



MOTION REGARDING AMENDMENTS TO THE POLICY ON SUPPORT FOR FAMILY CARE 2019-02- 07

Submitted for: February 7, 2019

WHEREAS, the **Family Care** Policy as it stands is not applicable and has inconsistencies with other policies, changed in the SSMU operating space, and reduction of staff.

WHEREAS, there is no University leave policy for Undergraduates (with exception to the Faculty of Medicine) for Parental or Dependant Leave

BE IT RESOLVED THAT, the **Legislative Council** approve the following changes in **Appendix A to the** are implemented on the Family Care policy:

Moved By,
Ana Paula Sanchez, Arts Representative
Jacob Shapiro, VP University Affairs
Sophia Esterle, VP Student Life
Bryan Buraga, Senate Caucus Representative



APPENDIX A

Background

The SSMU has a history of and constitutional mandate to take leadership on issues of equity and social justice. This dedication has been demonstrated in the creation of an Equity Policy¹ for the SSMU. This Equity Policy addresses the anti-oppressive stance the SSMU has towards issues of discrimination based on gender identity, gender expression, age, race, ethnic or national origin, religion, sexuality, sexual orientation, ability, language, size, or social class. The SSMU recognizes that this Equity Policy, in its current form, does not explicitly recognize the discrimination and exclusion faced by Students with Dependents, Pregnant, or Breastfeeding students and aims to actively address this issue through this policy. Additionally, the SSMU recognizes that the visibility of Students with Dependents is very low, potentially driving the assumption that these issues are irrelevant to McGill's undergraduate student population.

Scope

This policy shall apply to all:

1. Staff, volunteers and elected representatives of the SSMU.
2. Activities and events hosted and promoted by the SSMU.
3. Written or graphic material, which is published, distributed, or endorsed by the SSMU.

Definitions

Childcare: Refers to services that ensure the supervision of children.

Dependent: Refers to a person who is financially, emotionally, legally and/or physically dependent on another individual.

Family Care: Refers to all matters pertaining to Childcare, Elder Care and Dependents.

Student with Dependent: Refers to any student with a Dependent, as well as Student Parents collectively. This includes, but is not limited to, caring for an elderly family member, a sick family member, and financially supporting others remotely.

¹ SSMU Constitution 2016-02-04



Student Parent: Refers to a student who is pregnant or who has one or more children.²

Stakeholder: Refers to any person or group that has an interest in the outcome of a decision or event related to Family Care within the University or that has expertise in said area.

1. Consultation

The SSMU recognizes the importance of developing relationships with Stakeholders that are grounded in open communication and respect. Furthermore, the SSMU acknowledges that meaningful advocacy can only be done in consultation with these communities. The SSMU, through the Office of the Vice-President (Student Life), shall achieve this by:

1.1. Ensuring that prior to each academic year, in August, the contact information of all relevant stakeholders is compiled into a central document, namely University units and other student groups, related to Family Care within the McGill University community. This document shall serve to facilitate consultation and institutionalize support and shall be updated on an annual basis and shared with relevant Stakeholders, which must also be made publically on the SSMU's websites.

1.2. Consulting all relevant Stakeholders in Family Care at the University, including, but not limited to the Social Equity and Diversity Education Office, the Joint Board Senate Committee on Equity Subcommittees on Women, Family Care and Disabilities, the Post-Graduate Students' Society, and any interested students with Dependents.

For matters involving Family Care at the University which are not covered within this policy, the Office of the Vice-President (University Affairs) shall consult the aforementioned Stakeholders.

2. Support for Student Parents

The Executive shall ensure that support for Student Parents shall remain a priority for the SSMU. This includes, but is not limited to, ensuring that:

2.1. The Office of the Vice-President (External Affairs)*³ shall advocate for increased support for current and future efforts to research regarding the barriers faced by and needs of Students with Dependents, in addition to the expansion of childcare services in Quebec.

² SSMU Policy and Plan Book 2016-10-15

³ As divided by the Executive for the year of 2018-2019.



2.2. VP Student Life in conjunction with the Building Manager shall endeavour to increase the accessibility of the William Shatner University Centre (following renovations) and the 3501 Peel street for undergraduate Student Parents and their children through the implementation of one or more child-friendly spaces for Student Parents and their children,

2.2.1 Including a private space for Breastfeeding or liaising with campus groups and/or administration for other spaces on campus with the VP University Affairs

2.3. The Office of the Vice-President (Student Life) shall endeavour to establish consistent childcare service to Student Parents in need, pending available financial Resources.

