

1. CALL TO ORDER

Call to Order – 9:37 AM

2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^wməθk^wəy̓əm (Musqueam), Sḵw̓x̓wú7mesh Úxwumixw (Squamish), Selílwitulh (Tsleil-Waututh), k^wik^wəł̓əm (Kwikwetlem) and ḡicəy̓ (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 Executive Committee Composition

President (Chair)	Helen Sofia Pahou
VP Internal and Organizational Development	
VP Finance and Services (Vice-Chair)	Abhishek Parmar
VP University and Academic Affairs	Nicole Kirigin
VP External and Community Affairs	Eshana Baran
VP Equity and Sustainability	Rea Chatterjee
VP Events and Student Affairs	Vaibhav Arora

3.2 Society Staff

Board Organizer	Emmanuella Droko
Building Manager	John Walsh
Operations Organizer	Ayesha Khan
Administrative Assistant	Phanie Phan

3.3 Regrets

VP Equity and Sustainability	Rea Chatterjee
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3.4 Guests

SFU Equity, Diversity, and Inclusion Educator	Maia Wallace
Compass Representative	Eve Staszczyszyn
FCATSU Councillor	Rastko Koprivica

4. CONSENT AGENDA

4.1 CONSENT AGENDA

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

CARRIED UNANIMOUSLY

5. ADOPTION OF THE AGENDA

5.1 MOTION EXEC 2022-07-29:01

Abhishek / Nicole

Be it resolved to adopt the agenda as presented.

CARRIED AS AMENDED

- Add section 'Ratification of Regrets' for VP Equity and Sustainability "Rea Chatterjee."
- Add 'New Business' items:
 - Appointment of Duncan Booker as Associate Vice Presidents for University and Academic Affairs
 - Appointment of Emilio Da Silva as Associate Vice Presidents for University and Academic Affairs
 - Recommendation of the 2021-2026 SFSS Strategic Plan to Council
 - Endorsing the Letter from Alma Mater Society Named "2023 British Columbia Rent Freeze"
- Add 'In-Camera' items:
 - Discussion of Potential Risk to the Society Posed by an Individual Student
 - Toxic Workplace Culture
 - SFSS Strategic Plan
 - Discussion on Clubs – JDC West and Caselt
 - Setting Upper Limit for Response
- Add 'Discussion Items':
 - Executive and Committee Annual Plan Schedule to Report to Council
 - Executive Office Safety
 - SUB Safety Plan and Working Group
- Remove 'Discussion Items':
 - SUB Bookings
- Discuss section 'In-Camera' and section 'Ex-Camera' to come before section 'New Business'

6. MOVE TO SUSPEND THE RULES

6.1 MOTION EXEC 2022-07-29:02

Helen / Abhishek

CARRIED UNANIMOUSLY

- Move to suspend the rules to renumber the sections and items.

7. RATIFICATION OF REGRETS

7.1 MOTION EXEC 2022-07-29:03

Helen / Abhishek

Be it resolved to ratify the regrets from Rea Chatterjee: VP Equity and Sustainability.

CARRIED UNANIMOUSLY

8. MOVE TO SUSPEND THE RULES

8.1 MOTION EXEC 2022-07-29:04

Helen / Nicole

CARRIED UNANIMOUSLY

- Move to suspend the rules to go into 'Presentation' item "Compass – Mental Health Group" before "Proposal for a Professional Development Session for SFSS Executives on Justice, Equity and Inclusion, and Navigating the Co-op Term".

9. PRESENTATION

9.1 Compass – Mental Health Group

SUBMITTED BY: VP Finance and Services "Abhishek Parmar"

PRESENTED BY: Compass Representative "Eve Staszczyszyn"

ATTACHMENT: Compass x SFSS

- Eve shared that Compass is a platform designed by students for students with an intersectional approach to help students find more personalized and holistic mental health support.
- Compass was created after a number of post-secondary students across Canada have expressed and have faced mental health problems.
- Compass found that there is a gap between the students and finding support (eg. lack of awareness of available resources, lack of direction to personalized/specialized support, and more).
- Eve shared that Compass' main service is to give personalized pathways to a combination of on- and off-campus resources, online resources, and Compass-exclusive resources to students.
 - She further shared that the resources are vetted with the help of clinical psychologists to assure sensitivity, accessibility and etc.

