Attendance
Present: Cole Evans (President), Eshana Bhangu (VP Academic & University Affairs, left 11:55), Mary Gan (VP Finance), Saad Shoaib (VP External, by phone), Lorris Leung (Senior Student Services Manager), Mitchell Prost (Student Services Manager), Keith Hester (Managing Director), Sheldon Goldfarb (Archivist & Clerk of Council)

Guest: Mimi Neufeld (Policy Advisor)

Recording Secretary: Sheldon Goldfarb

Call to Order
• The meeting was called to order at 11:14 am in Nest Room 3511.

Agenda
• The agenda was adopted (Saad, Mary).

Minutes
• The minutes of November 19 and December 1 were approved (Eshana, Mary).

I-17 and I-18
• Mimi:
  o Policies I-17 and I-18 (on sexual violence and respectful community) are being updated.
  o They are the responsibility of the Executive.
  o The review has begun.
    ▪ Cole’s assistant Dana sought feedback: some significant changes are needed.
    ▪ From late October through November there were meetings with stakeholders: HR, the Managing Director, SASC, SVPRO, the UBC Ombudsperson, UBC’s Equity and Inclusion Office.
    ▪ Will also meet with UBC’s Investigations Office.
  o Neither policy is very accessible, and they need to be made consistent with the Policy on Policies (I-1).
  o Want to expand on the values.
Current the policies are extensive on principles, which is not appropriate in a policy.

The plan is to develop a separate position statement.

- There are procedural concerns: that the reports, investigations, and adjudication are not trauma-informed or survivor-centric.
- They are very report/procedure heavy, with not a lot of support.
- The policies are not clear on what to do about ongoing harm in the interim before a final determination.
- Not a lot of training: want to identify who has training and capacity to do all these jobs.
- The policies are lacking retaliation details:
  - They do have some, but they need to be more explicit.
- Need to make sure there are clear appeal policies.
- There’s a lack of clear guidelines for decisions and outcomes.
- Need to make sure there’s support (educational and emotional).
- Looking at alternative resolution processes.
- Need to make sure people know about the policies.

Next steps:

- Capacity review: resources needed, funding.
  - Gathering information to see what we have and what we need.
- Work process map: determining who can help us, flow chart.
- Requesting funding from the Finance Committee for community consultation, honorariums for focus groups, and work with consultant: Bakau Consulting.
- Updating definitions and position statements.

Timeline:

- December: Prepare and begin capacity review, prepare for consultations.
- January: Doing consultations.
- February: Finish consultation, work on policy pieces. Draft by late February or early March.

Eshana:

- What is the plan for consultation? With whom?

Mimi:

- Planning that now.
- Want to consult the AMS community:
  - UBC students
  - AMS staff.
- It’s mostly club members and staff who access these policies.
- We’ve identified definitions we want feedback on: want to know the terms people prefer (e.g., survivor or complainant).
- Seeking qualitative feedback.
- Focus groups: one for students, one for staff.
• Will walk through the policies with them.
  • Eshana:
    o Permanent or student staff?
  • Mimi:
    o Ideally both.
  • Eshana:
    o Feedback from the permanent staff would be useful: they’ve been here longer, have insight.
  • Mitchell:
    o Who is the consultant?
  • Mimi:
    o Will Shelling at Bakau.
    o He has experience with the AMS, which is important because of the unique nature of the AMS.
    o It’s a natural fit.
    o He has a lot of expertise with UBC.
    o Won’t have to spend a lot of time explaining.
  • Cole:
    o Bakau is the top of the top in the city.
  • Saad:
    o Cost?
  • Mimi:
    o Budget proposal to the Finance Committee of around $2600:
      ▪ $1500 for consulting.
      ▪ Honorariums and thank you gifts.

**Vaccination Survey**

• Eshana:
  o 95 out of 105 answered.
• Cole:
  o Key findings:
    ▪ 93% declared they were fully vaccinated.
    ▪ A small percentage were partially vaccinated.
    ▪ A few did not want to say.
    ▪ A couple did not plan on getting fully vaccinated.
  o Since a substantial number have been fully vaccinated, a policy would only affect a small number of employees.
• Eshana:
  o A majority were in favour of implementing a policy.
• Cole:
  o We would never say get vaccinated or you’re out of here.
We would require rapid testing if they choose not to be vaccinated.
If the AMS pays, there would be no excuse not to get rapid testing.

- Keith:
  - Vancouver Coastal Health is recommending against rapid testing.
  - UBC is not enforcing mandatory testing.

- Eshana:
  - Enforcement mechanisms are coming.

- Saad:
  - Can we use UBC’s rapid testing facilities?

- Keith:
  - I’ve asked; they haven’t got back.

- Eshana:
  - I’ll follow up.

- Cole:
  - Health authorities are not pushing rapid testing because they want to encourage vaccination.

- Eshana:
  - But rapid testing is a good alternative.
  - UBC is adopting it. So are businesses.

- Keith:
  - We’ll need another survey.
  - We don’t know who is not vaccinated.

