerability

It is important to recognize that hard conversations happen, but always make space that they do not happen at others expense. Always bring in an intersectionality framework and understand that as BIPOC folks we all have different lived experiences and never make assumptions around experience or nuance anything you do not fully understand. Continue to refer to the community guidelines if these hard conversations come up and always approach conversations in a good way, call in instead of call out this is key because we want to ensure members feel safe and we create that space where folks can feel comfortable enough to express and share. If there are ongoing issues talk to the Co-Chairs of the meeting to facilitate these conversations and always be mindful that this will happen. If we cannot reach consensus refer to the BIPOC Committee Standing Order around bringing in elders or other forms of deliberation to properly support committee members.



Centre Black and Indigenous voices

This committee was established to support voices that have gone ignored within the SFSS for a long time. Black and Indigenous voices have been harmed through various ways prior to the establishment of this committee. The intention is always to prioritize space for Black and Indigenous voices, as they are typically oppressed or excluded from People of Colour spaces. It is our responsibility to ensure their safety as well as there is proper support provided. Be conscious of the labour that gets unfairly placed on Black and Indigenous Students and be mindful of these spaces because these are very rare especially within governing bodies. We need to protect and prioritize the integrity and intention of these spaces always for this important work to happen. It is very unique the work we are able to establish through this committee.


Make Time for Socializing

Always make time to build relationships and have fun! Even though the work is ongoing, always prioritize supporting each other through fun and caring ways. Establishing relationships is key to helping burn out and feeling supported by the community. Have informal conversations, play games, send memes to each other and find ways to enjoy each other's company.

Reflections from the Committee Co-Chairs

Balqees Jama (At-Large Representative)

I'm proud of this committee's work, and the influence we've had on the SFSS as well as the University. Institutions, like SFU and sometimes even the SFSS, often claim that they cannot tend to the needs of racialized students, when the reality is that they simply do not prioritize those needs. Institutions have a lot of resources, and power is just a matter of how decisions are made and what funding goes into. We have done an effective job in clearly saying to SFU that systemic barriers that prevent Black, Indigenous, and People Of Colour (BIPOC) from reaching their full potential within institutions are a direct result of the exclusion of racialized people from the creation and implementation of programs, policies, and practices.



It's important to take care of yourself. This advocacy-based committee, along with the Accessibility Committee, requires a significant amount of emotional labour that you need to budget for. Plan in advance to rest after meetings. If you need any extra support from the SFSS, please vocalize that to the Chairs and see what can be put in place. It has been an honour co-creating and co-chairing the SFSS BIPOC Committee alongside VP Student Services, Matt Provost. Thank you to the committee members who were dedicated to our causes, and students who supported our work. This work would not have been possible without you!

Matt Provost (VP Student Services)

What an amazing opportunity to see this committee grow over the year, it has been a pleasure to work with and support community members with an amazing committee. The work that has been established throughout the year I think back and it honestly seems crazy we have done so much. It makes me excited to see the things that will come and how this work will continue in a good way. I feel very privileged to share space with this year's members. I want to acknowledge all your work and it has not gone unnoticed. Everything we have been able to do this year has support and helped so many folks, it is very powerful and resilient. SFU can always do better and we need spaces like this to call on these institutions to support BIPOC students, we deserve to be in a learning environment that does not cause harm. We deserve to be here and our voices deserve to be listened to. Aistapi iitspomstaiya (young people play a significant role) in Askapiimotsiiyop (advocacy) work and that is what we need to remember, the work we do will impact those who will be coming after us. We want to leave this place better than we found it. My final thoughts include your voices matter, say things unapologetically with an open heart and open mind, and support those around because with this work we need to prioritize Black and Indigenous folks who have paved the way for us to be here.

Partially Full Committees

Members' Meeting Planning Committee

Seats: 4

- Deanna Short - djshort@sfu.ca
- Evan McFee - emcfee@sfu.ca

Black Indigenous People of Colour Committee

Seats: Up to 4

- Serena Bains - (self-identified BIPOC)
- Jocelle Refol - (self-identified BIPOC)
- Linda Kanyamuna - (self-identified BIPOC)

External and Community Affairs Committee

Seats: 5

- Chloe Homenuke
- Deanna Short
- Helen Sofia Pahou
- Ashran Bharosha

Member Services Advisory Committee

Seats: at least 2 up to 4

- Sandra Pal
- Deanna Short
- Tony Yu

Oversight Committee on Executive Officers

Seats: At least 4 up to 6

- Zaid Lari
- Justin Chen
- Alan Saunderson
- Sara Aristizabal Castaneda

University and Academic Affairs Committee

Seats: 5

- Kashish Mehta
- Gwen Bui
- Sara Aristizabal Castaneda

Full Committees:

Finance and Administrative Services Committee

Seats: 4

- Ryan Vansickle
- Kayla Chow
- Corbett Gildersleve
- Ash Dubal

Vancouver Campus Committee

Seats: Up to 4

- Monikka Tayag
- Devynn Butterworth
- Amelia Simard
- Samantha Walters

Accessibility Committee

Seats: 4

- Warren Ho kin - (doesn't have living experience)
- Nicolas Bonilla Cardenas - (doesn't have living experience)
- Graham Rich - (has lived experience)
- Eui jeong Chung - (has lived experience)

Governance Committee:

Seats: 4

- Jess Dela Cruz
- Tony Yu
- Helen Sofia Pahou
- Mohammad Al-Sheboul

Briefing Note: Time-Sensitive Interfund Loan

Author: Corbett Gildersleve, VP Internal and Organizational Development

ISSUE

Late last week, the VP Finance and myself learned that the SFSS's Operating account is low on cash flow and needs a temporary loan from the Space Expansion Fund in order to cover general operating expenses.

BACKGROUND

The SFSS's Operating Account with Scotiabank is our main account that pays for the majority of our bills, payroll, and other expenses of the Society. It has run low to the point where it won't be able to cover some accounts payables. The Society will be receiving student fees from SFU for the summer term in mid-June for around \$700,000.

After consulting with our Finance Office, the Financial Coordinators recommended a \$200,000 loan from the Space Expansion Fund. This amount will cover our operating costs until we receive our student fees from SFU. Once we receive those fees, the Space Expansion Fund will be paid back the \$200,000.

Transfers between restricted funds like the Space Expansion Fund require approval by Council motion.

COST BREAKDOWN

Space Expansion Fund:
Balance as of April 31st, 2021: \$1,097,643.63

Operating Fund:
Balance as of April 31st, 2021: \$190,506.34

KEY CONSIDERATIONS

- Staff payroll will go out next week
- Some cheques have been sent out already and if cashed early, we will have issues

RECOMMENDATIONS

I recommend Council approve the interfund loan of \$200,000 from the Space Expansion Fund to the Operating account. This will ensure that we have enough liquidity to cover operating costs over the next 4 weeks until we receive our student fees from SFU.

TIMELINE

If approved by Council, the transfer can be done the next morning

RECOMMENDED MOTION

Whereas the SFSS Operating account does not have enough cash flow currently to pay for upcoming Accounts Payables including payroll and some general operating expenses;

Whereas our Finance Office has recommended an interfund loan of \$200,000 from the Student Expansion Fund to the SFSS Operating account;

Whereas the SFSS will be receiving revenue from SFU of around \$700,000 by mid-June and will pay back the loan at that time;

Whereas the Council must approve through a motion an interfund loan;

Be it resolved that Council approve an interfund loan of \$200,000 from the Student Expansion Fund to the Operating account to be repaid when the SFSS receives its summer student fee revenue from SFU

SFSS Response to the Genocide of the Uyghur Peoples

Whereas the Simon Fraser Student Society stands as an organisation that defends minority populations in the face of oppression,

Whereas the Chinese Communist Party continues to carry out policies of cultural and religious suppression, the forced sterilization of Uyghur women, and the internment of the Uyghur ethnic group native to the Xinjiang Uyghur Autonomous Region (East Turkestan),

Whereas Article II of the United Nations Genocide Convention defines Genocide as “acts committed with intent to destroy, in whole or in part, a national, ethnic, racial or religious group”,

Whereas in September of 2020, a Call to Action on Human Rights, addressed to the United Nations Secretary-General and the UN High Commissioner for Human Rights, was signed by over 282 international non-governmental organizations that pressured the United Nations and its Member States to act swiftly in monitoring human rights abuses perpetrated by the Chinese Communist Party,

Be it resolved that the SFSS release a statement that publicly condemns the Chinese Communist Party for its ongoing genocide of the Uyghur peoples,

Be it further resolved that the SFSS draft and adopt an issues policy regarding the Uyghur Genocide outlining its stance in solidarity with Uyghur students at SFU,

Be it further resolved that the SFSS draft and adopt a financial policy of divesting and boycotting companies that benefit from Xinjiang’s Uyghur internment camps,

Be it further resolved that Council strike a working group of, at minimum, six Councilors to research and draft the aforementioned statement and policies,

Be it further resolved that Council appoint X to the Uyghur Solidarity working group,

Be it further resolved that the SFSS provide a platform for, and collaborate with, Uyghur activists to host events raising awareness of the human rights abuses being committed against the Uyghur peoples.

Resources:

<http://www.hrweb.org/legal/genocide.html>

<https://treaties.un.org/doc/publication/unts/volume%2078/volume-78-i-1021-english.pdf>

<https://www.hrw.org/news/2020/09/09/global-call-international-human-rights-monitoring-mechanisms-china>

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Global call for international human rights monitoring mechanisms on China: An open letter to: UN Secretary-General Antonio Guterres, UN High Commissioner for Human Rights Michelle Bachelet. (2020, September, 9). Human Rights Watch. Retrieved from:

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Eradicating Ideological Viruses: China's Campaign of Repression Against Xinjiang's Muslims. (2018, September 9). Human Rights Watch. Retrieved from: <https://www.hrw.org/report/2018/09/09/eradicating-ideological-viruses/chinas-campaign-repression-against-xinjiangs>

China cuts Uighur births with IUD's, abortion, sterilization. (2020, June 28). The Associated Press. Retrieved from: <https://apnews.com/article/ap-top-news-international-news-weekend-reads-china-health-269b3de1af34e17c1941a514f78d764c>

SFSS Response to the Israeli Colonisation of Palestine

Whereas the government of Israel continues to fund the colonisation and expansion of illegal settlements on the historical lands of Palestine and its people,

Whereas the United States government is complicit in the persecution of the Palestinian people through its provision of over 3.8 billion dollars in foreign military aid to Israel,

Whereas East Jerusalem remains part of occupied Palestinian territory, in which International Humanitarian Laws are applicable,

Whereas protests have erupted in East Jerusalem surrounding the expulsion of Palestinian families from their homes in the Sheikh Jarrah neighbourhood by Israeli settlers,

Whereas these protests have been met with disproportionate violence from the Israeli police force,

Whereas on May 10th 2021, worshippers at the Al-Aqsa mosque were indiscriminately targeted by Israeli police forces which resulted in hundreds of wounded worshippers,

Whereas the SFSS has adopted an issues policy declaring its opposition to all forms of racism, colonialism, imperialism and oppression,

Be it resolved that the SFSS condemn the ongoing persecution of the Palestinian people by the government of Israel,

Be it further resolved that the SFSS, in solidarity with Palestinian students at SFU, release a statement condemning the ongoing occupation and colonisation of Palestine,

Be it further resolved that the SFSS develop and adopt an issues policy on the Palestine-Israel conflict,

Be it further resolved that the aforementioned policy outline the SFSS's support for the Boycott, Divestment and Sanctions movement that aims to end the occupation of Palestine,

Be it further resolved to strike a working group to research and draft the previously mentioned statement and issues policy,

Be it further resolved to appoint X to the Free Palestine working group,

Resources:

<https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=27067&LangID=E>

<https://www.aa.com.tr/en/middle-east/palestine-calls-for-un-intervention-to-halt-israeli-aggression-on-gaza/2236900>

<https://www.un.org/unispal/document/auto-insert-182149/>

<https://bdsmovement.net>

May 11, 2021

BN - Access for All Campaign

Author: Serena Bains (Vice-President University and Academic Affairs)

BACKGROUND:

When the pandemic began, we were all forced to move campus activities online and committed to a “new normal.” Now, students, staff and faculty at Simon Fraser University (SFU) are currently preparing for a full or close-to-full transition to in-person campus activities. Where the promise of a “new normal” and improving on how we study and work has seemingly fallen through. A full and immediate reversion to in-person campus activities will reinstate the same barriers to education many marginalized students faced prior to the pandemic and introduce new barriers as well. Thus, there is a need for a campaign that will secure equitable access to education for all students and ensure that the “new normal” isn’t more of the same for marginalized communities.

Access for All is a campaign created and spearheaded by the University of Victoria (UVIC) Society for Students with a Disability (SDD) in response to the release of the [COVID-19 Return-to-Campus Primer](#)¹ published on April 30th 2021. The Primer was produced by B.C. Post Secondary Institutions with the support of the Ministry of Advanced Education and Skills Training. The Primer claims to be informed by a “commitment to protecting the health, safety, and well-being of the campus community...” yet the plan outlined will disproportionately impact disabled, neurodivergent, international, mature, and Black, Indigenous, and people of colour (BIPOC) students. UVIC SSD has created a thorough plan of possible avenues through which students can collectively apply and build pressure on post-secondary institutions. It is a priority that this is a province-wide approach as the Primer was created in collaboration with all post-secondary institutions in B.C.

KEY CONSIDERATIONS:

Impact on disabled and/or neurodiverse people:

1. An immediate transition to solely in-person methods of instruction and campus activities will re-introduce the existing accessibility barriers to education, in addition to creating new barriers due to the context of the COVID-19 pandemic.
2. Inaccessible education that does not align with the principles of [universal design for learning](#)² (UDL), a framework that improves and optimizes teaching and learning for all students based on scientific insights into how humans learn.
3. Undue hardship for disabled and/or neurodivergent students who could not receive the vaccine due to pre-existing conditions.

4. An increase in pandemic anxiety, due to no social distancing measures enforced, no vaccination mandate, resocialization, new routines, campus(es) and associated services that are unfamiliar to at least two years of incoming students (2020, 2021), and no information regarding how necessary services like the Centre for Accessible Learning (CAL) and Health and Counselling Services (HCS) will transition to in-person, if at all.
5. The dismantling of accessible education, removing recorded lectures, closed captioning, asynchronous delivery of courses and re-introducing ableist practices like participation for physical presence.

Impact on international students:

1. Travelling when it is unadvised to do so by the [Government of Canada](#)³ and the [B.C. Centre for Disease Control](#).⁴
2. A [mandatory 14-day quarantine and hotel stay](#)⁴ for air travellers, which would result in additional expenses.
3. Potential exposure to COVID-19 as a result of travel.
4. International students at UVIC cannot quarantine on campus, it is unclear whether they could do so at SFU. This could result in additional expenses.
5. Stress and anxiety associated with status in Canada, visas, leaving family during a pandemic, financial implications, obtaining a vaccination, etc.
6. Incurring expenses associated with residence and meal plans, during a time of increased financial stress and insecurity.
7. Concerns regarding vaccine apartheid, where low-income countries' requests for vaccine donations are being [denied](#)⁵ by countries like Canada.

Impact on mature students:

1. Increasing chances of possible exposure to COVID-19, where COVID-19 could be carried home to students' family and unvaccinated young family members.
2. Increasing chances of being infected with COVID-19, where infection in older individuals result in greater long-term effects, more serious symptoms and worse health outcomes.
3. Increased stress and financial costs associated with finding childcare during a time where the demand for childcare will dramatically increase.
4. Concerns regarding children carrying COVID-19, which in turn could result in infection and the potential for outbreaks at post-secondary institutions.

Impact on BIPOC students:

1. Increased concerns regarding medicalized racism, whether or not they and/or their family members will receive adequate care if infected.
2. Increased concerns regarding carrying COVID-19 back into intergenerational homes, which could put both young and older family members at risk.
3. Concerns regarding vaccine inequities, where communities with large populations of Black, Indigenous and People of Colour have decreased access to vaccines and are provided vaccines with higher side effects and risks (e.g. Surrey).
4. Increased financial stress as many BIPOC people do not have the option to take sick days if they are feeling unwell. Increased risk for infection can result in greater

financial instability if sick days are taken, or increased risk of outbreaks if taking sick days is not an option.

5. Increased stress and anxiety regarding enduring greater instances of face-to-face racism.

Impact on post-secondary communities at-large:

1. Greater risk of infection for students, staff and faculty.
2. Greater risk of large outbreaks in the community.
3. Reduced capacity of healthcare institutions and greater wait times for services.
4. Greater financial costs associated with commuting, parking, course delivery, course supplies, rent, etc.
5. An influx of students to the community looking for a place to rent could cause an inflation of rent prices and increased financial insecurity.
6. A greater number of students living on residence or in homes/suites with multiple tenants, results in an increased risk of infection.
7. Greater risk of [Long-COVID](#)⁶ which results in temporary disability and potentially permanent disability.
8. The potential implementation of solely in-person activities could incentivize students to attend class even when they feel unwell, putting them, their peers, staff, and faculty at risk. Further incentives to attend class when students are feeling unwell include: not providing recorded lectures, mandatory participation and in-person testing.

Basis in Policy:

1. [SFU Accessibility for Students with Disabilities Policy](#)⁷
 - a. "1. Simon Fraser University recognizes and affirms the rights of students with disabilities who are academically qualified, to have full, fair and equal access to all University services, programs and facilities..."
2. [SFU Human Rights Policy](#)⁸
 - a. "The University is committed to providing a working and learning environment that allows for the full and free participation of all members of the University community."
 - b. "1. The University expressly adopts the definition of discrimination articulated by the Supreme Court of Canada, i.e. intentional or unintentional differential treatment for which there is no *bona fide* and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the Human Rights Code."
3. [SFU Disability Accommodation in the Workplace Policy](#)⁹
 - a. "1.1. Simon Fraser University ("the University") is committed to providing an employment environment in which persons with disabilities:
 - i. 1.1.1 have equitable access to opportunities;
 - ii. 1.1.2 may participate fully in the range of activities offered by the University; and
 - iii. 1.1.3 are able to achieve their full potential as members of the University community."

Calls to Action for SFU:

1. Facilitate hybrid (courses that can be attended both in-person and remotely without penalty) course delivery of all SFU classes during the Fall 2021 semester.
2. Actively and continually engage in anti-ableist, anti-racist, anti-xenophobic, and anti-ageist delivery of campus services on campus, in efforts for equitable access to post-secondary education.
3. Meet the university's responsibility to its community by ensuring the safety of SFU students, staff, faculty, and the community at large.
4. Release a clear and specific COVID-19 SFU Reopening plan, in consultation with students, staff, and faculty (with a focus on equity groups), that resolutely mitigates risk for infectious outbreaks that includes, but is not limited to:
 - a. social distancing in lecture halls,
 - b. COVID-19 testing on campus,
 - c. vaccination prioritization for students and mandatory masks (with exceptions for disabled and/or neurodiverse people).