- Eve went over the Compass platform and showed the attendees how it looks like and what can be found on it.
 - The Compass platform is designed to accommodate people with audio and visual difficulties.
 - The Compass team makes sure that all the resources and services are current and valid for the students to use for themselves or help other peers.
 - Eve shared that for Compass to recommend resources, students are given a series of questions asking how they feel, what type of resources they are searching for (1-on-1 counselling, group therapy, and etc.), what type of support they need (e.g. religious, spiritual), and etc.
- VP University shared that students look for more robust and long-term solutions rather than short-term solutions, which Compass provides.
 - Eve responded that her team is looking to be reactive and preventive by supporting students and connecting them to services and acute treatment.
 - Eve further said that Compass' provides coaching as a long-term solution by having someone who is present, consistent, holistic, and shares their lived experiences.
- VP Finance shared that the Executive can consider to try out the Compass pilot programme, as the SFSS was given a discount.

9.2 Proposal for a Professional Development Session for SFSS Executives on Justice, Equity and Inclusion, and Navigating the Co-op Term

SUBMITTED BY: VP Equity and Sustainability "Rea Chatterjee"

PRESENTED BY: SFU Equity, Diversity, and Inclusion Educator "Maia Wallace"

ATTACHMENT: SFU Student Services PP

- Maia explained that WIL JEI differentiates itself by providing professional Justice, Equity, and Inclusion (JEI) training, as other providers do not center workplace settings.
- Maia explained that people understand Equity, Diversity, and Inclusion (EDI) from a conceptual, societal, and extreme lens and not in specific situations, like knowing boundary setting, microaggressions, and etc.
- Maia shared that WIL JEI's role is to recognize the needs of students, help direct their requests, assist, accommodate, and provide resources.
- Maia shared that the WIL JEI has training courses that help students acquiring job positions and have a better effective cultural communication.
- Maia shared that WIL JEI has found that the two main concerns for students is intercultural dynamics and communications and racism and microaggressions in the workplace due to age-gaps, more work formalities and less flexibility, and more.

**7 minute break taken at 10:53 AM*

10. IN-CAMERA

10.1 Move In-Camera - MOTION EXEC 2022-07-29:05

Helen / Nicole

Be it resolved to go in-camera for the remainder of the meeting.

CARRIED UNANIMOUSLY

- **Request for Legal Counsel**
- **Build SFU Project Update for In-Camera Session**
- **Discussion of Potential Risk to the Society Posed by an Individual Student**
- **Toxic Workplace Culture**
- **SFSS Strategic Plan**
- **Discussion on Clubs – JDC West and Caselt**
- **Setting Upper Limit for Response**

11. EX-CAMERA

11.1 Move Ex-Camera - MOTION EXEC 2022-07-29:06

Helen / Nicole

Be it resolved to go ex-camera for the remainder of the meeting.

CARRIED UNANIMOUSLY

12. EXTEND THE MEETING

12.1 Move to Extend the Meeting - MOTION EXEC 2022-07-29:07

Abhishek / Helen

Be it resolved to extend the meeting until 1:30 PM.

CARRIED UNANIMOUSLY

13. IN-CAMERA

13.1 Move In-Camera - MOTION EXEC 2022-07-29:08

Helen / Nicole

Be it resolved to go in-camera for the remainder of the meeting.

CARRIED UNANIMOUSLY

- **Request for Legal Counsel**
- **Build SFU Project Update for In-Camera Session**
- **Discussion of Potential Risk to the Society Posed by an Individual Student**
- **Toxic Workplace Culture**
- **SFSS Strategic Plan**
- **Discussion on Clubs – JDC West and Caselt**
- **Setting Upper Limit for Response**

14. EX-CAMERA

14.1 Move Ex-Camera - MOTION EXEC 2022-07-29:09

Nicole / Abhishek

Be it resolved to go ex-camera for the remainder of the meeting.

CARRIED UNANIMOUSLY

15. EXTEND THE MEETING UNTIL 2:30 PM

15.1 Move to Extend the Meeting - MOTION EXEC 2022-07-10

Helen / Abhishek

Be it resolved to extend the meeting until 2:30 PM.

CARRIED UNANIMOUSLY

16. NEW BUSINESS

16.1 Appointment of Duncan Booker for Associate Vice Presidents for University and Academic Affairs- MOTION EXEC 2022-07-29:11

SUBMITTED BY: VP University and Academic Affairs "Nicole Kirigin"

Nicole / Abhishek

Be it resolved to appoint Duncan Booker as Associate Vice-President University and Academic Affairs for the 2022/2023 fiscal year.

