



**THE ALMA MATER SOCIETY
OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER**

AMS EXECUTIVE COMMITTEE

Minutes of July 27, 2022

Attendance

Present: Eshana Bhangu (President), Ben Du (VP Administration), Erin Co (VP External), Keith Hester (Managing Director), Sheldon Goldfarb (Archivist & Clerk of Council)

Regrets: Dana Turdy (VP Academic & University Affairs), Mitchell Prost (Student Services Manager)

Guests: Mimi Neufeld (Policy Advisor)

Recording Secretary: Sheldon Goldfarb

Call to Order

- The meeting was called to order at 10:28 am in Nest Room 3511.

Agenda

- The agenda was approved (Erin, Ben).

Minutes

- The minutes of July 20 were approved (Ben, Erin).

PC1 and PC2 (Sexualized Violence and Respectful Community)

- Mimi:
 - Looking at jurisdiction issue:
 - Question was, What happens if someone leaves before an investigation is completed?
 - The thinking now is that if at any point jurisdiction changes, the investigator will reassess the jurisdiction and act accordingly.
 - Corrective action:
 - Could add written apology.
- Eshana:
 - Too easy.
- Mimi:
 - Timeline:
 - The 30 days is being seen as very tight (spoke to HR).
 - Might be better to increase to 45.

- Eshana:
 - Just for staff?
- Mimi:
 - For staff for sure.
 - Maybe also for investigations done by the Ombudsperson.
- Ben:
 - Can we still say the best practice is to aim for 30?
- Mimi:
 - They should be conducted as quickly and efficiently as possible.
- Eshana:
 - So it will be 45 for all?
- Keith:
 - That can be the outer limit.
 - Some can be done as quick as 10.
- Erin:
 - But still without compromising the integrity of the investigation.
- Mimi:
 - Decision-Makers:
 - Conflict of interest issue.
 - Can be asked to be not involved if in conflict.
 - Or just might be noted if it not a significant relationship.
 - Would depend on the relationship.
 - Individual or Panel?
 - They're just determining the corrective action, not deciding if there was a violation (the investigator does that).
 - Applying trauma-informed practices and seeking expert advice when necessary.
 - Training should include review of policies.
 - Need basic knowledge in receiving disclosures.
 - Need basic knowledge of anti-oppression, dynamics of violence, and mental health first aid.
 - Have to understand how decisions will impact others.
 - At least one should have advanced knowledge about trauma, weighing evidence.
 - Understanding of fairness, administrative law.
 - Who are the Decision-Makers?
 - Lots of student unions have judicial boards or it goes to their Council.
 - We could have it be the Operations Committee.
 - They're students, which is good.
 - But structural issues, high turnover, training difficulties, privacy, lack of support.

- Could be a single person. Options are:
 - President.
 - VP Admin.
 - SASC Manager.
 - Senior Manager of Student Services.

- Ben:
 - Not sure about having one person decide.
 - Discussion is good.
 - If it's just one person, there's no one to have their back.
- Mimi:
 - Shared responsibility is great, especially for the general members.
- Eshana:
 - There's more trust in a decision if it comes from a group.
- Ben:
 - More weight if from a group.
- Eshana:
 - More trust than weight.
- Ben:
 - Risk of having a single individual without the qualifications.
 - If a group, less chance of that.
- Mimi:
 - Two student unions use panels.
 - McGill has a committee with six members including Council members, sexual assault support employees, and students at large.
 - Concordia includes a student at large and a community member, along with a student senator (or BoG rep) and a Councillor.
- Ben:
 - Interesting to include a student at large.
 - More symbolic than providing expertise.
- Eshana:
 - Don't think students at large should be on these committees.
- Mimi:
 - The President and the VP Admin both know the AMS and are both students.
 - Concern over turnover, but a good education plan could overcome that.
 - The SASC Manager and the Senior Manager of Student Services are permanent staff and can be trained.
 - The SASC Manager is the content expert.
 - But both these are senior managers with other obligations.
- Eshana:
 - Not sure about the last two.

