



BOARD OF DIRECTORS MINUTES

FEBRUARY 13TH, 2017

Held in Suite 1200 of the Brown Building at 3600 McTavish Street in Montreal, Quebec, H3A 0G3

Attendance: Ben Ger (President), Niall Carolan Vice-President (Finance), Erin Sobat Vice-President (University Affairs), Ryan Hughes (General Manager) (non-voting), Igor Sadikov (Member at Large), Sean Taylor (Member at Large), Ellen Chen (Member at Large), Jonathan Glustein (Member at Large), Adam Templer (Member at Large), Kahli-Ann Douglas (Member at Large).

Regrets: N/A

Agenda

- 1.0 **Call to Order: 12:17 PM**
- 2.0 **Adoption of the Agenda**
- 3.0 **Approval of the Minutes**
 - 3.1 **Minutes from the 2017-02-06 Meeting of the Board of Directors - TABLED.**
- 4.0 **New Business**
 - 4.1 **For Approval: Motion Regarding the Removal of Director Sadikov - FAILED;**

Jonathan: Just to clarify my statement, I don't believe that any of these constitute a legitimate conflict of interest, just because personal gain is almost always defined financially or if you stand to personally gain in any way, so I don't believe any directors stand to personally gain; that being said, Director Sadikov's statement, in which he asked for a conflict of interest, which, once again, I believe does not actually constitute a legitimate conflict of interest, would bring in groups that have made statements on this position, those groups, for example QPIRG has released a statement, McGill Against Austerity has released a statement, and I know that the Directors on this board have been involved in those organizations, both in the past and some are still currently involved in those organizations, and so because they have released a statement on



that, that would apply to them as well. Once again, not a conflict of interest, but just something to note for the body, just to note that there are two sides to this debate and that there are a lot of anti-Zionist voices on this council as well.

Chloe: In the way that this motion is phrased, it basically, to me, seems to be defining the initial tweet as an incitement of violence, and that it constitutes impropriety. So, to me, what would be important for my vote, is understanding Director Sadikov's motivation behind the tweet and original intent, and I would like to hear specifically if you do not believe it was an incitement of violence, then what was the meaning behind your tweet, what was your original intent, regardless of how it was perceived after the fact. And also, whether or not you regret in which the tweet was phrased, not necessarily the ideology that was expressed, but the way in which you expressed your political ideology, do you regret that action and the phrasing of that tweet?

Jonathan: So I have, before coming to this meeting, consulted with various groups at McGill that have deemed themselves effected by this tweet. Many of which have been deeply effected, mental health I think has really suffered for a lot of Jewish and Zionist-identifying students at McGill, who have really felt personally insulted by this tweet and have come to me and told me that they do not feel safe as long as Director Sadikov continues to hold positions of power at this school, because they're worried that he can use his amplified voice to continue to raise concerns of violence and incite violence against them. So I'm going to read a few things. First of all, I think it's important to clarify that, and these are all coming from people who I have consulted, this is not a debate about the merits of Zionism. This is a debate about whether it's okay to incite violence on a twitter account, regardless of whether it's personal or not, holding a position of power at this school. It's not a question of whether you agree with Zionism or not, it is a question of whether you think it is okay for a Director, a Legislative Councilor and someone who holds a position of power to explicitly call for violence against a group of people that make up a large portion of this school. To use an example of context, in a [blank] article, 90% of British Jews say that they support the right to a Jewish state. That is the definition of Zionism that most people operate under at McGill, this right of Israel to exist as a Jewish state. 90% of British Jews and the numbers in North America are very similar, ranging between 75% and 90%, so by extrapolating from those numbers, a similar amount of McGill Jews would feel that way, regarding this Zionism tweet.

The second thing that I want to address is Director Sadikov's comments following the tweet, which I think are important to address for context. Not only did Director Sadikov tweet that he wanted to punch a Zionist today, but also in a legislative council meeting he stated that Jews are not an ethno-religious group and it is debated whether they have a connection to the Levant, which is a textbook Anti-Semitic myth that's been propagated for centuries that the Jews do not constitute a legitimate ethno-religious group, it has been absolutely defined by science, there have been genetic tests that have proven that Jews are an ethno-religious group, once again it is an Anti-Semitic myth that's been propagated and this was allowed to be propagated at SSMU Council, once again showing that there was not a lesson learned from this, there has not been,



to most of the constituents that I have consulted, an appropriate apology from Director Sadikov, rather an attempt to excuse his own behavior by deflecting to any violent threats which he may have received, which once again, are absolutely condemnable but once again, not an excuse for the initial act of violence that Director Sadikov had. Finally, I'd just like to address the comment that was "liked" on Director Sadikov's Thursday statement, regarding his own tweet, a statement that said, "if your position does not allow you to punch one, I will be more than happy to punch one for you". Director Sadikov "liked" this comment, this was after the statement that he made, once again proving that he does not feel, I don't believe, bad in the slightest for the way his tweet was perceived and that, to answer directly Director Rouke's question, I think that addresses the context in which he was doing it, because even after he doubled down on the violence that he was inflicting on many members of the McGill community. For those reasons, I will be voting yes to impeaching Director Sadikov.

Ben limits the speaking time to 3 minutes.

Igor: Given that it is within my right to respond to each allegation, that speaking time might not be sufficient, so I would ask for either an exemption for myself or a longer allotted time.

Igor is allowed extra speaking time for responding.