RECOMMENDATIONS:

Plan of Action:

The purpose of the plan of action is to create community capacity and ownership of the Access for All campaign. It is of utmost importance that meaningful consultation with marginalized communities occur for the campaign to accurately represent the needs of the SFU community for a safe, equitable and accessible return to campus in the Fall 2021 semester. Only after the campaign accurately represents the needs of the SFU community, while centering marginalized folks will pressure be applied to SFU as an institution. This is a working document and thus the purpose, impacts and demands of the Access for All campaign will continue to evolve as we obtain feedback.

1. Creating community capacity
 - a. Creating initial awareness of the campaign by emailing equity-seeking groups, the Faculty Association, the Teaching Support Staff Union (TSSU), Graduate Student Society (GSS), constituency groups (CG's), equity-seeking groups, departmental student unions (DSU's), clubs, and disability organizations in the community.
 - b. Understand the impacts a full and immediate return to in-person campus activities would have on the SFU community through surveys, petitions, meetings, etc.
2. Creating community ownership
 - a. Open planning meetings with equity-seeking groups, the faculty association, CG's, TSSU, GSS, DSU's, clubs, and disability organizations in the community.
 - b. Make changes to the purpose, impacts and demands of the campaign based on community feedback.
 - c. Create a letter to SFU administration based on community feedback.
 - d. Have community members sign onto the letter as community partners before sending the letter to SFU administration.
3. Creating collective pressure on SFU as an institution
 - a. Promote and encourage SFU community members to fill out the survey, sign the petition, email SFU administration, etc. to signify support for the campaign.
 - b. Bring a motion in support of the campaign to Council and the Executive

Committee.

- c. Send the letter to SFU administration.
- d. Bring up the topic of the campaign to the Joint Operations Group (JOG), SFU Senate and SFU Board of Governors.

Potential community partners (including, but not limited to):

1. Student societies, associations and unions
 - a. Simon Fraser Student Society (SFSS)
 - b. GSS
 - c. TSSU
 - d. SFU Faculty Association
2. Equity-seeking groups/constituency groups
 - a. Students of Caribbean and African Ancestry (SOCA)
 - b. First Nations Student Association (FNSA)
 - c. Disability and Neurodiversity Alliance (DNA)
 - d. Out on Campus (OOC)
 - e. Women's Centre Collective (WCC)
 - f. International Student Advocates (ISA)
3. Departmental student unions
4. Clubs
5. Disability organizations in the community
 - a. National Educational Association of Disabled Students (NEADS)
 - b. B.C. Disability Alliance
 - c. Easter Seals
6. Post-secondary institutions
 - a. UVIC
 - b. University of B.C. (UBC)
7. Miscellaneous
 - a. CAL

RECOMMENDED MOTION:

Whereas on April 30th 2021 the [COVID-19 Return-to-Campus Primer](#)¹ (produced by B.C. Post Secondary Institutions with the support of the Ministry of Advanced Education and Skills Training) was published, whereas the COVID-19 Return-to-Campus Primer outlines a full or close-to-full return to solely in-person activities on campus, whereas the COVID-19 Return-to-Campus Primer states that Fall classes can be scheduled without physical distancing requirements, whereas the COVID-19 Return-to-Campus Primer outlines a plan that will have disproportionate negative impacts on disabled, neurodivergent, international, mature, and Black, Indigenous, and people of colour (BIPOC) students, be it resolved that Council supports in principle the Access for All Campaign and delegates the Executive Committee and any other interested parties to execute on the recommendations outlined in the Access for All briefing note.

REFERENCES:

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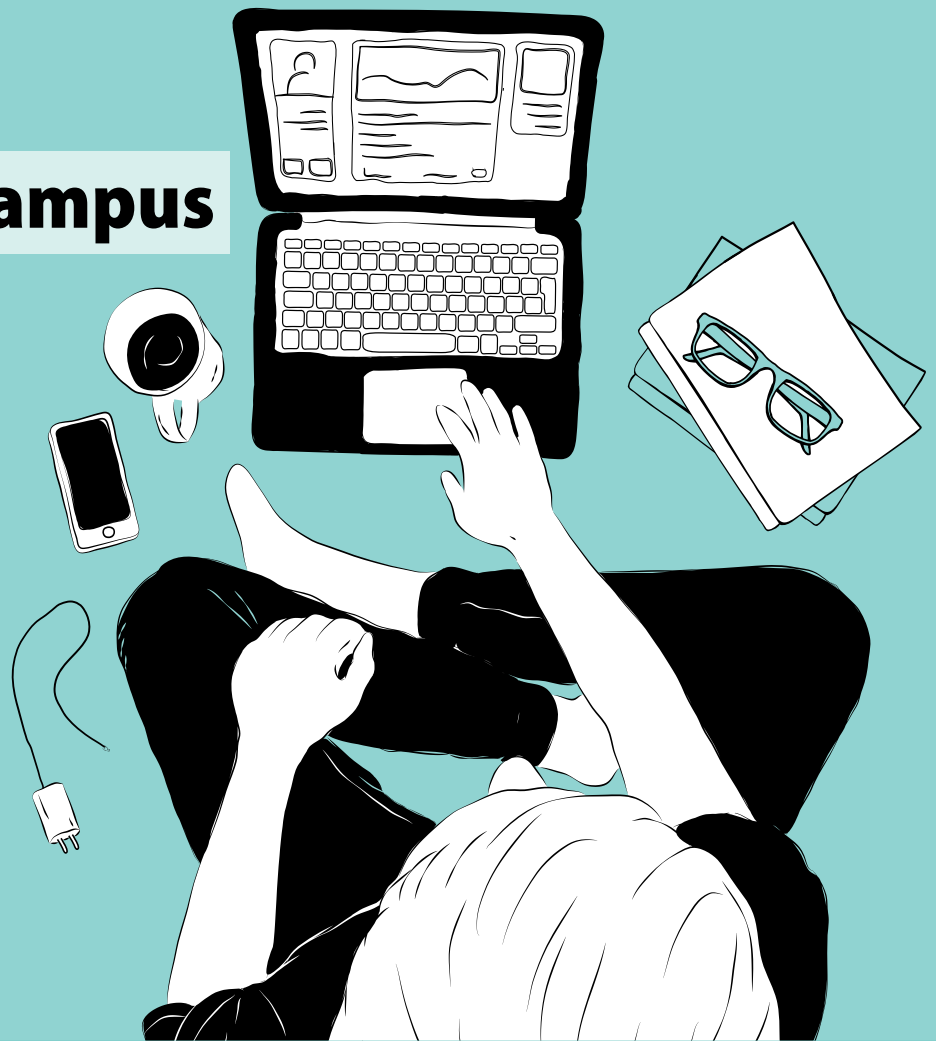
https://www2.gov.bc.ca/assets/gov/education/post-secondary-education/institution-resources-administration/return-to-campus-primer.pdf?fbclid=IwAR1Zwasls42ohjEmVLGGBdw8_IGRBUDaUMZMVjtYCpDyrdWXDDQ3ZjdBNZI

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COVID-19

Return-to-Campus

Primer



April 30, 2021

Primer produced by
B.C. Post-Secondary Institutions
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Advanced Education and Skills Training

COVID-19 Return-to-Campus Primer

The *COVID-19 Go-Forward Guidelines for B.C.'s Post-Secondary Sector (Guidelines)* are being updated by a team of experts from the public post-secondary sector, and representatives from the Office of the Provincial Health Officer, Regional Health Authorities and the BC Centre for Disease Control. Updated guidelines will reflect predicted COVID-19 conditions for the fall along with updated infection prevention and control measures appropriate for those conditions. Flexibility and adaptability based on scientific evidence and epidemiology to manage the COVID-19 virus will continue to be important as the post-secondary system returns to on-campus activities.

The *Guidelines* are expected to be released in the coming weeks with implementation planned for August 1st. In the interim, the *COVID-19 Return-to-Campus Primer* is a planning tool intended to provide high-level guidance to support planning for the safe return of students, faculty and staff throughout the summer, and the updating of campus safety plans in anticipation of a full return to face-to-face instruction. Until the revised *Guidelines* are implemented on August 1st, the current *Guidelines* remain in effect.

Planning Context

On March 8, 2021, B.C.'s Provincial Health Officer, Dr. Bonnie Henry, advised public post-secondary institutions to begin planning for a full return to on-campus teaching, learning and research in September 2021 (see Attachment 1). It is very important for everyone's health and well-being to get back on campus. Dr. Henry expressed deep confidence that the combination of mass immunization contributing to community immunity, the application of revised health and safety protocols in the *COVID-19 Go-Forward Guidelines for B.C.'s Post-Secondary Sector*, and the regular review and updating of multi-layered institutional safety plans will support the safe resumption of on-campus activities.

Planning for a full return to campus at a time when COVID-19 infections are high requires institutions to look with extra care at what campus conditions are likely to be in September 2021. Planning assumptions and guidance for returning to campus will be informed by a continued commitment to protecting the health, safety and well-being of the campus community, while remaining mindful of the importance of adaptability as conditions change.

Fall Planning Assumptions

By September 2021, it is anticipated that:

- COVID-19 transmission will be low, and more importantly serious infections will be uncommon. COVID-19 is a virus that is unlikely to be eliminated from the population. However, COVID-19 can be managed in the same manner as other common respiratory infections.
- All adults in B.C. will have had an opportunity to receive at least one dose of the COVID-19 vaccine before July 1, 2021, while many will have received two doses by the end of August.

Infection Prevention and Control Measures

Based on guidance from the Provincial Health Officer and experience to date within B.C. and other jurisdictions, controlled environments such as post-secondary educational settings are lower-risk sites for COVID-19 transmission. The multiple layers of infection prevention measures in place have helped post-secondary campuses remain open and available for learners with remote adaptive learning while successfully minimizing the spread of COVID-19.

While elimination of the COVID-19 virus is not feasible in the near future, we can certainly adapt to living with COVID-19 as we do with other manageable seasonal ailments such as influenza. Immunization and prevention and exposure control measures are the tools we have to make everyone less vulnerable to getting COVID-19 or experiencing serious outcomes.

Preventing the spread of COVID-19 relies on everyone doing their part, including immunization, self-administered health checks, staying home when sick, wearing masks when appropriate, practicing hand hygiene, and maintaining strong public health measures such as monitoring, testing and contact tracing protocols.

Authorized vaccines have proven to be highly effective at reducing serious outcomes from the COVID-19 virus. B.C. is expecting all adults in the province to have the option of receiving their first dose of a COVID-19 vaccine

before July 1, 2021. As immunization programs roll out, their positive effects will build at the population level, reducing transmission in communities, decreasing serious outcomes of COVID-19, and thereby even protecting unvaccinated individuals.

As conditions improve through the summer, it is reasonable to expect that some of the more restrictive public health measures affecting our personal and professional lives will be relaxed and replaced with other proven infection prevention and control measures. While no single layer of protection against COVID-19 is perfect, when multiple layers of protection are combined, the risk of transmission is significantly reduced. Due to the anticipated effect of the immunization program, the layering of core public health measures, and the tailoring of prevention and control measures, physical distancing will not be required in controlled post-secondary classrooms and instructional settings.

Core measures that are expected to remain in place for September, until otherwise determined by the Provincial Health Officer, include:

- Completing a daily COVID-19 self-assessment and not attending campus when ill;
- Following handwashing and hygiene protocols;
- Maintaining up-to-date campus COVID-19 Safety Plans;
- Continuing daily cleaning protocols in all indoor settings and on high touch surfaces; and
- Requiring non-medical masks in indoor common areas depending on the rate of COVID-19 transmission.

Some federal travel restrictions may remain in place in the fall. It is anticipated that students entering Canada to study will continue to be permitted entry if they are attending a designated learning institution with a COVID-19 readiness plan approved by the province. These students will be required to continue following federal testing and quarantine requirements in place at the time of entry into Canada.

Safety is Everyone's Responsibility

We can all contribute personally and professionally by getting vaccinated (as we are able), following campus safety plans, performing our daily health check, staying home when sick, wearing masks as required, following handwashing and hygiene etiquette, and following public health orders and guidelines both on and off campus.

It is up to each one of us to do our part, but it is our collective efforts that will make the difference.

General Campus Planning

In addition to a comprehensive immunization program, a number of core public health measures and tailored infection prevention and control measures are expected to continue to support the safe resumption of on-campus activities. These anticipated measures are outlined below.

Campus Logistics

- Daily self-assessment for COVID-19 symptoms will continue. Individuals experiencing symptoms should stay home, consult the BC COVID-19 self-assessment tool to determine if COVID-19 testing is needed, and contact 811 or their healthcare provider for medical advice as necessary.
- Where possible and practical, managing the safe flow of pedestrian traffic within buildings and confined areas will be recommended, at least in the short term. Directional arrows in hallways for traffic flow and denoting building entrances and exits are recommended. Furniture for informal or non-educational/non-study use should be organized to discourage crowding. Directions should be posted to minimize time spent in confined spaces (e.g. elevators, washrooms).
- Anticipate a role for non-medical masks. Institutions should anticipate that masks may be required in indoor common areas including lobbies, hallways, washrooms, elevators, kitchens, break rooms, and other high-traffic common areas where individuals circulate freely. Any requirements for masks in more structured indoor settings like classrooms, libraries, and work spaces will be informed by the Provincial Health Officer and the *COVID-19 Go-Forward Guidelines for B.C.'s Post-Secondary Sector*.
- WorkSafeBC continues to advise that building ventilation systems, in good operating condition, do not contribute to the spread of COVID-19. Institutions should ensure that building ventilation (HVAC) systems are operating and maintained in accordance with WorkSafeBC requirements and relevant ASHRAE¹ Standards for indoor air quality.
- Barriers or partitions may continue to be used in busy client-facing settings including retail checkouts, kiosks, and food service counters. They may also be considered in smaller, open office spaces where multiple workstations are in close proximity.

1 ASHRAE – the American Society of Heating, Refrigerating and Air-Conditioning Engineers

Student Housing and Dining Facilities

- On-campus student housing providers can plan for full or close-to-full occupancy for the fall. Institutions may wish to hold back 1-2% of total student housing beds for the isolation or quarantine of students in the event of infection.
- It is anticipated that dining facilities for student housing and cafeterias serving students, faculty and staff at educational institutions will continue to be exempt from any provincial closure orders for restaurants and bars. On-campus restaurants and pubs should follow the provincial requirements for food and liquor serving premises including closures and restrictions when applicable.

Cleaning and Hygiene

- Hand hygiene should be actively promoted. Hand sanitization stations are recommended for placement outside classrooms, at regular intervals throughout common spaces and at the entrances/exits to all public spaces.
- Educational spaces, public spaces and high touch areas should be cleaned daily and routinely. Cleaning between classes is not required.

COVID-19 Safety Plans

- Before resuming activities on-campus, WorkSafeBC requires each post-secondary institution to have a COVID-19 Safety Plan in place. The Safety Plan outlines the policies, guidelines, and procedures in place to reduce the risk of COVID-19 transmission. These plans should be aligned with the safety guidance and layers of protection outlined in the current version of the *COVID-19 Go-Forward Guidelines for B.C.'s Post-Secondary Sector*, and follow any additional health and safety protocols prescribed by WorkSafeBC.

Faculty and Staff Considerations

- We acknowledge that some faculty and staff may feel anxious or hesitant about a return to campus. Employees should be clearly informed of new or updated workplace safety procedures, and how they are designed to protect faculty and staff from COVID-19 before returning to the workplace.
- Formal requests for a medical accommodation should be considered based on the individual circumstances and in accordance with collective agreements, legal obligations and established accommodation review timelines.
- Faculty and staff are eligible to take up to three (3) hours of paid leave to be vaccinated against COVID-19. Amendments to the Employment Standards Act provide this support for both doses of the vaccine.
- Faculty and staff absences may be higher than during pre-pandemic periods due to ongoing self-assessment and self-isolation requirements. While community transmission is expected to be very low, employees may need to take time off or work from home if diagnosed with COVID-19, or advised to self-isolate or quarantine as part of the contact tracing process.

Related Public Health Guidelines

- For guidelines that relate to other aspects of campus operations beyond the delivery of post-secondary education and training, the post-secondary sector will continue to rely on Provincial Health Officer orders and guidelines developed and updated for other sectors (e.g., size of outdoor gatherings, use of athletic and recreational facilities, travel, retail services, etc.).
- Institutions should continue to work with their local medical health officers for campus-specific questions, local / regional public health guidance, and COVID-19 case and contact management.

- COVID-19 vaccines are available to all adults living, working or studying in BC during the pandemic. You do not need a Personal Health Number, BC Services Card or to be enrolled in B.C.'s Medical Services Plan to get the vaccine. All adult students will be eligible to receive the vaccine, including International students. The COVID-19 vaccine will not be mandatory. There are no vaccines in Canada that are mandatory. However, [*ImmunizeBC*](#) highly recommends getting the vaccine.
- Rapid point-of-care screening for COVID-19 is being used by BC Health Authorities for COVID-19 testing in settings with increased risk of transmission and/or outbreaks. Point-of-care testing for COVID-19 is available to post-secondary institutions that meet the indications outlined in B.C.'s [*Rapid Point of Care Testing Strategy*](#). Institutions interested in rapid COVID-19 point-of-care tests can email [*RapidPOCTeam@phsa.ca*](mailto:RapidPOCTeam@phsa.ca) for an intake assessment.

Educational Activities:

- Educational activities are defined as those activities offered with the intention of delivering and/or supporting student learning and development. Educational activities include both structured activities scheduled in classrooms, lecture theatres, libraries, studios, workshops, labs, field schools, practicum, performance, or research settings as well as informal activities engaged in by faculty, staff and students that support teaching, learning, research, and student development.
- Institutions have the discretion to identify which activities are considered educational activities based on the above definition.
- Educational activities associated with orientation events are encouraged. Non-educational or social activities throughout the year should be planned according to the prevailing Provincial Health Officer orders in effect at that time.

Classroom Logistics

The Provincial Health Officer has indicated that there are no limits on the number of participants for in-class educational activities. Fall classes can be scheduled without physical distancing requirements (e.g. a classroom with 30 seats can be scheduled with 30 students; a lecture theatre with 150 seats can be scheduled with 150 students).

It is recommended that students select a specific seat / space within a class or lab at the start of term, and endeavour to use that same seat or sit in the same immediate area until the end of term. There will be no requirement for institutions to cohort students, specifically assign seats, or take attendance for educational activities.

Student Supports / Accommodation

- Indigenous learners and First Nations communities might continue to take increased safety measures during the pandemic, which may mean that some students will not be able to attend in-person classes. Some First Nations may still be under states of emergency. Institutions should work with First Nations communities and Indigenous learners to develop plans to support continued access to some academic programming and services for these students.
- Institutions are strongly encouraged to develop and/or follow established accommodation mechanisms to ensure that students who cannot physically be on campus (e.g., they are ill, adhering to quarantine rules, self-isolating, attending a vaccine appointment, etc.) are not significantly disadvantaged in their educational pursuits. Institutions are also strongly encouraged to waive any requirements for medical documentation from students for absences given the strain this will cause on the medical community.
- Institutions are encouraged to work collaboratively with student societies, clubs and governments to assist in the development and implementation of COVID-19 safety plans, and positively reinforce COVID-safe behaviours both on and off campus.

