



BOARD OF DIRECTORS MINUTES

MARCH 13, 2017

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

Attendance: Niall Carolan Vice-President (Finance), Kahli-Ann Douglas (Member at Large), Ryan Hughes (General Manager) (non-voting), Adam Templer (Member at Large), Ellen Chen (Member at Large), Jonathan Glustein (Member at Large), Greta Hoaken (Member at Large), Simon Shubbar (Member at Large), Chloe Rourke (Member at Large), Isabella Anderson (Member at Large), Erin Sobat Vice-President (University Affairs).

Regrets: Murtaza Umar (Member at Large) (non-voting),

Agenda

- 1.0 Call to Order: 2:36.
- 2.0 Adoption of the Agenda
- 3.0 Confidential Session
- 4.0 Approval of the Minutes
 - 4.1 Minutes from the 2017-02-06 Meeting of the Board of Directors
 - 4.2 Minutes from the 2017-02-13 Meeting of the Board of Directors

Jonathan: Can we post the recordings up online in absence of the transcribed minutes?

Chloe: That's a possibility. So we have a motion to prioritize Board meetings over Executive minutes, and another motion to put up the Board of Directors recordings online.

Kahli: But would you be putting up minutes that aren't approved?

Chloe: Yeah, that's a good point. Let's vote on these separately.

First motion to put the recorded minutes online (44:00)



Jonathan: Like I said before, there's literally nothing online for the Board, and as the Board of Directors, there's been a lot of scrutiny recently, not being held accountable for the way that we vote and how we reach decisions, especially since we are the highest decision making body at SSMU. So I think that it's especially important to allow the general membership to have access to the meetings that we are in. Because a lack of accountability right now is a theme at SSMU and I think that this would be a step in the right direction.

Niall: Would it be more beneficial for the Board to mandate an increased number of resources to the recording secretary? Would that be better?

Chloe: That's the second part of this question, basically. To prioritize the Board minutes.

Niall: So but is that to reallocate the resources or to prioritize? Because I think if we reprioritize, not much will change, as opposed to saying, we could add \$2000 to the recording secretary to increase their hours, pending their approval.

Chloe: So I think those are different questions.

Kahli: Just quickly, I can remember times in Board of Directors meetings that happened on a recording that we then realized should have been put into confidential session rather than public session, and then that had to be written in the correct places when minutes were being taken, so I know recordings can bring up things from confidential session that should not be there. Just an example that I can think of where I wouldn't really feel comfortable putting up unapproved recordings.

Jonathan: I would counter that, if we're conducting meetings according to the rules, unless we're in confidential session, then we're not in confidential session. So for the issue of accountability, I think it's important to make sure that, if we're not in confidential session, everyone has access to what we're saying.

Adam: I'd be more in favor of the second option, because without having typed minutes to review, I haven't gone back and listened to the recordings, because as Kahli says, that situation has happened before and I don't know if those are necessarily recordings that we would be approving, so I would be much more in favor of motion number 2.

Chloe: I would question how many people are going to go and listen to those recordings in the two weeks until we are able to post the rest of the minutes, so I wonder if it really does make that much of a difference from an accountability perspective. I do see the concerns about potential confidential discussions being addressed in public session, however I don't think that we would strike them from the record anyways.



Jonathan: What's the timeline that we can expect these up on?

Ryan: It depends on how long the meetings are, the quality of the recording, and the process being followed. Our recording secretary – well the General Manager's assistant, she works approximately 6 to 7 hours per week. A 2 hour meeting takes about 2 to 3 hours per hour.

Call the vote to post the recordings in the interim. That fails. Call to vote on reallocating the resources and prioritization of the minute taking of the Board. This passes.

5.0 New Business

5.1 Motion: Delegation of Chairing Duties to Chloe – APPROVED;

5.2 Motion: Reallocate internal resources to prioritize making the minutes of the Board publicly available - APPROVED;

5.3 Discussion: Removal of the General Manager from participation in governing bodies (Executive Committee, Council, Board of Directors) - TABLED.