Igor: I want to respond both to Chloe and then to Jonathan. So for Director Rouke's request of the justification for the tweet, so I'll say that my tweet was a form of political expression that was intended to highlight the violence of the colonization of Palestine, it did so by mirroring a recently popularized meme format that was used to oppose the violence of white supremacy. That would be the "punch a Nazi" meme. So while I absolutely did not intend to otherwise equate Zionism and Fascism, both are ideologies that rely on the violence towards a marginalized population. So this comparison does not extend beyond that point, and I see that it was insensitive and inappropriate to use this mirroring. So the intention regarding my tweet, that's what it was, it was a bit of a misguided joke with a political meaning, it was not a credible call to violence, and I think that will be reasonably clear to someone who interprets this tweet in the proper context. Regarding the apology that I issued, I understand that it was not perfect, it was issued under very difficult circumstances of a very high level of public and media attention, I was trying to keep it as terse as possible. I have later issued a more detailed statement to the AUS councilors in particular, and I want to make it clear that I apologize unequivocally for publishing this tweet. I regret the harm that it caused, it was unbecoming of my position to publish something like this, even though it was published on a personal account, it was still deeply inappropriate for me to do so and I understand this. Later, I will speak further to how I plan to rectify this situation, for now I will respond to Director Glustein.

So I guess, first, Director Glustein made a comment on Zionism as a right to exist as a Jewish state, again, I want to emphasize that this is a position that is separate from



Jewish identity. The key word here is “Jewish state”. Personally, I don’t believe that states should have a religious affiliation, I believe in the existence of a democratic, secular state with equal rights for its entire population and the right of return for its indigenous population. Regarding the comment that I made at council, I think that I was misquoted a little bit, I think I said that Jews were not a single ethno-religious group; so what I meant by that, is that Jewry is made up of several ethnic groups of different histories, and I said that whether all of them are indigenous to the Levant is a contested claim. As far as I am aware, it is true that there is scholarly debate around this claim, and I did not take a position on it. However, I might’ve overestimated the scholarly support for the opposite position and I should not have spoken to this before being more informed. I think it’s fair to criticize me on this point, but I would prefer if people did not misrepresent what I actually said at council. Either way, this is ultimately not relevant either to my political position or in my work here as a Director. Finally, regarding the comment that I liked on my post, so in dealing with the situation, I had attempted to do so that is principled and honest and accountable, this has been very challenging to do, and I understand that my response has not been perfect, and for that in particular I was in the emotional state that I was in, I was liking every tweet that I perceived as an expression of support, obviously later I realized that it was not appropriate to have liked that particular tweet, I’m not going to attempt to defend that; when I wanted to rectify that, the tweet had been deleted.

David: Regarding this timing procedure, I think it’s equal that everyone gets two minutes, but it’s not necessarily equitable, considering that many allegations are being leveled against a particular Director, and a lot of these need to be untangled and require a lot of nuance to defend themselves against, so I just don’t think it’s equitable to hold everyone to the same standard of time. I think if Director Sadikov is making different, discreet points, then he should be allowed to make all the points that he wants to make.

Chloe: I think we should just be flexible. Discretion of the chair.

Adam: First of all, I just want to echo the point that this is not about the Israeli-Palestine issue or Zionism ideology, the issue is solely whether the members of the society feel that Director Sadikov can operate impartially in the best interest of all members after his tweet, which has been taken as advocating physical harm against Zionist members on campus. As well, by coopting the “punch a Nazi” meme, the Director’s tweet has only increase the sensitivity and concerns of the members of the society whom I’ve spoken to. In one of the responses that the Director has posted on this issue, the Director stated that he has the support of the communities that he trusts. I find this concerning myself, and the members of the society that I’ve spoken to feel that this a matter of deep concern, because it directly implies that the Director disregards the input of the Zionist community and specifically Zionist students on campus. In addition, this is about the call to violence and the effect that has had on the student, as well as their confidence in his ability to sustain good standing in the interests of all members as the ultimate guide for his actions. The members I’ve spoken to have made clear that they do not feel he can



do so. The Director's continued service and presence on this Board is damaging to the society, a failure of service to the membership and cannot continue.

Igor: So yes, the comment that Director Templer quoted is from a statement that contains some personal thoughts on the situation, I find that the way it was presented by Director Templer is a bit of a misrepresentation. Again, this has taken place in the context of violent and widespread media attention and harassment so it is in this context that I said that, in a situation like this, I was lucky to be able to rely on the support of the communities to which I belong and which have shown a lot of support for me. So this is what I meant when I said I had the support of the communities that I trust. Obviously I did not mean that as communities of constituents or identifiable identity groups, I meant that in a much more personal way. Regarding my role as a representative and representing my constituents, I believe that in my role of Directorship so far, I've done my best to represent all my constituents and fight for their interests, including those who adhere to Zionist ideology or otherwise identify with the label. When students have reached out to me with questions, I will speak back, including in the recent weeks, including on the IRs motion in particular that prompted some of this, I've worked to address their concerns and incorporated their feedback in good faith to the best of my ability and I have adjusted my positions, advocacy and representation accordingly. Those who have worked with me know this to be true, and obviously this is something that I intend to continue with even greater effort.

Sean: First I want to condemn the violence in the responses that have been directed towards Director Sadikov after this tweet has come to light. They've been reactionary, they've been unacceptable, and I admit that there hasn't been sufficient work done by McGill University and SSMU to ensure Director Sadikov's safety. I would also like to say that the motivation behind this motion is not to silence a specific political ideology; this is about Director Sadikov's conduct as a Director of the Board of a corporation. I understand that being under duress, statements need to be taken with a grain of salt, however even in those statements and in conduct that has already been mentioned, there has been a lack of consistency with Director Sadikov's apologies and posts afterwards addressing the event. There is clear regret shown; however, then in the most recent one, there's a statement that, "I understand the importance of taking responsibility and facing the consequences of one's harmful action, but this is not a moment when I feel compelled to do so. I have the support of the communities I trust, and I know that in this situation, I am not the perpetrator, but the target of violence." I think that it is irresponsible to negate any violence that he may have cause, and I think that to not feel that it is necessary as a Director to take responsibility for his actions is also irresponsible and I think that is why the clause here is impropriety, that it's not acting in the interest of your positions as a Director of the Board.