CARRIED UNANIMOUSLY

16.2 Appointment of Emilio Da Silva for Associate Vice Presidents for University and Academic Affairs- MOTION EXEC 2022-07-29:12

SUBMITTED BY: VP University and Academic Affairs "Nicole Kirigin"

Nicole / Vaibhav

Be it resolved to appoint Emilio Da Silva as Associate Vice-President University and Academic Affairs for the 2022/2023 fiscal year.

CARRIED UNANIMOUSLY

- President asked VP Internal what is the limit of Associate VPs to an Executive member.
 - VP Internal answered that they can have up to 4 Associate VPs and they should be in good standing in society.
 - VP University shared that she has not been able to find a limit to AVPs in the policy but it has been discussed that the limit is 4.
 - President tasked VP Internal to check the policy and confirm if this is true.

16.3 Recommendation of the 2021-2026 SFSS Strategic Plan to Council - MOTION EXEC 2022-07-29:13

SUBMITTED BY: VP External and Community Affairs “Eshana Baran”

Abhishek / Nicole

Whereas the current 2022-23 Executive Committee have been presented with the reviewed 2021-2026 SFSS Strategic Plan during an In-Camera Session;

Whereas the current 2022-23 Executive Committee had yet to provide thorough input, or recommendations, in tightening up the scope and direction of the 2021-2026 SFSS Strategic Plan;

Whereas not all Executive Committee members had the chance to provide input on the 2021-2026 SFSS Strategic Plan;

Whereas the current 2022-23 Executive Committee will be consulted by the Board Organizer for feedback on the 2021-2026 SFSS Strategic Plan before the Executive Committee meeting on August 12 2022

Be it resolved the 2022-23 Executive Committee to formally recommend and approve the 2021-2026 SFSS Strategic Plan, to be presented to Council on August 17th.

CARRIED UNANIMOUSLY

- Discussion was done during an In-Camera session during previous meetings.

16.4 Endorsing the Letter from Alma Mater Society Named “2023 British Columbia Rent Freeze” - MOTION EXEC 2022-07-29:14

SUBMITTED BY: VP External and Community Affairs “Eshana Baran”

Eshana / VP Internal

Whereas, the Alma Mater Society sent a letter to the VP External named “2023 British Columbia Rent Freeze”

Whereas, the society has asked for support from the Simon Fraser Student Society

Whereas, this is a urgent matter so it was brought to the executive committee to sign on

Whereas, rent increases are an issue for the Simon Fraser Student Society membership as well the local community

Be it resolved for the Simon Fraser Student Society 2022/2023 Executive to endorse the letter named “2023 British Columbia Rent Freeze” from the Alma Mater Society

CARRIED UNANIMOUSLY

- VP External explained that this endorsement is to support the Alma Mater Society’s (AMS) ask for a rent freeze, as rent is a barrier and inaccessible for a lot of people.
- VP University requested to have VP External be the sole signatory, as not all

Executive members have had the chance to look into the matter.

- VP Internal expressed that this is a relevant for the SFSS, as earlier in the term they have looked into how rent increases impact the SFSS membership if they cannot find accommodation on SFU residence.
- VP Internal said that signing the endorsement is a way to start off and it will be good to consider doing other things that the SFSS can do to help with rent freeze.
 - VP External shared that the AMS is doing a day of action, where the Executives can go to David Abby's office.
- VP Finance shared his lived experience and those of people he knows and stated support for the letter.
- President shared her lived experience, noted that there are many more students that face housing precarity, and stated support for the letter.
- VP Events shared that for international students it is difficult to find the needed funds for accommodation even with a part-time job and stated support for the letter.
- VP University agreed with the overall sentiment of the letter and ensure that rent remains low for students, as it is a significant financial burden on them.
- President asked VP External what the Executives should expect from the AMS, like a list with the societies that support the letter, a social media post, or something else.
 - VP External responded that when the letter goes to David Abby, he will know that the 2022-2023 SFSS Executive endorsed it.
 - VP External said that there might be a day of action and she can forward the invite to the rest of the Executives if there is one.
- Ella spoke on the campaigning staff side and stated that Muriel has been working on campaigning about student affordability, as a lot of students have expressed concerns about rent stability.

17. DISCUSSION ITEMS

17.1 Scheduling Time for Professional Development Session for SFSS Executives on Justice, Equity and Inclusion, and Navigating the Co-op Term

SUBMITTED BY: VP Equity and Sustainability "Rea Chatterjee"

- President asked the Executive members if they can re-schedule it for the next EXEC meeting, so VP Equity can be present and speak on it.
- Ella supported the President's suggestion to postpone it because if there is a motion on it, VP Equity can give her input.
- With consent from the attending Executive members, the discussion item is postponed until the next EXEC meeting on Friday, August 12.

