

Federation of Students
Student's Council

25 Mar. 2018

SLC 1120/1121 (The Multi-purpose Room)

| | |
|--------------------------|---|
| Chair | Elizabeth O'Sullivan |
| Secretary | Tristan Potter |
| Attendees | Altaf, Subham Brieva, Antonio Clarke, Antonio Clubine, Andrew Easton, Benjamin Eyre, Alexander George, Rebecca Goomer, Kanishk Guillen, Jennifer Jowhari, Nickta Knight, Jill Li, Tianqi Mistry, Harsh Mohan, Andrew O'Sullivan, Elizabeth Potter, Tristan Schwan, Brian Shibli, Aisha Simpson, Abigail Small, Jason Terzian, Hagop Tran, Tomson Velling, Seneca Xu, Wenyu Ye-Mowe, Stephanie |
| Expected Absences | N/A |

Preliminaries

Adding items to the agenda requires a two-thirds vote, although new items of business can still be raised without needing that vote once the entire agenda is complete.

Call to Order

Be it resolved that the Speaker calls the meeting to order at 12:30 PM.

Note, the land that the University of Waterloo Resides on is Indigenous land.

Approval of the Agenda

Be it resolved that Council approve the agenda as presented.

Approval of the Minutes

The minutes of a meeting are the official record of what happened at that meeting, and contain the authoritative versions of the actions taken at the meeting. If there are significant reservations about the minutes, the approval may be dispensed with, and the minutes will be returned at the subsequent meeting for approval.

Approval of the Minutes

Be it resolved that Council approve the minutes of the February meeting as presented.

Reports

Motions arising directly out of a report, including to adopt recommendations in the report, may be considered immediately after the report without having to wait until later in the meeting. No action is required to receive a report. If Council decides to adopt or accept a report, then it is endorsing the entire report and not just the recommendations.

Executive Reports

Each executive will highlight key aspects of their written reports in an oral report that lasts no longer than 2 minutes, to be followed immediately by a question period lasting no longer than 10 minutes per executive.

1. President
2. Vice President, Internal
3. Vice President, Operations and Finance
4. Vice President, Education

Special Orders

A special order is an item of business that will take precedence over all other business at the designated time for the special order. As it suspends the normal rule that each item must be disposed of before another can be brought up, setting or removing a special order requires a two-thirds majority vote unless originally included in the agenda.

Presentation from the Associate Director of Health Promotions

General Orders

A general order is an item of business that is ordered to be taken up at a meeting. Time limits to discussions indicate the point at which the Speaker will end the discussion unless Council directs otherwise.

Discussion on student concerns on Campus Dentist – Seneca Velling

Discussion on removing minutes older than 5 years from the FEDS website – Elizabeth O’Sullivan

WHEREAS mascots are the embodiment of the collective identity and brand of an institution, and

WHEREAS there is significant student desire for our official mascot and branding to incorporate a goose, and

WHEREAS the Waterloo community at large has come to view geese as an unofficial symbol of the University of Waterloo, including through snapchat filtering and the sale of plush goose stuffed animals, now therefore,

Be it resolved that the mascot of the Federation of Students shall be a Goose; and

BIFRT the Council shall create an ad hoc “WaterFowl Mascot Committee”, to be chaired by the VP Student Life or a representative thereof, which shall during a one (1) year period determine naming, design, and style of the Feds Mascot through student submission; and

BIFRT this committee shall hold a survey of students for the naming of said goose, from which Council shall choose a name of the top contenders; and

BIFRT Council tasks the Executive to work with the University to make a goose the official university mascot. –Seneca Velling

BIRT that Council approves the creation of an equity student-run service looking to meet the unmet needs of racialized students and address racism on campus. – Antonio Brieva

New Business

Any Councillor may raise any item of concern during new business. Generally, long discussions without a specific motion before Council should be avoided, and are technically against the rules of procedure. If a Councillor has any questions about the procedure, form, or content, they should ask the Speaker.