Erin: I just want to note for the record that we need administrative staff for the governing body, and it's in the standing rules that the general manager does need to attend executive council meetings by request to the executives, so that was added.

5.4 Discussion: Directorship of VP Sobat;

Adam: I wanted to call this discussion. I wasn't sure exactly how to title this, because it's not a motion to impeach, but there have been a number of actions by Director Sobat that have made me question, and I know a lot of student question, whether we can trust him to act in the best interest of the society going forward. Specifically his actions with regard to the incident with Director Aird and the President Ger, not informing other Directors or the executive committee of those allegations when he was made aware of them, is gravely concerning. I understand that the Director has apologized for that, but personally the fact that the Director continued to not share his knowledge of allegations against the President after hearing about how many students felt a very strong sense of betrayal after not sharing the allegations against Director Aird, either with other members of the executive or with the Board of Directors. I wanted to have this discussion because I'm interesting in hearing from the Director what steps that they're planning to take to regain student's trust and from other Directors if they think that trust can be regained.

Niall: I know that the email went out, but we do have new directors and I think that it's very important that everyone has the most information about the situation, and I apologize for bringing everything up again, but if directors would like a recap of what happened, then I think we should give them one.



Chloe: I think that the email that was sent to all directors could be forwarded to the three new directors to have context for the discussion.

Jonathan: Another thing I'd like to bring up regarding this, I know that there's been an equity complaint, I believe, submitted to your portfolio, regarding–

Chloe: Is this confidential?

Jonathan: The reason why I'm bringing this up is because the person contacted me so that I would bring it up at the Board of Directors meeting, because they have not received a response and it's been past the deadline for a response.

Erin: I actually don't know which one you're referring to, so confidential session would be appreciated.

Jonathan: We could discuss it after?

Ellen motions moves into confidential session. That discussion happens; return to public session.

Erin: In terms of Director Templer's comments, I hear your concerns; you mentioned trust, and I'm not sure at this point what people want or need to see, I guess people feel that if that is not a possibility then I'm open to requests from the Board for stepping down if you feel that it's impossible for me to serve as a director. On the executive level, I've heard a call for more oversight from the Board as well as other bodies, as well as from the rest of the executive and certainly in the past few days I've working on shared the information that I have in terms of communications with the Community Disclosure Network or other groups with the rest of the executive. We had a meeting this morning, which I think was positive. I'd like to continue contributing to these processes in some way, I'm hoping to get suggestions on how to proceed in a way that is most appropriate. I want to reiterate what I said in my letter, that I sincerely apologize for my actions.

Greta: I appreciate the apology, I'm a new member so I'm trying to come into this and use the information I have and recently got in order to make this statement, but I think at this point, given that this board and SSMU in general are facing questions of legitimacy and given that you seemed to have had multiple and very significant lapses in your judgment about subjects that this board should have had to deal with, and will have to deal with at a certain time, I think the only thing that can happen at this point is for you to step down from the Board, just given that I think it's disingenuous to say that you want to help to participate in these healing processes and institutional changes when you yourself were apart of it. And I appreciate the apology and I don't hold you personally responsible for everything, but I do think it's disingenuous to come in and say "I apologize and now I want to participate".



Ellen: I want to echo what Greta has said. We are in a position to fill director positions, so there is value in getting some new blood put into this Board.

Chloe: I will just note, for everyone's knowledge, that if another director were to resign, we'd have to reopen the application process for a third time and then wait for another few days.

Ryan: It depends. We try to give at least three or four days for the selection process, but we'd have to open up to the membership again.

Chloe: But it's not an impossibility.

Adam: As has been said, I appreciate the apology. I do think that the apology was sincere and I appreciate that. I also appreciate that given the time of year and past situations, it's been a sensitive time for you. I do think though, that personally I was hoping for more concrete suggestions on how to rebuilt trust. I'm not commenting at all on your position as VP, as an officer. But I personally would join the statements that a resignation from the Board would be helpful.