2.3.1. Creation of available caregiver list (one of the largest recurring challenges with this project is communications. Because there is no list of caregivers and parents any place, communications must be done in a very piecemeal way (emailing both daycares, emailing my listserv, emailing through the student associations, emailing through ISS). This should be addressed in the coming year thanks to the inclusive registration project, which allows people who identify as caregivers to receive our communications once they register for classes).⁴

2.3.2. Inclusion of childcare possibilities for events in club workshop and club handbook and every clubs & services listserv

2.3.3. Addition of required childcare provision upon request as a requirement for clubs

2.4. The SSMU Executive Committee shall ensure that all SSMU-run events held in the William Shatner University Centre or other SSMU spaces have childcare available, if requested at least 24 hours in advance.

2.5. Service provision and advocacy efforts undertaken by the SSMU must take into account the unique needs of Student Parents who are single, Indigenous, queer, trans, disabled, racialized, of lower socioeconomic status, and international student parents, due to additional barriers faced by these groups both institutionally and societally. The Office of the Vice-President (Student Life) shall collaborate with these self-identified student parents to ensure consultation shall be provided in addressing these needs.

2.6. The Offices of the Vice-President (University Affairs) and President shall work with the University to ensure that pertinent demographic information regarding Students with Dependents is maintained and assessed on a regular basis to determine where

⁴ https://mcgill.ca/sustainability/files/sustainability/sp0140_frc_finalreport_may2017.pdf



additional support is needed and how the University can ensure the retention of Students with Dependents.

2.6.1 This can be done by launching a survey which polls the Undergraduate student body on its needs regarding Family Care beginning in 2019

2.7. The Offices of the Vice-President (University Affairs), and President lobby the University to create a physical Family Resource Office for Undergraduate students.

2.8. The Funding Committee will consider whether funding-seeking Student Groups will be making childcare services available at their events, upon request.

2.8.1. The Funding Committee may make recommendations to create funds to do so if it is not possible including but not limited to; budget changes, surplus fee reallocation.

3. Support for Students with Dependents

The SSMU Executive shall ensure that support for Students with Dependents shall also remain a priority for the SSMU. This includes, but is not limited to:

3.1. The Offices of the Vice-President (University Affairs) and President shall lobby the University to institutionalize better support for Students with Dependents

3.1.1. A University-wide leave of Absence policy for all Students with Dependents

3.1.2. It must also advocate for a more accessible medical note policy for staff and Students with Dependents.⁵

3.1.3. An Accommodation Policy for Students who are Pregnant or Breastfeeding who require lab work to fulfill degree requirements.

3.2. The Offices of the Vice-President (University Affairs) and Vice-President (Student Life) will continue to work towards removing the barriers for undergraduate Students with Dependents from participating fully in and accessing SSMU activities and services, including, but not limited to, SSMU Legislative Council and its committees, Clubs, Services and jobs at the SSMU.

3.2.1. Inclusion of available rights for Student Parents and Students with dependents in the Know Your Rights Campaign

3.3. The Office of the Vice-President (Student Life) shall collaborate with local organizations, such as Head and Hands and The Yellow Door, to support student caregiving projects, as well

⁵ https://www.mcgill.ca/daycare/files/daycare/cpe_mcgill_health_protocol_2012_09.pdf See pages 4-11 for examples of when a parent has to keep their child home from daycare, but may not go to a doctor for a medical note (if a fever is above 100 degrees Fahrenheit). This applies to elderly care as well, given the vulnerabilities to health that both young children and elderly persons face.



as McGill-specific organizations such as Midnight Kitchen or QPIRG-McGill, who could provide support in projects directed towards children and elderly persons.⁶

4. Reporting

The Office of the Vice-President (University Affairs) and the SSMU representative to pertinent Joint Board Senate Committee on Equity Subcommittees on Women, Family Care and Disabilities shall report to Legislative Council each semester on the status of the mandates in this policy. This report shall be made available to all interested relevant Stakeholders and publicly on the SSMU website.

4.1. Should the Vice President (University Affairs) fail to report, the Speaker should remind counselors of this when they complete the accountability survey.

4.2. Failure to report will also result in a complaint made to the accountability committee

APPROVED

⁶ <http://headandhands.ca/programs-services/young-parents-program/>
<http://www.yellowdoor.org/generations.html>
<https://midnightkitchencollective.wordpress.com/24-2/>
<http://qipirmcgill.org/>