Igor: Regarding the lack of consistency or what seems like a lack of consistency, I guess I hope for your empathy in this situation, again these are further personal statement that I made and I do stand by those overall, but like I'm not sure how



productive and reflective of both my views and my ability as a Director it is to pick them apart and select individual works from them. Still though, regarding violence, I stand by the fact that my statement was not a call to violence. It was not intended as such, and it has been interpreted as such disingenuously. I do not deny that it has caused harm; I do not deny that it was inappropriate, it was inappropriate and it has caused harm, I regret publishing it and I regret the harm that it has caused, but I do not believe that it has inflicted violence and I do not believe that it is comparable with the violence that I have experienced. Again, I appreciate the fact that the violence I'm experiencing, you know, cannot justify or explain my conduct since it occurred afterwards, but I do take issue with the equivalence that is being drawn here.

So that was my response, but now I'll speak to the motion as a whole. So I'm accused of impropriety and violations of the constitution. So it's not clear to me which violations of the constitution I am accused of exactly; the motion states that the society provides services to certain social conditions of its members and facilitate direction and communication of all students, I hope, as I've said before, that in terms of the social conditions of the members, certainly the situation has contributed to dissolution and a lot of people feeling alienated and feeling harmed and being harmed, and I do think that the SSMU and the AUS as well should take steps to rectify this. I do not believe that removing me is a sensible step towards that goal; I don't believe that in my position as Director or representative, I am been primarily responsible for infringing upon that goal. So that's what I would say on the constitutional aspect. In terms of impropriety, impropriety obviously is a very vague word, I rely on the discretion of the Board of Directors to determine whether this indeed constitutes impropriety sufficient for removal, but I guess I can't say much more on that. So I guess in my role as Director on the Board of Directors, the mandate is to supervise the management and administer the business and affairs of the society, again, the political views that I express are not relevant to this mandate, but I understand that it comes with certain boundaries and responsibilities, I certainly have transgressed those and I take those criticisms to heart. And I also want to say that this situation has been an occasion for me to engage in some productive conversations about Zionism for instance with fellow students who have reached out to me, including those who have reached out with questions or criticisms, and I think that these conversations are extremely important, both within the Jewish communities in dialogue with Palestinian voices, based on shared commitments against oppression, and this will now continue and I would certainly welcome an instruction from the Board to mandate me to do so in any way that it deems appropriate or to be able to show evidence of this commitment, this is something that I am certainly willing to do.

Ben: So there are a few things that I would like to say. One of them would be, surrounding violence on campus, I think it is the SSMU's priority to promote a non-violent discourse, but again I want to highlight, what remains unclear to me, in terms of topics of debate, I would like to highlight that though, Director Glustein, you've brought forward that you do not feel that this is a debate on whether or not the tweet was inherently Anti-Semitic, I'm not sure if that is the belief of all Directors who are perhaps



supporting this. I genuinely don't know if that's the belief behind some of the concerns that have been brought forward on campus, or that have been brought forward to us on that side of things, I think when it comes to the subject of what we're debating, in terms of the disconnection regarding what exactly is on the table here, I do feel that it's worth noting that repeatedly, the discussion has revolved around whether or not this is a something that is inherently violent towards people, or something that is inherently defending and I want to highlight the fact that it seems like what is being asked of the Board at the current moment is that there be a debate on whether or not the ideology itself is inherently violent, or if being anti that ideology is inherently Anti-Semitic, in order to determine whether or not that violence is in defense of or fighting back against an ideology.

Igor: I guess I'm somewhat confused as to the purpose of framing the discussion in this way when several of the proponents of the motions have been clear that this was not their intention with this motion. The Board of Directors is a body that is not bound to a constituency is able to come to these decisions on sound judgment. That said, based on that question, I've spoken on it and I don't know how relevant it is to say here, I do want to note that I oppose this inaccurate conflation between Anti-Semitism and Anti-Zionism, and furthermore I oppose this conflation specifically as someone who is Jewish myself, and with regards to anti-Zionist Jews in particular, this conflation leads to them being smeared as Anti-Semites and erasing their Jewishness.

Ben: Before I pass things back on to Jonathan, I just want to clarify that with the movers of the motion? Okay.

Jonathan: Just to touch on what Ben said, I think it's pretty clear that we're not having a debate. Once again, I think the movers have made that clear, this isn't a debate on the merits of Zionism or Anti-Zionism, or on the conflation of Zionism and Anti-Semitism. As a Jew as well, and a Zionist Jew, I also recognize that Zionism and Anti-Semitism should not be conflated and that there are such voice such as Anti-Zionist Jews that deserve to be recognized as well. That being said, that is not the point of this motion, the point of this motion is about whether this was an inherently violent tweet, and I think that the framers of that phrased it exactly in that manner. To that end, I'd like to focus a little bit more on the legal argument surrounding this impeachment process. As the Board of Directors, we are liable as Directors of a non-profit board, to make all our decisions in the best interest of the student society, as well as to uphold a certain understanding of the law and not violate any of the law knowingly. So to that end, I'd like to read from the Canadian Criminal Code, section 3.19: "Everyone who, by communicating statement in any public place, incites hatred against any identifiable group, where such incitement is likely to lead to a breach of the peace, is editable to a criminal offense or an offense resulting in conviction." While I'm not saying that Director Sadikov has necessarily violated the criminal code, I think it's important to note that as Directors, liable as Quebec officials, we have an inherent responsibility in our duties to act on the best interest of the society, and that includes making sure that none of our



directors have violated the law directly or indirectly and I think it's important to note that this once again focuses on the violence incited by Director Sadikov and not on the merits of his argument.

Igor: Regarding the section 3.19 of the criminal code, I will say that the words "identifiable group" in that section are define in section 3.18, paragraph 4, as being: "color, race, religion, ethnic origin, or sexual orientation", you'll note that political affiliation is not an identifiable group. So I don't think it's credible to say that I've committed an illegal act in publishing this tweet. Furthermore, again, this tweet was published on a personal account which I absolutely do not see how this a liability that would transfer to the SSMU, especially criminal liability is something that would be taken on a personal level, for sure. Conversely however, the public visibility that this tweet has received is certainly a consequence of my positions in student government and on the SSMU Board of Directors, and in that sense, in so far as criminal actions have been committed towards me in my role as Director, I might be eligible for forms within identification on behalf of the Board. Now this is not something I intend to pursue at this time, but if we're talking about legal action I think I'd have support.