Erin: I am open to that and if people do have suggestions, not just for my director role but also for my officer role, I welcome those as well.

Niall: I'd like to remind directors that as directors, we have the ability to remove responsibilities from officers, not just directors, to remove responsibilities from one portfolio to another and also to reduce pay. All of those things are within the power of the board.

Chloe: I'd like to add on that any of the direct responsibilities of an officer can only be done by an officer. The responsibilities of officers can only redistributed or reallocated to other officers. They need to be under an executive.

Niall: Yes.

Chloe: I'm not sure if there is anything else to add to this discussion?

Niall: I'd to ask Director Sobat like what the threshold is in terms of Board, in terms of should we have a simple majority vote, if we are discussing...

Chloe: I would say a motion to impeach is not in order, a straw poll of whether or not you are in favor of a resignation is in order.

Niall proposes a straw poll on whether directors are in favor of the resignation of VP Sobat.



Erin: Would it be helpful to have a session without me in the room?

Chloe: Yeah, I think it would be. It will be in public session though.

Erin leaves. Straw poll happens. Five in favor, three abstain and one against.

Niall: Does the board feel that it would be pertinent to discuss VP Sobat's role as an officer of the society, if the board doesn't feel that then we can move on.

Adam: Has the executive talked about that?

Niall: Yes. Am I able to cede my time to a member of the gallery? Okay, I will be giving my time to Elaine.

Elaine, VP Student Life: On Friday late afternoon, the executives, me, Niall, Daniel and Sasha, all met and we discussed whether or not the executive should request the resignation of Erin. It was ultimately decided that we would not be requesting it at this time. However, a delegation of tasks is necessary and I think that in general, the feeling of the remaining executives is that, it is difficult to trust Erin with certain tasks that would be delegated to him and I think that something that I've spoken with Erin about today is the idea that in his role, in the capacity of doing his job, at this point he just needs to do an executionary job of his portfolio. He needs to do what is mandated of VP UA by the constitution and the internal regulations. And that is what needs to be done until our terms are over. So I don't know if that gathers everything?

Chloe: I think if the question is responsibilities in VP Sobat's role as an officer, that would be better discussed in our confidential session when we discuss executive responsibilities. On his point of resignation, I think that can be discussed now, but it seems clear from what the executive said that it would not be the action that they want or have requested. Is that accurate? To say that at this time, the executives have not requested or are not in favor of his resignation as an officer, and that is the position of the executive committee.

Niall: At this time, the executive committee has not formally requested his resignation.

Jonathan: Maybe this is better left for the discussion later, but from my own perspective, I think that there are certain things in the UA portfolio that would maybe be best delegated to other executives. Like if VP Sobat is going to stay in his role as an officer, which I would leave up to the executive, but if he is, certain aspects should be delegated away from the portfolio and I think it's up to the executive committee to decided where that would be best put, but like Elaine said, a review role would be better.

Chloe: Personally I would not be in support of his resignation as an officer, purely because of the lack of stability in SSMU right now and the amount of workload that would add onto the remaining officers.



Although I see more reasons for a removal of him as a director, considering the rest of the items on the agenda and the decisions that will need to be made by the Board in terms of how to proceed on them.

Adam: I see his role as an officer, I see it would be positive to redistribute certain aspect of that. I'm not familiar enough with the VP UA portfolio to conclusively say which ones those would be, but I trust the executive committee to decide that and I trust the executive committee, in conjunction with the legislative council, to decide whether his role as an officer is continued to be desired. I know that the board is well aware of the strain that recent events have put on the executive committee and at a certain point, there's a question of when things are helpful and when things just leave a body comatose.

Chloe: I'm going to reiterate that in terms of specific re-delegation, we are going to talk about that and they are going to be ratified at some point in time by the Board, so that is a discussion that we will have. I also would like to say that if there are any directors or general members that would like to comment on this topic but do not feel comfortable saying it here or are not members of the Board, they can contact me confidentially or privately as the chair of the Board and I can also take into consideration that, if there is something that people would like to say but they do not want to say publically here or are not present here. Does that make sense? Is there any other points of discussion?