Adjournment

Adjournment scheduled at 3:00pm

Acknowledgments

Some recognition of effort is required for the past and current officers of Student's Council, as their hard work has led to vast improvements to the efficiency and efficacy of this body, including in the improvements made in the construction of this agenda and the attached minutes. The following members in particular have devoted an extraordinary amount of time and effort to the cause of amplifying discussions on student issues and improving the clarity of debate:

- Alexander Wray (Speaker, 2016-2017), for his efforts to run concise and productive meetings.
- Andrew Clubine (Speaker, 2014-2015), for his efforts in introducing transparent procedure to the operations of Council.
- Sacha Forstner (Secretary, 2016-2017), for his efforts in bringing the operations and decisions of Council to the at-large student population.



Jill Knight

Vice President Internal Report

March 2018

Federation of Students
University of Waterloo

Societies:

- We had our third and fourth Committee of President's meeting for the term
- Topics on the agendas included
 - o Special Guest – Andrea Kelman - Chief of Staff, President's Office
 - o Special Guest – Tony Munro – Waterloo International
 - o Planning of Live Band Karaoke at the Bomber
 - o Society's feedback on Student Mental Health
 - o Elections & Transition
- We will be hosting a societies transition event for the incoming and the outgoing presidents to share their experiences, network with other societies on and off campus and share best practices
- We are working with Orientation to include more of a faculty society presence during this transition period for students
- The Society's Relation Commission has been posted on the Feds.ca website and interviews will be taking place next week
- I attended the final Society of Pharmacy Students meeting and continue to look for opportunities to visit or connect with the other satellite campuses

Wellness:

- Branding for these days continues to develop (we have been working on signature events & campaigns, key works & brand voice, primary logos, social media templates and more)
- The volunteer ambassador position continues to be developed as another leadership opportunity Feds will provide students
- Looking to launch in May 2018

Overall Updates October/November:

- **IAC** has been continuing to meet weekly
- **Wrap Up Week** happened this past week. Some events included
 - o Healthy snack cart
 - o Massages
 - o Warrior Wind Down
 - o DIY Energy Bits
- **Volunteer Appreciation** is taking place on March 26th. We will be having free food, awards handed out and time for volunteers to network with each other.
- **Cultural Caravan** happened on March 8th with 9 performers and over a couple hundred in attendance in person and through the live stream.
- **PACE Meeting** we reviewed the consultation process with equity seeking groups (developed outcomes and action items) and discussed services for transgendered students on campus
- **Equity Service** – Antonio and myself have been working on the proposal. Please see the attached document within the agenda for more information ‘
- **OUSA General Assembly** was held at Laurentian University
 - o Transfer Credits, Mature Students and Health & Wellness were the three papers discussed

If you have any comments, concerns, complaints or compliments about campus life (or anything about the university and Feds) feel free to reach out!



Brian Schwan

VP Operations & Finance

March 2018

Federation of Students
University of Waterloo

Executive Report

- 1) Month Summary
- 2) Current Projects /Initiatives

Month Summary

The Bombshelter:

- Express menu has launched with consistent seating times under 30 minutes during lunch time to ensure greater convenience for students! We will continue to ensure the menu is updated frequently to keep items new and relevant for students.
-

International News:

- Nothing New to Report

Campus Bubble/Bento:

- Nothing New to report

Feds Used Books:

- Hours will be reducing during the summer months to ensure effectiveness for students in the most efficient manner. Hours are TBD however these hours will be reduced during the slower months in July and August.

Current Projects/Initiatives

2.A Legal Survey

The legal survey was completed and I will be presenting preliminary findings to council during this meeting

2.B Employment

Feds is continuously looking to hire new students each term and as Spring term approaches we urge councillors to let their students know of the many opportunities Feds has to offer. Stay tuned for a Spring 2018 Job Fair!

2.C Budget Procedure

I have been working diligently with Budget Committee to create and define a new budget procedure that is efficient and that supports accurate data driven projections based off of accurate previous years actuals (may be able to have this ready in time)

2.D Exec Transition

We are working diligently to transition the new executive into their roles to mitigate knowledge loss and to ensure they have the knowledge to hit the ground running in the spring term. We are excited to transition the new team as they are eager to create positive change at UW.