17.2 Build SFU Project Update

SUBMITTED BY: President (Chair) “Helen Sofia Pahou”

- John gave an update on the Build SFU Project.
- John notified the attendees that on July 12, the SFSS received the full occupancy permit for the SUB as they had a provisional occupancy permit before that.
 - John explained that the SFSS could not obtain the full occupancy permit because when the city came for inspection there were a few issues that needed to be rectified before they can issue it.
- John said that the issues took around a year to be resolved.
 - Some of the issues, like adjustment to internal signage, traffic coding, and some things around the fire brigade, that were easy to resolve.
 - The scheduled CB, which has to be supplied by every consultant that were the lead on the project, was what delayed the receipt of the full occupancy permit.
 - The consultant for the exterior of the SUB had a couple of concerns for the louvre and the electrical box on level 4000.
- John announced that the next steps will be to close off the capital project, which involves a final payment to the general contractor for the deficiency work and register the SFSS’s lease for the SUB.
 - John explained the by registering the lease, the SFSS will show that it is a not-for-profit organization and will be excluded from paying city taxes.
- President wanted to confirm that the SFSS needs to bring this to the city and get a folio number.
 - John confirmed and explained that the folio number is an identifier for the building and after they receive it, the SFSS can apply to register for a lease against the building.
- President asked for an estimated time that the SFSS can acquire a folio number.
 - John could not give a definitive answer but assumed that it will be relatively fast and hoped that he can give an update the following week.
 - VP Events that it might take longer than usual to acquire it because city elections are coming .

17.3 Communication Between Executive & Staff

SUBMITTED BY: President (Chair) “Helen Sofia Pahou”

- Postponed until the next EXEC meeting on Friday, August 12.

17.4 Following Up on Meetings Executives Attend

SUBMITTED BY: President (Chair) "Helen Sofia Pahou"

- Postponed until the next EXEC meeting on Friday, August 12.

17.5 Executive Involvement for Building Assistant Hiring Committee

SUBMITTED BY: President (Chair) "Helen Sofia Pahou"

- VP Internal shared that this came up in an email chain as Building Assistants will be hired for the Fall 2022 and wanted to know about a timeline.
- John explained that the Building team is looking to backfill Building Assistant positions that will become vacant in the Fall term.
- John explained that the job opening will be live for 2 weeks, after which there will be interviews, with the hopes that the new members can join in late August or early September.
 - John clarified that in the Hiring Committee, there needs to be 2 union excluded (a member of Executive and a member of Management) and 2 union representatives.
- VP Finance offered to fill a role on the hiring committee if needed.
- VP University also offered to fill a role on the hiring committee.

17.6 Unclaimed Room Deposits

SUBMITTED BY: VP Finance and Services "Abhishek Parmar"

- Postponed until the next EXEC meeting on Friday, August 12.

17.7 Parking Benefit for Permanent Employees

SUBMITTED BY: VP Finance and Services "Abhishek Parmar"

- Postponed until the next EXEC meeting on Friday, August 12.

17.8 Executive and Committee Annual Plan Schedule to Report to Council

SUBMITTED BY: VP External and Community Affairs "Eshana Baran"

- Postponed until the next EXEC meeting on Friday, August 12.

17.9 Executive Office Safety

SUBMITTED BY: President (Chair) "Helen Sofia Pahou"

- President shared that there was a recent confrontation in the Executive office between a few of the Executive members and a provocative person regarding the current tumultuous times at the SFSS.
 - President explained that with the consent of the Building Coordinator and the Building Manager, the Executive office was locked for the remainder of the day and only people with a fob could enter.