Mental Health Supports

- Mental health supports will be critical to support a full return to in-person activities on-campus. Communication plans should be in place to raise awareness of these supports.

Program-Specific Considerations

- Students and instructors will be expected to follow guidelines for specific settings where work integrated learning placements occur, including clinical, teaching, internships, co-op placements, and other community engaged work placements. Institutions should be knowledgeable of program-specific COVID-19 safety protocols and ensure that student and instructor risk is minimized in these placements.
- Institutions, students, faculty and staff should adhere to travel advisories when considering studying or working abroad.

Student Health Services

- Student health services can play a key role by liaising with local public health officials to ensure students, including out-of-province and international students, have the most current information about the availability of vaccines. Institutions should continue to work with their local Medical Health Officer within their Regional Health Authority.
- Institutional student health services should identify and communicate steps that students should take if they develop symptoms, including where to access testing.
- Public health authorities are responsible for determining notification processes and requirements for confirmed cases of COVID-19.
- Institutions may be asked to assist public health authorities in notifying close contacts, assisting in the identification of people who may have been exposed, distribution of materials prepared by the public health authorities, or supporting public notification efforts.
- For more information, please refer to the [COVID-19 Contact Tracing and Notification Protocols](#) on page 7 in the current *Guidelines*.

Attachment 1



1190387

March 8, 2021

Dear Post-Secondary Institution Presidents:

I am writing to you to acknowledge the important leadership the post-secondary sector has shown in BC's response to the COVID-19 pandemic over the past 12 months, and to support you with the critical goal of resuming safe on-campus teaching, learning and research in September 2021.

Your institutions worked in partnership with the BC Centre for Disease Control, WorkSafeBC, the Ministry of Advanced Education and Skills Training, and staff in my office to produce and update the "COVID-19 Go-Forward Guidelines for B.C.'s Post-Secondary Sector." Those Guidelines and your institutional health and safety plans helped the sector to be very successful in mitigating the spread of COVID-19. The quick adaptation to remote learning, while staying open and available for learners, played a major role in the success of B.C.'s pandemic response.

My office and our medical health officers share your concerns about the wellbeing of young adults who are disproportionately affected by the pandemic, including worsening mental health, increased financial instability and diminished future prospects. We also acknowledge this has been a difficult and stressful time for faculty and staff. It is imperative to get back on campus for everyone's health and well-being.

There are very good reasons to be confident that a return to on-campus instruction in the fall can be undertaken safely and successfully. Current projections of the COVID-19 vaccine supply in BC suggest that all vulnerable and high-risk groups should be immunized this spring, and the majority of the adult population by the summer. Young adults aged 18-24 should receive the vaccine no later than the end of July, but more likely sooner. The timing of immunization should not be a determinant of planning for a return to on-campus activities.

Given the expected timelines for immunization it is essential that we plan for a full return to in-person activities on campus in September 2021, including in-person instruction, with faculty and staff returning to campus sooner. Immunization will support what seems likely to become stable coexistence with COVID-19 as another manageable, seasonal ailment.

.../2

New variants of the SARS CoV-2 virus will likely continue to emerge. We will respond to them through monitoring, re-formulation of tests and vaccines, and through other measures as needed depending on the characteristics of the variants. Targeted testing and contact tracing by health authorities will remain key supplements to immunization in rapidly controlling transmission. These activities will be part of normal, ongoing life with COVID-19.

We have also learned over the past year that when we implement effective safety plans, large sectors can operate safely. Reducing the opportunity for infectious contacts will continue to be an important strategy. As such, safety plans will remain important, with updates as required. My team looks forward to working with you to fine-tune plans for the prevention activities we have all become so familiar with: self-administered health checks; facilitating hand cleaning through access to soap and water or encouraging people to use hand sanitizers; use of masks; early detection and rapid testing of potential cases; isolation; and case and contact management.

The experience of the past year can help with a safe return to post-secondary campuses. Above and beyond immunization, infectious contacts in group settings at post-secondary institutions can be reduced through a variety of prevention and exposure control measures. Two-meter physical distancing has been my guidance for uncontrolled group settings. Such distancing is neither practical, nor necessary, in the controlled context of post-secondary instructional settings. I am very confident that the combination of immunization and continued application of the “COVID-19 Go-Forward Guidelines for B.C.’s Post-Secondary Sector” will support the safe and complete resumption of campus teaching, learning, and research.

We also believe student housing, dining and other on-campus student services will be able to return to normal or close-to-normal capacities by following revised protocols in the “COVID-19 Go-Forward Guidelines for B.C.’s Post-Secondary Sector.”

Based on what we have learned in the past year, and the important protection that immunization will provide, I, as well as the medical health officers in British Columbia, strongly support the resumption of on-campus activities in September 2021. Public health will also continue to work with post-secondary institutions to determine if measures are needed to keep activities inside and outside the classroom safe in the fall, such as public transportation, socializing outside of class, athletics, and arrival and quarantine of international students.

Thank you, again, for the important role you play in supporting the provincial COVID-19 response, and in helping British Columbians to realize the full experience and benefits of post-secondary education. I look forward to working with you to strengthen the collaboration between public health and post-secondary institutions for a full and safe return to on-campus instruction in September 2021. We all look forward to the rich campus interactions that will make learning and personal development so much more effective and supportive for students, faculty, and staff.

Sincerely,

A handwritten signature in black ink, appearing to read 'Bonnie Henry', with a stylized flourish at the end.

Bonnie Henry
MD, MPH, FRCPC
Provincial Health Officer

Cc Honourable Anne Kang, Minister of Advanced Education and Skills Training
 Shannon Baskerville, Deputy Minister of Advanced Education and Skills Training
 Max Blouw, President Research Universities' Council of BC
 Ruth Wittenberg President, BC Association of Institutes and Universities
 Colin Ewart, President BC Colleges
 Honourable Adrian Dix, Minister of Health
 Stephen Brown, Deputy Minister, Ministry of Health
 Chief Medical Health Officers, Regional Health Authorities
 Chief Medical Officer, First Nations Health Authority
 Deputy Provincial Health Officers



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Discussion: Returning to Campus This Fall

I am aware of the stages SFU has placed for the return to campus during Fall. However, there are certain things that are still concerning. I have read two articles where they talk about the challenges of returning to campus this Fall.

[Article 1](#)

"Coming back to campus will be an emotional and physical relief for many people. But for those more at risk of infection, uncomfortable returning to campus, or waiting until the majority of the campus population receives the vaccine, it could be quite the opposite. **The options that SFU are presenting might be successful, but it's important to make sure that they don't leave anyone behind.**"

[Article 2](#)

"As per BC's vaccination plan, the majority of university students (who fall in the 18–24 age range) are not scheduled to get their first dose [until June](#). Additionally, due to the number of vaccine shortages, a panel of vaccine experts [recommended](#) that doses for the Moderna, Pfizer, and AstraZeneca vaccines be administered four months apart to streamline partial vaccinations. They also advise that partially vaccinated people still wear masks and social distance around those outside their household. As such, **university students may not receive their second dose of the vaccine until October — meaning a full return to campus life without any precautions will not be possible.**"

I believe this is a matter the board and university are already looking into. However, I still thought I shared my opinion with you and the council to discuss how we can make the return to campus a safe experience for everyone.

Policy

12.1 The Space Expansion Fund is established to provide for the support the future expansion, renovation, and ongoing maintenance of existing and future space for the students, student groups and student activities at SFU

(a) The Space Expansion Fund Levy was created by referendum in Oct. 1989 and updated and expanded on by referendum in 2001 and 2010.

(b) The Space Expansion Fund Levy is non-refundable.

(c) The levy shall be collected within the same restrictions as the Student Activity Fee.

12.2 The Space Expansion Fund's use is restricted to space that is solely used for students, student groups, or student activities at SFU, but is not restricted to Society-leased or Society-owned space. However, to ensure a space is solely for the benefit of students, student groups, or student activities the Society should seek to lease that space when appropriate.

Process

12.3 Proposals for accessing the Space Expansion Fund are submitted in writing to the Chair of Council using the Grant Request Form.

(a) Departmental coordinators may submit a proposal to the Chair of Council on behalf of student groups.

12.4 Proposals must include a budget and a link between the proposed budget and the purpose of the Space Expansion Fund.

12.5 Where a proposal is accepted, the proponent must submit a report on the use of the funds and the impact on the membership of the SFSS.

(a) A template will be provided to all proponents for required proposals and reports.

An abstract graphic design featuring a grid of squares in various shades of blue and red. The squares are arranged in a pattern that suggests a staircase or a series of steps, with some squares missing, creating a fragmented, geometric look. The colors include a deep blue, a lighter blue, and a reddish-pink.

simon fraser
student society

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President

Gabe Liosis



Projects & Initiatives

Creating New Staff Support Positions

Summary

The SFSS is in a really good place to continue hiring and onboarding new staff that can help better support the Society's ability to provide services, enhance our advocacy, and provide direct support to students.

Staff positions that have been hired, and are in the process of onboarding:

- Board Organizer,
- Student Advocacy Coordinator,
- Black Student Support Center Coordinator,

Staff positions that will be hired soon:

- Research, Policy and Community Affairs Coordinator (RPC),
- Campaigns and Mobilizing Coordinator (CAMC),
- Communications Coordinator (CC), and
- A couple more new positions that are in progress, will be proposed soon.

Timeline

- [May 2021] Onboarding new hires
- [May 2021 - June 2021] Hiring Committees struck for RPC, CAMC, CC.
- [June 2021, onwards] Proposing new staff positions

Next Steps

- Checking the budget to see what flexibility we have to hire new positions
- Bringing draft Job Descriptions to the Executive Committee for consideration
- Consulting with CUPE Local 3338 on new positions
- Striking hiring committees

Strategic Plan

- Organizational Development

Points of Contact

- Gabe Liosis (President, Exec Committee Chair, HRP Sub-Committee Chair)
- Ayesha Khan (Operations Organizer)



Student Union Building Opening Plan

Summary

Last term, the Board of Directors struck a working group, led by me, to develop a plan for opening the Student Union Building in the Fall of 2021. This working group continues to operate.

Timeline

- [May 2021 - June 2021] Working Group works on developing an opening plan, makes a series of recommendations to Council.

Next Steps

- Working Group must meet to finalize an opening plan

Strategic Plan

- Organizational Development
- Student Engagement
- Student Wellbeing

Points of Contact

- Gabe Liosis (President)
- John Walsh (Building Manager)

Collective Agreement Negotiations

Summary

Collective Agreement negotiations with CUPE Local 3338, the labour union that represents SFSS staff, began during the Spring 2021 semester. These negotiations are ongoing.

Timeline

- Timeline is unknown for when this will be completed.

Next Steps

- N/A, negotiations are ongoing.

Strategic Plan

- Organizational Development

Points of Contact

- Gabe Liosis (President)



- Ayesha Khan (Operations Organizer)

Council Training

Summary

Council, as the legal Board of Directors, are the main decision-making body of the SFSS. As such, to maintain proper development, Council must engage in training and development that helps better inform the decisions that Councillors make at the Council table.

Timeline

- [May 2021] Onboarding Training Sessions (first two weeks of May)
- [Biweekly Wednesdays] Development Sessions

Next Steps

- Work with Corbett to determine which training sessions we need to hold and schedule related to Internal & Organizational Development, and
- Work with Marie to determine which training sessions we need to hold and schedule related to Equity & Sustainability.

Strategic Plan

- Organizational Development

Points of Contact

- Gabe Liosis (President)
- Corbett Gildersleve (Vice-President Internal & Organizational Development)
- Marie Haddad (Vice-President Equity & Sustainability)



Internal & Organizational Development

Building up the New Governance Structure

Summary

During the 2020/2021 elected term, a series of By-Law changes were passed that initiated a massive reorganization of the SFSS and the decision-making process. Council, which historically had minimal powers under the By-Laws, now serves as the legal Board of Directors of the SFSS.

Timeline

- [May 2021] Onboarding Training Sessions (first two weeks of May)
- [Biweekly Wednesdays] Development Sessions

Next Steps

- As President, I am Chair of Council. I want to:
 - Fostering inclusive meetings, and ensuring problematic rhetoric is not made in meetings,
 - Ensuring all Councillors are comfortable and knowledgeable of Robert's Rules of Order,
 - Ensure meetings run smoothly, effectively, and timely,
 - Ensuring that Councillors are actively sharing their views on motions before casting a vote
- Work with Corbett to ensure our Committees are functioning well and are supported
- Create more voting seats on Council for affiliated student groups on campus, such as SFPIRG, CJSF, and Embark.

Strategic Plan

- Organizational Development

Points of Contact

- Gabe Liosis (President)
- Corbett Gildersleve (Vice-President Internal & Organizational Development)



Transition Structures for Incoming/Outgoing Executive Officers and Councillors

Summary

Council is a very large body, and has really high turnover. Therefore, it is critical that the SFSS implement robust training structures in order for Councillors coming into the role to understand the importance of their role, and how to perform their duties.

Timeline

- Summer 2021 and Fall 2021

Next Steps

- Work with Corbett and the Governance Committee to develop policy that mandates outgoing Councillors & Execs to train incoming Councillors & Execs to ensure continuity
- Work with Corbett to ensure we have consistent training modules and Canvas courses created for Councillors who are elected mid-year in a by-election to watch.

Strategic Plan

- Organizational Development

Points of Contact

- Gabe Liosis (President)
- Corbett Gildersleve (Vice-President Internal & Organizational Development)



Finance & Services

Student Advocacy Office

Summary

The SFSS recently established a Student Advocacy Office to help students who are in a dispute with the University on any academic issue or otherwise. We just recently hired a new staff position, the Student Advocacy Coordinator, who will head this new office.

Timeline

- Summer 2021 + Fall 2021

Next Steps

- As President, I will be working with the new Student Advocacy Coordinator to establish this new office.

Strategic Plan

- Organizational Development
- University Relations
- Student Wellbeing

Points of Contact

- Gabe Liosis (President)
- Ayesha Khan (Operations Organizer)
- Trish Everett (Student Advocacy Coordinator)



University & Academic Affairs

Safety on Campus

Summary

As President, I was invited to be on a new SFU committee called the **Community Engagement on Personal Safety Steering Committee**.

This group was established to look at ways to reform and change what safety looks like on campus, and how to reform policies and procedures related to safety.

Timeline

- Summer 2021 + Fall 2021

Next Steps

- Students in this group will have to closely collaborate in order to push for the dismantling and revisioning of what safety processes we adhere to at SFU. We must implement new systems that do not disproportionately target Black, Indigenous, POC, and other marginalized communities.

Strategic Plan

- University Relations
- Student Wellbeing

Points of Contact

- Gabe Liosis (President)
- Serena Bains (Vice-President University & Academic Affairs)
- Mark LaLonde (SFU Chief Safety Officer)



Pass/Credit/No Credit Grading Scheme

Summary

In Spring 2021, the SFU Senate approved an elective grading scheme put forward by Student Senators, called the P/Cr/Nc grading scheme, as a pilot project for Spring 2021, Summer 2021, and Fall 2021.

Timeline + Next Steps

- [Summer 2021 + Fall 2021] Push SFU to expand the grading scheme to ALL COURSES, not just electives
- [Fall 2021 + Spring 2022] Push SFU to maintain the elective grading scheme permanently

Strategic Plan

- University Relations
- Student Wellbeing

Points of Contact

- Gabe Liosis (President & Senator)
- Serena Bains (Vice-President University and Academic Affairs & Senator)



Tuition Affordability

Summary

During the Spring 2021 semester, SFU Board of Governors voted to increase student tuition again, with the intention of raising it again the following year. Students need to continue to push back against these consistent tuition increases.

Timeline

- Fall 2021 + Spring 2022

Next Steps

- Plan another condemnation vote + mobilizing SFSS Membership against tuition hikes at the SFSS Annual General Meeting in Fall 2021.
- Further campaigns around tuition affordability.
- Advocacy within the SFU Board of Governors

Strategic Plan

- University Relations
- Student Financial Health

Points of Contact

- Gabe Liosis (President)
- Serena Bains (Vice-President University & Academic Affairs)

Student Affordability Working Group

Summary

Last year, as the former Vice-President University Relations, I sat on the Student Affordability Project Working Group (a subgroup of the Joint Operations Group). Here, the SFSS and GSS work collaboratively with the University to tackle non-tuition related costs that impact a student's ability to access post-secondary education.

Timeline

- Summer 2021, Fall 2021, Spring 2022

Next Steps

- This is a standing Committee, meaning it is permanent
- Myself and Serena will continue to serve on this working group for the 2021/2022 Council term



COVID-19 Pandemic

Summary

SFU has announced its intention to return to in-person education by Fall 2021. This rapid timeline is causing a lot of anxiety amongst undergraduates who are unsure if this is safe.

Timeline

- Summer 2021 + Fall 2021

Next Steps

- Push SFU to be more open, transparent and equitable in their decision-making regarding the Fall return to campus.
- Push for:
 - On campus testing facilities
 - On campus vaccination site
 - Prioritizing post-secondary students for a second vaccine dose before September

Strategic Plan

- University Relations
- Student Wellbeing

Points of Contact

- Gabe Liosis (President)
- Serena Bains (Vice-President University Relations) External & Community Affairs



Post-Secondary Funding Review

Summary

The NDP government has committed to doing a review of post-secondary public funding. This is a critical opportunity to push for more public funding of Universities to prevent future tuition increases.

Timeline

- TBD

Next Steps

- Push the government to thoroughly consult with student societies during this process
- Lobby to increase public funding of post-secondary education for domestic and international students

Strategic Plan

- Government and Stakeholder Relations
- Student Financial Health

Points of Contact

- Gabe Liosis (President)
- Matthew Provost (Vice-President External & Community Affairs)



COVID-19 Prioritization for Students

Summary

The provincial government has advised post-secondary institutions that they should re-open for in-person instruction for Fall 2021. Accordingly, SFU has begun planning for such a return. Aged-based rollout of the COVID-19 vaccine means that many University students will be returning to campus without receiving a second dose.

Timeline

- Summer 2021

Next Steps

- Collaborate with other student societies to push the provincial government to prioritize post-secondary students enrolled in Fall classes for a first and second dose of a COVID-19 vaccine.
- Push for:
 - On campus testing facilities
 - On campus vaccination site
 - Prioritizing post-secondary students for a second vaccine dose before September

Strategic Plan

- Student Wellbeing
- Government & Stakeholder Relations

Points of Contact

- Gabe Liosis (President)
- Matthew Provost (Vice-President External & Community Affairs)
- Serena Bains (Vice-President University & Academic Affairs)



Equity & Sustainability

Issues Policies

Summary

In 2019, the SFSS established its first issues policy (reproductive rights). In 2020, the SFSS established a slate of new SFSS Issues Policies on a range of topics (Black History Month, Student Affordability, Disability Justice, Living Wage and Union Rights, Climate Justice and Sustainability, Indigenous Inclusion & Reconciliation, Anti-Racism, and Police and Militarization). There is still an opportunity to develop even more issues and policies throughout this year.