Feds Mr. Goose Mascot Motion

WHEREAS mascots are the embodiment of the collective identity and brand of an institution,
and

WHEREAS there is significant student desire for our official mascot and branding to incorporate
a goose, and

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naming, design, and style of the Feds Mascot through student submission; and

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Council shall choose a name of the top contenders; and

BIFRT Council tasks the Executive to work with the University to make a goose the official
university mascot.

Name of Equity Service: TBD

Key term:

*As defined by A Better Way Forward: Ontario's 3-year anti-racism strategic plan

Racialization and racialized “refers to the process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life” (Commission on Systemic Racism in the Ontario Criminal Justice System, 1995). Racial categories are not based on science or biology but on differences that society has chosen to emphasize, with significant consequences for people's lives. People can be racialized not only based on skin colour but also other perceived characteristics such as their culture, language, customs, ancestry, country or place of origin, or religion as is the case with islamophobia and antisemitism.”

Background and Precedence

The need for services designed to meet the trauma-informed needs of racialized students on campus is not new. However, in November 2017, an article published by Vice News, *University Asks Black Student to Prove Minorities Exist on Campus*, further highlighted the daily experiences and challenges of racialized students on campus, and our UW community's continuing shortcomings in acknowledging their lived experience and meeting their needs. Although the Federation of Students believes that it is the university's responsibility to address the unique challenges of all marginalized students on campus, as an organization, we feel it is time and our mission to meet those needs now until the university is able and willing to do so. As a result, since the February 11th Council meeting, Jill Knight (VP Internal) and Antonio Brieva (President) have gone through a consultation process with student clubs/groups that represent racialized students to develop a research-informed proposal that ensures we are effectively meeting the needs of racialized lived experiences.

Equity-seeking services are not unique to our organization. In fact, it is common practice among student associations in the postsecondary sector to develop and create these type of equity-seeking services when their home institutions are unable to meet the needs of all students. The proposed service for racialized students would join a list of equity-seeking services that have a proud, long and rich history in the organization, including: GLOW, Women's Centre, the Food Bank, ICSN, SCI and MATES. A service for racialized students would allow Feds to become more intersectional in our service-delivery approach.

Beyond our own history of addressing unmet needs of marginalized students, other student associations in the province have created student-run services to meet the needs of racialized and other marginalized groups on campus. For example, Ryerson Students' Union created, funds and operates a student-run service called “Racialised Students' Collective” that works with “Ryerson's community to eliminate racism and xenophobia both on and off campus” through education and advocacy initiatives. At Laurier, The Diversity and Equity Office houses the student-run group Black Student Association (ABS) that focuses on spreading “awareness about the experience of students of colour to the campus with the goal of ensuring all members of the Laurier community are well-informed and have a fulfilling university experience”. These examples show there is precedent set, by these other student-led campus groups in the

post-secondary sector, for student associations to have a role in addressing the needs of marginalized, racialized minorities on campus.

Membership and Evidence for Need

The mission of this student-run service (as stated below) is to address the unmet needs of racialized students on campus. However, **this service is open to all undergraduate students to access and volunteer in.**

To prove the need for this service we're using national, provincial and regional data because there is limited collection of race and other demographic data on campus and the broader post-secondary sector to understand the experience of racialized and other marginalized students on campus. According to the latest Statistics Canada census, about one in four Canadians is a racialized, visible minority. If we are to translate this to campus, this service's mission, which all students can participate in and access, will address the unmet needs of at least approximately 8,000 students. The Service's advocacy and education pillar will advocate to the university to address this data need/gap to capture issues around representation, barriers to service, racial discrimination, the student experience and retainment of racialized students.

A Better Way Forward: Ontario's 3-year anti-racism strategic plan defines "systematic racism" as "an institution or set of institutions working together creates or maintains racial inequity. This can be unintentional, and doesn't necessarily mean that people within an organization are racist. It is often caused by hidden institutional biases in policies, practices and processes that privilege or disadvantage people based on race. It can be the result of doing things the way they've always been done, without considering how they impact particular groups differently". The Toronto District School Board, which is one of the few school boards in the province that collects self-disclosed racial data, found that dropout rates among black students have remained around 40 percent in our public schools since the 1990s. Publicly-assisted, post-secondary institutions, including the University of Waterloo, are part of a set of educational institutions (primary and secondary schools) that reproduce under-representation and these type of barriers that inhibit the success of racialized folks on campus.