Jonathan: So what are we doing next? The vote returned positive for requesting his resignation, so are we going to formally request it or just ask him informally to step down? What is the procedure from now?

Chloe: I think we'll report the result of the straw poll when he comes back into the room, formal or informal, I'm not sure what the right term is, but that's the majority of the Board believes that resignation is the right choice. We can't vote on impeachment. I think it's a request to resign, in that sense.

Jonathan: I'm not saying we should necessarily do this, in fact I don't think that we should, but if we wanted to submit like a formal request for resignation, which would then be publicized, we can vote on that. That's a thing we can do.

Chloe: This entire public session is public already, so all of this is public knowledge. A request for resignation would require a statement, a statement that would be sent out to all students, which I don't think we are discussing at this time and I would rather, if we are talking about a public statement, wait until we get to 5.6.

Erin returns.

Chloe: So the result of the straw poll were that five directors were in favor of resignation and three abstained. So that's not a formal call for resignation, but that is an answer.

Erin: Should I send out a letter today?



Chloe: I would say not at this time, but I've asked people to get in contact with me if they have any suggestions, whether they are director or not.

Ellen: We'll probably have more thoughts on this after the later discussions.

Erin: Would people be alright with me staying in the gallery, or would that be strange?

Chloe: No, you can stay. We might need consultation.

5.5 Discussion: Follow-up actions from the statement issued by the Board on February 17, 2017

Chloe: So I was the person to add this to the agenda, and by this I mean specifically things that were promised by Director Sadikov prior to his resignation as well as the open forum that was also promised in that statement that was previously being organized by the President, which is now obviously has not been followed through. In motivation of this, I strongly believe that those actions should happen. That was something that we agreed on when we made the decision that we did and I think that they're necessary regardless of the two individuals in question not being here, in order to repair harm that was done by the original tweet.

Jonathan: I will just comment on what was being done because I was involved in that process. Pretty much, for new Directors who maybe don't know what was requested following the formal censure by the Board. Director Sadikov was supposed to reach out to Zionist groups on campus and groups that felt they were personally effected by the situation at hand and apologize, he was also supposed to attend their meetings and give a personal apology, he did that with one group to my knowledge and then he stopped because of his resignation from the Board. There was also supposed be a dialogue forum organized by SSMU around the notion of Zionism and how to have a more respectful discourse on the issue. The lead was taken by me, by the former President and the President of the AUS, and we did work on it before the break, I don't actually have the document with me because the former President was the only one who had access to it, so if people are interested we can get the work that has been done already on the document from him, but essentially it was supposed to be an open forum where people could come and dialogue on the issue with a moderator potentially, we were looking into getting people that have been trained on the issue, because it's very sensitive, so people who are professional moderators on the Israel-Palestine issue, and we'd fly them in and they'd lead this discussion and SSMU would sponsor it, as a way of repairing the harm done to the community. Obviously since the former President has now stepped down, this forum has hit a roadblock, I haven't heard anything since the Wednesday before reading week, February 22nd I believe. If it's something that the Board is still interested in, we can discuss steps that we can take to get started.



Chloe: I would like to identify two separate things, one which is outreach to groups on campus, and the second one which is the forum.

Isabella: Just to clarify, the outreach to different groups on campus, was that supposed to be done in the role of the Director, that was what he was supposed to accomplish before he resigned? Or was that something that was supposed to be done by Igor as an individual? That discussion of going to those meeting and delivering that apology, in what capacity was he doing that?

Jonathan: He would have been mandated, because it was a stipulation of his censure from the Board, so my understanding would be that it was a stipulation of his continuing membership of the Board. When he resigned, obviously the Board can't mandate a SSMU member to go visit different groups on campus. He was doing that because of his continuing membership on the Board and when he resigned from the Board, he stopped doing it, so I guess in terms of outreach to different groups, I don't know what Director Rourke had in mind, but I didn't really think it would have anything to do with Igor because he's not longer an officer of SSMU and no longer on the Board so it would be more what other members of the Board felt that they could do to repair harm, because it's effected a lot of people's relationship with SSMU as well, more generally, not just with the former Director Sadikov.

