

MINUTES – 11th UNBSU Council Meeting

UNB Student Union 2020/21

January 24, 2020; 7:00 PM via Zoom



1. Call to Order

Aodhan Murphy, Council Chair, calls the meeting to order at 7:02 PM.

1.1 Roll Call

Aodhan Murphy performs roll call.

The new Engineering Representative, Abhiiraj Nikram, introduces himself.

The new Kinesiology Representative, Anna Lee Leblanc, introduces herself.

The new Education Representative, Elizabeth Herbert, introduces herself.

The First-year Representative, Mridul Sharma, introduces himself.

The new VP Advocacy, Téa Fazio, introduces herself.

2. Approval of Agenda

Resolution 066-20

That Council adopts the agenda for January 24, 2020.

Mover: Molly Pittman, Management Councillor

Seconder: Brennan Marks, Inclusion Councillor

The motion is carried.

3. Chair's Remarks

4. Approval of Previous Minutes

Resolution 067-20

That Council approves the Council meeting minutes for January 17, 2020.

Mover: Vishnu Vardhan, VP Student Life

Seconder: Adriana Lefort, VP Finance & Operations

The motion is carried.

5. Substantive Business

5.1 Faculty Councillor Updates

Christopher Arisz, Law Councillor, states that he's been thinking about reaching out to the Law Faculty to engage them.

Lidia Shibre, Arts Councillor, says that she has an upcoming meeting with Grace. She's also had a meeting with Faculty advising and a small group of leaders on supporting first and second-year students. As a Senator, she's been busy working with the Senate Review Committee.

Jharana Luitel, Computer Science (CS) Councillor, says she's had a few meetings, one of which was with Sean, where they discussed her role as CS Councillor. She also had a meeting with Deanna to discuss her project.

Madeleine Smith, Nursing Councillor, has been working on a Speaker Series. The Series, called Decolonizing Nursing, will be her Councillor project this term. She works with other nursing students, Adriana, and Deanna to find speakers to discuss racism issues in healthcare, climate change, and nurses with disabilities. Madeleine is also working on a developing case involving Horizon and Covid-19.

Matt Douglas, Science Councillor, states that he met with Grace. He has also been working with Xiuming on their Councillor project - a guide to professional schools.

Molly Grace Pittman, Management Councillor, has an upcoming check-in with Grace. After that, she will have a Selections Committee meeting. Finally, she will have a Board meeting for the Business Society.

Xiuming Shi, Renaissance College (RC) Councillor, had an Adhoc Orientation meeting, a Policy Committee meeting, and a meeting with Grace last week. Lastly, she had an RCS meeting to plan events and such.

Abhiiraj Nikram, the Engineering Councillor, states that he attended Council Transition this week. He also had an informal meeting with the CS Councillor to discuss issues with first-year students. He wants to do a project surrounding issues engaging these students.

Anna Lee Leblanc, the Kinesiology Representative, says that she also attended Council Transition and had a meeting with Grace. She's scheduled check-in with Grace as well as a meeting with Deanna for next week.

5.2 Executive Review Report

Resolution 068-20

That Council goes in-camera for section 5.2, extending rights to Seth Corner and any non-voting member of Council.

Mover: Xiuming Shi, Renaissance College Councillor

Seconder: Jharana Luitel, Computer Science Councillor

The motion is carried.

Resolution 069-20

That Council makes public the recommendations section of the Executive Review Report (pages 18-19).

Mover: Sean MacKenzie, President

Seconder: Abhiiraj Nikram, Engineering Councillor

The motion is carried.

Aodhan Murphy, Council Chair: "These are the recommendations that the CRO asked to be considered. The CRO made these recommendations based on the Executive Council's information and the Human Rights Office's recommendations.

'Recommendation #1: a full-time Human Resource professional is appointed for at minimum this Executives tenure; however, it should be a new position for years to come. Consolidation of HR powered by the VP Finance & Operations is inappropriate and should not be how an organization

operates if its intent is for everyone to be heard fairly. In no way should a member of the Executive have full authority of HR matters.’

At this point, I will allow executive members to comment on the recommendation.”