- President wanted to bring up this conversation to get the Executive members' opinion on how to ensure their safety, as the members have received hateful comments, death threats, and more.
- President has already suggested to the Building Coordinators to have regular check-ins by going to the Executive office.
- VP Internal shared that a few staff members wanted to know if the Executive members wanted their space to be entered via a fob, so not everyone can casually walk in.
 - VP Internal shared that, initially, she was against it because students should be allowed to come in and ask questions but considering today's discussion, these measures might need to be implemented for a certain amount of time.
- VP Internal called for the Executive to decide what to do, so they can stay secure in their space, as rumors and threats towards them are continuing to be made.
- VP University shared that encounters with provocative individuals can and will negatively impact the Executive members' ability to carry out their duties, the SFSS' resources, and the SFSS as a whole.
- VP University shared that she would like the office to remain open, as a lot of students do not know that they can walk in and if they do want to access the Executive members, they will reach out and make an appointment.
- VP External wanted to know if this is with relation to a SFU 350 member that came by.
 - VP Finance said that with reference to PIPA, no details regarding what or who this is related to.
- John gave a few options to the Executives that they can consider and utilize:
 1. The door of the Executive office can be set to a one-time entry, where the door will be locked on the outside once the Executive member enters and will remain locked after the member exits the space.
 2. Have a schedule, where the office can be open during high occupancy hours and when there is a lot of staff members, like from 8:00 AM to 4:00 PM, and the office is locked in the evening.
 3. The office can be accessed through the fob only.
- John said that if the Executives choose to have a schedule, it is adaptable, so they can have the door locked until things calm down and then open the space in a few weeks.
- John stressed that if the Executives feel uncomfortable or threatens at any point, while they are in the building, they should contact a Building Coordinator or him,

the Building Manager, as soon as possible.

- VP External, based off of her knowledge about the confrontation, shared her understanding of it and wanted to make sure that the current conversation does not become too escalated.
 - VP External shared that the person who went to the office raised concerns about rushed processes and what happened during the last Council meeting.
- John suggested that when the Executive make the decision, they should not solely focus on the recent confrontation but take into consideration everybody's safety in the building.
- Ella added to John by saying that this is a good opportunity to assure that SFSS staff have the training that was outlined in the Safety Plan submitted to the JHSC and that everyone is on the same page about the protocol.
- VP Internal disclosed there have been rumors of people wanting to harm the President, VP Internal, and VP University with a sledgehammer and wanted to make sure that people can keep an eye on the President and VP University, as they are frequently in the SUB.
- President echoed that people should feel comfortable and safe to come into their workplace and that their physical safety is maintained.
- President suggested to temporarily keep the space locked and to be entered only via a fob.
- VP Finance shared that he has tried to be on campus for as long hours as possible, so he can provide some coverage if there is a threat.
- VP University wanted to know what can be done, that does not involve threatening the safety of the Building team, if someone walks in with a weapon.
 - John shared that the Safety Plan deals with aggressive behavior and people causing disturbance, where there is an escalation procedure.
 - John said that if there is a threat in the SUB that cannot be de-escalated at first point of contact, it will have to be escalated to CPS.
- VP External wanted to know if this individual physically threatened the Executive members in any way, so she can understand the situation better.
 - VP Finance said that the conversation has moved onto finding a solution to possible threats.
- VP Internal asked John if there are spaces that people can go to and hide if there is an active threat.
 - John said that situations like these are dynamic and not everything can be predicted.
 - John further said that the safest location for the Executives will be behind

the door of the storage room in the Executive office.

- VP Events suggested that a speed dial for emergency numbers can be set up or keep safety gadgets.
- John said that people should be conscious of their individual office spaces and keep them secure, and the SFSS can have the Building Coordinators to be more present in the area.
- John suggested to have the door locked, have a doorbell, and the Executives can arrange appointments to meet with students as a temporary measure.
- VP External noted that this conversation came as a direct consequence from the recent confrontation between the individual and the Executive members and not organically.
 - VP University clarified that this conversation is brought up because of specific threats that have been directed towards the Executive members.
- John let the Executives know that when they make a decision or pass an email motion, they should give John clear instructions on what he should do.

17.10 SUB Safety Plan and Working Group

SUBMITTED BY: VP External and Community Affairs “Eshana Baran”

- John explained that there was consultation around the Safety Plan and feedback stated that people are in favor of having a working group that will have an abolitionist approach.
- John let the attendees know that these plans will be sent out on Tuesday, August 9 unless there is further feedback that state differently.
- VP External wanted to know if a motion can be set up to form the working group and then have the group meet bi-weekly.
 - Ella suggested that the management can work on brief for the Executive members about the input from staff and the people who use the SUB.

18. EXTEND THE MEETING

18.1 Move to Extend the Meeting - MOTION EXEC 2022-07-29:15

Abhishek / Nicole

Be it resolved to extend the meeting until 2:45 PM.

CARRIED UNANIMOUSLY

19. ATTACHMENTS

19.1 Compass x SFSS

19.2 SFU Student Services PP

19.3 AMSofUBC_2023RentFreezeLetter

20. ADJOURNMENT

20.1 MOTION EXEC 2022-07-29:16

Abhishek / Helen

Be it resolved to adjourn the meeting at 2:35 PM

CARRIED UNANIMOUSLY