



Association étudiante de l'Université McGill

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.

Students' Society of McGill University

Located on Haudenosaunee and Anishinaabe, traditional territories.

ssmu.ca | (514) 398-6800 | 3600 rue McTavish, Suite 1200, Montréal, QC, H3A 0G3

SSMU BOARD OF DIRECTORS PUBLIC MINUTES

April 11, 2024

The Board of Directors meeting of the Students' Society of McGill University (SSMU) will be held by teleconference and in the SSMU Boardroom on Thursday, April 11, 2024 at 18:00.

Present: Jonathan Dong (Chair, non-voting), Lisa Pennel (Parliamentarian, non-voting), Sierra Fallis (Deputy Speaker, non-voting), Alexandre Ashkir (Director), Lalia Katchelewa (Director), Liam Gaither (Director), Amina Kudrati-Plummer (Officer, non-voting), Hassanatou Koulibaly (Officer, non-voting), Maya Marcus-Sells (General Manager, non-voting), Nadia Dakdouki (Director), Jean-Sébastien Léger (Director), Elina Qureshi (Director), Eliot Bergeron (Director), Jacob Shannon (Council Member)

Absent: Jon Barlas (Officer, non-voting), Fawaz Halloum (Director), Yvonne Bejjani (International Student Representative, non-voting)

1. Call to Order: **18:06**

The Chair calls the meeting to order at 18:06. The acting Chair for this meeting is the Deputy Speaker, Sierra Fallis.

2. Land Acknowledgement

The Chair presents the Land Acknowledgement.

The SSMU acknowledges that McGill University is situated on the traditional and unceded territory of the Anishinaabeg and Haudenosaunee nations. The SSMU recognizes and respects these nations as the true and constant custodians of the lands and waters on which we meet today. Further, the SSMU commits to and respects the traditional laws and customs of these territories.

L'AEUM reconnaît que l'Université McGill est située sur le territoire traditionnel et non cédé des nations Anishinaabeg et Haudenosaunee. L'AEUM reconnaît et respecte ces nations comme les véritables et constants gardiens des terres et des eaux sur lesquelles nous nous rencontrons aujourd'hui. En outre, l'AEUM s'engage à respecter les lois et coutumes traditionnelles de ces territoires.

3. Attendance



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The Chair takes attendance.

4. Adoption of the Agenda – **ADOPTED**

The Agenda is distributed.

Seeing no modifications or opposition, the Agenda is adopted.

Director Ashkir motions to move the Executive Committee Public Report until he arrives in person.

The Chair allows this.

5. Minutes for Approval:

- a. SSMU Board of Directors Public Minutes 2024-03-28 – **APPROVED**

The Minutes are distributed.

Seeing no changes or corrections, the Minutes stand approved.

6. Announcements:

- a. Nominating Committee Call for Director Membership (Parliamentarian Pennel)

Parliamentarian Pennel states that the Nominating Committee will soon be looking for new Director members, since the Executives will be out of office soon.

7. [Motion to Amend the Changes to the IRs of Finance](#) (Director Katchelewa) – **APPROVED**

Director Katchelewa presents this motion. She yields her time to Officer Kudrati-Plummer.

Officer Kudrati-Plummer states that there was an error in the IRs of Finance due to a miscommunication concerning the Environment Fund. She had understood that 40% of the Fund would be allocated to the Environment Committee to be used, but 40% should be used as subsidies instead. They need to make this change, otherwise documents will contradict each other.

Seeing no questions, the Chair entertains debate.

Director Katchelewa motions to call the question.



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Question:

The Chair asks Officer Kudrati-Plummer if she wants to amend the IRs now.

Answer:

Officer Kudrati-Plummer answers that she will make the change after the motion is approved.

Director Ashkir seconds the motion to call the question.

Seeing no opposition, Motion 7 is approved.

8. Executive Committee Public Report 2024-04-11 – **RATIFIED**

Director Ashkir presents the Executive Committee Public Report. He states that they updated the job description for the Receptionist position and approved the closure of the SSMU for the next two weeks. They also did contract renewals and approved the motion regarding the operating budget. Director Ashkir stands for questions.

Seeing no questions or opposition, the Executive Committee Public Report is approved.

9. Legislative Council Motions and Reports for Ratification

The Chair suggests entertaining these motions as a block.

Director Ashkir motions to this effect.

Officer Kudrati-Plummer suggests discussing the operating budget separately.

Director Ashkir is amenable to this.

Director Gaither seconds the motion to entertain Motions 6a-e and g by block.

Seeing no opposition, this motion is approved.

Director Ashkir states that these motions do not need to be reviewed by the Board, as they do not contain legal or financial liabilities.