Timeline

- All year

Next Steps

- Bring this discussion to the Governance Committee to create a develop plan, outlining a timeline for bringing forward new Issues Policies for consideration by Council.

Strategic Plan

- Student Wellbeing
- Organizational Development

Points of Contact

- Gabe Liosis (President)
- Marie Haddad (Vice-President Equity & Sustainability)
- Corbett Gildersleve (Vice-President Internal & Organizational Development, Governance Committee Chair)



Vice-President Internal & Organizational Development

Corbett Gildersleve



VP Internal and Organizational Development Projects

Organizational Development

Open, Equitable and Transparent Governance

Livestream board meetings with captioning

Summary

- More open and accessible
- Last meeting of the Board in 2020-2021 was live streamed using OBS and Facebook
- Challenge is for livestreaming hybrid and in-person meetings.
- Large town halls will be held in the SUB ballroom, need specific tech for that
- Need to work with Building Manager

Timeline

Next Steps

Regular Fall and Spring Referendums

Summary

Holding regular fall and spring term referendums will give more opportunities for students to make decisions in the SFSS. These types of referendums can range from setting fees, approving/removing bylaws, taking stances, and other matters of interest to students.

Timeline

- Summer Term:
 - Form a referendum working group
 - Review and analyse referendum history to see what types have been successful or not
 - Consult with Council and their respective student groups to bring issues to the group for possible referendums
- Fall Term:
 - Retry the four bylaw changes tried in the Spring 2021 referendum that failed to reach quorum
 - Develop a Council campaign for mobilizing a successful outreach and engagement campaign to obtain quorum
 - Present to Council a list of recommended referendums from the working group



- Develop a Council campaign for referendums approved by Council

- Spring Term:
 - Drive the Spring referendum campaigns

Next Steps

- Develop the TOR for the Referendum Working Group and present it to Council for approval

Accessible Online Archive

Summary

It's important for transparency, openness, and transparent governance to have vote tracking, detailed minutes, and better recordkeeping with an accessible online archive of the SFSS's decisions, history, and activities. By making it online, it allows for members including Council to read through our history to better understand the changes that have occurred to the Society.

Timeline

Summer:

- Work with the Board Organizer and Admin Assistants to develop a development plan for the archive
- Present it to Council for approval

Fall and Spring:

- Implement the plan and report back to Council

Next Steps

- Meet with the Board Organizer

Town Halls

Summary

Work with the VP Events and Student Affairs to host town halls around finances, advocacy initiatives, events, and services. These sessions are to act as an information and feedback session for students to learn more about the SFSS.

Timeline

Summer:

- Work with the Board Organizer and VP Events and Student Affairs to develop a plan for a series of town halls. This plan will include a schedule, each event's content, funding sources, and who is responsible for planning and carrying out each town hall.

Fall and Spring:

- Oversee the implementation of the plan and report back to Council as needed

Next Steps



- Set up a meeting with the Board Organizer and VP Events and Student Affairs

Open and Safe Council Processes

Summary

Work to ensure that the board processes are a safe and open space to empower marginalized voices with inclusive governance practices (pronouns, access needs, etc). This is set in policy, and enforced through processes and practice. It's improved through review and consultation. Currently, there is policy in place for Council meetings to include announcing pronouns and access needs. Throughout the year, the Governance committee will review this policy

Timeline

Next Steps

Student Leadership Training

Dedicated Council, Executives, and Committee Member Training

Summary

Provide a training program for Council, Executives, and committee members around core SFSS matters like finances, campaigning, policy development, team leading, and anti-oppression training. There is already an existing Council Development system, but it needs to be more structured and expanded upon. These training sessions will be delivered over the course of a year and are designed to provide foundational knowledge and training needed for Councilors to perform their role as Board of Directors. Initial work was conducted by the Transition Steering Committee's Training Working Group.

Timeline

Summer:

- Develop the training plan which includes the topics and schedule based on previous work done by the Training Working Group
- Work with the Board Organizer to implement the plan through sourcing and booking external trainers (when needed)

Next Steps

- Meet with the Board Organizer to go over the work conducted by the Training Working Group.

Student Union Core Position Training

Summary

Work with the VP Events and Student Affairs to create specialized training for club and student union executive positions like President, Treasurer, and Communications. These are core roles within each student union. By making sure these roles are well trained, this will help student unions be more knowledgeable and effective.



Timeline

Summer:

- Review, with the Member Services Coordinators, the current Canvas training courses to see if they need to be updated
- Work with the VP Events and Student Affairs to consult with student union Presidents, Communications, and Treasurer roles to learn about how they see their roles, what training they have and what they need
- Compile this all into a report for Council with recommendations on improvements

Fall:

- Develop new courses for these positions
- Track the completion of the courses
- Survey student leaders

Next Steps

- Meeting with the Member Services Coordinators and VP Events and Student Affairs

Support Executives

Summary

Work with Executives to effectively implement their campaign goals as well as the Society's Strategic Plan. As an experienced Council member and executive, I can help give direction and advice on how to start their projects and avoid pitfalls to complete their projects on time.

Timeline

Summer:

- Review each executive's annual plan and develop an advice document with ways to implement the promise and possible pitfalls or roadblocks.
- Consult with each executive about the document and relevant advice

Fall and Spring:

- Regularly check-in and track executive annual plan progress
- Report to Council each semester

Next Steps

- Gather the executive annual reports

Robert's Rules Training Materials

Summary

Develop Robert's Rules training material to help students understand, engage, and communicate during the General Membership, Council, and Committee meetings. We have



existing material in the form of videos for both a short summary of Robert's Rules as well as an in-depth video. We just need to develop written material to complement this in the form of a Canvas course.

Timeline

Summer:

- Meet with the Board Organizer to go over the project needs, target audience, and existing resources.
- Oversee the Board Organizer and Administrative Assistants in developing written material and content for the canvas course creation

Fall:

- Test the course with Council and select Council student groups and obtain feedback
- After updates to the course are implemented, release it to the membership ahead of the Annual General Meeting

Spring:

- Continue to gather feedback and iterate in the course content

Next Steps

- Develop a doc on existing resources ahead of my meeting with the Board Organizer

Modernize the SFSS

Improve and Expand SFSS Software

Summary

Use discounts through Techsoup to improve our software, analysis, and project management tools. This will help the SFSS grow its technical abilities at a low cost.

Timeline

Summer:

- Task the Board and Operations Organizers with drafting a summary of our current software tools, strengths and weaknesses, and skill gaps with staff

Fall:

- Work with our Organizers to draft a development plan for both technology and skill improvements starting in the spring term.
- Present the plan to Council for approval

Spring

- Oversee the impenetation of the plan

Next Steps



- Set a meeting with our Organizers

More Direct Transfers

Summary

Phase out cheques for more direct deposit/e-transfers for quicker club/student union reimbursements. The challenge with this long requested improvement is limitations on our bank account and our current payroll software. Additionally our current cheque requisition system is well integrated into our policies, processes, and practices. It will take a while to effectively switch over to more direct depositing.

Timeline

Fall:

- Meet with the Operations Organizer and Finance Coordinators to discuss the current system and ways to swap out cheque reqs for direct deposits.
- Discuss with our bank options available to us for increased direct deposit supports.
- Task the Operations Organizer and Finance Coordinators with exploring different payroll tools that support this system change.

Spring

- Present a report to Council with an implementation plan with associated costs, potential improvements, and a timeline.
- Oversee the implementation of the plan

Next Steps

- N/A

Hire an IT/Tech Coordinator

- Hire an IT/Tech coordinator to **support the Student Union Building**, research, and upgrade the SFSS's software and website

Summary

Hire an IT/Tech coordinator to support the Student Union Building, research, and upgrade the SFSS's software and website. This will help the SFSS with securing long term tech and IT support which is especially important for the SUB.

Timeline

Summer:

- Develop a job description for the coordinator with the Operations Organizer and Building Manager
- Present the JD to the HR and Personnel Committee for approval
- Form the Hiring Committee through Council



- Complete the hiring process before the Fall term

Next Steps:

- Set up a meeting with the Operations Organizer and Building Manager



Vice-President Finance & Services

Almas Phangura



Vice-President Finance and Services Plan:

By-Law	Plan
Coordinate, oversee and/or facilitate services and operations for the Members of the Society.	<ul style="list-style-type: none"> -Act as a liaison between the administrative staff and Executive members of the society/council members. -Thoroughly look into Health and Dental plans (to negotiate for better services) and UPass program
Coordinate oversee and/or facilitate the commercial affairs of the Society.	<ul style="list-style-type: none"> -Meetup with staff at regularly scheduled staff meetings -Attend meetings with student care and other vendors, commercial contacts (Bank Relationship Managers etc)
Be responsible, along with the President, for ensuring that all contracts entered into by the Society are with due authority and in the best interests of the Society.	<ul style="list-style-type: none"> -Work with Gabe to renew contracts from time to time and change any clauses in the previous contracts if need be -Update contracts according to the needs of the Society
Coordinate the preparation of the budget of the Society, and present the annual budget to the Council for adoption.	<ul style="list-style-type: none"> -Overlook and help in the preparation of annual budget (keeping in mind the upcoming projects and estimating their costs) -Make an overall summary as well as detailed reports about the annual budget and present to council (breakdown major costs to show where exactly the money is being spent)
Prepare and present monthly	<ul style="list-style-type: none"> -Prepare a 3 minute monthly report (that



financial reports to the Council.	summarizes the key expenses) with assistance from David and Kurt.
Present financial reports and audited statements to the Membership at a Members' Meeting.	-Audit financial statements (compare them with ones from the external auditor)
Ensure that all Society funds are deposited in an appropriate account at a financial institution selected by the Council.	-Check bank statements from time to time -Oversee sources of revenue and make sure that they are directed to the right accounts
Keep account and be responsible for all monies received and disbursed by or on behalf of the Society. The Vice-President Finance and Services shall not disburse funds except as provided for in these By-Laws, or by Regulation.	-Request for monthly bank statements and tally the major transactions during the month. -Sign bank reconciliations and make sure that the monies received and disbursed balance out -Request further details (from David and Kurt) in case of any discrepancies
Render, upon request of the Council and within fourteen (14) calendar days, a detailed written report on the Society's financial affairs.	-In addition to the 3 min summary, make a detailed report with breakdown of expenditure and income of the Society -Mention about any investments and Savings
Prepare a detailed written report on the Society's financial affairs for the Annual General Meeting.	-Prepare a written report as well as an excel file with breakdown of the considerable costs



Coordinate the compilation of the Annual Report of Council for consideration at the Annual General Meeting.	x
Monitor the financial status of the Society including budget variances and makes recommendations to the Council regarding major expenditures; and shall assist with the co- ordination of fundraising endeavors	-Inform council about the recurring major expenditures ahead of time
Be the Chair of the Finance and Services Committee, or its equivalent, if such Committee exists,	-Along with other members of the committee, I will be presenting reports about the development of the annual budgets and reviewing the semesterly financial reports. -Assist in the appointment of an auditor and provide them access to the required information
Make recommendations on the establishment of policy on issues relating to finance and services,	-Push for policies that support better transparency and accountability
Assume duties and obligations of the President if the President and Vice-President Internal and Organizational Development are unwilling or unable to act, or in the event that the President and the Vice-President Internal and Organizational	x



Development positions become vacant.	
Be a signing officer.	-Sign cheques/ approve cheque requisitions
Train and advise the incoming Vice President Finance and Services.	-Provide them with an overview of the annual budget of the current and upcoming fiscal year
Perform any other duties as outlined in the Bylaws, regulations or as assigned by the Council or the Executive Committee.	x



Vice-President University & Academic Affairs

Serena Bains



VP University and Academic Affairs Projects

Burnaby Mountain Gondola Project

Summary

The Burnaby Mountain Gondola project would be a safer mode of public transportation from production-way university to SFU Burnaby. During the Spring 2021 semester, Osob and Gabe had multiple meetings with members of the Burnaby City Council. City Council, however, has delayed the vote on this item multiple times and thus the project is at a standstill.

Timeline

- Spring 2021: Osob and Gabe have multiple meetings with Burnaby City Councillors
- Spring 2021: The vote for the project is supposed to go to Burnaby City Council, but is delayed multiple times

Next steps

- Further meetings with Burnaby City Councillors if necessary
- Attend any future consultations if they occur and state SFSS's support of the project
- Further campaigns to signify the magnitude of support from members of the SFU community if necessary
- Await news of this item finally being put to a vote at Burnaby City Council

Points of contact

- Gabe Liosis
- Burnaby City Council
- SFU VP External, joannec@sfu.ca
- Nav Sanghera, navjot_sanghera_2@sfu.ca
- Jim Rutkowski, jim.rutkowski3@gmail.com

Relation to strategic plan

- Student wellbeing



- Student engagement
- University relations
- Government and stakeholder relations

Tuition Freeze Advocacy

Summary

SFU Continues to raise tuition, despite a global pandemic and the quality of education decreasing significantly. Post-secondary education should be a human right, and free of cost.

Timeline

- Fall 2020: the motion to condemn SFU for raising tuition passes at the AGM
- SFU still increased tuition and plans to continue raising tuition

Next steps

- Advocacy on the Board of Governors to not raise tuition
- Further campaigns about the impact of the cost of tuition

Points of contact

- University and Academic Affairs Committee
- Gabe Liosis

Relation to strategic plan

- Student financial health
- Student engagement
- University relations

Food Hub

Summary

A pilot project that provides food at no cost to students who need it. This was a temporary program that operated alongside local partners to help bring fresh produce



and food to students who could not afford it. During its pilot, it was very successful. The program ran out of the convocation mall, on a weekly basis.

Timeline

- Summer 2020: pilot program was launched
- Summer 2021: attempt to start the program again and have it be a permanent program

Next steps

- Contact Melisa about Embark's involvement
- Contact Tara
- Contact local food banks
- Read Samad's exit report

Points of contact

- Gabe Liosis
- Melisa
- Tara Flynn, tara_flynn@sfu.ca

Relation to strategic plan

- Student financial health
- Student wellbeing
- University relations

Advocacy to Ban RCMP Recruitment on Campus

Summary

The SFSS supports the defunding and abolition of the police and RCMP and recognizes the disproportionate impact on Black, Indigenous, people of colour, and disabled folk at the hands of police officers. It is critical that the RCMP recruitment on campus comes to an end, to create a safer environment for marginalized communities.

Timeline



- December 11th 2020: Dining Hall Incident
- Late Fall 2020, Spring 2021: calls to ban RCMP recruitment on campus

Next steps

- Bring up this issue at the Community Engagement on Personal Safety Steering Committee
- Contact Marie about further next steps

Points of contact

- Marie Haddad
- Gabe Liosis
- Community Engagement on Personal Safety Steering Committee

Relation to strategic plan

- Student wellbeing
- Government and stakeholder relations

Open Educational Resources (OER) + Working Group

Summary

Decreasing the cost of course materials by providing OER to students.

Timeline

- 2020/2021: Board term brought about a decrease in the cost of course materials for many students

Next steps

- Ask the library if they're going to be having another OER working group during the 2021/2022 Council term. If so, join it.
- Contact Hope Powers
- Create OER Award and Recognition Program to incentivize faculty and staff
- Continue advocacy for OER for all students



Points of contact

- Gabe Liosis
- Library
- Hope Powers, hope_power@sfu.ca

Relation to strategic plan

- Student financial health
- University relations

Student Wellness Working Group

Summary

The Student Wellness Working Group was struck by the UAA Committee and led by VP Student Services Matthew Provost. The working group's mandate is anything related to student well-being and overall health.

Timeline

- Spring 2021: Student Wellness Working Group struck

Next steps

- Brainstorm some more possible initiatives for the working group
- Get DNA's input whether they have any ideas for possible initiatives
- Help out with the Sick Notes project
- Possible crisis response team
- Connect Matt with Andrea

Points of contact

- Matthew Provost
- Jess Dela Cruz
- Andrea Ringrose
- Martin

Relation to strategic plan



- Student wellbeing
- University relations

Community Engagement on Personal Safety Steering Committee

Summary

This steering committee was created as a direct result of the December 11th Dining Hall Incident. The Chief Safety Officer of SFU, Mark LaLonde, is the chair of the committee and the committee has been tasked with doing consultation and review on all policies related to campus public safety.

Timeline

- December 11th 2020: Dining Hall Incident
- Spring 2021: Committee struck

Next steps

- Have a meeting with other students on the committee
- Figure out a best course of action

Points of contact

- Gabe Liosis
- Hafsa Sadiq
- Megan Meredith
- Tiara Cash
- Erin Biddlecombe
- Andrea Ringrose

Relation to strategic plan

- Student wellbeing
- Student engagement
- University relations



Issues Policies

Summary

Policies that ensure that future SFSS Councils will centre marginalized students and abide by the values outlined in the issues policies.

Timeline

- Spring 2021: First batch of issues policies written and passed

Next steps

- Brainstorm further issues policies
 - Affordable housing
 - Affordable course materials
 - Overall student affordability
 - Accessible bursaries
- Ask DNA's thoughts on possible issues policies
- Write and pass an issues policy on accessible events

Points of contact

- Marie Haddad
- DNA

Relation to strategic plan

- Organizational development

COVID-19 Vaccine Prioritization for Students

Summary

With SFU planning for a full return to in-person campus activities in Fall 2021, it is important that vaccines for students are prioritized to ensure a safe return to campus. It is also important to keep in mind the history of medical racism against Black and Indigenous peoples, and to center their experiences when prioritizing students.



Timeline

- Spring 2021: SFU announces plan for full return to in-person campus activities in the Fall 2021 semester
- Spring 2021: this idea is brought up at the UAA Committee meeting

Next steps

- Bring this up to the UAA Committee
- Possibly include this as a demand in the Access for All campaign

Points of contact

- Gabe Liosis
- Matthew Provost

Relation to strategic plan

- Student wellbeing
- University relations
- Government and stakeholder relations

Affordable Housing

Summary

Residence is not covered under the B.C. Tenancy Act and thus isn't applicable for the 2% rent cap. This results in overpriced housing that is unaffordable to students. Residence should be covered under the B.C. Tenancy Act and more affordable housing should be built on campus.