- Ben:
 - Definitely should not be them alone; they could be part of a group.
- Keith:
 - Can there be four people on the panel?
- Eshana:
 - Definitely don't want it being just one person.
- Ben:
 - Perhaps the President, the VP Admin, and the Councillors on the Operations Committee.
- Mimi:
 - Helpful to have someone from the permanent staff.
 - For training, knowledge of trauma issues and anti-oppression.
- Sheldon:
 - Someone from HR?
- Eshana:
 - The HR Manager would make sense.
- Mimi:
 - The SASC Manager has knowledge.
 - The other two student unions have spots for people with knowledge of sexualized violence.
 - For our policy on equity and discrimination, who has that specialized knowledge?
- Keith:
 - There's going to be a new permanent staff member for equity.
- Eshana:
 - When can we wrap this up?
- Mimi:
 - Going to finish writing next week; then up to the Executive to decide.
- Erin:
 - Also research on the cost of investigation.

Childcare Bursary Fund/Contraceptives

- Erin:
 - Looking for subsidies for contraceptives.
 - Health and Dental?
 - The unused Childcare Fund?
 - We could rename it the Family Planning Fund.
- Keith:
 - It has \$368,000 in it.
- Erin:
 - We're also planning for daycare.

- Keith:
 - No idea yet how much that will cost.
- Erin:
 - We need to do more research on the demand for free contraceptives.
 - We can perhaps partially subsidize along with Fair Pharmacare,
- Keith:
 - Will have to look into what the Childcare Fund can be used for.
 - In the Health Plan there's \$50,000 for help paying premiums.
 - Could set up a similar process.
- Erin:
 - Fair Pharmacare is tied to income.
- Eshana:
 - We did something similar with the Health & Dental Plan for masks.

Fee Restructure

- Eshana:
 - Want to do a fee restructure.
- Keith:
 - This is one of the things in the deficit reduction plan.
 - Over the years we have been introducing dedicated fees instead of raising the AMS general fee.
 - One option is to increase the general fee.
- Eshana:
 - We could have a model in which groups have to submit a budget showing how much they want to spend each year.
 - There would be flexibility for the AMS to deal with the deficit.
- Keith:
 - We take in \$23 million in fees, but can only use \$2 million.
- Eshana:
 - We can reduce some fees and raise the general fee.
- Erin:
 - How will groups be able to forecast how much they'll need?
- Eshana:
 - Constituencies go through this process.
 - Other groups are not using their annual intake.
 - Money can still be there: we're not taking away money.
 - There can be a page showing usage by fund: how many projects were funded by the Sustainability Projects Fund? Etc.
- Keith:
 - Can show the movements in the funds.

- Eshana:
 - We could merge fees.
 - But we may not merge the opt-outable fees.
 - We would not merge the Resource Group fee.
- Ben:
 - So the general fee might be \$200 instead of \$45?
 - And if we don't need the full amount coming in to the Clubs Benefit Fund (CBF), for instance, it could be used elsewhere.
- Eshana:
 - But money already in would stay there.
- Ben:
 - Revolutionary!
- Eshana:
 - Stakeholders may say don't take away the money, but this is just saying no more money would go into the old separate funds.
 - So the Grad Class fee could be merged.
- Ben:
 - Who would be making decisions on spending?
- Eshana:
 - The Finance Committee and Council.
 - Just like our process now.
 - We have a good system now; we're good with finances; the only issue is how much is at our discretion to spend.
- Ben:
 - Can we do this?
 - Students approved \$1 for a certain fee.
- Eshana:
 - This will be a referendum question.
 - Can also cut out some fees.
- Erin:
 - If a group has \$50,000 and wants \$60,000 for a good reason, would they be approved?
- Eshana:
 - They would.
- Ben:
 - Communication with stakeholders will be crucial.
 - Need to explain this is a financial issue.
- Eshana:
 - Students will care about a reduction in their fees.
 - This will really change the way we do things in a positive way.
- Ben:

- Who will lead?
- Eshana:
 - Me probably.
 - President and VP Finance.
 - But it should be an Executive team effort.
 - We'll talk to groups.
 - Need something more concrete before going to Council.
 - This would help so much with the deficit.
 - A lot of the fees are just us (AMS fees), e.g., Financial Assistance Fee.
 - We'll go ahead with the fee restructure.

Adjournment

The meeting was adjourned at 11:45 am.