
SUBJECT	Report on the Status of the UBC Interfraternity Council as an AMS Subsidiary
MEETING DATE	NOVEMBER 5TH, 2019
MOTION	BE IT RESOLVED THAT the AMS Council accept the “Report on the Status of the UBC Interfraternity Council as an AMS Subsidiary” as presented.
PREPARED BY	Cole Evans – Vice President Administration Operations Committee
DOCUMENTS	1. Report on the Status of the UBC Interfraternity Council as an AMS Subsidiary

DESCRIPTION & RATIONALE	This is the completed report as mandated by the Board from the October 9 th , 2019 AMS Council meeting. Relevant background information and rationale can be found in the attached documentation.
BENEFITS Reputational, Financial, Sustainable, Social	<p>This report provides clarity surrounding the relationship between the AMS and the UBC IFC and provides recommendations with specific actionables that address the concerns voiced by members of the Board.</p> <p>The recommendations included in the report all work to the benefit of the Society, and will have a positive impact on our operations moving forward.</p>
RISKS Financial, Operational, Reputational	The UBC IFC community represents a large number of AMS members who may be impacted by the recommendations outlined in this report. However, the effects of these recommendations are not in the purview of the Society.
COSTS Financial, Resources, Lifecycle	None at the time of writing.

TIMELINE 1 to 2 months.
Implementation
Timeline

CONSULTATION Operations Committee
Internal & External Executive Committee
Groups UBC Interfraternity Council
The University of British Columbia



**Report on the Status of the UBC Interfraternity Council
as an AMS Subsidiary**

November 2019

Cole Evans, Vice President Administration on behalf of
the AMS Operations Committee

Table of Contents

1. Background
2. Review Process and Timeline
3. Analysis
 - a. Membership Compliance
 - b. Governance Compliance
 - c. Liability to the Society
 - d. AMS Member Safety
 - e. IFC Responses to Committee Questions
 - f. Subsidiary Accountability
 - g. Campus Community and Social Life
4. Recommendations

Background

On October 9th, 2019, AMS Council voted to mandate that the Vice President Administration, in coordination with the AMS Operations Committee conduct a review of the UBC Interfraternity Council's (IFC) standing as an AMS Club, and therefore a subsidiary of the AMS. The motion passed by AMS Council is as follows:

Whereas the Inter-Fraternity Council of UBC (IFC) is an AMS club;

Whereas the IFC appears to be in violation of Section 4, Sub-Section A of the AMS Operations Committee Policy Manual;

Whereas the AMS does not have a published comprehensive review of IFC's membership as an AMS Club; and

Whereas there is heightened interest in public accountability of IFC and organizations affiliated with the IFC.

Therefore be it resolved that the VP Administration, in coordination with the Operations Committee, lead a comprehensive review of the IFC's club membership and the fraternities' relationship with the AMS.

Be it further resolved that the VP Administration bring an update to the next Council meeting [i.e., October 23].

Be it further resolved that the VP Administration submit a final report and recommendations to Council at the first Council meeting in November.

Be it further resolved that the Vice-President Administration, in coordination with the Operations Committee, also work to identify and consider all AMS clubs which are not in line with Section 4, Sub-Section A of the Operations Committee Policy Manual and produce a report with recommendations; the deadline will be the first Council meeting in January, with the possibility of submitting early.

Based on the motion, the Operations Committee hereafter referred to as "the Committee", identified the following key areas to be included in the review:

- a. Membership Compliance
- b. Governance Compliance
- c. Liability to the Society

Other items that were taken into consideration were:

- a. AMS Member Safety
- b. IFC Responses to Committee Questions
- c. Subsidiary Accountability
- d. Campus Community and Student Life

The Committee strongly believes that this process has met all the requirements of the Board mandated review, and that the recommendations contained in this report are positive for the Society and the UBC community at large.

Any questions pertaining to this report can be directed to the Vice President Administration at vpadmin@ams.ubc.ca.