Timeline

-

Next steps

- Do some research on the B.C. Tenancy Act and what affordable housing looks like at other post-secondary institutions



- Reach out to point of contact

Points of contact

- Adam Vaughan Member of Parliament for Spadina—Fort York and the Parliamentary Secretary for Housing,
Adam.Vaughan.c1@parl.gc.ca

Relation to strategic plan

- Student financial health
- Government and stakeholder relations

Access for All Campaign

Summary

Access for All is a campaign created and spearheaded by the UVIC Society for Students with a Disability (SSD) in response to the release of the [COVID-19 Return-to-Campus Primer](#) published on April 30th 2021. The Primer was produced by B.C. Post Secondary Institutions with the support of the Ministry of Advanced Education and Skills Training. The Primer claims to be informed by a “commitment to protecting the health, safety, and well-being of the campus community...” yet the plan outlined will disproportionately impact disabled, neurodivergent and international students. UVIC SSD has created a thorough plan of possible avenues through which students can collectively apply pressure to the institution. It is a priority that this be a province-wide approach as the Primer was created in collaboration with all post-secondary institutions in B.C.

Timeline

- April 30th 2021: Primer is released
- May 3rd 2021: UVIC SSD starts their Access for All campaign
- May 5th 2021: I attended a UVIC SSD meeting and stated that SFU DNA would be willing to support the campaign
- May 6th 2021: Brought to Executive Committee meeting for discussion

Next steps

- Figure out who is responsible for re-opening



- Come up with a concrete plan regarding what avenues of pressure to pursue
- Connect with UVIC SSD at May 10th meeting

Points of contact

- SFU DNA
- UVIC SSD
- Person responsible for re-opening (mystery)
- WorkBC

Relation to strategic plan

- Student wellbeing
- Student engagement
- University relations
- Government and stakeholder relations

Withdrawal Under Extenuating Circumstances (WE)

Summary

Extenuating circumstances are defined as “unexpected and uncontrollable events that seriously threaten [the student’s] academic obligations; [and] make it difficult to complete an academic program. Withdrawal under extenuating circumstances is when a student drops out of a course due to unforeseen circumstances. The current definition of WE allows for interpretation that results in the exclusion of disabled folk. For example, application for a WE on the basis of a known mental illness isn’t an unexpected and uncontrollable event. The definition needs to be expanded and the process should not be based on students retelling their trauma in graphic detail. There needs to be a more compassionate process for WE.

Timeline

- Summer 2021: Begin work advocating for a more compassionate WE process

Next steps

- Set up a meeting with Rummana regarding this
- Set up a meeting with Catherine regarding this



- Bring this item to UAA Committee

Points of contact

- Rummana
- Catherine
- UAA

Relation to strategic plan

- Student wellbeing
- University relations

Student Affordability Working Group

Summary

A working group that aims to improve student affordability through many avenues. Whether it be food insecurity, tuition, OER, housing affordability, etc.

Timeline

- Summer 2021: Student Affordability Working Group remains active

Next steps

- Attend next meeting
- Brainstorm possible initiatives and note existing initiatives

Points of contact

- Gabe Liosis

Relation to strategic plan

- Student financial health
- University relations



Joint Operations Group (JOG)

Summary

The Joint Operations Group is the main platform through which we as a student society directly bring concerns forward to the university. Issues of importance that we have raised at this group before include: student concerns around invigilating software, outrage over tuition hikes, etc.

Timeline

- Summer 2021: JOG meetings continue

Next steps

- Think of items that you'd like to bring to JOG

Points of contact

- Gabe Liosis

Relation to strategic plan

- University relations

Accessible Bursaries

Summary

Many of the bursaries made available to students at SFU are burdensome, include many barriers to entry and require the re-telling of trauma and inspiration porn. There should be more bursaries made available to students that do not include GPA requirements, the recounting of traumatic events, disclosure, etc.

Timeline

- Spring 2021: Rummana mentioned that she'd be open to creating more bursaries for disabled students



Next steps

- Meet with Rummana and ask about the process of implementing more accessible bursaries

Points of contact

- Rummana Khan Hemani

Relation to strategic plan

- Student financial health
- University relations

Student Rights Guide

Summary

Many students do not know the rights they have within the SFSS and in the SFU community at large. It's important to create an accessible student rights guide so students can understand what their rights are and how to respond when their rights are being infringed upon.

Timeline

-

Next steps

- Summer 2021: Begin work on student rights guide

Points of contact

- Gabe Liosis

Relation to strategic plan

- Student wellbeing
- Student engagement



Accessibility Committee Projects

SUB Accessibility Audit

Summary

With the opening of the SUB on the horizon, the Accessibility Committee wanted to conduct an Accessibility Audit.

We had multiple groups audit the building. First, a member of SFU Disability and Neurodiversity Alliance (DNA) walked around the SUB and made note of specific concerns:

SUB tour summary:

- Overall - a lovely space that I think will work well for us
- Pros: nice out of the way space (lowest level of building) away from high traffic and noise areas
- Close to accessible, all-gender washrooms and drinking fountains
- Rubber flooring (not super squeaky)
- A height-adjustable desk has been provided (it's currently in the smaller room)

Issues to note or to follow up on (these were discussed with Corbett - VP Finance and with John, the building manager)

- Room has fluorescent lights without dimming control
- There is an electrical breaker panel in our room that serves other rooms on the floor
- No automated buttons to open main door to space or door to side office (quiet room)
- Need to find out width of door to side room (John will measure & get back to Corbett)
- Emergency exit: only one completely flat way out from our space (doors to Science Road (back entrance of building).
- The room is echoey at the moment; it is mostly filled with large tables (so there are lots of surfaces for sound to bounce off). Can invest in furniture



and acoustic paneling to help with this

- There is a noticeable and loud noise from the HVAC system in the main room. Some might find this soothing; I found it annoying, and I worry it could be a barrier for those with hearing loss as it would compete with other noises in the room. John will look into this and we will need to discuss possible ways to mitigate the noise.
- Nearby accessible washroom doesn't have automated buttons to open the (heavy) doors to the stalls or to the universal changing room. This needs to be addressed.
- Do we want to ask for signage directing students to our space (some rooms are called out on directional signage, do we want this too or if it's not an option, do we want to figure out other permissible ways to help students find us?)
 - Having Braille would be good

Then, we searched for Accessibility Auditors who could audit the SUB for us. Out of the 3 we reached out to, only 1 responded: Level Playing Field (located in Calgary, Alberta). They could do a virtual audit and an in-person, physical audit. We ended up hiring them and they worked with us to create a survey asking students about their experiences navigating physical spaces on campus.

Timeline

- August: research potential auditors
- September: reach out to the potential auditors we researched
- October: SFU DNA member toured the SUB
- October to November: contacted Level Playing Field and received a proposal (Level Playing Field was the only one who responded)
- Late November: asked questions for Level Playing Field, which they answered
- Late November: Level Playing Field presented, and we hired Level Playing Field as auditors
- January: committee members appointed to the SUB Accessibility Audit Working Group
- February: contract signed with Level Playing Field; working group met with them
- March: working on a survey to be sent out to all students about their experience navigating physical spaces on campus; Accessibility Committee made edits



- April: send out the survey

Next steps

- Follow-up on when survey is being released

Points of contact

- Brianna the Accessibility Assistant
- Darby, accessibility auditor, level playing field, darby@levelplayingfield.ca
- Yangyang, accessibility auditor, level playing field, yangyang@levelplayingfield.ca

Relevant documents

- Folder with Level Playing Field audit materials (original proposal, student survey, etc.)
- Accessibility audit briefing note
- Potential accessibility auditors

Relation to strategic plan

- Student wellbeing
- Student engagement

Website Accessibility

Summary

The SFSS Accessibility Standard Policy had a section on website accessibility. The Accessibility Committee Chair, Jennifer, and another Accessibility Committee member went through this and suggested improvements for the future. For example, we could have an accessibility tab with all accessibility-related information.

After talking to the Communications Coordinator, I found out that there were some long-term plans in place to improve website accessibility. This would be costly, but the Communications Coordinator said she'd informed the developers that this project is coming and that we are aiming for the best practice: WCAG 2.0 at Level AA (World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) 2.0 at Level AA).

Timeline



- N/A

Next steps

- Follow-up with Brianna
- Additions to the accessibility tab

Points of contact

- Brianna the Accessibility Assistant

Relevant document

- SFSS Accessibility Standard Policy (with comments)

Relation to strategic plan

- Student wellbeing

Accessibility Standard Policy

Summary

This policy was a project of mine (Jennifer) from last year as the SFSS FASS Representative. It was aimed at ensuring accessibility-related things at SFSS are standardized, and provide guidelines and resources for us to follow to improve our accessibility.

After we passed the policy, there was a coming-into-force date of one year so we could make changes and update the appendices of the policy. Currently, the appendices are still being updated.

Timeline

- 2019-2020: creation of the Accessibility Standard Policy
- Fall 2020: work on improving the accessibility of the Accessibility Fund Grant Request forms
- Spring 2021: Accessibility Assistant helped with a lot of the appendices

Next steps

- Follow-up with Brianna



- Work on resolving suggestions

Points of contact

- Brianna the Accessibility Assistant

Relevant documents

- [SFSS Accessibility Standard Policy \(with comments\)](#)
- [SFSS Accessibility Standard Policy folder](#)

Relation to strategic plan

- Organizational development
- Student wellbeing

Accessibility Definitions

Summary

This was Appendix A of the Accessibility Standard Policy. We added a lot of relevant definitions such as universal design and disability justice.

Timeline

- Spring 2021: Accessibility Assistant worked on the definitions and brought it to the committee for feedback

Next steps

- Follow-up with Brianna

Points of contact

- Brianna the Accessibility Assistant

Relevant document

- [Appendix A: Definitions](#)

Relation to strategic plan

- Organizational development



Accessibility Grant Request Forms

Summary

We wanted to improve the accessibility of these grant request forms because right now they are confusing and not screen reader friendly. They are also not available in multiple formats.

The Accessibility Committee Chair, Jennifer, and some Accessibility Committee members worked on variations of the form to improve it. Currently, the SFSS Accessibility Assistant is working on improving it.

There was some confusion around an accommodation request form versus an accessibility grant request form. Currently they are separate, but we are hoping to combine it so it is easier for students to fill out. The accommodation form would be if the student would like us to book services and handle everything (payment, booking, etc.) for them. The student would be looped in on all communication with vendors. The grant request form would be if the student wants to book services for themselves, and the student would fill out all the forms, handle payments, and handle other logistics. Then the student would get reimbursed if their grant request was approved.

Timeline

- Fall 2020: make edits to the form to make it more screen reader friendly
- Spring 2021: Accessibility Assistant worked on the forms and reviewed it with the committee for feedback

Next steps

- Follow-up with Brianna

Points of contact

- Brianna the Accessibility Assistant

Relevant documents

- [Briefing note from October](#)
- Search for “accessibility grant” in this document for meeting discussion:
<https://docs.google.com/document/d/1ZvN05I-jGADiMA-WeGOHaE0tGOhx6FX3I>



[DyInpl0Zml/edit](#)

- [Folder with drafts of the forms](#) (some of the Microsoft Word documents did not convert well to Google Docs - downloading them may work better)

Relation to strategic plan

- Student wellbeing
- Student financial health

Accessible In Person and Online Events Checklist

Summary

This was an appendix on the Accessibility Standard Policy. Currently, the Accessibility Assistant is working on improving the checklists.

Timeline

- Spring 2021: Accessibility Assistant worked on these checklists and made amendments according to the Accessibility Committee's feedback

Next steps

- Follow-up with Brianna

Points of contact

- Brianna the Accessibility Assistant

Relevant documents

- [Accessible In Person Events Checklist](#)
- [Accessible Online Events Checklist](#)

Relation to strategic plan

- Student wellbeing
- Organizational development

Accessibility Vendor List

Summary



This was another appendix on the Accessibility Standard Policy that the Accessibility Assistant helped us with. There are some vendors we still need, like DeafBlind Intervention, Quebec Sign Language, or Langue des signes du Québec (LSQ) Interpretation, Oral Interpretation, Venue Accessibility Consultants, and Translation Services.

The Accessible In Person and Online Events Checklists can refer to this vendor list.

Timeline

- Spring 2021: Accessibility Assistant worked on this list and made amendments according to the Accessibility Committee's feedback

Next steps

- Follow-up with Brianna

Points of contact

- Brianna the Accessibility Assistant

Relevant document

- [Potential Accessibility Vendors List](#)

Relation to strategic plan

- Student wellbeing
- Organizational development

Accessibility Supplies for the SUB

Summary

This is a general list of supplies that SFSS could provide in the SUB. These include things like pronoun badges, scent-reduced products, assistive listening devices, and more.

When the Accessibility Committee discussed this, it was suggested having more items like hearing aid batteries, cane tips, ASL books, and more.

Timeline



- Spring 2021: Accessibility Assistant worked on this list and made amendments according to the Accessibility Committee's feedback. Various committee members also asked their networks for suggestions

Next steps

- Follow-up with Brianna

Points of contact

- Brianna the Accessibility Assistant

Relevant documents

- [Supplies list draft](#)
- [Search for "SUB Accessibility Supplies" on the meeting notes document to see more suggestions from Accessibility Committee members](#)

Relation to strategic plan

- Student wellbeing
- Student engagement
- Student financial health

Accessibility Fund Bursary

Summary

We can use the Accessibility Fund to set up a bursary for students experiencing barriers that prevented them from participating in campus activities.

Because we wanted to ensure the application process was low-barrier and inclusive, we decided not to disburse the bursary through SFU's Financial Aid and Awards Office, which has a GPA requirement and also requires you to take 9 credits of classes. Since we are disbursing the bursary ourselves, we are still in the process of sorting out the logistics. Currently we are consulting with our lawyers about tax details.

Explanation of bursary scenarios:

- The first tab is "drain to 10k" which means we use the Accessibility Fund until there is only \$10,000 left in it



- The second tab is “drain to 100k” which means we use the Accessibility Fund until there is only \$100,000 left in it
- The third tab is “Endowment Fund” which is when we invest a portion of the revenue from student fees (at 2% interest rate) and this would ensure the longevity of the bursary
 - Concerns were expressed with investing in fossil fuel companies but VanCity has been pretty good with that, so we will not be investing in fossil fuels
 - This option is preferred by some committee members since it ensures the fund is sustainable and can last a long time
- The committee can decide how much money to give per bursary and how many students to give bursaries to
- Any costs that the Student Union Building might require (like if there needs to be new Braille signage or elevators), the money can come from the Space Expansion Fund instead of the Accessibility Fund

Timeline

- Summer 2020: came up with the idea and put this on the Annual Plan for the committee
- Fall 2020: set up a Accessibility Fund Bursary working group, discuss bursary details, and report this back to the Accessibility Committee for feedback
- Spring 2021: consulting with lawyers

Next steps

- Follow-up with Corbett
- Follow-up with lawyer

Points of contact

- Brianna the Accessibility Assistant
- Corbett Gildersleve
- Andrea Donohoe, lawyer, smetheram and company,
adonohoe@smetheramlaw.com

Relevant documents

- Briefing note
- September 17 working group meeting notes



- [Google Spreadsheet of bursary scenarios](#)

Relation to strategic plan

- Student financial health
- Student wellbeing

Psychoeducational Assessment Policies

Summary

Psychoeducational assessments basically assesses a student's learning abilities. Here is the full definition as per the SFSS Finance Policies:

Psychoeducational assessments involve psychological testing to analyse a person's mental processes that underlie their educational performance. A psychoeducational 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. Psychoeducational assessments may cover learning assessments for Specific Learning Disorders, and assessments for other conditions such as ADHD.

Some students need this done in order to get accommodations, but these assessments are very expensive. This is now covered (up to 80%) by StudentCare, but it dips into the \$500 psychology benefit, which can also be used for psychotherapy. These assessments will not require a referral.

This has been an ongoing project for a few years. The 2018-2019 SFSS Education Representative took on this project, and the 2019-2020 SFSS Education Representative, Emerly, continued it. Since Emerly was re-elected as the Education Representative for 2020-2021, the project carried over and she continued to work on it. There has been extensive consultation with SFU Disability and Neurodiversity Alliance.

We are the first university in Canada offering psychoeducational assessment coverage to this extent (UVic has it but theirs is much more narrow I think). This is more of a pilot and we are hoping to expand/improve it in the coming years. There will be surveys done to assess use of these psychoeducational assessments.



Timeline

- 2018-2019: project started
- 2019-2020: working on the details of the project
- Fall 2020: consultation with various groups like SFU Disability and Neurodiversity Alliance (DNA)
- Spring 2021: finalizing details of the policy based on what Accessibility Committee members and SFU DNA said

Next steps

- Follow-up with Brianna

Points of contact

- Brianna the Accessibility Assistant

Relevant links and documents

- [StudentCare's webpage with details on the psychoeducational assessment](#)
- [SFSS Finance Policies](#) (read the section on Health and Dental Plan Reserve Fund)
- [Search "psychoeducational" in the meeting notes document to see extensive discussion at the Accessibility Committee about it](#)
- [Psychoeducational Assessment Survey Draft](#)
- [Flowchart for Psychoeducational Assessment process](#)

Relation to strategic plan

- Student wellbeing
- Student financial health
- University relations

Accessibility Fund Promotion

Summary

Every semester, we want to promote the fund so more students use it. We had planned to promote this to students and get them to book ASL interpretation and CART captioning for student group events, but because we were making many changes to the



booking process, we did not promote.

In the future, the Accessibility Fund could be promoted:

- Through SFSS channels
- Through the SFU Centre for Accessible Learning's mailing list
- Through Facebook groups, including SFU CAL Pals
- Through Discord servers, including SFU Disability and Neurodiversity Alliance's server

Timeline

- N/A

Next steps

- Follow-up with Brianna
- Follow-up with committee members

Points of contact

- Brianna the Accessibility Assistant

Relevant document

- [Search for "Accessibility Fund Promotion" on the meeting notes document to see further discussion](#)

Relation to strategic plan

- Student financial health

SUB Signage and Accessibility

Summary

After chatting with an Accessibility Committee member, I (Accessibility Committee Chair) realized that there were a lot of improvements that could be made to signage and accessibility in the SUB.

Some suggestions included Braille (or some other tactile marker) on signage and



microwaves, stoves, etc. Another suggestion was to have a map (including tactile markers) with details on all the SUB floors to help students orient themselves. It was also suggested to have signage explaining what tactile markers are (if we use stickers instead of Braille, since it may be too late to put Braille on signage). This would prevent students from picking off the stickers.

Timeline

- Fall 2021: brainstorm solutions to the concerns

Next steps

- Brainstorm possible solutions

Points of contact

- Brianna the Accessibility Assistant

Relevant document

- SUB signage pictures and accessibility suggestions

Relation to strategic plan

- Student wellbeing

Hiring Accessibility Coordinator

Summary

We need to hire an accessibility coordinator to help with the Accessibility Committee and the DNA SUB space.

Timeline

- Fall 2020: Accessibility assistant hired
- Spring 2021: Jennifer suggested that Brianna, the current accessibility assistant should be the accessibility coordinator.

Next steps



- Write the job description for the accessibility coordinator
- Ask if the DNA and accessibility coordinator are the same position or different people?

Points of contact

- Jennifer Chou
- Brianna

Relation to strategic plan

- Student wellbeing
- University relations

Miscellaneous Projects

Student Representation

Summary

SFU lacks student representation on many of its bodies. It's important that students' voices are platformed, prioritized and heard in all aspects of the university. This is especially important for marginalized students and communities, as their voices are often pushed to the margins of conversations.