Often times we look at our campus in isolation from the broader community it operates within, and from the broader society it recruits from to convince ourselves that the problems and injustices don't exist here. However, according to Statistics Canada, the tri-city region (Kitchener, Waterloo, and Cambridge) ranks third out of 34 census metropolitan areas for the highest reported rate of race-related hate crimes in Canada. These incidents are definitely also happening to racialized students on campus and in the broader community — which they are expected to call home for the next 4-6 years of their lives — and having negative effects.

A trauma-informed approach recognizes the term "minority stress" which refers to personal stress from the experience and internalization of discrimination. The stress affects students satisfaction, level of isolation and overall experience with campus. Therefore, this service would be part of our efforts to address the broader learning environment through a racialized lens, which refers to elements and activities that take place outside the classroom — spaces, clubs, services and societies that determine and help encourage overall student success — that can be enhanced and created to eliminate barriers preventing racialized students' sense of belonging and success.

Although all three pillars of the service try to address different aspects of the broader learning environment, the service's peer-to-peer service-delivery pillar will look to address the need for access to peer-to-peer support services to address how racialized students are disproportionately and uniquely affected by mental health concerns and illness. Recommendation #28 of the President's Advisory Committee on Student Mental Health (PAC-SMH) showcases the research that highlights the real need to increase mental health service supports (including peer-to-peer support services — Recommendation #10) for marginalized and disproportionately affected (explicitly stated racialized students).

Considering University of Waterloo's international, undergraduate student population is at around 20 percent, the need for this service will only continue to grow when we look at the intersection of international students and racialization.

Vision:

Eliminate xenophobia and racial inequity on campus in all its forms and the broader UWaterloo student experience, while addressing underrepresentation of racialized students in the post-secondary sector and creating a culturally-inclusive campus.

Mission

This Service works to partner with the University of Waterloo and the Federation of Students to acknowledge the impacts of racism with care, use an anti-oppression approach to dismantle systematic barriers that limits the success and experiences of affected students on campus.

Objectives/pillars of service/ goals

1. Education and Advocacy:

- Work closely with the University of Waterloo Equity office to ensure their goals encompass BOTH diversity and equity strategies for racialized students:
 - Create an on-campus working group that will work on developing anti-racism strategies and policies using an intersectional lense focused on building an inclusive community.
 - Advocate and establish a formal means to collect demographic data with specific metrics.
- Encourage meaningful and progressive dialogue about race by establish racial justice on campus.
- Advocate anti-racism, anti-oppression and or sensitivity training for administrators, faculty, staff, and students.
- Advocate and work in collaboration with the Office of Human Rights, Equity and Inclusion to establish formal reporting mechanism for incidents of racism and xenophobia on campus, the community and University of Waterloo sanctioned events.

2. Peer to Peer Support:

- Occupy a physical space on campus in the Student Life Centre to hold drop-in hours in which students can attend to speak privately about their experiences on campus with a trained peer volunteer.

-Provide mentorship to first-year students and allyship training to all students of the University of Waterloo.

3. Events and Community Building/Outreach:

- Develop an inclusive, physical space where students feel comfortable voicing concerns.
- Take initiative to support and interact with equity-seeking groups on campus that address racism, xenophobia and/or the ways in which they intersect.
- Develop rapport with the Wilfred Laurier diversity and equity office, particularly the Laurier Association of Black Students that operates as a service under their Diversity and Equity office within the university.

Implementation Plan

Upon approval from the necessary governing bodies, the Equity service will officially open during the Winter 2019 term. Prior to this, during the Spring and Fall 2018 terms, two coordinators will be selected and trained. While the coordinators are starting, they will be playing an integral role of consulting students during the final development and implementation stage of this service. The \$1.00 fee that passed at the General Meeting will provide the campus Life Department team with the necessary resources to assist with all the student-run services as we seek to effectively and successfully on-board this service.