Kahli: What's quorum?

Chloe: Quorum is fifty percent, plus one. So it's five.

Chloe: I think in terms of the forum, I don't think we can have that discussion without Niall here, but I would be in favor of the Board mandating SSMU to dedicate resources to this. I am a little bit concerned over the timeline, because it is March 13th, and that original idea might not be feasible, in terms of flying in someone that is able to attend this event before exams hit.

Jonathan: I don't know how far the former President got in his pursuit of getting people to come. In the original timeline, this was actually supposed to happen last week. And I was told that he would be organizing it over reading week, and it didn't happen, so I don't know at what point it was stopped, I don't know if anyone can clarify that. What I'm trying to say is that I don't know if people have already been reached out to and that connection has been made, in which case it might be easier to fly someone in. Just because the thing is, and this is just me speaking, from the legislative council meeting that had a "mediator" at last session and it wasn't helpful. She didn't really understand the nuance of the situation and she didn't really understand what was going on. And if we bring in someone like an external mediator, they won't really understand what's



going on, because there are a lot of issues that are specific to McGill concerning this topic that people might not understand unless they're training professionals on the topic of Israel-Palestine or they are somehow affiliated to McGill. So just to bring in someone who doesn't really have any knowledge on the topic might be bad. I know very many people on both sides of the debate would not – we'd have to do a lot of convincing that it wouldn't be a toxic environment and I think one of the ways we could do that is having a trained professional. But I understand that the time constraints are definitely an issue. This can't really happen in April because people have exams, so it would have to happen in the next couple weeks.

Ellen: Could I suggest that we make a smaller group for this discussion?

Chloe: I was going to suggest that as well. But I wanted to ask whether the Board had any other discussion or mandate to continue outside of the Board meeting. Should we mandate action on this? Or just keep tabs on it?

Adam: I would personally be in favor of moving this to a smaller group and then hearing from that group in terms of what they thought would be best to do, and then considering that back at the Board. Partly for the sake of time, we do still have things to get through.

Chloe: So suggestions for who would sit in that group?

Jonathan: So would we then strike a subcommittee of the Board for the purpose of this? Because we have the power to strike subcommittees. It might be helpful as well to expand the focus, like directors could take the lead on this and I'm happy to help personally, but we could also think of, if we want to strike a subcommittee of the Board, we could include members that aren't necessarily on the Board who could bring a different viewpoint.

Chloe: Do you want to strike a formal subcommittee at this time?

Jonathan: I would motion to strike a formal subcommittee on effective dialogue regarding Zionism.

Chloe: We'll say that both of us will be on the subcommittee, and I think that there should be an executive on it as well, we can discuss that when we get to executive reallocation. The motion is on the floor, all those in favor?

Motion is approved.



- 5.6 Motion: Strike a Board Subcommittee on effective campus dialogue regarding Zionism – APPROVED;

See above.

- 5.7 Discussion: SSMU's response to repeated incidents of sexual/gendered violence

Chloe: I added this to the agenda, I understand that it is also very heavily linked with 5.8 but I did want to separate the two because I think that one is more of a public response and the other, while definitely should be included in the public response, they're different. We can also have the discussion merged as well, if the directors are in favor of that for time.