Adriana Lefort, VP Finance & Operations: “I believe we had decided that Karen Miner would be the Human Resources Representative as she has the most experience and is part of Student Union as General Manager every year. However, I will still act as the HR Representative for Clubs & Societies if an issue arises with them. I will also act as the person responsible for hiring for the SU.”

Katelynn Pickel-MacDonald, Women’s Councillor: “Will we provide additional resources and training for Karen? This will be adding to her role of General Manager. Putting her through an HR course would be beneficial to make sure that the SU can deal with HR matters.”

Adriana Lefort, VP Finance & Operations: “This is something that we can consider. A prominent reason we picked Karen for the role is that she does have experience with the SU. However, she’s also had experience in HR with the Cellar.”

Molly Grace Pittman, Management Councillor: “As this is adding on to her job, will she be receiving a pay raise for this? Does she have time for this?”

Sean MacKenzie: “We’ve spoken to Karen about this directly. From our conversation, we learned that HR was originally a responsibility under her role as General Manager and has moved away for whatever reason. In terms of workload and such, we can move some of the responsibilities that fall under the General Manager (where she sees fit, of course) to fall under our Administrative Assistant, Terry. If Karen feels that these HR responsibilities are adding a load of extra work on her plate, this is certainly something that we can look into.”

Molly Grace Pittman: “Yeah, that makes sense. One of our goals was to improve well-being, so perhaps we could make sure someone checks-in on her. That way, we can ensure that she isn’t being overworked and can allocate time to her other duties.”

Téa Fazio, VP Advocacy: “I agree with Molly and doing wellness check-ins with Karen. Is there anything written in our policies stating who’s responsible for doing these sort of check-ins? If not, is this something we can put into writing so that either multiple or one executive member has the responsibility?”

Sean MacKenzie: “As of right now, where I’m technically Karen’s supervisor, I conduct check-ins with her. What I do right now is very informal. Typically, what I would do right now is I would sit in the Welcome Centre, and I would just talk to her and the Admin Assistant to see how they’re doing. If there’s ever an issue, she’ll come with me to my office to have a more private conversation. However, if folks don’t like that approach, I’d be happy to go another way about it.

Adriana Lefort: “I’ll add on that I likely speak to her the most due to the nature of my role. If there’s anything that has risen or if she’s said anything to raise a concern, then I would bring it to Sean or the Executive.”

Téa Fazio, VP Advocacy: “I appreciate the fact that you guys have been doing this; however, I know that some of the major issues that have been made public to me are that we don’t have enough written down in our structures. I’m thinking especially about those coming into Council next year. I’m just wondering if we can put it into writing in one of the job descriptions of executive roles. It specifically should say, ‘you are responsible for overseeing our General Manager’s health and wellness.’ That way, it can be clear and explicit that this is a duty for X’s role going forward. I believe such things should be in writing, seeing as this is an issue for the Student Union right now.”

Katelynn Pickel-MacDonald: “I’m pretty sure that all of the executive positions are supposed to be reworked, so this year would be a great time to put this in.”

Adriana Lefort: “I think that’s a great idea, and it can probably be added to Sean’s role description, seeing that he’s technically Karen’s supervisor.”

Aodhan Murphy: ““Recommendation #2: make the Chief Conduct Office role separate from the CRO role. This role can be entirely dedicated to working to ensure that the bylaws and policies are being upheld by the Executive team and Councillors as well.””

Sean MacKenzie: “ I believe this recommendation ties in closely with recommendation #9, which discusses the Human Rights and Resource Policy. It ties into the bylaws, which makes working through these things very difficult because once one change is made, it needs to be consistent throughout all documentation. If we could, I’d like to touch on this one once we get to recommendation #9 because it will make a bit more sense, if that’s alright with everyone.”

Aodhan Murphy: ““Recommendation #3: team bonding and workshops led by an outside organization on professional conduct and leadership for the remainder of the tenure of this current Executive should happen once a month.””

Adriana Lefort: “I took this on as a project. I have looked into different organizations and their costs as well as what their activities are. After looking, it’s clear that it’s not worth paying such an expense out of students’ money to do things that we could do independently. However, I’m very thankful because Madeleine reached out to me and spoke about an outsider who could come and do this for free. In an informal setting, I made a chart of things we can do to bond and the costs associated with doing such things.”