Timeline

-

Next steps

- Ensure the accessibility committee outlined in SFU's disability policy is struck and that students have the majority of the seats on the committee
- Attend SOCA, FNSA, ISA, OOC, WCC, meetings to determine where there needs to be greater of these groups on campus
- If ISA doesn't have a Council representative yet, help them get one
- Push for greater student representation on Senate and BoG



- Have a greater number of statements, social media, and publishing of opportunities for students to get involved throughout the year

Points of contact

-

Relation to strategic plan

- Student engagement

Accommodations for BIPOC Activists

Summary

BIPOC folk take on a lot of activist work, much of it due to the need for survival. Thus, there is an undue burden on BIPOC folk as they have to do a significant amount of emotional, physical and spiritual labour. This labour can take a toll on one's mental health and may cause courses to become more difficult to complete. This should be seen as an accessibility issue, where BIPOC students may require extensions, a greater amount of time for assignments and greater amount of time on tests and quizzes (especially if they are take-home exams). There should be a process, where BIPOC folk can request accommodations based on activism work they are currently participating in. This process should improve on the CAL process of accommodations and not require significant documentation, doctor's notes, etc.

Timeline

- Spring 2021: Asked by a group of MPH capstone project students if this initiative was viable
- Summer 2021: Begin researching what this initiative could look like and if it is implemented anywhere else

Next steps

- Do some research regarding whether this type of initiative has been tried somewhere else

Points of contact



-

Relation to strategic plan

- Student wellbeing

Mutual Aid Fund

Summary

Exploring having a mutual aid fund in partnership with SOCA, that the SFSS, its members, and folks in the community could donate to.

Timeline

- Summer 2021: Thought of the idea and asked Marie what she thought

Next steps

- Commit this item to the BIPOC committee
- Attend a SOCA meeting and ask what folks think
- Research if there's any mutual aid funds at other universities

Points of contact

- Marie Haddad
- SOCA

Relation to strategic plan

- Student financial health

Community-Based Care Program

Summary

Many of the services provided by Campus Public Safety (CPS) can be provided by the community instead. Examples include: naloxone training, applied suicide intervention



training, crisis response, an alternative to Safewalk, etc. This also provides an opportunity for training for members of the community.

Timeline

- Summer 2021: Thought of the idea and asked Marie what she thought

Next steps

- Research whether there are any community-based alternatives to policing at other post-secondary institutions
- Commit this item to the Equity or BIPOC Committee, whichever one is more radical

Points of contact

- Marie Haddad
- BIPOC or Equity Committee
- SOCA

Relation to strategic plan

- Student wellbeing
- Student engagement



Vice-President External & Community Affairs

Matthew Provost



VP External & Community Affairs Projects:

Reconciliation Efforts:

Establish, Build & Solidify relationships with Host Nations:

Summary:

- Outreach to xʷməθkʷəy̓əm, Skwxwú7mesh Úxwumixw, and Selilwítlh to introduce the Executive committee as well as Council and the work that is going and relevant in regards to reconciliation within the society. This will be a start in continuing reconciliation efforts and establishing respectful relationships with the Nations in which we reside.

Timeline:

- Throughout the duration of the year

Next Steps:

- In my first week I have sent introductory emails to Host Nations, from here I will follow up and in any relevant initiative or project will be consulting with Nations or relevant community members throughout the year.

Points of Contact:

- xʷməθkʷəy̓əm (Musqueam) Chief & Council
- Skwxwú7mesh Úxwumixw (Squamish) Chief & Council
- Selilwítlh (Tsleil-Waututh) Chief & Council
-

Relation to Strategic Plan:

- Liaison with external groups & community organizations

Support Campaigns and Initiatives to Amplify Indigenous Issues:

Summary:

- Throughout the year there will be campaigns that are relevant and there will be opportunities to support and endorse at these moments. This can include but not limited to: Indigenous People(s) Day, Orange Shirt Day, Missing and Murdered Indigenous Women Memorial Days of Recognition etc.



Timeline:

- Duration of the year

Next Steps:

- Create digital campaigns and outreach to relevant community members to support work that is ongoing, compile and share relevant information, work with Executive Committee, Council, and community members

Points of Contact:

- Host Nations, Elders
- First Nations Students Association
- Indigenous Student Centre
- Indigenous Studies Student Union
- Indigenous Studies Department
- Relevant Community Members

Relation to Strategic Plan:

- Facilitate Collective Action, Liaise with Community members

Students Against TMX:

Summary:

- Continue the Students Against TMX Campaign that has been ongoing since last year. Student Unions Across Canada have signed on a collective letter address to Justin Trudeau to halt the Trans Mountain Pipeline Expansion.

Timeline:

- Duration of the year

Next Steps:

- Share, and support ongoing collective action, lobby provincial and federal government to push the campaign and work with supporting student groups to stop the pipeline
- Push campaign through social media outlets and build on the work that has already occurred

Points of Contact:

- VP Equity & Sustainability Marie Haddad



- Dogwood SFU
- Student unions who have signed on and organizations in solidarity

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads
- Facilitate Collective Action
- Coordinate external & community based advocacy

Increase Student Affordability:

Fight for Student Housing Subsidy and Rent Cap:

Summary:

- Initiate and coordinate campaign to support students with affordable housing, especially in light of COVID-19 we have seen the precarity in which students are impacted

Timeline:

- Duration of the year

Next Steps:

- Initiate research, and work with relevant external groups to address the housing crisis that impacts students and community members

Points of Contact:

- Task Force to End Homelessness
- Organizations that can support student subsidies

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads

Advocate for Additional Grants and Public Funding for BIPOC Students:

Summary:

- Researching and looking into resources for BIPOC students to receive funding in regards to education and living.

Timeline:



- Throughout the year

Next Steps:

- Research and collaborate with VP University and Academic Affairs Serena Bains and VP Equity and Sustainability Marie Haddad.
- Contact Minister of Advanced Education

Points of Contact:

- Relevant Organizations and Stakeholders
- Minister of Advanced Education

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads
- Facilitate Collective Action
- Coordinate external & community based advocacy

Fight for Increased Public Funding from Provincial Government for Universities:

Summary:

- Due to cuts to public funding to post-secondary education over the past +30 years we have seen a huge increase in tuition fees which directly impact our membership, as well as accessibility to access post-secondary education. The need for increased funding from the provincial and federal government is essential to ensuring post-secondary is accessible as well as ensuring students can graduate with less debt.

Timeline:

- Duration of the year

Next Steps:

- Meet with government officials to lobby and discuss the impacts
- Create and endorse ongoing campaigns

Points of Contact:

- Anne Kang Minister of Advanced Education

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads



- Facilitate Collective Action
- Coordinate external & community based advocacy

Create relationships with external organizations for students supports:

Summary:

- For my role I will be establishing and developing relationships with external groups and organizations off campus regarding key factors that impact students with are:
 - Food Insecurity
 - Affordable Housing
 - Mental Wellness
- Continue the work of researching and doing outreach to organizations that are already established so that members can access these resources in their areas of the lower mainland.

Timeline:

- Summer and Fall Semester

Next Steps:

- Continue research and outreach to relevant organizations
- Make points of contact and add to website as a compiled link

Points of Contact:

- Relevant organizations

Relation to Strategic Plan:

- Coordinate external & community based advocacy
- Liaise with Community members

Advocate for additional UPass Exemptions:

Summary:

- Currently UPass has seen additional exemptions in the past year, but the need to add equity exemptions should be prioritized.

Timeline:



- Duration of the year

Next Steps:

- Connect with other student unions on UPass Student Caucus, and run for UPass Advocacy committee to represent SFSS with stakeholders within Translink as well as provincial government.
- Survey the past year of UPass service with our membership, and use information to drive campaigns to have more equity based exemptions for membership
- Continue to be vocal about students needs at relevant meetings

Points of Contact:

- UPass Student Caucus
- Relevant Student Unions
- Graduate Studies Student Union

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads
- Facilitate Collective Action
- Coordinate external & community based advocacy

COVID-19 Relief:

Return to campus safety initiatives:

Summary:

- COVID-19 Return to campus information has been fluctuating the last year, and from what we know we may be returning to campus in the Fall 2021 semester. We need to ensure that students are safe as well as prepared to make that transition. There will need to be adequate support in place not only from the university but also the provincial government to ensure domestic but most importantly International students and BIPOC students have all necessary support so this does not impact their academic journey.

Timeline:

- Summer semester

Next Steps:



- Find all relevant resources around SFU's back to campus safety plan, and information regarding students and international students resources from BC's government related websites
- Contact Minister of Advanced Education

Points of Contact:

- Anne Kang
- BC Provincial Government
- VP University and Academic Affairs Serena Bains
- Relevant SFU Stakeholders

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads
- Coordinate external & community based advocacy

Emergency Response Working Group:

Summary:

- The ERWG was established to support students throughout COVID-19. There were various projects that were brought through this working group like food hub as well as other campaigns addressed. I want to continue looking at what can be done for students for COVID-19 support whether that means on campus testing sites, or other emergency related initiatives to further continue to address the needs for our membership.

Timeline:

- Duration of the year

Next Steps:

- Look back on next year's initiatives and continue the ongoing work.

Points of Contact:

- VP University and Academic Affairs Serena Bains

Relation to Strategic Plan:

- Coordinate external & community based advocacy
- Liaise with Community members



Issues Policy Recommendations:

International Students:

Summary:

- In order to support International students properly we need to ensure the SFSS has a stance on supporting International in all capacities. The intention of this is to draft and issue policies and consult with relevant groups on campus so they have the support necessary from the society on issues that directly affect them.

Timeline:

- Summer Term

Next Steps:

- I will be facilitating initial conversations with relevant student groups to consult on the direct needs and direct of the issues policy. I will be researching and looking into other issue policies from other student unions regarding international students, and from there propose a draft and until it meets the needs and folks' consent I will bring it to council to approve, pass, and implement.

Points of Contact:

- Contact International Studies Student Union
- Contact Folks at GSS
- Migrant Students United

Relation to Strategic Plan:

- recommendations on the establishment of policy on issues relations to external and community affairs

Standing Order for Sub-Committee for International Students:

Summary:

- Another component to the issue policy for international students, I want to help establish a sub committee on equity & sustainability for International students. This will help provide more support and direction for advocacy efforts, insight, and campaigns to be supportive moving forward. The establishment of this committee will encompass the specifics to international student experience.



Timeline:

- Summer

Next Steps:

- Facilitating initial conversations with relevant student groups to consult on the direct needs and direction of the standing order for the sub-committee. Work with groups on the standing order as well as work with the chair of Equity and Sustainability Committee.

Points of Contact:

- Contact International Studies Student Union
- Contact Folks at GSS
- Migrant Students United
- VP Equity & Sustainability Marie Haddad

Relation to Strategic Plan:

- recommendations on the establishment of policy on issues relations to external and community affairs



External & Community Affairs Committee:

International Student Advocacy Office:

Summary:

- Last year's board of directors endorsed and supported the International Student Advocacy Office and act as founding members. This is in collaboration with Migrant Student Worker, and other organizations in BC. This office allows for collective advocacy on the behalf of International students and support.

Timeline:

- Duration of the year

Next Steps:

- Continue attending Migrant Students United Meetings
- Continue working off of ongoing projects from last year that have been recommended by outgoing VP External Samad Raza
- Carry out lobby efforts that have been outlined

Points of Contact:

- Migrant Students United

Relation to Strategic Plan:

- Coordinate external & community based advocacy
- Liaise with Community members

Black, Indigenous and People of Colour Committee:

Continuing Projects:

- SFSS Issues Policies
- SFU Health & Counselling
- SFU Equity, Diversity, and Inclusion Specialist
- Athletics Name Consultation
- Career Development Support for Black Student Graduates
- Funding for resources for BIPOC at SFU



Vice-President Equity & Sustainability

Marie Haddad



Improve Services Supports

Increase Racially and Culturally Sensitive Long-Term Health and Counselling Resources

Summary

There are currently several barriers for Black, Indigenous and People of Colour (BIPOC) to access long-term racially and culturally sensitive counselling support. The SFSS BIPOC Committee has already pushed for more support as they met with the Director of Health and Counselling in order to discuss ways to reduce barriers and provide inclusive Health and Counselling. They furthermore began campaigning for culturally and racially sensitive supports for Black students on campus through the #OURDecisionSFU campaign. The campaign won the Black Student Support and Healing Space that was a short term 4 week. This was made for Black students to feel comfortable talking about Black experiences surrounding racism in a group setting. However, long term services and support is needed for Black, Indigneous and People of Colour.

Timeline:

- Revisit these promises at the next Student Wellness Working group meeting

Next steps:

- Revisit promises made at the BIPOC Committee such as;
 - o Seeking/Hiring a Black counsellor
 - o Encourage the hiring of other racialized counsellors such as Indigenous, and POC
 - o Long-term developments still to be implemented.
 - o SFU H&C Committed to establishing long-term, consultative relationship with the SFSS BIPOC Committee
- Consult with marginalized groups (like SOCA and FNSA) and recruit to the wellness group to express their interest for long-term resources

Points of Contact:



- Matthew Provost
- Serena Bains
- BIPOC Committee
- SOCA
- FNSA

Council and Staff Training

Summary

Council, as the legal Board of Directors, are the main decision-making body of the SFSS. As such, to maintain proper development, Council must engage in Anti-Oppression training and development that helps better inform the decisions that Councillors make at the Council table in an equitable and intersectional manner.

Timeline

- [May 2021] Onboarding Training Sessions (first two weeks of May)
- [Biweekly Wednesdays] Development Sessions

Next Steps

- Work with Marie to determine which training sessions we need to hold and schedule related to Equity & Sustainability.
- Reach out to speakers of various sectors that specialize in Anti-oppression and Social Justice educational workshops
- Work with Ayesha to determine additional topics on top surrounding the ones below that can be covered
 - Campaigning and Organizing
 - Anti-Oppression
 - Anti-Racism/Racial Justice
 - Disability Justice
 - Climate Justice
 - Indigeneity

Strategic Plan

- Organizational Development

Points of Contact



- Gabe Liosis (President)
- Marie Haddad (Vice-President Equity & Sustainability)
- Ayesha Khan (Operational Organizer)

Anti -Oppression Events and Workshops

Summary

I want to work with VP of Events (Jess Dela Cruz) to host a series of Anti-Oppression workshops throughout the year that are available to our Councillors and SFSS Membership. These can range from Anti-Oppression, Anti-Racism (Anti-Black Racism, Anti-Indigenous Racism, Anti-Asian racism, and others), and Social Justice topics. We will build on the work from past Board Members work related to Mandatory Anti-Racism Events (MARE), and consultations with folks with lived experiences to host such events and workshops. Bringing forward a space for the SFU community to familiarize and learn about on-going issues regarding discrimination, oppression, racism and more; Giving folks a start to delv into these topics and issues more while supporting our wider marginalized communities at SFU.

Timeline

- Throughout the year possibly beginning in June

Next steps

- Communicate with VP VPESA , Jess Dela Cruz
- Research into through MARE Reports and consultation processes
- Strike a working group to include student consultation and include people with lived experiences in this process

Points of contact

- VPESA, Jess Dela Cruz

Relation to strategic plan

- Student wellbeing
- Student engagement

SFPIRG Transformative Justice Events

Summary



SFSS voted to co-sponsor SFPIRG's Summer School programming around transformative justice, mutual aid and defunding the police. Within the second session I will personally be giving a presentation on the Issues Policies related to Policing and Militarization and other Issues Policies to inform the wider SFU Community, and Council on the SFSS's stance on the matter and where students can reach out for support for change.

Further sessions are listed here (may be subject to change);

Session #	Description
1	Organizing for mutual aid and a police-free world (including reflections from organizers around COVID mutual aid, eviction defence, rent strikes, harm reduction, and alternatives to police)
2	Students against governance through violence: exploring relationships of universities to police and security
3	Skill building for responding to crises without police
4	Reflecting on ourselves & our communities: what are our needs and our communities' needs? What does healing and liberation look like?

Timeline

- Occurs throughout July

Point of Contact

- SFPIRG



Stances and Advocacy for Equity at SFU and Within the SFSS

Campaigns & Initiatives: Consult and prioritize marginalized groups on campus:

Summary:

- Continue to work with Students of African and Caribbean Ancestry and the First Nations Student Association on projects and campaigns that are relevant.

Timeline:

- Duration of the year

Next Steps:

- Introductions to relevant groups on campus
- Continue ongoing consultations

Points of contact:

- SOCA
- FNSA
- Relevant student groups

Relation to Strategic Plan:

- Communicate and liaise with all constituency groups and collectives

Provide Anti-Racist and Anti-Oppressive Recommendations to SFU Administration and Hold SFU Accountable to Equity, Diversity and Inclusion (EDI)

Summary

The BIPOC committee invited SFU administration President Joy Johnson and Associate VP Students and International Rummanna Khan Hamani to discuss how we can work together on addressing anti-racism efforts at SFU. A briefing note was prepared on behalf of the committee. The committee listed several recommendations from



addressing harm caused by the racially insensitive team name associated to the Klu Klux Klan, Respectfully consulting Indigenous student leaders, delegating funding to better support BIPOC students (hiring Black and Indigenous counsellors), collecting disaggregated race-based data at SFU through SFU Institutional Research and Planning (and track the data throughout service delivery at SFU as well where folks can optionally self-identify), establish points of accountability and fast track hire Black and Indigenous faculty and administration as done by other universities. It is important to bring these recommendations forward to administrative sectors at SFU for governing bodies to respond with meaningful action and be held accountable to EDI and the past commitments made.

Timeline

- Ongoing throughout the year

Next Steps

- Re-address these commitments and outcomes down below that have not been completed yet by admin and governing bodies
 - SFU committed to beginning the collection of race-based data by Fall 2021
 - SFU Health and Counselling hiring a long-term Black counsellor (Indigenous Counsellor has been hired)
 - Take meaningful action to fulfill proper consultation with marginalized students groups and specifically Indigenous Student leaders with FNSA's calls to action

Amplify FNSA's Calls to Action Regarding the Let Us Speak Campaign and Support Other Campaign and Initiatives to Amplify Indigenous Issues

Summary

Throughout the year there will be campaigns that are relevant and there will be opportunities to support and endorse at these moments. This can include but not limited to: Indigenous People(s) Day, Orange Shirt Day, Missing and Murdered Indigenous Women Memorial Days of Recognition etc.

Additionally, SFU has been excluding the First Nations Student Association (FNSA) from the whole planning and implementation process of the First Peoples Gathering House (FPGH) set to be built in the next couple of years at SFU. SFU has a history of repeatedly ignoring and excluding Indigenous student leadership from matters that directly affect Indigenous students. Previously Student - Activists helped FNSA mobilize students to attend the Aboriginal Steering Committee (ASC) meeting, where they were discussing



FPGH during that meeting and alerted the Peak of the planned action. Unfortunately, SFU blocked Indigenous students and allies from attending, burdening only three tokenized Indigenous students to attend and participate in the meeting. From here it is essential to amplify FNSA's calls to action and make sure SFU does not ignore their calls. Additionally, I will be advocating that SFU respectfully consults FNSA regarding not only the First Peoples Gathering House but other initiatives and meet FNSA's calls to action which have still not been met since its release.