Seeing no opposition Motions 6.a-6.e and g are ratified.



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- a. [Motion Regarding Renewal of Climate Justice Policy](#) – **RATIFIED**
- b. [Motion Introducing the Internal Regulations of Sustainability and Operations](#) – **RATIFIED**
- c. [Motion Regarding the Approval of the Environment Committee Funding Request for Trash 2 Treasure](#) – **RATIFIED**
- d. [Motion Regarding the Renewal of the Milton Parc Relations Working Group](#) – **RATIFIED**
- e. [Motion Regarding Amendments to the Internal Regulations of Finance](#) – **RATIFIED**
- f. [Motion Regarding the 2024-25 SSMU Operating Budget](#) – **RATIFIED**

Officer Kudrati-Plummer states that she is open to questions. They will be able to modify the budget in October, but she wants to make sure there are no concerns. The budget contains a smaller deficit than last year, as they have cut many services.

Director Ashkir asks Officer Kudrati-Plummer what the process to make the budget is, and the process for cutting services is.

Officer Kudrati-Plummer states that salaries are the biggest part of the budget (92%). They are based on a 2% salary adjustment, which will be confirmed in the revised budget once performance evaluations are completed. Salary related costs such as vacation are determined individually, benefits are 12% of full-time salaries, and RRSP is a maximum 5%. The exact amount of RRSP contributions is hard to determine because staff can change their contributions throughout the year, so it is likely that the budget overestimates contributions. Fixed costs were adjusted for inflation, but Officer Kudrati-Plummer ensured every fee is being paid out of the right fund. The accounting team performed a trend analysis of Gerts to determine their expenses for next year. There have been increases in food and café sales due to increases in usage. There is also a document that contains the differences between this year and last year.

Director Ashkir motions to call the question.

Director Katchelewa seconds this motion.

Seeing no opposition, Motion 7.f is ratified.

- g. [Services Review Committee Report](#) – **RATIFIED**



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10. Motions for Approval:

- a. [Motion Regarding Approval of an Update of Amendments to the SSMU Gendered and Sexual Violence Policy 2024-03-28](#) (Director Ashkir) – **POSTPONED TO NEXT MEETING**
 - i. **ACTION ITEM:** For Director Ashkir to propose Board changes to the Equity and Policy Specialist before next Board meeting

Director Ashkir presents Motion 10.a, which was postponed at the last meeting to allow everyone to read the policy and legal review. The review has been a year-long process, and he hopes the Board approves it. He stands for questions.

Question:

Director Bergeron asks how leave will function in cases where the complainant is a SSMU part-time employee.

Director Katchelewa asks if the question concerns full- or part-time employees.

Answer:

Director Bergeron answers that it concerns part-time employees; as the clause seems not to apply to staff without specified working hours.

Director Katchelewa states that it might be best to confirm this with the Equity & Policy Specialist, but as she understands, it applies to everyone. The policy is also on a case by case basis.

Director Ashkir states that this can be verified. Similar documents indicate that this does not apply to part-time employees. They are only subjected to no loss of pay, rather than loss of hours. Part-time and casual employees can take time off as they wish, with no penalty.

Director Bergeron states that there is no clause that allows a complainant to request a different investigator should they wish. He suggests that they include a clause to this effect, as it would make it more victim-centred.

Director Katchelewa encourages Director Bergeron to consult with the Equity & Policy Specialist on this. This clause might be in another section of the GSVP that is not being reviewed tonight.

Director Dakdouki asks what the legal review process was for this policy, as they decided not to review the whole policy.



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Director Ashkir states that he will put the legal review in the shared drive.

The Chair points out that this motion still requires a second.

Director Katchelewa seconds this motion.

Director Ashkir states that the legal review was completed, and the memo should be attached to the last meeting's folder. He can re-share it if needed.

Parliamentarian Pennel states that she will add the memo to this meeting's folder.

Director Dakdouki asks if any changes were made based on the legal review.

Director Ashkir answers that all changes proposed were very minor. They were already enacted as of the last meeting.

Parliamentarian Pennel states that she put the legal memo in the confidential folder.

Director Ashkir states that it should stay in the confidential folder as legal memos are confidential.

Question:

The Chair asks if the Board would like some time to review the legal memo.

Answer:

Director Léger answers yes.

Director Ashkir suggests a 5 minute recess until the Directors have finished reviewing the memo.

Director Léger states that he has a question about the memo and asks if he should ask it in the public or confidential session.

The Chair answers that since the memo is confidential, the question should be posed in the confidential session. She states that they can add a discussion item to the confidential session if needed.