Katelynn Pickel-MacDonald: “That would be nice to tie into formal training for the positions.”

Téa Fazio, VP Advocacy: “It might be worth looking into writing down the transition requirements into a bylaw or policy. That way, we can require specific training and so that the interpersonal aspect can be mandatory. Again, I feel as though this is important due to the lack of consistency in written documentation thus far.”

Aodhan Murphy: ““Recommendation #4: the Executive is mandated to go through the Executive Position Description Policy as a team or with UNBSU Council as very few do not understand what each member is responsible for.””

Adriana Lefort: “I believe that we did this the week before classes started. I remember having a five-hour meeting where we went through all of the descriptions and adjusted them if they needed to be changed. For example, the addition of a VP Communications title. However, if Council still feels like it is needed, we can certainly go through it again.”

Téa Fazio, VP Advocacy: “I just want to add that where I was not involved in this previous process seeing that I just started my role this week, I have been fortunate in that I have received a great transition from Melissa. She provided me with all of the documentation and her recommendations in the responsibilities for this role. I just wanted to make a note that I have also reviewed this content as it was presented to me.”

Aodhan Murphy: ““Recommendation #5: a discussion is held between the Executive and Council on how to improve transparency while no in-person classes are happening.””

Grace Pelkey, VP Internal: “We were originally planning on having this discussion tonight when the report first came out. However, I decided it may be better to push this discussion to next week after the discussion surrounding the document is finished.”

Aodhan Murphy: ““Recommendation #6: a comprehensive review is conducted on how to make the UNBSU an organization that is consistent in its efforts for inclusion and diversity. Consultation from on-campus groups should be sought.””

Sean Mackenzie: “I had started on this before Téa came into her role, but now that she’s been hired, we can tag-team to work on this. I spoke to some of my connections, who had a full review done by a third-party of their SU, basically giving them recommendations on improving their BDI. That’s both being able to ensure they’re properly representing underrepresented groups and ensures their institution meets expected standards. So I have reached out to a few organizations with who I’m hoping to have some preliminary conversations. I’ve started reaching out to a few but haven’t contacted them all yet regarding consultation from on-campus groups. However, I have sent out a few emails to the Human Rights Office because I remember Seth

recommending that one directly. These are the steps taken thus far, and I plan to keep Council updated on this matter.”

Téa Fazio, VP Advocacy: “I just want to add on to this seeing that I’ve taken on the start of the planning of our EDI. Consulting with as many student groups as possible is certainly a high priority for me. A major aspect of our EDI plan should include a consistent review of our documentation, policy, bylaws, etc. So that’s something I certainly intend on doing while working on this EDI; however, if Council feels they want to mandate this to make sure it happens with the motion, then that’s something that would be perfectly fine as well.”

Aodhan Murphy: ““Recommendation #7: the completion of the equity, diversity and inclusion plan for the entire organization and not just for orientation purposes.””

Adriana Lefort: “There was discussion about this before Téa arriving. We started putting pieces together, and the conversation has gone on since Téa has arrived. I do believe her role will be pertinent to this.”

Téa Fazio: “Sure, I can certainly speak to what’s happened in the last week that I’ve been in this role. Coming into this role, I had a draft EDI and sample EDI plans provided to me. There hasn’t been any formal plan created. What I’ve looked at so far is the structure of such a plan’s development to look at different phases of developing our goals, mission, and purpose. Then I plan to do a consultation in the actual writing of the plan and then again a review and consultation. I’ll provide an overview of the EDI plan’s development once it’s further along the process. Thus far, I’ve had a meeting with the Executives to talk about our goals and what we want to see coming out of our plan. I hope to have this EDI plan created during my fiscal term as VP Advocacy.”

Christopher Arisz, Law Councillor: “What is this plan for in a general sense? What’s the idea behind it?”

Téa Fazio: “That’s a valid question as we haven’t yet discussed this during Council. My perspective on this is that it’s first calls recognition to the things that need to be recognized, such

as checking internal biases and systematic oppression at UNB as a whole. One goal is to recognize the issues that exist and determine the barriers for minority groups in our community. Once we recognize and understand that these barriers are present, we have to ask ourselves what we can do to combat them and improve experiences for minority groups in our community. Specific goals will come from consultation and discussion with Council, but that's a gist of what the purpose of the EDI plan is."