The long-term vision/strategy of this service is to build a formal resource-sharing partnership with the Equity Office and/or other campus partners. This is consistent with our organizational belief that it is the financial and social responsibility of the university to meet the needs of all marginalized students on campus. It is imperative to take advantage of the Spring and Fall terms to develop relationships with campus partners such as the Equity Office, Student Success Office and Campus Wellness — these departments will be paramount to the service's success and future growth on campus.

The internal structure and operations of the service will be consistent with the structure of our other student-run services. During the implementation process, the student service coordinators will begin to develop events, explore peer-to-peer support training programs, advocacy campaigns, and many more activities for the larger student body. It is crucial for the service's success to have a solid timeframe dedicated to this development to ensure that all other aspects of onboarding a service are achieved.

The Campus Life Advisory Committee, with the guidance of the VP Internal, will oversee the implementation of the new student-run service (including and not limited to metrics of success as determined in conjunction with the Campus Life team and the service coordinators). The VP Internal will provide monthly updates to Council on the progress of the service's implementation.

Bylaws, Policies and Procedures

The new service will be created following proper procedure. In order to implement fully, a budget will be sent for consideration during the next fiscal year budget planning process. As well, our council procedures will be updated in the Spring 2018 term to reflect the addition of this new service.

Marketing and Promotion

As with all services, marketing and promotion will be provided based around the activities and programs planned by the Equity Service. These include: Social Media and web presence (Facebook,, Twitter, website) as well as in-person promotions in order to reach all of our intended audiences. With the two terms factored in for implementation, we are giving enough time to create a brand for this service from the beginning.

Office Space

We are currently exploring and taking inventory of any available spaces to meet the needs of the service. There is no clear timeline as to when the service will have a space, however, the expansion of SLC will open up the pool of possible spaces.

Example Budget

During the infancy of this service, a lot of the budget will go towards outreach and marketing efforts. Along with marketing, budget will be allocated for volunteer appreciation, general office, special events/projects to name a few. Below is an example of how the budget could be for this service. Note ALL these numbers are hypothetical and that this is subject to change since budgets are created by the service coordinators with assistance from the Service Manager. As well, they are seen and passed by other groups of students. The student-run service's budgets are made publicly available on the Feds website and this service will be consistent with the budgets of other equity-seeking services.

| Expenses | Budget 18/19 | Actual 18/19 |
|-------------------------|----------------|--------------|
| General Office/Supplies | \$ 250.00 | \$ |
| Volunteer Appreciation | \$ 1,080.00 | \$ |
| Telephone | \$ 275.00 | \$ |
| Photocopying | \$ 50.00 | \$ |
| Ent/Promo/Meetings | \$ 150 | \$ |
| Volunteer Training | \$1,000.00 | \$ |
| Special Events | \$3500.00 | |
| Events | \$ 2500.00 | \$ |
| Total | \$ 8805 | \$ |

List of Sources Consulted

<https://downloads.wlu.ca/downloads/student-life/diversity-and-equity/documents/eracer-summit-report.pdf>

https://www.vice.com/en_ca/article/pa3nb7/university-asks-black-student-to-prove-minorities-exist-on-campus

<http://www.rsuonline.ca/racialised-students-collective>

<https://www.ontario.ca/page/better-way-forward-ontarios-3-year-anti-racism-strategic-plan>

https://www.ousa.ca/blog_365_days_of_black_education

<https://students.wlu.ca/student-life/diversity-and-equity/black-students-associations.html>

<https://www.statcan.gc.ca/pub/85-002-x/2017001/article/14832-eng.htm>

<https://studentlife.uoguelph.ca/sites/uoguelph.ca.studentlife/files/public/Supporting%20the%20Needs%20of%20Black%20Students%20at%20the%20University%20of%20Guelph%20-%20Report%20of%20Findings.pdf>

<https://students.wlu.ca/student-life/diversity-and-equity/black-students-associations.html>