Timeline:

- Duration of the year

Next Steps:

- Create digital campaigns and outreach to relevant community members to support work that is ongoing, compile and share relevant information, work with Executive Committee, Council, and community members in creating statements and amplifying

Points of Contact:

- Host Nations, Elders
- First Nations Students Association
- Indigenous Student Centre
- Indigenous Studies Student Union
- Indigenous Studies Department
- Relevant Community Members
- Matthew Provost

Relation to Strategic Plan:

- Facilitate Collective Action, Liaise with Community members

Reconciliation Efforts in Collaboration with FNSA and ISC;

Establish, Build & Solidify relationships with Host Nations:

Summary:

- Matthew Provost is in active outreach to x^wməθk^wəy^əm, Skwxwú7mesh Úxwumixw, and Selilwítulh in order to introduce to the Executive committee as well as Council and the work that is going and relevant in regards to reconciliation within the society. This will be a start in continuing reconciliation efforts and establishing



respectful relationships with the Nations in which we reside. From here it is my obligation to uphold and respect this relationship with mutual trust.

Timeline:

- Throughout the duration of the year

Next Steps:

- Matthew will send an introductory email to Host Nations within the first week, a follow up will occur and in any relevant initiative or project I alongside the Executive Committee will be consulting with Nations or relevant community members throughout the year.

Points of Contact:

- xʷməθkʷəy̓əm (Musqueam) Chief & Council
- Skwxwú7mesh Úxwumixw (Squamish) Chief & Council
- Selilwitulh (Tsleil-Waututh) Chief & Council
- Matthew Provost
- Executive Committee Officers

Relation to Strategic Plan:

- Liaison with external groups & community organizations

Advocate for Consultation of Black and Indigenous Student Groups re: Team Name Selection Consultation

Summary

After being a movement organizer for this summer movement and supporting the Black Athletes and pushing forth a successful campaign to pressure SFU to drop the 'Clan' name, I worked closely with Osob Mohammed (former SFSS president), Gabe Liosis (Current SFSS President), Matthew Provost (Current External Relations), Balqees Jama (former SFSS At-Large), SOCA and FNSA to ensure that there is meaningful consultation done between SFU and the marginalized students who put in the bulk of the labour to change the name. This was done by meeting the Director of the Athletic Department, Theresa Hanson and others to address our focus on Student Consultations considering that marginalized student leaders and membership endured significant harm due to the former team name, the consultation is to make sure that they are comfortable with the new team name. From here it is my responsibility to make sure that the student representatives within the consultation process are protected from harm, are paid for their labour and that their feedback is highly considered in order to avoid further harm and trauma for generations to come.



Timeline

- Have a name free of harm, trauma, insensitive content or connotations by the end of this summer

Next Steps

- Send a follow up email this upcoming week
- Check in with student representatives who went through consultation process and see if they would prefer any other forms of consultation or other needs need to be met

Point of Contact

- SOCA
- FNSA
- SAAC
- Theresa Hanson
- Erin Biddlecombe
- Tracey Mason-Innes
- Gabe Liosis
- Matthew Provost

Develop SFSS Issues Policies

Summary

The Issues Policies systemically solidifies our student union's approach to social justice when it comes to financial, socio-political, and academic advocacy relating to student life and post-secondary education that are important to the SFSS membership. Policies ultimately ensure that future SFSS Councils will centre marginalized students and abide by the values outlined in the issues policies. From here it is essential to first consult with marginalized student groups regarding Issues Policy topics of interest to amplify and give space in decision-making spaces

Timeline

- Spring 2021: First batch of issues policies written and passed

Next steps

- Brainstorm further issues policies surrounding these topics
 - Affordable housing
 - Affordable course materials
 - Overall student affordability



- Accessible bursaries
 - Religious Beliefs
 - LGBTQIA2S+
 - Gendered Issues
 - Disability Justice
 - Race Justice
 - Accessible Mental health services
 - Divestment and Climate Justice
 - De-Escalation and Harm Reduction
 - Meaningful Consultation
- Facilitating initial conversations with relevant student groups to consult on the direct needs and direct of the issues policy. I will be researching and looking into other issue policies from other student unions regarding marginalized issues, social justice etc.
- Propose a draft and until it meets the needs and folks' consent I will bring it to council to approve, pass, and implement.

Points of contact

- Disability and Neurodiversity Alliance
- Students of Caribbean and African Ancestry
- First Nations Student Association
- International Studies Student Union
- Migrant Student United
- Black, Indigeneous, People of Colour (BIPOC) Committee
- Equity and Sustainability Committee
- Student Wellness Working Group
- SFU350
- And more as they come up

Relation to strategic plan

- Organizational development

Relation to Strategic Plan:

- recommendations on the establishment of policy on issues relations to external and community affairs



Advocate for Campus Safety and Minimizing Police Presence on Campus - Advocacy to Ban RCMP Recruitment on Campus

Summary

The SFSS supports the defunding and abolition of the police and RCMP and recognizes the disproportionate impact on specifically Black, Indigenous, People of Colour, and disabled and additionally other marginalized folks (low socioeconomic status; immigrants, international, sex workers, gender non-conforming people, and other LGBTQIA2S+ communities, youth and the elderly, and/or people who use) at the hands of police officers. It is critical that the RCMP recruitment on campus comes to an end, to create a safer environment for marginalized communities.

Continued demands to call from previous board:

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.

From here being mindful that President Joy Johnson verbally agreed with the Caucus that the policies need to be reviewed and SFU struck a Community Engagement on Personal Safety Steering Committee, led by Mark Lalonde, Chief Safety Officer for SFU where we will work to consider these dire issues.

Timeline

- December 11th 2020: Dining Hall Incident
- Late Fall 2020, Spring 2021: calls to ban RCMP recruitment on campus

Next steps

- Bring up this issue at the Community Engagement on Personal Safety Steering Committee
- Contact Serena Bains about further next steps

Points of contact

- Serena Bains



- Gabe Liosis
- Community Engagement on Personal Safety Steering Committee (Where other groups who have previously advocated about these issues will be like SOCA)

Community Based Care Program

Summary

Many of the services provided by Campus Public Safety (CPS) can be provided by the community instead. Examples include: naloxone training, applied suicide intervention training, crisis response, an alternative to Safewalk, etc. This also provides an opportunity for training for members of the community who are typically bystanders - giving them the resources and understanding for safety and community support.

Timeline

- Summer 2021: Serena thought of this idea and brought it forward to me

Next steps

- Research whether there are any community-based alternatives to policing at other post-secondary institutions
- Commit this item to the Equity or BIPOC Committee, whichever one is more radical
- Commit to understanding the harms that have been caused by other alternatives as well like forms of Wellness Checks and so on

Points of contact

- Marie Haddad
- BIPOC and/or Equity Committee
- Student Wellness Working Group
- SOCA
- FNSA

Relation to strategic plan

- Student wellbeing
- Student engagement

Build Solidarity, Relationships and Coalitions

Summary

I built relationships with students, grassroots community organizers, supportive individuals in the SFU community on behalf of the SFSS, in order to centre their interests, issues and build coalitions and amplify their interests. SFU lacks student representation on many of its bodies. It's important that students' voices are platformed, prioritized and heard in all aspects of the university. This is especially important for marginalized students and communities, as their voices are often pushed to the margins of conversations

Previous Relationships and Coalitions;

Solidarity & Coalition Building

Solidarity

- Contract Workers at SFU
- Braided Warriors
- Research Assistants Unionization
- The Farmers' Protest in India
- SFSS in Solidarity Against anti-Asian Racism
- Solidarity with Black Communities Against Systemic Injustice

Coalition Building

- COVID-19 Coalition
- SFU Migrant Students United
 - SFSS, Teaching Support Staff Union (TSSU), Graduate Student Society (GSS), International Student Advocates (ISA)

The collage consists of six posters from the Simon Fraser Student Society (SFSS). The top poster is white with the SFSS logo and the text '#BLACK LIVES MATTER'. Below it are four smaller posters: one purple with 'SFSS ENDORSES THE BRAIDED WARRIORS', one pink with 'We stand in solidarity with Contract Workers at SFU', one blue with 'FARMERS MATTER' and 'WE STAND IN SOLIDARITY WITH THE FARMERS' PROTEST IN INDIA', and one orange with 'We stand in solidarity with WU Research Assistants'. The bottom poster is white with 'WE SUPPORT FARMERS' and 'I STAND WITH FARMERS'.

Timeline

- Year round

Next steps

- Attend SOCA, FNSA, ISA, OOC, WCC, meetings to determine where there needs to be greater of these groups on campus
- If certain independent student societies or other student societies do not have council representatives either help them get one or advocate for their presence
- Push for greater student representation on Senate, BoG, and other working groups
- Have a greater number of statements, social media, and publishing of opportunities for students to get involved throughout the year



Relation to strategic plan

- Student engagement

Tuition Freeze Advocacy

Summary

SFU Continues to raise tuition, despite a global pandemic and the quality of education decreasing significantly. Post-secondary education should be a human right, and free of cost.

Timeline

- Fall 2020: the motion to condemn SFU for raising tuition passes at the AGM
- SFU still increased tuition and plans to continue raising tuition

Next steps

- Advocacy on the Board of Governors to not raise tuition
- Further campaigns about the impact of the cost of tuition
- Consult with membership on the matter and spark possible townhalls about the matter

Points of contact

- University and Academic Affairs Committee
- Serena Bains
- Gabe Liosis

Relation to strategic plan

- Student financial health
- Student engagement
- University relations

Students Against TMX

Summary:



- Continue the Students Against TMX Campaign that has been ongoing since last year. Student Unions Across Canada have signed on a collective letter address to Justin Trudeau to halt the Trans Mountain Pipeline Expansion.

Timeline:

- Duration of the year

Next Steps:

- Share, and support ongoing collective action, lobby provincial and federal government to push the campaign and work with supporting student groups to stop the pipeline
- Push campaign through social media outlets and build on the work that has already occurred
- Push the University to lobby the provincial and federal government collectively and to take a stance

Points of Contact:

- Matthew Provost
- Dogwood SFU
- Student unions who have signed on and organizations in solidarity

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads
- Facilitate Collective Action
- Coordinate external & community based advocacy

Improve Funding and Space

Social Justice Fund:

Summary:

- Due to lack of support for activists and groups on campus to mobilize campaigns, creating a low barrier fund to support social justice initiatives will help support and create access to mobilizing on campus.

Timeline:

- Duration of the year



Next steps:

- Outreach and research
- Work with VP Finance and Services and VP Internal

Points of contact:

- VP Finance & VP Internal
- SFSS Staff
- Relevant community members

Relation to strategic plan:

- Work to advocate in partnership with marginalized groups on campus in the interest of furthering equity and social justice.

Mutual Aid Fund

Summary

Exploring having a mutual aid fund in partnership with SOCA, that the SFSS, its members, and folks in the community could donate to.

Timeline

- Summer 2021: Serena brought forth this idea and i will be willing to support

Next steps

- Commit this item to the BIPOC committee
- Attend a SOCA meeting and ask what folks think
- Research if there's any mutual aid funds at other universities

Points of contact

- Serena Bains
- Almas Phangura
- Corbett Gildersleve
- SOCA



Relation to strategic plan

- Student financial health

Accessible Grants, Bursaries and Scholarships

Summary:

Advocate for Additional Grants and Public Funding for BIPOC Students and other marginalized folks by researching and looking into resources for students to receive funding in regards to education and living, issues related to COVID. Furthermore ensure that bursaries, grants and scholarships are accessible and do not have overbearing GPA requirements and other barriers that affect folks who are most marginalized to receive proper, needed and meaningful funding.

Timeline:

- Throughout the year

Next Steps:

- Research and collaborate with the Executive Committee and other Council members

Points of Contact:

- Relevant Organizations and Stakeholders
- Minister of Advanced Education

Relation to Strategic Plan:

- Liaison with and lobby the government & with other relevant bodies on issues that affect undergrads
- Facilitate Collective Action
- Coordinate external & community based advocacy

SUB Grand Opening Plan; Ensure Student Support Centres in the SUB are Properly Funded, Staffed and Accessible for Student While Ensuring a Smooth

Summary

As the rotunda group has now been allocated space in the Student Union building we will need to shortly be welcoming back students. In this case it is needed that we ensure



a smooth transition for constituency groups and student societies into the SUB (such as Women's Centre, Out on Campus, FNSA, DNA, SOCA, SFPIRG, CJSF and Embark).

Timeline

- The SUB Opening Working Group has been sparked in order to create some form of return plan

Next Steps

- Work with the SUB Opening Working group to formulate a plan and vet it out to student groups within the SUB in order to consult and make sure that they are comfortable with the process, feel safe and that any of their recommendations are taken in to consideration
- Ensure student support centres in the SUB are properly funded, staffed, and accessible for students
- Ensure regular check-in are put in place to make sure the SUB community is well

Points of Contact

- SUB Opening Working Group
- Women's Centre, Out on Campus, FNSA, DNA, SOCA, SFPIRG, CJSF and Embark

Sustainability Collaboration

Establish/Revisit Defund By-Law in Collaboration with SFU350

Within the Spring 2021 Semester a SFSS Referendum was put forth that relates to the concerns of the use of the SFSS funds towards investments in fossil fuels. While the SFSS does not currently invest in fossil fuels, the referendum question concerns whether the SFSS should be able to do so in the **future**.

The question: Do you agree to add Bylaw XX - SFSS Investment Restrictions as listed XX.1 Fossil Fuel Free

1. All direct investments made by the society shall be Fossil Fuel Free, which includes oil, gas, and coal producers, pipeline companies, natural gas distribution utilities, and liquefied natural gas operations
2. All indirect investment is limited to equities whose company only derives equities whose company only series 5% of their gross revenue from fossil fuel investments



The referendum question was brought forth by SFU350, an on-campus organization that works to lower carbon emissions in Canada through the divestment of institutions from fossil fuels. Unfortunately during the voting period of February 16-18, referendum was not reached and therefore the BY-law did not pass. With this in mind, I am happy to consult with SFU350 in order to bring this referendum back within the next AGM. It would be essential to campaign during this period and mobilize individuals, student societies, clubs and the wider sfu undergraduate community to support the SFSS's stance on divesting listed in our Issues Policies.

Timeline

- Plan in the summer 2021 semester
- Upcoming AGM

Next Steps

- Contact and plan with SFU350

Point of Contact

- SFU350
- Council
- Executive Committee

Working Groups, Committees and Collaborations

Campaigns and Mobilizing Coordinator Hiring Committee

Summary

The SFSS is in a really good place to continue hiring and onboarding new staff that can help better support the Society's ability to provide services, enhance our advocacy, and provide direct support to students.

Staff positions that will be hired soon:

- Campaigns and Mobilizing Coordinator (CAMC)

Timeline

- [May 2021] Onboarding new hires
- [May 2021 - June 2021] Hiring Committees struck for RPC, CAMC, CC.
- [June 2021, onwards] Proposing new staff positions

Next Steps



- Publish Job Description
- Reach out to Folks for Interviews
- Come to a consensus and hire

Strategic Plan

- Organizational Development

Points of Contact

- Gabe Liosis
- Ayesha Khan
- Matthew Provost

Black, Indigenous and People of Colour (BIPOC) Committee

Summary

As I will be chairing this committee, the purpose of this committee is to ensure and prioritize the voices of the Black, Indigenous and People of Colour (BIPOC) community at Simon Fraser University within the framework of the Simon Fraser Student Society, and that the lived experience of racialized folks is always considered, recognized and acknowledged. Historically Black, Indigenous, and People of Colour disproportionately face more barriers due to the constructs that have been established without BIPOC folks in mind. Academia and university settings are not exempt to the mistreatment and misappropriation of BIPOC voices. This Committee has done great work around improving services support, taking stances and advocating for equity at SFU, improving funding space and collaborating with other groups.

Continuing Projects:

- SFSS Issues Policies
- SFU Health & Counselling
- SFU Equity, Diversity, and Inclusion Specialist
- Athletics Name Consultation
- Career Development Support for Black Student Graduates
- Funding for resources for BIPOC at SFU
- Consultations



Timeline

- Summer 2021: Reopen

Next Steps

- Establish the committee with committee members
- Build community guidelines

Equity and Sustainability Committee

Summary

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

Timeline

- Summer 2021

Next Steps

- Establish the committee with committee members
- Build community guidelines



Student Wellness Working Group

Summary

The Student Wellness Working Group was struck by the UAA Committee and led by VP Student Services Matthew Provost. The working group's mandate is anything related to student well-being and overall health.

Timeline

- Spring 2021: Student Wellness Working Group struck

Next steps

- Brainstorm some more possible initiatives for the working group
- Bring any suggestions from BIPOC committee and Equity and Sustainability Committee
- Advocate for long-term services and consultations with marginalized student groups

Points of contact

- Matthew Provost
- Jess Dela Cruz
- Martin
- SOCA, FNSA

Relation to strategic plan

- Student wellbeing
- University relations

Student Union Building (SUB) Opening Working Group

Summary

This group will focus on a return plan and operations of the Student Union Building (SUB) while also centring the rotunda community and other marginalized folks



Timeline

Plan created within Summer 2021 and vetted in consultations processes

Next Steps

- Formulate a comprehensive plan
 - Vet to committees and communities within the sub for consultations
 - Bring forth to council for consultation
 - Take feedback and restructure plan if needed

Community Engagement on Personal Safety Steering Committee

Summary

This steering committee was created as a direct result of the December 11th Dining Hall Incident. The Chief Safety Officer of SFU, Mark LaLonde, is the chair of the committee and the committee has been tasked with doing consultation and review on all policies related to campus public safety.

Timeline

- December 11th 2020: Dining Hall Incident
- Spring 2021: Committee struck

Next steps

- Have a meeting with other students on the committee
- Figure out a best course of action

Points of contact

- Gabe Liosis
- Serena Bains
- Hafsa Sadiq
- Megan Meredith
- Tiara Cash
- Erin Biddlecombe
- Andrea Ringrose



Relation to strategic plan

- Student wellbeing
- Student engagement
- University relations

Joint Operations Group (JOG)

Summary

The Joint Operations Group is the main platform through which we as a student society directly bring concerns forward to the university. Issues of importance that we have raised at this group before include: student concerns around invigilating software, outrage over tuition hikes, etc.

Timeline

- Summer 2021: JOG meetings continue

Next steps

- Think of items that you'd like to bring to JOG like discussing the SFU Black Student Centre that was promised by Joy Johnson

Points of contact

- Gabe Liosis
- Serena Bains

Relation to strategic plan

- University relations

Accessibility Committee

Summary

This Committee addresses subjects related to Disability, Barriers that Disabled folks go through and accessibility initiatives and concerns. It will be essential to consult with this



committee on initiatives related to marginalized folks, wellbeing, health resources and the SUB opening.