Niall: I have some information that would be helpful in terms of what the executive committee has been working on in response to this. It's more 5.7, I think. 5.8, with the internal structures, I would like as much Board input as possible and the executive committee has been working more, over the last four days, effectively on 5.7, and the public response, with the mindset that we would like to get as much public and private consultation as possible and then use that to inform our decision on policy rather than thinking what we think is best and doing it the other way. So that's our reasoning behind that. So as VP Sobat mentioned, we met with representatives from the Community Disclosure Network this morning and if it's okay with the Directors, I go through a few of the point that were raised. The discussion again was largely on providing spaces for discussion on these topics. We spoke about necessity of facilitating those spaces, leading a decentralized approach, a non-directional approach, and also some of the formal and informal qualifications that maybe necessitate a speaker and what we would like to see in a speaker, to facilitate that discussion. That included anti-oppression training, gender advocacy training also. Then in terms of the forum, we also spoke about some of the stakeholders that we'd like to see around the table or that they would like to see, some of the people that were mentioned: SACOMSS, Peer Support Center, Community Disclosure Network, the administration, maybe Bianca. These are all potential and 100% under discussion. I made a note of local non-governmental organizations. We then spoke about the different levels of consultation I think, ranging from a very closed consultation to more open space. Those levels could be all the way from, more closed to more open, closed support groups for survivors, and that would largely be handled autonomously by CDN, I don't think SSMU would be involved at all except for providing support where required, financial or otherwise. On the other end would be closed focus groups for survivors and then closed focus groups to women and those who identify as women, and at the utmost level would be a more open forum for discussion for not closed discussion. These are things that I've taken from the discussion, they haven't been formally approved by the executive, but it's just information.

Chloe: Thank you for sharing that. I would also propose, in addition to events on campus, that there will be another public statement go out, specifically related to just general sexual and gendered violence on campus, I think the CDN had some good pointers in what could be committed to in that statement. Like I got notes from the meeting this morning and I can share that with the rest of the Board; at this time, I'm



wondering if directors have specific points or actions that could be taken, and I'm also wondering if we could strike a similar subcommittee with Directors that are interested in working on this issue outside of these meetings. At this time, is there anything else aside from hosting events that are open to different groups on campus to discuss this, and also a public statement, is there any other actions that the Board thinks would be good for the executive committee or the subcommittee to pursue?

Ellen: I like the idea of a subcommittee or working group, and I'm wondering if we want to attach the statement that we mentioned earlier that Director Sobat has resigned from the Board.

Adam: I wanted to ask if we would be able to add on to this the suggestion from the general manager about having town halls for people to come and discuss it?

Niall: This is the same thing, just under a different name – town hall, open forum, whatever we want to call it.

Jonathan: I'm not very familiar with the process that executives go through, so maybe someone could expand on that, but what sort of training do executives get over their positions of power and how that can manifest itself in instances of gendered violence and if there is not sufficient training given right now, can the Board mandate that training to be given to them.

Chloe: I know that there is general equity and anti-oppression training that is given to all executives. In light of recent events, they've also requested to receive additional training on how to respond to disclosures of sexual violence. That would be facilitated by McGill; Bianca, I don't know what her official title is, she works at the office of sexual violence and prevention at McGill.

Jonathan: What about legislative councilors? They would be the big one, I think, because they're representative and also have positions of power over others.

Chloe: I think that there is general equity training. Was there any training of sexual violence specifically, or was it just general equity training?

Niall: I think it was just general equity training.

Jonathan: I think it would be a good step in the right direction, I would even be in favor of having it this year as well, but especially for next year with the new executives and legislative councilors, I think a session specifically focused on gendered and sexual violence, also specifically focused on power in this violence, would be helpful for all incoming members and would also mitigate some of the risks of having this happen in the future.



Chloe: I would like to second that, it was an idea that I came up with too, and I also think that the training needs to be more than some 101 consent training, like as you said, mentioning power dynamics. I also think it's worth integrating that with some sort of gendered context. So the idea of toxic masculinity and how is that linked to gendered violence. I think that's something that is not currently offered by McGill training, they typically focus on consent, active by standing or disclosures. Those are the three trainings I've seen offered by that office and I think there does need to be something more in-depth. I also think that it's worth reaching out to SACOMSS and other groups on campus that do have more experience attacking those power dynamics specifically, but I think it's something that definitely needs to be considered going forward. And also for context, I did reach out to both Bianca and the Dean of Students, and I invited Adam to come to that meeting as well, and we will be talking about the curriculum not just for the SSMU executive but for student leaders on campus and also any student that is interested in taking this training or learning about it more. The idea of toxic masculinity relates to mental health and a lot of other things as well, so I think it's worth talking about.

