Updates to AMS Policies I-17 and I-18

Presentation to AMS Council March 2022
Outline

• Introduction & Review of AMS Policy
• Background on I-17 and I-18
• The Policy Update Process
• Major Changes
• Questions
Introduction & Review of AMS Policy
The AMS & Policy

• **AMS Code: Article 11. Policies (pg. 19-21)**
• Review: AMS Council can create **external** and **internal** policies!
  
  – **External Policies** allow Council to express opinions, sentiments or principles about matters external to the AMS.

  – **Internal Policies** allow Council to establish principles for the Society (or for some part of the Society) along with procedures for implementing those principles. These are all found on the AMS Website under the “Code, Bylaws and Policies” section.

_I-17 and I-18 are Internal Policies_
The AMS & Policy

• All AMS policies have
  – A Review Date (the date when the policy is supposed to be reviewed)
  – A Responsible Body (the AMS body that is responsible for reviewing that policy)

• When a policy is up for review, the Responsible Body will review it and then it is sent to Council with recommendations to amend, rescind, suspend, etc.
  – Council then votes on these recommendations! Policies can only be adopted, amended, renewed, suspended, or rescinded by a Two-thirds (2/3) Resolution of Council

Most Responsible Bodies are AMS Committees
I-17 & I-18

- I-17 is the AMS’s Sexual Violence Policy
  - Review Date: Every 2 years; due for update August 2021
  - Responsible Body: Executive Committee

- I-18 is the AMS’s Respectful Community & Workplace Policy
  - Review Date: Every 2 years; due for update August 2021
  - Responsible Body: Executive Committee
I-17 & I-18

- Executive Committee = President, VPAUA, VPEX, VPAdmin, VPFinance
- However, like most AMS Committees, Exec Comm is very busy (especially since all the members are executives)!
- The AMS Strategy & Governance Lead (Dana Turdy) and the AMS Policy Advisor (Mimi Neufeld) have been working on updating policies I-17 and I-18 on behalf of the AMS Executive Committee
Background on I-17 and I-18
Development of I-17 and I-18

- **May 2016**: UBC’s Sexual Misconduct Policy introduced (SC17, formally 131)
- **December 2017**: AMS created a Working Group to develop a standalone sexual violence policy and to rewrite the Respectful Environment Policy.
- These policies were really developed to provide:
  - An alternative institutional response to UBC’s policy! (providing more options)
  - Fill jurisdictional gaps (remember, the AMS is an independent society from UBC and therefore the jurisdictions are separate – i.e. UBC can’t remove people from AMS clubs)
Development of I-17 and I-18

• These policies were internally developed, utilizing the knowledge of AMS Staff, Executives, Members, Clubs, Student Resource Groups, etc.

• Both I-17 and I-18 approved in August 2019
• **Purpose and Goals:** Affirm the AMS’s zero tolerance for Sexual Violence and to provide procedures for investigations of Sexual Violence.
  
  – The AMS is responsible for maintaining a safe environment where its members and staff can pursue educational, social, and personal matters without concerns of Sexual Violence. The AMS prohibits and will not tolerate Sexual Violence and is committed to educating and holding community members to these standards.
  
  – [83-20A-Policy-I-17_August-21-2019.pdf](ubc.ca)
• **Purpose and Goals:** To set clear expectations for the provision and maintenance of a workplace and student environment that ensures that all individuals are treated with respect and dignity and are able to work and function in an environment free from Bullying and Harassment, Discrimination, and Violence.
  - The goal of this policy is to promote an environment that is free from Bullying and Harassment, Discrimination, and Violence and to address inappropriate behaviour at the earliest stage.
The Policy Update Process
Prelim Review – Summer 2021

• The policy update process began June 2021 with Strategy & Governance Lead (S&G Lead) leading the initial review
  – Circulated feedback forms to key folks within the AMS (Execs, SASC, etc.)
  – Consolidated this feedback into policy drafts September 2021

• Policy Advisor (PA) brought on in October 2021
  – Upon review of policies and feedback with the S&G Lead, it was identified that substantial changes need to be made within these policies
Expert Consultation – October/November 2021

• Met with multiple experts to accurately identify problems/areas for change within these policies
  – **AMS**: Human Resources, Managing Director, Ombudsperson
  – **SASC**: Education Team, Support Team, Management
  – **SVPRO**: Educators, Support Specialists
  – **UBC Ombudsperson**
  – **EIO**: Director of Human Rights, Facilitators, Equity Strategists
  – **Bakau Consulting**: Equity Strategist
Update Planning – December/January 2022

• Using the feedback we received from our consultation, we created a plan for working on these updates (Policy Work Process Map)

• We also:
  – Did research into Sexual Violence policies and best practices at post-secondary institutions
  – Created "Roadmaps" or one-pagers summarizing these policies
  – Dissected the policies into different sections to prep for drafting
  – Met with all the people involved in enacting these policies and created targeted questionnaires based on their roles
  – Identified where we needed additional support and hired an external consultant
Community Consultation – January/present

• Surveys
  – Created surveys to collect feedback from Students, AMS staff, and AMS clubs on I-17 and I-18
  – Surveys for these respective bodies created and will go out in mid-March

• Targeted engagement with clubs/resource groups
  – Key student groups and AMS resource groups will be individually contacted for engagement

• Office hours
  – Policy Advisor and S&G Lead will also hold office hours to meet individually with students, staff, etc.
Policy Drafting/Editing – January 2022/present

• Policies broken up into main sections, including;
  – Position statements
  – Definitions
  – Response & Supports
  – Reporting & Investigation Procedures
  – Decisions and Outcomes

• Actively collaborating with experts in the field on writing these drafts.
• Also developing an Education Plan for implementation, as this, along with robust supports and alternative resolution procedures, needs to be a priority in the policies moving forward.
Other things to note

- Presentation to Exec Comm Dec 2021
- External Consultant hired (Bakau Consulting)
Major Changes
Principles & Values

• We have policies to help govern and provide regulations on things that matter! If we are going to have policies on sexual violence and discrimination, bullying, & harassment, we need to flush out our principles and values behind those things.

• What our values are will determine how we approach these policies, what resources we allocate to them, etc.
Jurisdiction & Capacity

- These policies require resources! I-17 and I-18 both have extensive procedural sections that outline what to do in the case of violence and these procedures require things, like money, staff, and education.

- We need to make sure the AMS can follow through with our commitments, which means we need to know what we CAN do (jurisdiction) and then make sure we can ACTUALLY do it (capacity)
Response, Disclosures, Supports/Assists

• If the AMS is going to provide resources and supports as part of these policies, we need to be clear on what those are!

• We need clarify what our responses to violence are, we need to equip the appropriate people that handle disclosures, and we need to clarify what supports are available to survivors of violence and what assists there are for people that have caused violence.

• We also need to make sure that everyone responsible for administering these parts of the policies are trained and supported.
Prevention Education

• If the AMS wants to educate the community, we need to clarify what that means, who is doing that, what the desired outcomes are, etc.
• We also need to make sure that everyone who is impacted by these policies knows about them and how to access them.
• We also need to make sure that everyone responsible for administering these parts of the policies are trained and supported.
Reporting, Investigations, Adjudication

- If the AMS is going to provide the option for reporting/investigating/etc., we need to make sure we have clear procedures, trained staff, and the resources to safely do this work.
- All parts of these processes must be person-centric, trauma-informed, and legally compliant.
- We also need to clarify what the outcomes of this work are supposed to be.