33:05

Erin: From my perspective as a Director, I do not see these acts as impropriety, based on political expression, in our role to sort of the legal issues of this society, I think it is important to recognize that if a member of this board has been repeatedly harassed, sustained personal attacks, as well as blackmail, on a wide scale, I believe that we do have responsibility as the legal body of this society, not the political body or representative body to protect the political expression of our members, which includes our anti-Zionist members and their perspectives, which have systematically shut down on this campus, so I would encourage Directors to vote against this motion with me.

Ellen: Director Sadikov, I'd like to hear more about what are your thoughts about us going forward, and I would like you to realize that the Board is in a tough spot here. I think the constituents should realize that we understand the situation that you're in but we also see that you do have some regrets regarding what you said, so I would aks you to elaborate on the extent that you understand the situations and that harm that you have caused to certain groups or perceived to have caused and what are your suggestions for moving forward?

Igor: Sure, I mean I've spoken to this a little bit, I understand that the harm caused by the tweet in particular was in this apparent drawn of similarity between Zionsim and Fascism, that was one thing, in the phrasing of the tweet, which was incendiary and inappropriate for someone in this sort of position, so those are my thoughts on the tweet. In terms of the harm that it caused, I think that a lot of people and a lot of the constituents felt attacked by that and felt that I was unable to represent them going forward, I definitely hear those concerns and I will work to address. I don't have a



specific, I'm not asking you to mandate me to do something specific, I think it's possible to achieve outside of a specific motion like impeachment. It's also possible to have this conversation in a representative body, rather than a Board of Directors, and I expect to be having these conversations at the AUS and at the SSMU, but if the Board of Directors feels that there's something I could do to strengthen my commitment to repairing the trust with the constituents that I alienating and expand my awareness of their perspective on this issue and others, I would welcome that.

Chloe: So, firstly I appreciate that you show a level of regret and understanding of the responsibilities and also the privilege of a student government position. I do think that there is a difficult line to draw between someone's personal political expression and the expression of someone in this position as a councilor or a director or a SSMU executive, and I unfortunately think that is a very blurry line in this current time with social media, and it's difficult to navigate and I think that there should be an appreciation for that. I also would like to call upon the Board to have a greater level of empathy and appreciation for the position that Director Sadikov is in, because I think it is very reasonable to be in a very high level of distress after receiving repeated threats of direct bodily harm and that we seem to be sympathetic or empathizing with students who feel unsafe from a single tweet targeting an anonymous group, but we don't seem to be having that same level of empathy for a student who has been individually targeted in this sense and that inherent empathy should be present when we are considering the subsequent statements that were made by Director Sadikov and the extreme stress and duress that he is in. We should consider his safety as valuable as any other student on campus. I also believe that we should consider that when we are referencing the mental health and safety of students, that we do not do it selectively, and I absolutely support the safety and mental health of Jewish students who identify as Zionist, and how they've been effected by the situation, but I also believe that we must support and recognize the mental health of anti-Zionist and other religious groups and other groups on campus that have been equally effected by this, and I also believe that there are some Directors who did not receive the same thirty emails that most of us did receive, in terms of expressing the specific political beliefs and the reasons why students feel unsafe on campus and I wonder if it would be useful to share those emails with everyone, I'm not sure if everyone has received them, but they are important to read to understand that there are perspectives that are maybe not being heard full by this Board, The last thing I'll say with the rest of my time, is that I understand that we are trying to disentangle this from the whole political environment, but I think that this situation is inherently tied to it and cannot be removed from it; I think the reason that this blew up in the way that Director Sadikov has been targeted, is directly in result of the political climate and I think it's unfair to blame one individual for a conflict that has been on campus for more than just this year. Lastly, I at this time do not believe that removal from the board is the most appropriate course of action for remedying harm that has been inflicted, but I'm interested to hear what Director Sadikov has in mine for remedying the harm that he has committed, that has been inflicted by the original tweet and subsequent statements that have been made.



Igor: I thank Director Rourke for her expression of support. Regarding the first comment on the difficult line between the public and private sphere, I definitely agree and hear that concern; I do think that people in positions of power can be held accountable to things that they say and do in private channels, and if I had said something that was in clear contravention of SSMU's equity policy for instance, that I would certainly expect to be held accountable for it. That being said, I think that there is no implication that political views, expressed personally, represent the entirety of the society and, it's an argument that's been made before, but I really don't see how that implication can be made, other than require every single Director and Councilor not to express any political views other than what they were mandated to do, which I don't think has been practiced by the SSMU ever. Regarding what I intend to do to redress the harm, I have spoken to this a little bit; again, I was approaching this particular motion in terms of what it says specifically and not in terms of any alternative things that could be considered. I think that's something for the Board as a whole to consider, or other bodies, but I've mentioned some kind of more formal engagement in conversation with the people who have felt alienated, potentially a clarification of a further apology, as I have done today, those are the things I have in mind for now but I'll think on it further.

Sean: I think that it's required to remove at least somewhat the intent behind the message and how it was received because to justify the reasoning behind it, that is your opinion, yes, but you can't control how it was taken by society and I think that is important to keep in mind, because as members of the Board, we have certain standard to uphold and we also have to check the privileges that we have been bestowed by being a member of this board, and I think that a simple 30 seconds of having written it, stepping back and waiting to consider, especially with the political climate that exists on this campus, consider what impact this statement could have; I think that to not have done that, does constitute impropriety. I think that it's an unacceptable use of words and language, especially being someone who is so involved in the political culture at SSMU and on McGill campus, I think that is important to take into consideration and I think that it is good that this has led to constructive discussions between you and effected groups, but if your intent with this was to try to have those discussions, I don't think that this was the best way to illicit those conversations. And lastly, in light of claiming that this posting mirrored a meme that calls out punching a Nazi, I think that it's very dangerous to, even removing that being Jewish is removed from being Zionist, but that Zionism is intimately linked to an identification with being Jewish, that it is dangerous to link "punch a Nazi" and "punch a subset of Jewish society", in light of historic events.