Adam: This isn't necessarily an idea, but I think the fact that Greta and Kahli might have good ideas to contribute, so if we could also send out an email within the Directors, to remind everyone that if they have any ideas, to share that. They might be able to think of more things.

Chloe: I was going to also motion, at the end of this, to strike another subcommittee outside of these meetings that would be able to convene and report back, that would include executives as well as other directors who are interested. But maybe before we strike that committee, we could look at 5.8 because there could be a lot of overlap there.

Niall: I think that 5.8, in terms of executive and director labor and time, that will, in terms of producing a concrete policy, there's a lot more leg work that needs to be done to get that off the ground, that is necessarily warranted by a subcommittee. For the events, I know the executive committee has worked a great deal on this and we're hoping to have something ready for tomorrow morning, and also a large part of the work there is for making the space available and then letting those people decide what happens inside that space. Whereas, with the policy, it's really that we have to write it. So I would say that we may not even need a subcommittee for 5.7, but if we would like one I am more than happy to sit on it, but I would say that we would need one for 5.8 definitely.

Jonathan: I have an urgent point that is not related to this, so could we suspend the rules? I can't just talk off topic, I just want to be in the bounds of the rules. The ballot is still messed up, apparently. So it's forcing people to rank all three choices, when in preferential voting you have the choice to rank all three, that's stipulated in the IRs, and that's forcing people to rank all three choices. It won't let you vote unless you've ranked all three. So they're going to have to do it again.

Isabella: That's really unfortunate, because in the email already apologized for the blunder.

Simon: It says explicitly?



Jonathan: Yeah, in the IRs, it says that they have to have the option. That's how preferential ballots work, so can someone contact the relevant body and tell them that we're going to have to do it again? This is not helping rehabilitate the image of SSMU being a competent body who can do things.

Chloe: Alright, great. Let's move back to the discussion at hand. Let's just move on to 5.8.

- 5.7.1 Training
- 5.7.2 Events
- 5.7.3 Public statement
- 5.8 Discussion: SSMU's internal HR procedures and accountability structures

Chloe: I think that in light of recent event, there have been concerns with individual accountability, there have also been concerns with existing HR and accountability structures that are currently in place. Personally, I think part of the problem is that they aren't being flushed out enough and they aren't being used; there is an HR committee. I would like someone to confirm that there is still an accountability committee? Okay, there is. So there are two committees that are supposed to be fulfilling these roles, but it is my opinion, I am on the HR committee and it has not met this year, despite there being multiple HR issues. I'm not sure what the work of the accountability committee does, so I would ask someone on council if they could say whether they've reported to council or presented. But I think that there is clearly an issue with those procedures as they exist now and in general, but there's also a specific problem of them being illequipped, even if they were used properly, to handle these specific instances of sexual and gendered violence that have occurred this year. That is the purpose of this discussion, I don't think we're able to get into it any more. If we lose quorum, that's fine.

Isabella: Just in terms of accountability committee, there was informal discussion from Udita, because she chairs accountability committee, about because of the structures that are already in place and the powers afforded to that committee, some discussion is happening within the committee to rename it to something else, because accountability is kind of a misnomer and I think they found this year that they couldn't do everything that comes along with that. So I'm not sure, if maybe a discussion of accountability structures would change that or move toward that. Other than that, I think they've only reported to council once and I think it was for the accountability feedback survey thing, and that was problematic in itself.

Chloe: I don't have anything else to say except that I was on the HR committee, which hasn't met this year, so I think there is specifically work to be done on the HR side, it sounds like the accountability committee is already reflecting on revising the structures or potentially changing their role.

Isabella: It's unclear, it was informally talked about.