Review Process and Timeline

This review was conducted over a period of one (1) month and was discussed at three (3) meetings of the Committee. The following is an outline of the timeline and actions taken:

Date	Action
October 9th, 2019	AMS Council approves motion requesting review.
October 17th, 2019	First meeting of the Committee post-motion, and a process overview is established.
October 22nd, 2019	Second meeting of the Committee post-motion. Potential directions for club membership rules are discussed, as well as a finalization of questions to ask IFC

	representatives. IFC governing documents also analyzed.
October 29th, 2019	Vice President Administration meets with representatives from the IFC to discuss Committee questions.
October 29th, 2019	Third meeting of the Committee post-motion. Potential liability implications are discussed, and report recommendations are finalized.
November 1st, 2019	Report is submitted to AMS Council.

Analysis

The following is a summary of the analysis conducted throughout this review.

Membership Compliance

Upon review, it was confirmed that the IFC is in violation of Section 4 (4) (a) of the Operations Committee Policy Manual which states:

a. Membership in all AMS Clubs shall be open to all Active AMS Members, as defined in Bylaw 2.1.

IFC governing documents outline that membership is restricted to male-identifying individuals.

This definition of active membership is sourced from the IFC Constitution:

1. Active Member: An Active Member shall be defined as any man who has been initiated into any fraternity at the University of British Columbia.

It was determined by the Committee that this contradiction in policy is likely to remain in place due to the nature of the IFC, and that there is no opportunity for future compliance.

The Committee also began discussions on other clubs that have selective membership based on an application, audition, or similar process. The Committee has begun work on creating new policy to accommodate these “Competitive-Entry” clubs, but will still ensure that these

processes are inclusive to all AMS members. Most clubs should not be affected by these changes, however other single-gendered organizations like the UBC Panhellenic Council (UBC Sororities) are likely to be impacted.

Governance Compliance

Upon review, it was discovered by the Committee that the governing documents of the IFC are non-compliant with AMS policies and procedures in a number of areas, separate from membership requirements. The main non-compliant items identified from the IFC Constitution and Bylaws are:

- a. **Membership Structure** - individual fraternity chapters are considered to be “members” of the IFC. AMS membership rules require that members be persons.
- b. **Affiliation** - the IFC Constitution does not list the the AMS in any official capacity.
- c. **Finances** - the IFC is able to set membership fees unilaterally without approval from its membership at an Annual General Meeting.
- d. **Elections** - IFC Executives are not elected directly by its membership at an Annual General Meeting, but rather through proxy at the chapter membership level.
- e. **Dismissal** - Officers of the IFC may be dismissed within the organization.
- f. **Judicial Board** - the IFC maintains its own judicial board and conducts its own investigation processes.

- g. **Alcohol Distribution** - the IFC's member fraternities routinely violate their own Bylaws relating to the distribution of alcohol, a controlled substance.

It was determined by the Committee that many of these features are inherent to the organizational structure of the IFC, and that there is essentially no chance of future compliance.

Liability to the Society

The Committee conducted high level discussions about potential liability concerns surrounding the IFC. It was determined that the IFC presents a higher liability risk to the Society through direct and indirect incidents than what is seen from other AMS subsidiaries.

The Committee concluded that it would be unfavourable to the Society to have a subsidiary organization that poses an increased risk to AMS assets due to liability concerns.

AMS Member Safety

The AMS always works to ensure that members of the UBC community are safe in all activities that they choose to participate in. The Committee discussed the importance of continuing to work with the IFC to ensure that the risk to AMS Members continues to be reduced at IFC sanctioned social events.