Director Léger specifies that his question concerns the implementation of a concern addressed in the memo.



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Question:

Director Bergeron asks if the changes are included in the policy.

Answer:

Director Ashkir answers that the changes are already in effect.

Director Bergeron states that the concern he brought up earlier about the choice of a new investigator is not included in the policy. He suggests adding a point to the policy to this effect, to allow the complainant to transfer their case to a new investigator on certain grounds; it is important to specify on which grounds this can be done.

Officer Kudrati-Plummer suggests adding a maximum number of times this can be done, as they could run the risk of changes in investigators occurring many times if the grounds are not precise enough.

Director Bergeron states that the change could be done when the case is assigned to an investigator, so that the complainant can only change investigators when they find out who is assigned to their case.

Director Ashkir notes that they should hold off approval until the Equity & Policy Specialist reviews the changes, to ensure that they fit within the Specialist's idea of the GSVP.

Director Katchelewa suggests tabling this until further consultations are complete. The Specialist deals with the cases under the GSVP, so it would be better to consult with them to avoid adding a point that creates ambiguity. She does not think it is the Board's place to make an amendment.

Director Ashkir is open to amendments. He states that it would be better to suggest all amendments now. This policy has gone through the Board many times. If they collect all final comments now, they can invite the Equity & Policy Specialist to the next meeting to answer questions until the amendments are approved. The goal is to have this policy approved by the next Board meeting. Once all comments are made, they can decide if a meeting with the Specialist is needed to address them.

Question:

Director Bergeron asks, because the previous version of this policy expires today, if they could pass the amended version preemptively or renew the previous version.

Answer:



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The Chair answers that they can extend the previous policy, which they have already done, but they cannot preemptively pass an incomplete policy.

Director Ashkir states that they should extend the previous policy for four weeks, to give them more leeway to make changes. Once the new version is approved it overtakes the previous one. Four weeks will give them two Board sessions to amend the GSVP. They should renew this policy to avoid holes in the policy, which have posed problems in GSVP cases. If there are no more comments, Director Ashkir proposes to table this Motion until the next meeting and proposes an action item to review the changes with the Equity & Policy Specialist.

The Chair asks Director Ashkir to repeat the wording of the action item.

Director Ashkir does so.

Director Bergeron states that it is not clear what happens when there are role vacancies in the Anti-Violence Coordinator and Equity & Policy Specialist positions. To be safe, he suggests having a clause that transfers responsibilities in this case.

Director Léger seconds Director Ashkir's motion to table.

Seeing no opposition, the motion is tabled until the next meeting.

Director Bergeron states that they skipped point 9g.

The Chair states that this point was included in the block of motions that was approved. They can discuss it if Director Bergeron wishes.

Director Léger asks if they should extend the previous GSVP.

The Chair answers yes.

Director Léger proposes Motion 10b.

- b. Motion to extend the application of the GSVP policy until May 31st, 2024 (Director Léger) – **APPROVED**

Director Bergeron states that extending the GSVP by four weeks only gives them one Board meeting to discuss it.



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Director Ashkir asks if there is a Board meeting on April 25.

The Chair answers that the next scheduled meeting is May 2.

Director Ashkir asks when the Board is meeting after May 2.

Director Bergeron answers May 23.

Director Léger suggests extending the GSVP until May 31, just to be safe.

Director Ashkir seconds this motion. He motions to call the question.

Director Léger seconds the motion to call the question.

Seeing no opposition, Motion 10b is approved.

- c. [Motion Regarding Amendments to the Nominating Committee Terms of Reference](#)
(Director Dakdouki) – **APPROVED**

Director Dakdouki yields her time to Parliamentarian Pennel.

Parliamentarian Pennel presents Motion 10c. The Nominating Committee wants to amend its Terms of Reference. Last time changes were made, they were approved by the Legislative Council, but it makes more sense to have the Board approve them as the Committee sits under the Board. The last amendments were very functional, and these amendments are more about clarity. There is one amendment that changes the Equity Commissioner's role; they were previously not allowed to conduct interviews nor vote, so they have changed this to allow them to conduct interviews. Changes are outlined in the Appendix, and Parliamentarian Pennel stands for questions. She notes that the motion still needs a second.

Director Ashkir seconds this motion.

Director Bergeron motions to call the question.

Director Katchelewa seconds.

Seeing no opposition, Motion 10c is approved.

11. Confidential Session: **18:51**



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The Board enters a confidential session at 18:51.

12. Adjournment: **21:51**

The Chair declares the meeting adjourned at 21:51.

Alexandre Ashkir, SSMU President 2023-2024

APPROVED