- Cole:
  - Not for January 1.
    - Have to figure out the logistics.
    - How are we collecting information?
    - What will the union say?
    - We don’t have an HR Manager.
    - It’s going to take a little longer.
    - Sometime next semester.

- The good thing is that the survey made evident that a significant majority are already vaccinated.
- A policy would only affect a couple of employees.
- Another question: How does this affect the rest of the building?
  - Currently to go to Blue Chip you don’t need to show proof of vaccination, but if we change that, if everyone has to be vaccinated ...
  - No decisions yet.
- UBC has taken a while too.
- It’s not unreasonable that it’s taken us a while, especially in the absence of an HR Manager.

- Keith:
• 30 or 40 people in the survey were against a vaccination policy.
  - Cole:
    - 65-70% were in favour.
    - 30% or so were not, and some were indifferent.
    - This suggests that some who are fully vaccinated themselves don’t support a policy to require vaccination.
  - Keith:
    - Introducing a policy would mean we’d be taking on liability because it’s not mandated by the government.
    - Better to wait.
  - Eshana:
    - The government is allowing private businesses to introduce vaccine policies.
  - Keith:
    - But it’s not mandatory.
  - Cole:
    - That’s a question for down the road.
    - We still need to look at capacity for rapid testing.
  - Eshana:
    - Council has asked us to implement this.
    - We do want to do it?
  - Cole:
    - If feasible.
  - Eshana:
    - It’s our job to make it feasible.
  - Cole:
    - There are lots of boxes to be ticked.
  - Eshana:
    - I’d like an update to Council.
    - Council asked us.
    - I worry that this looks like we’re not doing anything.
  - Cole:
    - Yes, I plan to report on the survey on January 12.
    - We’ve done the survey.
    - We’re looking into rapid testing.

[Eshana left.]

**Referenda**
- Cole:
  - On fees, make sure to consult and over-consult with the affected groups.
    - Make clear to the groups what’s being planned.
    - Talk to all the members of groups like Campus Culture.
• The changes being proposed won’t affect fees; it will be just a pause in collection.
• Once people understand, they won’t be too concerned.
  o Bylaw changes:
    ▪ May need total rewrite of the bylaws.
    ▪ Changing Council and the Executive.
  o Ombudsperson:
    ▪ Could report to a committee of Council.
    ▪ Needs stronger HR support.
    ▪ Clarify the relationship between our Ombudsperson and UBC’s.
    ▪ Maybe merge Ombuds and the Advocacy service.
      ▪ They support each other.
      ▪ There’s lots of back and forth.
  • Mitchell:
    ▪ The scope of work for Ombuds and Advocacy is very different.
  • Cole:
    ▪ Maybe shift the form of the Advocacy office:
      ▪ Two wings, one for UBC stuff, one for AMS stuff.
    ▪ Lots of students don’t know about these services.

Managing Director’s Update
• Keith:
  ▪ Staff benefits increasing 9.3% this year: more expensive for us.
  ▪ Events did a Stress Less Week.
  ▪ Proposing a new wage structure for hospitality staff:
    ▪ Two tiers:
      ▪ Part-time availability
      ▪ Full-time availability.
  • Saad:
    ▪ Do we get mostly part-time applicants?
  • Keith:
    ▪ Yes, it’s more difficult to attract full-time.

Executive Updates
• Saad’s update:
  ▪ Finalizing briefs for provincial lobbying with the GSS.
    ▪ Student financial aid:
      ▪ BC Access Grant increase.
      ▪ Removing parental loan contributions.
• Tying geography and standards of living.
  o Working with the City of Vancouver on introducing tolls on access routes to reduce cars:
    ▪ Part of a climate emergency plan.
    ▪ Also working with UBC.
  o UCRU federal briefs:
    ▪ Lobbying in January.
    ▪ Preparing U-Pass for next term.
• Keith:
  o Tolls?
• Saad:
  o The plan is to begin tolling routes into and through Vancouver.
  o Won’t take effect till 2026.
• Keith:
  o Will make staff retention even more of a problem.
• Saad:
  o Something we’ll bring up.
  o But it’s good for sustainability.
• Keith:
  o Need to address the public transit issue.

• Mary’s update:
  o Figuring out Food Access Plan: fund not allocated well.
  o Credit card and accounts.
  o Health & Dental meeting today.
  o Transitioning treasurers.
  o Meeting the Social Justice Centre to discuss the Resource Groups Fund.
  o Subsidies.

Services Updates
• Mitchell’s update:
  o Safewalk:
    ▪ Named the shuttles:
      • Vroom Est.
      • Safety McSafeFace.
    ▪ Fixed batteries.
  o Food Bank:
    ▪ $2000 received for food purchases.
  o Tutoring:
    ▪ Exam Jam.
• Lorris’s update:
  o Talking to the Affiliates about January orientation.
  o Meeting with vendors about a data collection system for the Services.
  o Orientation, marketing.

Adjournment
The meeting was adjourned at 12:24 pm.