Igor: I think it's should be obvious that my intent with the tweet was not to start a public discussion, had I wanted to do that I would have gone about it a different way. I think it's regrettable that these discussions are happening in these circumstances, but that said I do agree with you that it's good that they're happening. Obviously that was a positive side effect but I understand that had that been the goal, this would not have been the appropriate way to go about it. Yes, in terms of the danger in the parallel between



Zionism and Fascism, I hear that point and I think that is central to the way in which this statement with deemed inappropriate, I trust that, despite the fact that these associations exist, we will strive to disentangle them and separate Jewish identity from political Zionist identity, and be able to understand the statement for what it means, even while also understanding that it was inappropriate to make in the context of those existing associations, which may or may not be correct. Does that make sense?

Ben: Building off of a few things that have already been said, particularly off a few things that have been said by Chloe, I do want to recognize that the Society as an institution has not done enough those around the table, particularly Igor in this case in regards to some of the violence that is being perpetrated, I will personally apologize for that as well as the environment that was perpetrated at council in terms of the safety around that table and specifically for those that are in marginalized positions, I want to make it recognized that the society does know that and offers any resources that we can to ensure that violence is not inflicted amongst Igor and anyone who reaches out to us.

Jonathan: So I'd like to touch on a few points, the first one being that Director Sadikov has said that he can continue to effectively represent these constituents. I believe, in the context of the three statements that he has made, following his tweet and the context of the tweet itself, that this is not the case. I would like to ask Director Sadikov how one of his constituents could reasonable come to his office hours and put him or her self in your office hours at any time, just the two of you and expect you to reasonable represent your concerns when you've threatened to punch them. When, a student who identifies at Zionist who is one of your constituents has a concern and would like to visit your office hours and to email you, how they could reasonable expect, in light of everything that you've said after the tweet and the tweet itself, how you could possibly represent their constituent concerns and hear their voice effectively. Especially in the context of what Director Templer has said, that you have the support of the communities that you trust, this seems, once again as if you cannot properly represent all of your constituents, rather that you're leaning on the support of a few constituents that conform to your worldview and will support your worldview no matter what. I'd also like to highlight that there still has not been, to most Zionists at McGill, an adequate apology from Director Sadikov. All of the so-called apologies from Director Sadikov, that I have seen, have attempts to qualify his statements with something such as his own political beliefs, what's going on in the Middle East or the violence that is being inflicted on him. Once again, while those things are important, they do not take away from the fact that the tweet itself was inherently violent and should be construed as such. I think we keep going to back to this point, that we're discussing whether Director Sadikov's views should be tolerated if they're not, and this is a point that Director Sadikov made, his political views should be tolerated if they're not the views of the Society, and I don't think that any movers of the motion or anyone who supports this is arguing that Director Sadikov is not allowed to have his own political views; what they're arguing is that he's not allowed to incite violence against an identifiable group using his platform, even if it's on a private twitter account, and I think Director Rourke touched on this, that the line is



blurry, even using that twitter account, he's not allowed to use his position to incite violence against an identifiable group, that has nothing to do with Director Sadikov's views on Zionism or Anti-Zionism, it has to do with the fact that he has incited violence against adherents to that ideology. As well, I'd like to second Director Taylor's point on how tweeting this has demonstrated a clear lack of judgment. Once again, I think impropriety is widely defined, I think as Director Sadikov has touched on that as well, but I think that fact that he would think to tweet this and continued to leave it up for a full day after it had been tweeted and it had been brought to his attention in the media, demonstrates a clear lack of judgment on Director Sadikov's part. And I wonder how the Board can continue to have full faith in Director Sadikov to adequately carry out his duties, given this clear violation of clear judgment.

Igor: So in terms of continuing to represent my constituents, on a formal level I think that's a decision best left to my constituents. This is not a representative body, I'm also a member of other representative bodies and constituents on those bodies will be examining this issue as well. That said, to address the specific point that Director Glustein made, so there's a lot of people that I'm close to that identify with the label Zionist. There are people in my family, people in my communities, my friends, my fellow students and my constituents; I want to make it clear that I do not wish to punch any of these people, I do not wish to encourage anyone to punch them, I do not wish to enact any violence on them and I do not wish to see any violence enacted on them. I will take steps to make that appropriately clear to them and to everyone, I will take steps to repair this trust, but I don't think that my ability and commitment to representing all my constituents has been permanently damaged. Now, Director Glustein cited the statement that Director Templer cited early, regarding leaning on support or having support from communities that I trust, obviously again I reiterate that this was meant in the sense that I was leaning on supported communities to which I belong during a difficult time. I do not mean that I was leaning on the political support of certain subgroups of my constituents of my political work, I hope that can be clear and this is not interpreted out of context. I invite anyone to read the full statement if you wish. In terms of my public apologies, of which someone described as "qualified" or perhaps even insincere, I guess to be perfectly honest, just like when posting something on a public platform, when posting this as a public post, a public apology, one needs to think about the political consequences as well and because the vast majority of the backlash I've received has been politically motivated, has not been from McGill students, it has been decontextualized in the media and so on, the vast majority of this backlash has been for political reasons. This is why I emphasized my politics in my response. This was a response to the community at large, to the media and to the public; it was not a response specifically to my constituents and to the McGill students. I have issued one such response to AUS in particular, I can distribute it more widely or adjust it as is appropriate. But again, as has been raised, I don't think this can be entirely disassociated from the political concept, especially with the backlash that I am experiencing. Regarding using my position to incite violence, again I understand that there's additional responsibilities when you hold a position of power, I understand that



the line between public and private is blurry, but I think that it is hyperbolic to say that I used my position of power to incite violence, precisely because this statement was not an official one, I did not state my position nor even my full name on that account, I have a very limited number of followers, that tweet had originally received two likes, I cannot believe that it can be credibly said that I used my position to incite violence through that tweet. Regarding the lack of judgment, yes, for sure, it was a lack of judgment, but it's one that I've acknowledged and that I will not commit again.