Chloe Jardine, Board of Governors: "Now that you've explained it, do you think it's possible to create such a plan in three months? Is that realistic, especially if you want a well-done one?"

Téa Fazio: "I don't have a confident answer because SU has never done this before. Where this is something that's been brought to the public eye, it's a major priority. In my role, I believe this needs to be prioritized above a lot of other tasks. Certainly, my goal is as much development as possible. Still, if some foundational structure will be created but can't be completed in time, we can leave the structure that we've created so far for whoever is in my role next school year. Long story short, to answer your question, I don't know, but I'll try to have it done as soon as possible since it's a priority."

Chloe Jardine: "Thank you."

Téa Fazio: "I also just wanted to quickly add that something I'm looking at in terms of development is developing short and long-term goals for the SU. I am developing continuity-like things that the SU can do to improve. My thinking right now is a three to a five-year timeframe for long-term goals. Short term goals would include what people in the executive positions can do during the school year to further the SU to accomplish the long-term goals. I believe continuity is important and has been a weak spot for the SU, so I want to focus on this."

Aodhan Murphy: "'Recommendation #8: weekly executive meetings that end with clear deliverable items. The Executive began with very few meetings and now have more; however, these meetings seem to lack substance.'"

Sean MacKenzie: “Throughout the Summer and Fall, we would have our meetings, but we never set deliverable goals for ourselves. I think that this being highlighted makes a lot of sense. I think almost having a weekly routine of setting out what needs to be accomplished is important. It ensures we are meeting deadlines so that projects are being completed in a reasonable timespan. For example, ALPS was discussed for a few years; however, things always came up. Now having a deliverable, where necessary, is going to be important to add that extra bit of responsibility for each of the Executives.”

Madeleine Smith: “I would like to know how the Executive organizes their priorities. What tools do you have to make sure the team is on board and following a consistent plan?”

Sean MacKenzie: “I think having this written into our agendas weekly, even as a referral to go back to at a later date, will be helpful. At least myself, I get distracted easily. I think this method will have a big impact.”

Deanna Merriam, VP Communications: “That’s a great question, Madeleine. Every time an executive member has an idea or a goal, I will rave about my draft schedule, meaning I will have them put a date on it and add it to our draft schedule. I remind them to look at the schedule to look back on the commitments they’ve made for the year. At the beginning of our term, we looked at our strategic plan with goals we wanted to achieve, what that goal is, and who’s responsible. They can attest to this, but I remind them to look back on this non-stop. I find it’s a wake-up call to see the goals laid out on the document.”

Madeleine Smith: “Yeah, that’s super helpful. I guess what I am thinking of is that many Project Management software tools like Trello can help transition to a new team. Trello will track things in real-time and let the team see where others are out without micromanaging. I just wondered if you guys are using anything like that or are open to using something like that.”

Deanna Merriam: “I think that’s a great idea. Right now, we’re only using spreadsheets, but I would love to adopt that.”

Sean MacKenzie: “I completely forgot about Trello. I remember I used it in my second year, and it was one of the best tools, at least in Computer Science. I think that’s a great idea, and I wrote that down, so I don’t forget it.”

Madeleine Smith: “I used to work in a non-profit, so I can throw all the software ideas I have at you. It’s a learning curve, but the benefit is that all of that information is available to them as you transition to a new team. That could benefit the transition year-to-year.”

Aodhan Murphy: “Recommendation #9: a comprehensive review of the entirety of the following documents with a third-party legal opinion on a) Bylaw 1, b) the Human Resource Policy, c) the Human Rights Policy, and d) the Executive Position Description Policy.”

Chloe Jardine: “Based on my last comment, I would argue that it should be Bylaw 1, 2, and 3.”

Sean MacKenzie: “I’m glad you brought that up, Chloe. I completely agree. I remembered last year, so I can see why you have that opinion. In all honesty, that will have to happen because whenever we do a review of our bylaws (which we’re currently in the process), our lawyer reviews them from his perspective to make sure they’re all sound. So, I brought to him the recommendations that our previous CRO has made, and he thought they were all great. Now, the idea is to bring all of the bylaws to him to check if they’re all good. I’ll touch on the Human Resource Policy and the Human Rights Policy. This is something I want to get Council’s perspective on as these two documents are probably the most important documents within our policies, mostly because they’re susceptible areas. This is not something I feel should be written by the Policy Committee. If I’m honest, I feel as though our lawyer should write these policies. That’s where the Chief Conduct Officer would play in as well. I know Adriana will also have a point on human resources and rights, as well as hiring, so if you want to go ahead, Adriana, before I move on.”