Next Steps

- Attend committee meetings
- Begin conversations about consultations

Point of Contact

- Serena Bains

SFU Circular Economy Working Group

Summary

The Sustainability Office launched a Circular Economy working group about 6 months ago to champion progress towards the [SFU 2025 Plan's](#) procurement and waste target (Target 4). This group will lead new and innovative projects on campus similar in scope to projects led in previous years by SFU's Zero Waste Committee. The committee is chaired by Rita of the Sustainability office. The group meets about every 6 weeks or so. Right now we are brainstorming around a Craigslist-type 'marketplace' idea where we would implement a software so that departments can share surplus equipment, rather than buying new each time. The development of a furniture and equipment exchange platform to lengthen product lifecycles and reduce on campus waste is in the works. This group would like more student input on this - especially with the new Student Union Building here and the potential to connect student orgs to the platform.

Next Steps

- Attend meeting and give relative input
- Encourage the group to reach out to groups already doing the work like SFU350 etc
- Bring forth any advice from the Equity and Sustainability committee

Point of Contact

- Rita Steele
- Equity and Sustainability



SFU Climate Resilience Plan; Action Planning Workshop

Summary

A series of dialogues that will bring staff, faculty, and student voices to the table to discuss what climate adaptation actions SFU should be taking. All these dialogues will directly contribute to the development of a university-wide Climate Resilience Plan that would complement SFU's climate mitigation targets. As SFU began work on a Climate Resilience Plan in early 2020, The Steering Committee for this group includes the Sustainability Office, Safety and Risk Services, Pacific Institute for Climate Solutions, Adaptation to Climate Change Team, and Facilities Services.

In the first phase of planning we explored anticipated impacts to the University from the shocks and stresses associated with climate change (e.g. heat waves, poor air quality from wildfires, heavy precipitation and windstorms). Opportunities, though few, were also identified and preliminary actions to build resilience were discussed.

Next Steps

- Make sure student representation is on the group
- Address recruitment of student groups doing the work like SFU350 etc.

Point of Contact

- Rita Steele
- Equity and Sustainability

Executive Committee

Summary

Human Resources and Personnel Sub-Committee



Vice-President Events & Student Affairs

Jess Dela Cruz

*this is an on-going document that is subject to change



Platform

My name is **Jess Dela Cruz** and I am ready to serve as **VP Events and Students Affairs!** I am in my third year **majoring in English** with a minor in **History and Gender, Sexuality and Women's Studies**

I want to bring **connectivity and engagement to the SFSS** through an **equitable framework**. This **prioritizes inclusivity and social justice** through **workshops and events** with **YOU** in mind to **strengthen and defend the power of students for progressive change**.

Over the last three years, I have served as a FASS Mentor and worked as the FASS Engagement Programming Assistant (EPA) where I oversaw FASS DSU's, the Mentorship Program, and assisted with various Welcome Days. I also have experience as a Campus Tour Guide, Friends of Simon Tutor, and News Writer for The Peak!

Ever heard of TEDxSFU, FASS On a Boat, or FASS Fest? I helped plan those! I also served as student union executive and currently, I am a SFSS University of Academic Affairs Member-At-Large.

Working with such a diverse group of people has only shown how much change still needs to be done! All this, to strengthen student power.

I commit to:

Host Events Through An Equitable Framework

- **Bring in experienced speakers** to host workshops that teach and provide guidance to help student unions and clubs host equitable, accessible, and inclusive events
- **Collaborate with VPES to create open resource documents** that include information on anti-racist, anti-oppressive, and anti-discriminatory work

Student Union Building

- **Create a grand-opening plan for the SUB** to welcome back students when we resume in-person classes
- **Ensure a smooth transition for constituency groups and student societies** into the SUB (Women's Centre, Out on Campus, FNSA, DNA, SOCA, SFPIRG, CJSF and Embark)

Student Volunteer Appreciation Night



- **Bring back student appreciation nights** to celebrate student volunteers with awards
- **Host welcome events to connect new students** with community services, student groups, and support
- **Team with SFU Alumni and local businesses** to host student-centric workshops (e.g. personal growth, financial tips, tech start-ups)

Collaborate & Support Societies, Unions, and Clubs

- **Improve and expand SFSS toolkits** for running remote and in-person events
- **Raise awareness and have conversations around Black History Month, Pride Month, International Women's Day, Orange Shirt Day, etc.** by joining forces with individuals and student groups to create informative sessions and event
- Continue the **#StudentsDeserveSpace Campaign** to secure student union spaces
- **Proactively consult with unions and clubs about** ongoing social justice, academic, student life and affair issues on campus
- Work with Student Unions to **follow-up on their public statements regarding social justice or solidarity work** so that marginalized students feel included and empowered, and that change is being worked towards

SFSS Funding

- Collaborate with VPFS to **develop community awards** for society, union, and club volunteers
- **Push for increasing spending limits** and options for **grants to reduce costs** for students out of pocket



Platform Action Items

Host Events Through An Equitable Framework

- **Bring in experienced speakers** to host workshops that teach and provide guidance to help student unions and clubs host equitable, accessible, and inclusive events
 - These experienced speakers and those with lived experience can be internal or external to SFU who must be paid for their labour fairly when hosting these workshops.
 - These workshops should be on-going and revisited throughout the year with student input of what they need and want to see.
 - Create guidelines and tips/tricks to ensure that these equitable, accessible, and inclusive events happen.
- **Collaborate with VPES to create open resource documents** that include information on anti-racist, anti-oppressive, and anti-discriminatory work

Student Union Building

- **Create a grand-opening plan for the SUB** to welcome back students when we resume in-person classes
 - Actively participate in the SUB Opening Working Group where I will work closely with our SFSS President, VP Internal, and our Building Manager
- **Ensure a smooth transition for constituency groups and student societies** into the SUB (Women's Centre, Out on Campus, FNSA, DNA, SOCA, SFPIRG, CJSF and Embark)
 - Make sure they are supported and have the necessary support to safely and efficiently work in the SUB through meeting check-ins, asking for input and involvement in the opening plan from staff and students.

Student Volunteer Appreciation Night

- **Bring back student appreciation nights** to celebrate student volunteers with awards
 - Consider whether or not this should be a semesterly or yearly event.
 - Create and plan various types of awards which may include monetary prizes.
 - Ensure that these awards are open to and prioritize the labour and involvement of Black, Indigenous, and People of Colour.
- **Host welcome events to connect new students** with community services, student groups, and support



- These welcome events can be Clubs Days, collaboration with Student Engagement and Retention, assist Clubs and Student Unions with any of their FROSH Events, etc.
- **Team with SFU Alumni and local businesses** to host student-centric workshops (e.g. personal growth, financial tips, tech start-ups)

Collaborate & Support Societies, Unions, and Clubs

- **Improve and expand SFSS toolkits** for running remote and in-person events
 - Work with the Accessibility Committee to ensure that these events meet the standards of Accessibility.
 - Look into programs (especially in the remote environment) to ensure that these events run smoothly and have various and multiple ways of interacting with guests, safety and personal information is protected, that there is high engagement, etc.
- **Raise awareness and have conversations around Black History Month, Pride Month, International Women's Day, Orange Shirt Day, etc.** by joining forces with individuals and student groups to create informative sessions and event
 - Help create statements and assist in any events regarding this.
 - Consult and invite student groups and individual students to participate in these spaces and event making.
- Continue the **#StudentsDeserveSpace Campaign** to secure student union spaces
- **Proactively consult with unions and clubs about** ongoing social justice, academic, student life and affair issues on campus
 - Ensure that our spaces and Council meetings can discuss such matters - to encourage passing of motions to take stances on these issues when appropriate
 - To consult with students groups and students who are directly impacted by ongoing social justice, academic, student life and affair issues
- Work with Student Unions to **follow-up on their public statements regarding social justice or solidarity work** so that marginalized students feel included and empowered, and that change is being worked towards
 - Recommend and follow-up with action items that was outlined in these statements
 - Provide support and resources



SFSS Funding

- Collaborate with VPFS to **develop community awards** for society, union, and club volunteers
- **Push for increasing spending limits** and options for **grants to reduce costs** for students out of pocket

SFSS VPESA By-Laws

The Vice-President Events and Student Affairs shall:

- a. Act as a liaison with Student Unions, Constituency Groups, Clubs, independent student-run societies, and other student groups at the University, on behalf of Council.
- b. Coordinate student engagement events and activities of the Society.
- c. Oversee the establishment and maintenance of Student Unions and Constituency groups and ensuring their meaningful participation within activities of the Society.
- d. Make recommendations on the establishment of policy on issues relating to Student Unions, student groups, and other such matters relating to student affairs.
- e. Be the Chair of the Events Committee, or its equivalent, if such a committee exists
- f. Train and advise the incoming Vice-President Events and Student Affairs.
- g. Perform any other duties as outlined in the Bylaws, regulations or as assigned by the Council or Executive Committee.



SFSS By-Laws Action Items

The Vice-President Events and Student Affairs shall:

- a. Act as a liaison with Student Unions, Constituency Groups, Clubs, independent student-run societies, and other student groups at the University, on behalf of Council.
 - i. Take live, detailed meeting minutes to be accessible and available to Councillors and the public (when necessary). This would include but are not limited to any Orientation meetings, Executive Meetings, Committee Meetings.
- b. Coordinate student engagement events and activities of the Society.
 - i. Work with various departments at SFU and its stakeholders and speak to faculty and staff who are hosting campus events to ensure that there is student representation and involvement in these decision making processes. This would include but are not limited to: Student Engagement and Retention, Ancillary Services, etc.
- c. Oversee the establishment and maintenance of Student Unions and Constituency groups and ensuring their meaningful participation within activities of the Society.
 - i. Effectively communicate and work with SFSS Staff to ensure that any club matters are addressed properly.
- d. Make recommendations on the establishment of policy on issues relating to Student Unions, student groups, and other such matters relating to student affairs.
 - i. Ensure that any edits made to Club Policies are brought to Council whether it be through Discussion Items or Motions, and are passed when appropriate.
 - ii. Must be kept up to date, reviewed and constantly reviewed to ensure inclusivity.
- e. Be the Chair of the Events Committee, or its equivalent, if such a committee exists
 - i. Chair Member Services Advisory Committee as well.
- f. Train and advise the incoming Vice-President Events and Student Affairs.
 - i. This will happen around April 2022.
- g. Perform any other duties as outlined in the Bylaws, regulations or as assigned by the Council or Executive Committee.



SFSS Strategic Plan 2019-2021

Strategic Priorities

- Student Engagement
- Student Wellbeing
- Student Financial Health
- University Relations
- Government and Stakeholder Relations
- Organizational Development



Areas of Growth and Involvement

Personal

I ran to be VP Events and Student Affairs because I have compassion for our students and am in awe at their willingness and eagerness to get involved. I am especially in awe of students who have been brave enough to start joining clubs, student unions, and attend events remotely when they haven't even set foot on our campus. And, I recognize the involvement of Black, Indigenous, and People of Colour in these extra-curriculars who continuously have systemic barriers placed upon them but continue to persevere and work through this to do advocacy and find your passions and communities through your involvement.

I want my term to hold space for the students who couldn't quite find their footing yet. I think it takes awhile for students to really find their niche, what they are interested in, what they want to do, or like-minded people who strive for the same things. And I want to be there to support them!

I want to encourage our SFSS membership to host their events through an intersectional and equitable lens. Think: Who are you inviting to your spaces? Have they caused harm to community members in the past? How will your space be safe for BIPOC folks? Is your panel diverse and representative of your members? How will you make your spaces accessible? Are you giving fair labour and are you crediting it properly?

Our spaces must prevent harm from happening as much as possible, especially to BIPOC folks. Therefore, we must hold student groups accountable when this is being done. And, to ensure our policies regarding clubs and student union involvement are equitable too.

And, our events should be engaging and interactive as possible! Hosting events online are extremely difficult, but so crucial to keeping our community connected during these times. I hope to plan events that pertain to social, academic, and personal growth for students that are tailored to their interests!



Housekeeping

I want to smoothly transition in my new role by reading any relevant documents provided to me by my predecessor, Jennifer Chou. And, introduce and familiarize myself with SFSS Staff as I will be working with them over the next year! I want to get comfortable with using Gmail and Google Calendar (so just the housekeeping ends of things), while ensuring that my Google Drive is organized and kept up to date. And, to update my social media so that our work is public and transparent throughout the year.

Executives

We've been working together and preparing for our term for the past few months and I am so grateful to work alongside them for the next year. I want to make sure that each of us are well supported and that we hold each other accountable. We do daily check-ins on Discord at 9am for around thirty minutes to reflect on how the work day went the day prior, discuss tasks we are working on, where we need support, and offer assistance to each other. Now that there are only 7 of us, I want to help wherever needed and collaborate often.

Councillors

I want to establish connections and relationships with our Councillors, making sure that we support each other. And, for them to understand their new position, our By-Laws and Policies, etc. I hope to work with them for progressive change on campus. After many hours of onboarding training sessions, I want to make sure that I have good notes for them and that they are well supported throughout the year. And, I look forward to working with a few of them if they choose to serve on the Events Committee and/or the Member Services Advisory Committee, and any others that I may chair.

SFSS Staff

I will be working closely with SFSS Staff as they will be supporting our work. I hope to gain a better understanding of their work, how they interact and support SFSS Membership, and how they can help me as I transition. And, how they can help me clarify and implement policy. They do a lot of back-end work for us that goes unseen!



SFSS Membership

I want to be open and transparent with our SFSS Membership! By updating them that I am starting this role, any updates that are relevant to Membership, making sure I get back to emails/messages, give space for folks to talk and take feedback, collaborate with one another, etc. And, to use social media and our website to its full potential.

SFU Staff/Faculty Involvement

I have already and will continue to attend meetings with SFU Staff/Faculty/Partners regarding event planning on Campus, anything with student involvement, etc.

Cultural Events and Projects

Summary

I want to host and help assist in the raising of awareness and conversation around Black History Month, Pride Month, International Women's Day, Orange Shirt Day, and more by joining forces with individuals and student groups to create informative sessions and events.

Timeline

All year round!

Next Steps

I will initiate events if I believe they are not being done or hosted by other student groups. I will offer support, consult, and collaborate with individuals, student groups, and constituency groups for these events. And, to ensure that SFSS stands in solidarity with these important days and months through not only statements, but through action plans that have both short and long term effects to support our community members.

Relation to strategic plan

- Student wellbeing
- Student engagement



Continuation and Execution of Past Cultural Events

Summary

There have been past events that were not executed due to the lack of accountability and continuation from the SFSS. I want to revisit these ideas and see if we can execute them now that we have our Student Union Building, a possible return on campus, and the roll-out of vaccines amongst our student population.

Timeline

- Early June start reaching out to student and constituency groups

Next Steps

I will consult with the affiliated student and constituency groups who were a part of the original event idea and work with them to edit and solidify event plans. And, come up with ways to host this event whether it be hybrid or in-person.

Point of Contact

- VP External and Community Affairs, Matthew Provost
- Impacted student groups

Relation to Strategic Plan

- Student Engagement
- Student Wellbeing



Anti-Oppression Events and Workshops

Summary

I want to work with VP Equity and Sustainability to help host Anti-Oppression workshops throughout the year that are available to our Councillors and SFSS Membership. These can range from Anti-Black Racism, Anti-Indigenous Racism, Anti-Asian racism, and others. We will build on the work and draw inspiration from past Board Members who have worked on Mandatory Anti-Racism Events (MARE), and consult with folks with lived experiences to host such events and workshops. It's important to have spaces like these where we can make space and discuss topics that might make us uncomfortable! We have to learn and listen from our speakers so that the work we do is anti-oppressive.

Timeline

- Throughout the year! Hopefully to start planning June

Next steps

- Communicate with VP Equity and Sustainability, Marie Haddad
- Comb through MARE Reports (if available)
- Strike a working group to include student consultation and include people with lived experiences in this process

Points of contact

- VP Equity and Sustainability, Marie Haddad

Relation to strategic plan

- Student wellbeing
- Student engagement



Student Union Building (SUB) Opening

Grand-Opening Plan

Summary

While this Grand-Opening Plan may have to be at first, a Soft-Opening plan, I still want to ensure students are welcomed back onto campus and for the very first time. The SUB was funded by students before us and by current students as well - we are extremely lucky and privileged to have this space!

Timeline

A SUB Opening Working Group that I am a part of has met in April, and will continue to meet throughout the year to sort out the logistics for opening the SUB.

Next Steps

I want to have more meetings with the SUB Opening Working Group, create action items, and execute them. We also have to be mindful and be aware of what our provincial health guidelines are and what/how SFU plans to re-open.

Points of Contact

- SFSS Building Manager, John Walsh
- SFSS President, Gabe Liosis
- VP Internal and Organizational Development, Corbett Gildersleve

Relation to Strategic Plan

- Student Engagement
- Student Wellbeing
- University Relations
- Government and Stakeholder Relations



Student Appreciation Night

Summary

There are high barriers for students to receive credit (monetary or awards) in a special way for their volunteer efforts. While I highly value Co-Curricular Records, I also recognize the importance of celebrating these accomplishments through an event, where folks can receive monetary or physical awards. Some are but not limited to, for volunteers and even - Women of the Year Awards. It's also important to recognize that students have been volunteering and getting involved remotely in the past year and a half during a pandemic - and to honour their dedication and labour to our community.

Timeline

- July-August: start brainstorming awards
- September-December: event logistics
- January: notice of event
- February: submission and application process
- Early March: review of applications
- Late March: event (maybe in-person? hybrid?)

Next Steps

- Strike a Student Appreciation Night Working Group, or have this fall under Events Committee

Points of Contact

- SFSS Events Coordinator
- VP Finance, Almas Phangura
- Events Committee

Relation to Strategic Plan

- Student Engagement
- Student Wellbeing
- Student Financial Health
- University Relations



Events Operational Work

Summary

It was recommended by VP Internal and Organizational Development, Corbett Gildersleve, to make a report on how the 2020/2021 year went, especially highlighting the Covid-19 pandemic and how this affected number of grants, amounts per grant, what was spent on, issues with communication or engagement, etc. This would also help with our annual report.

Timeline

- Mid-May: Notify Staff
- End of June: Soft Deadline
- Early July: Hard Deadline

Next Steps

Notify staff!

Points of Contact

- VP Internal and Organizational Development, Corbett Gildersleve
- SFSS Staff (Member Services Coordinators, Events Coordinators, etc.)

Relation to Strategic Plan

- Student Financial Health
- Organizational Development



Events

Summary

I have a whole list of event ideas that I want to plan for the following year, and possibly re-peat events from last year as well. I am not going to put these on the document as I would like to put them mainly under the events committee, and, sometimes many of them change, switch around, different people involved constantly, etc.

So, stay tuned!