



## THE ALMA MATER SOCIETY OF THE UNIVERSITY OF BRITISH COLUMBIA

### AMS HR Committee

Minutes for August 7, 2019 – 5:30 PM, NEST Room 3511

**Members (Present):** Riley Ty (Chair - Councillor), Michelle Marcus (Councillor), Kevin Zhang (Councillor), Kelvin Au (Councillor), John Segui (Councillor) Chris Hakim (AMS President), George Kachkovski (Member at large), Osaro Obaseki (AMS Ombudsperson)

**Guests:** Praneet Sandhu (HR Manager)

#### Call to Order

- The meeting was called to order at 5:32 pm

#### Territorial Acknowledgement

- We acknowledge that we are on the unceded, traditional, and ancestral territory of the Musqueam people. It is important to recognize that learning has happened long before our time here, and that we are very privileged to be on these territories that are not ours.

#### Approval of the Agenda

- The agenda was adopted (Moved: George, Seconded: Chris).

#### Discussion: Advisory Board

- Riley: Our original candidate for the professional position turned down the offer to be on the Advisory Board. o The Executives are looking for someone with a human resources experience.
- Chris: Yes, because our previous member had a human resources background.
- Michelle: Someone with an equity-based background?
- Chris: That may fall under the umbrella of behavioral management.
- Riley: I will work with folks on creating a JD and distribute that to Council.

#### Discussion: Ombudsperson Next Steps

- Riley: Unfortunately, Osaro will be stepping down from his position. We'll begin advertising the opening of the Ombudsperson and hire this as soon as we can.
- Michelle: What has been our recruitment strategy in the past?

- Chris: We advertise it specifically to the Faculty of Law since law students are our main candidates.
- Riley: Osaro, what drew you to this position?
- Osaro: Timing is key since folks will be looking for jobs now that articling is finishing up and the school year is getting closer.
- Riley: We'll look to post the JD out in September.
- Chris: Assuming AMS Council approves SVPREP on August 21, the policy would be in effect September 21. If we do not have an Ombudsperson by September 21, then individuals cannot report incidents of sexual violence.
- Riley: Okay, we'll look to hire as soon as we can.

**Discussion: Other Business**

## Next steps document

- George: Goal of advertising better to increase applicants. What do we do now?
- Leslie: We do advertise jobs with communications. You can definitely give us ideas for where to advertise. Everything is posted on careers online. We also send out AMS newsletter.
- George: We should capitalize on the audience AMS events has. We should also collaborate with different student organizations. And look into ads like in transit.
- Chris: AMS comms doing lots to promote the AMS better - e.g. new video. And we can talk to AMS events about this too.

## Strategem conference

- Michelle: There is a conference next month on workplace justice. The Strategem conference, Sep 27th-29th. This is really in line with our goals of increasing equity in hiring and creating a more equitable workplace. Would be a great way to get suggestions from experts in this. Execs and HR department should try to attend.
- Chris: Several execs will be attending.
- Praneet: Will look into it.

**Adjournment**

- The meeting was adjourned at 6:48 PM.