Adam: To begin, I want to make sure that members of the Board are aware that I condemn the harassment that Director Sadikov is experiencing as a result of this and should be disciplined however possible by the McGill administration, and I hope that all possible steps have or will be taken by the SSMU, McGill, AUS and any legal authorities in order to protect the Director's health and safety. However, it is not the political views that the Director holds which are relevant to this discussion, but the manner in which he has expressed them. Had the Director published a piece in a student journal or a social media post that took a stance against Zionism, there would not be a motion calling for impeachment up for debate. Political expression ends on this campus when the advocacy of violence begins. Members of this board have often expressed different and conflicting political views and ideas for years, but have not advocated violence. If they had, this motion would be brought forward regardless of the group targeted. This is not a comment on the legitimacy of the anger felt by Director Sadikov and other members of the society, and cannot be considered legitimate or acceptable when advocating violence. Further, I think it reasonable to point out that this tweet represents a violation of the equity policy, specifically clause 2.1 and 2.2, those read as: "The SSMU has a responsibility, as a leader, representative, and service provider to a diverse membership, to conduct itself by the highest standards of respect, fairness, integrity, safety, and equitable treatment for all persons." And: "The SSMU strives to create a community that exceeds social standards of equitable treatment and create a safer space for all of our members where discourse and diverse ideas can flourish within a respectful atmosphere." Advocating violence goes against political opposition is a direct violation of this policy. Further, clause 3.2., that this policy "is not to be applied in such a way as to detract from the right of members to engage in open discussion of potentially controversial matters". The reason why this has come forward is not to suppress the right of members to engage in discussion of potential controversy, but because it advocated violence, which is antithetical to open discussion within a respectful atmosphere. As a final point, I'd like to ask the chair to request that members of the gallery remain silent and to refrain from further interruption.

Igor: I think most of that has been addressed, but on the point about the Equity Policy violation, my understanding is that this hinges on a particular understanding on violence, it hinges on the tweet as a call to violence, which is the interpretation that I'm challenging. I think I have explained my reasons to do so, but again, I don't think that



my conduct otherwise has shown, whether it be violence or disrespect or undermining the safer spaces to which SSMU is committed, so I guess for the reasons that I stated earlier, I would challenge that interpretation.

Ellen: I appreciate Director Sadikov's earlier response to my question, I appreciate that you understand the perceived harm, so I would like to propose that the Board consider perhaps a lesser punishment than a direct removal? In that, I think as a board, we should understand that there was some harm done and I think Director Sadikov acknowledges that as well, so I would like to put that on the table. I'm not sure, procedurally how that would work, but that's an idea for people to consider, that there perhaps is a way for us to acknowledge that there was a lapse of judgment on Director Sadikov's part, but perhaps not as much as permanent removal.

Niall: I would ask the chair what options there are in regards to that.

Ben: I guess there would be a motion to censure, which would be in order.

Niall: Is that removal from this meeting?

Ben: No. It's like a warning.

Chloe: It's like a public warning that is emailed out to all students. Is suspension an option?

Ben: Through the consultation that we've done, suspension is currently not within the role of the Board, it would have to be laid out very specifically.

Niall: Where would I find information on a censure? Is it laid out in the constitution?

Ben: Robert's Rules.

Ellen: I think it's perhaps a discussion that we can have with Director Sadikov.

Igor: I've stated previously that I'm open to such avenues. Should there be a motion made that will voice my opinion?

Ben: I'm not sure if this is a motion on the table?

Erin: I think we're still debating this current motion, so I think Directors might not feel like they can speak to other alternatives while this is going on.



David: I would simply just like to express support for what Director Chen just said. I agree, lately, regarding specifically arguments with accusations that Director Sadikov could not continue to perform his duties correctly if he were to stay on. I think that there's no doubt on my part, at least, apart from this incident, any single person, having worked with Mr. Sadikov, either in his capacity as a Director or as a councillor, could ever reproach him for performing his duties with anything less than the utmost integrity and professionalism, I think that the performance of his duty so far has been exemplary, and I think so far there has been absolutely no trouble there. I also think it's unthinkable that the tweet was published with the intent of leveraging power, political power or whatever, against individuals, and I believe Director Sadikov when he was that he regrets the way in which he phrased opposition to Zionism and that he regrets the harm that resulted in it. I think it's also fair to consider that students will continue to be harmed if Mr. Sadikov were to remain in these functions; for this reason, I'd like to reiterate my support for what Director Chen said; basically that to remove Director Sadikov from these functions would not be the appropriate or impartial way of proceeding and that other avenues would be more appropriate in this context.

Chloe: I agree with what the previous few speakers have said. I believe that, after hearing Director Sadikov's explanation, I do not believe that the original intent of the tweet was to incite violence, I do of course believe that the unintended consequences of that tweet require action to be taken on behalf of the Director and he has shown a willingness to do so, but I do not believe that it should be interpreted as a incitement to violence and that was not the intent, and furthermore, the apologies that he's made subsequently, whatever opinions people have on that, were unequivocally condemning violence and that part was very clear from his statements, so I do believe that there is an ongoing or continued discomfort with his position in this role, with his political beliefs, but we are not the body that adjudicates on that matter, it is not our role to decide whether or not he is representing his constituents, that would be a matter to be decided by the AUS and I believe, if Director Sadikov were to be impeached in his role as a councillor, he would also forfeit his seat as a Director?

Sean: No, because he has the clause for transfer. Like when someone would lose their councillor seat, that May transfer period. There's a clause that when you remove someone as councillor, there's a clause for transfer overlap.