IFC Responses to Committee Questions

The Committee prepared a list of questions to ask IFC leadership to assist with the review process. The following questions were asked to IFC leadership by the Vice President Administration in a private meeting:

1. *The IFC Bylaws and Constitution have many areas in which they violate or are in contravention of AMS Policy and operating procedure. Would the IFC be willing and able to make the necessary changes in order to retain club status with the AMS?*
2. *In the opinion of the IFC, what are the most important things that the organization receives from its AMS Clubs status?*
3. *How does the IFC view its relationship with the AMS pertaining to liability?*
4. *In the opinion of the IFC, what would your ideal relationship with the AMS look like?*
5. *If the IFC lost its AMS Clubs Status, how would that impact the organization?*
6. *If the IFC lost its AMS Clubs Status, would the IFC be interested in an affiliation and what would the IFC like to see in that affiliation?*

In summary, the responses of IFC leadership acknowledged that their Constitution and Bylaws were non-compliant in a number of areas, and that these items were unlikely to change due to the governing and operational structure of the IFC. The IFC also noted that the organization and its members greatly benefit from perks such as room bookings, and how the elimination of these privileges could negatively affect their operations and the services they provide to their membership.

Moving forward, IFC leadership expressed that a new relationship with the AMS as a separate entity would likely be the best course of action moving forward for both organizations.

Throughout the process, the Vice President Administration and IFC leadership had discussions revolving around the desire to work towards the continuation of a positive relationship that simultaneously solves issues of non-compliance and supports members of the UBC community.

Subsidiary Accountability

Throughout the review process, the Committee held discussions about issues surrounding the Society's ability to hold IFC membership accountable, and the challenges presented as a result of a fragmented AMS/IFC governance structure.

Campus Community and Social Life

The Committee acknowledged the role the IFC plays in contributing to campus community, including philanthropic causes, social events, leadership development, and community building.

Recommendations

The Committee recommends the following actions to AMS Council.

- 1. That the UBC Interfraternity Council (IFC) no longer be an AMS Club.**
 - a. The IFC shall be deconstituted by the Operations Committee as per the AMS Operations Committee Policy Manual prior to November 30th, 2019.
 - b. The AMS shall retain the assets of the IFC until a final decision on allocation is reached by the Operations Committee.

- 2. That the AMS and the UBC Interfraternity Council clarify their relationship via a memorandum of understanding with the following provisions:**
 - a. Require ratification of the agreement by both AMS Council and IFC Council, and require subsequent amendments to be ratified by both bodies.
 - b. Allow either body to terminate the agreement at any time if deemed in the best interest of their membership.
 - c. Requirements for regular review and/or re-ratification of the agreement.
 - d. Allows the IFC to maintain some of the privileges it had as an AMS subsidiary.
 - e. Outlines the obligations and responsibilities of both parties pertaining to the agreement.
 - f. Provisions that support the safety and security of members of both organizations.
 - g. Other topics as agreed upon.

- 3. That the AMS investigate meaningful solutions to liaise with the UBC Interfraternity Council to ensure:**
 - a. Clear, consistent, and transparent channels of communication.
 - b. The AMS is able to adequately support IFC initiatives and activities that benefit the UBC population at large.
 - c. The IFC is able to adequately consult with the AMS on matters of governance, policy, campus life, and other topics.

- d. The IFC remains accountable to the UBC Community and ensures the safety of AMS Members

4. That the Operations Committee shall strictly ensure that all AMS Clubs abide by membership rules pertaining to inclusivity in the future.

- a. The Operations Committee shall establish a clear definition of membership surrounding inclusivity.
- b. Specific clauses shall be created in order to accommodate clubs that have selective membership through an application, audition, or similar process, as long as these processes are open to all AMS members.

5. That the Operations Committee refer to the Advocacy Committee the issue of public accountability of the UBC Interfraternity Council, with the potential to expand in scope to “Greek Life” on campus.

- a. The Advocacy Committee should explore how to promote transparent and accountable governance of the UBC Interfraternity Council, with a potential expansion in scope to “Greek Life” on campus.
- b. The Advocacy Committee should explore how the AMS can best promote the safety and security of AMS Membership participating in “Greek Life” related social events.