Chloe: And also, this does play into this larger discussion about 5.7, about what are the accountability mechanisms specifically in respect to sexual violence and there's been a call from the Community Disclosure Network to have separate accountability structures, there have been talks floating around about having equity complaints or have equity commissioners fill this role, having previously supervised this portfolio, I would strongly urge against that because they are staff of the VP UA, they are staff of the executives, they are not independent or separate from the executives so I don't think that they should be fulfilling any kind of role in which they are dealing with complaints regarding that. I also think that it too much to put on those two staff members when they already have to deal with equity complaints themselves, I think that it should be separate staff members that are specifically trained for this purpose. I don't think it should be equity committee, I just want to say that, I don't know if anyone disagrees or has a separate point. I guess concluding point: there needs to be some sort of structure or mechanisms put in place that includes staff that is at arms length from the executive committee that can function when situations like this happen. There are also a lot of questions about the scope of that and what it will look like. For example, is it a committee of the Board? Do directors sit on it? Is it a permanent staff member? Is it a student staff that are supervised by a permanent staff member? There are a lot of questions in terms of what this will look like, and those will have to be flushed out in the coming months.

Jonathan: I don't know if we're coming back and voting on those things that we've talked about, but I would like the board to make some concrete steps today preferably trying to take a step in the right direction. So in terms of events or public statement, I think that a public statement for sure, but I think also training, I would be in favor of voting on those today so that we can start taking the necessary steps to implement those for this year or even next year.

Chloe: I think there is a desire to do that; I'm just wondering, procedurally, what is the best way to go about it. One thing we could do is motion for the executive statement to be approved by the Board of Directors as well, before it goes out, so the executive committee has time to review it. That is one mechanism or rather than being approved by us, it just has to be sent to us so that we can review and give feedback. It doesn't need to be a formal approval. There's also the process of appointing people to this, striking another subcommittee of this outside of the Board – I think there are several directors who want to work on different aspects of this, myself included, so I'm wondering, in terms of procedurally, how you would like to take action on this. Because I think you're right, it needs to be done, and it needs to be done sooner rather than later.

Niall: Could we form a subcommittee and then mandate that subcommittee to produce a report by next week?

Chloe: Just know that, similar to 5.6, we are motioning to strike a subcommittee that has no terms of reference or scope at this time, so we could instead say that we're going to work on that next week for approval and then work on that informally until then. I think this was an action item, there's more discussion in terms of what that would look like, but I think that as of now, and also because we want to



ensure that if we're going to strike an actual body to this work that it's inclusive as possible. There's also the talk of having staff members be hired for this specific purpose, so I think those points need to be hashed out in more detail before the intention to strike a subcommittee. More of the legwork can be done before that is formally decided on. Unless there was a desire to put that in the statement and you wanted the Board to approve it before that.

Niall: I'd like to ask directors, the executive committee is kind of working on this all the time right now, and I understand that in our roles as directors we're not doing this all the time, so are directors okay with me providing updates at Board meetings or would they like more frequent updates? Because I'm happy to provide those. I could do an office hours sort of thing.

Chloe: I think there is a desire to have a separate meeting about this, for those who are interested in taking on those sorts of roles. With the understanding that it is simply optional for directors to do so, and that meeting we could potentially delineate who wants to be the point person for certain roles, who's going to be liaising with certain groups on campus, etc. Is that a plan? Which I guess is to set a separate meeting time for directors who are interested in this specifically and to flesh out action points and report to the board? We all agree that this is going to happen regarding 5.7 and 5.8, directors are invited to attend as well as potentially other councilors, I would say, who want to take on more of an active role in SSMU's response to this issue.

Niall: In terms of the events, the CDN would like to start next week. I agree with the a timeline, because it gives us time to see what the community would like to see before we proceed; it's better to have that a bit earlier and so that we have that information.

Chloe: I guess in terms of that consultation, I would also suggest an anonymous feedback form.

5.9 Discussion: Clarifying the Role of the Board - TABLED;

6.0 Adjournment: 4:35 PM


Muna Tojiboeva, President

2017-08-09