Chloe: So looking into whether that is the case, but regardless, I don't think that making this decision now is appropriate. Clearly was an error in judgment and he was willing to take responsibility, and I also would like to state that we all agree in the room, that the SSMU cannot condone or seem to condone violence and that must be appropriately addressed and communicated to the student body. I think we're all in agreement on that point, including Director Sadikov. But I would also like to point out that I think the SSMU



as an organization should be taking greater responsibility for the situation and that concerns for safety on both sides of this debate have been longstanding and have existed before this incident. I think that the hesitancy to engage in those issues, due to the political controversial nature of it, has reduced action, led to an inaction and as a result has led to a feeling of discomfort and lack of safety for students who represent the BDS movement, for students who represent Jewish groups on campus, and Zionists and anti-Zionist beliefs and I believe that the SSMU should really reflect, whether this is the body to do it or not, it needs to reflect on how they can take steps to focus on the safety of students and how that be at the forefront, because ultimately I believe that responsibility is greater than any other that we have in our positions. I don't have any concrete proposals to that effect, but I do think that they do need to be considered and that constituents who do feel unsafe for whatever reason should be heard from and responded to appropriately.

Ten minute recess.

Ben: So at this time it's in order that there was a request or motion to move into confidential session for a period of 5 to 10 minutes. I guess 10 minutes I'll set as the maximum here. The request is not in order for us to debate this motion whatsoever; it is strictly in regards to questions regarding what exactly pertains to Director's insurance, there has been a few requests made.

Erin: Could you justify the need for this confidential session?

Ben: There just was a desire for people to have discussion of what exactly Director's insurance entails.

Ryan: Because it is a legal vulnerability to the society.

Igor: I think because of the legal vulnerability to the legal vulnerability to the society, it should be held in open session.

Jonathan: Point of order, this is not a matter for debate. Motion to go into confidential session is un-debateable using Robert's Rules. It requires a simple majority.

Ben: I mean, like motivation wouldn't necessarily constitute debate. I also would be in favour why this needs to be confidential.

Jonathan: In the interest of time, I kind of want to get things moving. But if people really have a desire to debate, we can.



Ben: Any more motivation?

Ryan: It's a legal discussion. It's up to you whether to go into confidential session to discuss it or not.

Ben: Should we just vote on it?

Erin: This is standard procedure, unfortunately, if the members would like to have a legal matter discussed in public session then they take that risk when voting whether to move into confidential session.

Motion passes, moves into confidential session. Confidential session happens, returns to public session.

Erin: I would say that I appreciate the concern of the General Manager in wanting to alert Directors to any possible legal liability, however I don't believe that is a concern relevant to this motion at this time. If anything I think it is another political fear tactic; if members of the gallery and press are interested in the provisions of the constitution related to Director's Insurance, you can look to articles 16.3, but just to clarify that this is only to protect individuals from legal proceedings if action is taken against them. But I would not say that this motion is opening up any Directors to legal action.

Niall: I just wanted a clarification on something; last time that I had spoken with the general manager after speaking to legal, with regards to this issue, it was their recommendation to pass for the removal of Director Sadikov. And that was based on legal liability for the society, and that's what we as the Board of Directors are meant to discuss, the legal and financial as it pertains to the Society, so I just wanted to know if that information is wrong or if that has been changed, if any Directors or the General Manager has anything to say on that, I'd like to know more. Because I'm basing my opinion largely off the legal counsel.

Ryan: The answer is no. The President and I had a conference call with our legal representation this morning and that opinion has not changed by our legal representation.

Jonathan: I'd like to motion to call to question. I believe we've debated this long enough.

Motion passes. Igor motions to vote by roll call.

Chloe: I do worry that Directors may feel like their safety is at risk, after having this published publically, given the level of direct threats that have been levied against people. I do think that's a concern.



Erin: I want to request that the chair clarify one more time, the number of Directors voting on this motion, and the requirement for it to pass.

Ben: Currently there are ten directors in this room that would be voting on this motion. In regards to the requirements, according to our constitution and Robert's rules, in this particular instance abstentions would count towards the no-vote tally. 2/3 majority to pass.

Jonathan: I think Director Rourke voiced some valid concerns, would the chair be amenable to a secret ballot?

Igor: If that's a concern, I think we can take a vote on whether we should vote by roll call.

Igor motions to allow himself to vote on whether to take roll call. Motion fails.

Chloe: My personal preference would be a decision as a group, rather than individual names with their names posted online to be shared, especially with the level of external media and the people who will take that information and share it, that's concerning. But I also think that people are here to see it, and we owe a certain level of transparency to people that have taken the time to sit through this meeting as well. So I'm not in favour in a secret ballot, but a roll call will explicitly put our names beside each vote and make that publically available.

Jonathan: Is there any media here and if there is, would they please identify themselves? Just keep that in mind.

Igor withdraws his motion for roll call. Jonathan withdraws his motion for a secret ballot.

Motion is called to question. Motion fails.

4.2 For Approval: Motion to Censure Director Sadikov - APPROVED;

Ellen: Motion to considering censuring Director Sadikov.

Adam: Is there a written motion to be brought up?

Jonathan: You don't need a written motion with a censure.

Sean: I think you need a 48-hour notification period.

Jonathan: I don't think that's true.



Igor: We did adopt an agenda, so we'd need to amend that. And also in the absence of provisions in the constitution, there are provisions in Robert's Rule for all sorts of disciplinary proceedings, for censure up to trial. So we would need to consult those in order to continue.

Jonathan: A motion to censure is in order right now. So if there is a motion to censure, it needs to be voted on a taken through accordingly.

Ben: We'd need a motion to suspend the rules in order to amend the agenda.

Erin: Some motions that we could make are a motion for a member to make an apology, a motion to leave the meeting room, a motion to censure, which is again essentially a public statement to that effect and the Board doesn't have the ability to suspend a Director, as was verified earlier.

Igor: Unless we have access to the latest edition, I don't think we can make such claims, as they do change from one edition to the next.

Ben: I guess what I'll call for at this moment is a motion to suspend the rules to put something else on the agenda? I think there would still like to be a motion to censure.

Erin: Just to clarify, I was not giving those as motions at this time, just potential option.

Ben: Director Chen, how would you like to proceed?

Ellen: I would like to take a vote on whether to censure, and then after draft a statement.