Adriana Lefort: “Yeah, I know it doesn’t say anything directly about it, but this is something I’ve been looking into on my own. Especially having been in the role and hired so

many Coordinator positions, Chairs, and everything. I've hired quite a few positions since my start of term. I think a few things should be implemented, such as teaching how to hire somebody. Student-to-student hiring should be the most unbiased perspective that you can give, but it can be difficult."

Sean MacKenzie: "When these were written, I think there wasn't any discussion taking place with Karen. Where she has so much institutional knowledge, she must be involved with this. What we're currently doing (and this is contingent on Council saying yes or no - in terms of best approach) is Karen and I (and Adriana) review the two documents and find areas where there are holes or where there needs to be changes/recommendations, provide those to the lawyer, have the lawyer have someone draft up new policies. That way, it can meet what we want for the Union and protect us legally. These two documents play a massive role in protecting the record. We will eventually have to go through several motions to adopt this. We've all gone through and looked at what should be changed about the Executive Position Description Policy. One can be sent to the Policy Committee and reviewed by the lawyer upon completion of recommended changes. The only reason it hasn't been sent to the lawyer is that I want to make sure that Council would be willing to take that approach.

Christopher Arisz: "At the end, you said you want to review something and then send it to the lawyer. Were you talking about the bylaws?"

Sean MacKenzie: "No, I was talking about the Executive Position Description Policy. I know we're also reviewing the bylaws, so that will be sent to the lawyer either way because if those are not legally sound, there will be issues as those are our governing documents."

Christopher Arisz: "Would it make sense to have a specific bylaws review before sending them to the lawyer? I thought about this before, but then Chloe said that there are many things institutionally that don't make sense. So, would it be worthwhile to give someone this envious task?"

Sean MacKenzie: “Just for clarity, Chris, would your idea be that we task, me along with Policy Committee, for example, with the task of looking for problems in the bylaws? If that’s something that folks would like, then I would be fully open to it.”

Chloe Jardine: “It’s kind of become a personal vendetta against these. I would love to be involved in this. I cannot wait for a lawyer to look at them. They’re a nightmare.”

Aodhan Murphy: “I want to flag you now so that you can remember for later. Not that we’ve discussed this at all, this is just a tangential thing. The section on the removal of councillors is incomprehensible. It’s unbelievable. It looks like two procedures start the complaint, but then they call the second procedure an allegation and provide no definition. I think it’s all supposed to be one procedure, but it makes no sense.”

Chloe Jardine: “Can I also just put on the record before I forget that I’d like to see some kind of recording mechanism in place for appeals boards and trials. That is another mess that I would love to be involved in trying to fix. That would also be helpful for you, Aodhan.”

Grace Pelkey: “For the Executive Position Description, I think there might be value in having the Internal Affairs Committee look at that one, specifically. I know that all of the Executives had edited for their specific jobs.”

Aodhan Murphy: ““Recommendation #10: hold virtual drop-in hours. Being paid by students for office hours, yet inaccessible by students is grossly inappropriate.””

Deanna Merriam: “Following this recommendation, I had the Executive pick one hour on a Monday, Wednesday, or Friday, and one hour on a Tuesday or Thursday. Overall, there will be 12 virtual office hours spread between all of the Executives. The schedule is done. The meeting link is made, and we will host drop-ins via Google Meets. After talking with the Accessibility Coordinator, they’d implied that Google Meets the most accessible and has the best live captions. This will begin next week. I’m just waiting on the Executives to send me their promotional videos to post online.”

Aodhan Murphy: ““Recommendation #11: a written statement be provided for the public minutes on what this process was and the result of this process. This process was referenced in a Brunswickan piece and the need for transparency from the UNBSU. The Executive should construct this statement.””