Jonathan: I would like to clarify the motion of censure first, because I think a lot of people are confused. The motion of censure, right now, is informed in this body. The censure would be only in this body, it would not extend to any other body, therefore a statement drafted afterwards would not necessarily be fair, not would it be within Robert's Rules because a motion to censure is specifically for this Board of Directors meeting right now. That's what it means.

Ben: To clarify, I think what was being requested was that the wording of the motion be specifically worked out, similar to how the previous motion was laid out, with specific resolves.

Erin: What the Director is saying is that's not what a censure is.

Jonathan: That's not what a censure is.

Chloe: Point of order, can someone clarify what a censure is then?



Jonathan: Can I read it from Robert's Rules?

Igor: Is it the latest edition of Robert's Rules?

Jonathan: Yes. I understand if the body would not like me to read from Robert's Rules, but if they would like me to, I will. Okay, I will not read from Robert's Rules.

Niall: Can we just try to keep things a little more civil, I feel like it's getting more divisive than it was at the beginning of the meeting.

Ben: Duly noted. I want to say that if there is uncertainty about this, then I would suggest that someone suggest that we take a quick break to that Robert's Rules can be consulted and we can figure out exactly what this is to that this discussion does not have to keep going on like this, because to be honest it is not appropriate and I should be better regulating this.

Motion to recess for two minutes. Motion passes.

Ben: So it's a motion to suspend the rules in order to motion to amend the agenda in order to add a motion to censure Director Sadikov.

Motion passes.

Ellen: As Director Sadikov noted earlier in his own statements, he recognized the harms of his statement to certain perceived groups and he is willing to acknowledge and take responsibility of his statement, so my motivation to bring this motion is to take Director Sadikov on his word, to take responsibility for his actions, and that while the Board of Directors considered his action was not enough to warrant removal, it's still enough to warrant action from the Board of Directors and I think a censure is an appropriate measure for the board of Directors to board acknowledge the lapse of judgment of Director Sadikov and acknowledge the harm that his statement has caused.

Chloe: I'm interested to see Director Sadikov' opinion on this motion as well, but for those reasons I do support it, I think that it is, even though the intent behind the original tweet was never one to cause harm or to incite violence, I do believe that it has been received as such by many McGill students and that there needs to be some sort of reparations for that. However, I would like to note that I think there is more that could be done to repair this harm than just simply what's formally laid out in Robert's Rules and that there may be other options that we could consider, that Director Sadikov could consider outside of this body, or it could be considered in a different discussion.

Ellen: I second Director Rourke's point, that I would consider making a motion after this to address those points and with Director Sadikov's input.



Igor: It's hard to speak specifically to this motion, because I understand that it's pretty vague at this point, but as I said before, I acknowledge the relevance of these steps and regardless of the Board's opinion on this particular question, I will be taking steps to repair the relationships that I think have been damaged and make clear that I am committed to representing all my constituents and avoiding similar lapses of judgment in the future.

Chloe: Can you clarify what the outcome of this motion would be? Would it just be a formal note in the minutes?

Ben: As of right now, it is just a formal note in the minutes, it would take further clarification if there was something else to provide.

Adam: Can a member vote on a motion to censure them?

Erin: No.

Ben: I'll note that Director Sadikov has addressed things on a personal level, around the phrasing and how some people might have perceived the link to "punch a Nazi" meme in particular, as more of a formal recognition that there was harm caused but with also our recognition that removal will not be happening.

Kahli: Just to clarify, voting on this motion would just be for the minutes and anything that would come of it would be voted on substantively?

Motion is called to question. Motion passes. 7 for, 1 against, 1 abstention.

4.3 For Approval: Motion to Draft a Letter Regarding the Censure of Director Sadikov - APPROVED.

Ellen: I would like to move to suspend Robert's Rules to amend the agenda to add a motion to release a public statement from the Board of Directors concerning the censure of Director Sadikov. So I would like to address point that Director Rourke made earlier; as of now, this will only be noted in the minutes. My motion would be to raise a public statement from the Board of Directors and Director Sadikov, to explain this motion of censure and explain the support of Director Sadikov for certain reparations and this acknowledgement of his actions.

Chloe: To address it is only going to cause more harm, or allow more harm to be perpetuated, and I think there is a need to address significant amounts of violence on campus and we can't stay silent when that does happen, and then I also think that Director Sadikov has already expressed a willingness and a desire to express his regret and I would like to say that my motivation behind this censure and this letter is in terms



of acknowledging that there was harm in the way the tweet was phrasing and not necessarily in the political ideology expressed in the tweet or the message, that's not my motivation behind the censure or wanting this letter to be written, it is more so an acknowledgment that the way that political ideology was expressed was perceived to be a threat to safety to some members and that needs to be clarified and those members deserve to have that clarified and addressed formally.

Igor: I agree with Councilor Rourke, it seems to me that different Directors might have different opinions on what should be included in this letter, and as such it doesn't really make sense to me at this point to bind the Board to release this letter. If it's a draft, maybe we could introduce it into the agenda? Like, who will draft it?

Ben: If I could make a suggestion, it would be yourself, the mover of this motion and anyone else who would like specifically to be involved in that process. Regardless, it will come back to the Board.

Erin: I agree with Director Rourke, I would also keep it relatively brief so that everyone can agree on the contents.

Ellen: To respond to Director Sadikov's question, I think it would mainly represent what you have already said to the Board, in terms of your regrets and the actions you would take, as well as to explain the Board of Directors' reason behind the censure that echoes some of Director Rourke's points.

Chloe: I would also suggest that the letter include any other steps beyond this, any other measures that will be taken, like what Director Sadikov will be engaging in, as well as if the SSMU Executives or the SSMU governance will be engaging in anything to help address these concerns on campus, that is also be included in this letter, and some time be taken to reflect on what those actions could be.

Ben: I think at this point, we're just discussing the content of the letter. Is there a motion to call to question?

Motion is called to question. Motion passes.

5.0 Adjournment: 03:03 PM


Muna Tojiboeva, President

2017-08-09