Sean MacKenzie: “Last week, before we entered our in-camera session, I gave a brief statement. That is something we had met to discuss before the meeting. I had written up a draft document and sent it to the group for recommendations. That document will be available with last week’s minutes and will be out to the public on Wednesday (on our website).”

Aodhan Murphy: “Mia wanted to address adding a recommendation. This recommendation would be that the Executive address any concerns with Council participation on a proactive basis before any frustration can arise. I believe she intends to add this recommendation as a motion. Then once the motion and resolutions have been made, we can ultimately make it is that the Executive report on the status of these moving forward. It would be as if it forms part of the whole.”

Mia Scalabrin, Accessibility Councillor: “One thing I noticed from last week is that there seemed to be some frustration. I can understand being a Councillor who hasn’t spoken up as much as I should have during the past meetings. I do apologize. It would be good to have stronger communication to build a stronger relationship between the Council and the Executive. I think if there’s any recommendations or criticism from Executives to the Council or vice versa, that it would be good to talk about it so that no frustration build up in the future.”

Resolution 70-20

That Council adds Recommendation #12: Executives address any concerns regarding Council participation on a proactive basis before any frustrations arise.

Mover: Mia Scalabrin, Accessibility Councillor

Seconder: Grace Pelkey, VP Internal

Vishnu Vardhan, VP Student Life: “I feel like it would benefit us a lot. I think there’s a lot to gain from this two-way street. I think this should have been in the recommendations, and it should have been brought forth by the Executive as well, but thank you, Mia. I appreciate it.”

The motion is carried.

Aodhan Murphy: “At this point, since we’ve gone through all of them, I think someone should make a motion that the Executive report on the status of all of these recommendations at each meeting until the end of the term. That way, it’s trackable. Probably what I’ll do is go through numbers 1-12 and let them speak to each one, but if, for whatever reason, one of them doesn’t go addressed throughout a meeting or two, I’ll let them respond to it.”

Resolution 71-20

That Council requires the Executive to report on the status of the Executive Review Report recommendations at each meeting until the end of the term.

Mover: Madeleine Smith, Nursing Councillor

Seconder: Jharana Luitel, Computer Science Councillor

The motion is carried.

Aodhan Murphy: “On number two, and at least 9D, Sean, did you want to send this tonight or did you want to do that at another meeting? I wasn’t sure what changes you wanted to make and when.”

Sean MacKenzie: “For 9D, that one was going to Internal Committee, I think. Number two is connected to bylaws, Human Resource Policy, and Human Rights Policy if I’m not mistaken. We could send it directly to the Policy Committee and figure it out from there.”

Aodhan Murphy: “Yeah, I don’t see a reason to bring it to Internal Affairs.”

Sean MacKenzie: “Well, the Executive Position Description could be.”

Adriana Lefort: “For example, VP Communication is simply not a role written down on the documentation. There simply isn’t one. So that, as a whole, needs to be created. That might be something to bring to Internal.”

Aodhan Murphy: “Okay, so we want to send 9D to Internal. Do we want to send the rest to Policy or wait until a lawyer has looked at some of it?”

Sean MacKenzie: “I would like to send Bylaws 1, 2, and 3 to Policy Committee for a general overview, specifically around attaching this on to work for ALPS. I’d be happy to invite you, Aodhan and Chloe to attend just to give your perspectives if you would like to. From there, we can write up recommendations that we want to see and have the lawyer know that those are what we’d like to put in place when he receives our human resource and rights policies.”

Aodhan Murphy: “Yeah, that’s probably best. You’re right. The timeline will depend on the Policy Committee and the lawyer.”

Resolution 72-20

That Council brings 9D to the Internal Affairs Committee.

Mover: Grace Pelkey, VP Internal

Secunder: Adriana Lefort, VP Finance & Operations

The motion is carried.

Resolution 73-20

That Council refers to Policy Committee for a general review of Bylaws 1,2 and 3.

Mover: Katelynn Pickel-MacDonald, Women’s Councillor

Secunder: Adriana Lefort, VP Finance & Operations

The motion is carried.

Sean MacKenzie: “Aodhan, I believe that it would be ideal, so that we know if everyone is for this, tasking myself with sending recommendations along with the documents of our current human resource and human rights policy. I am pleased with the recommendations for myself, Adriana, and our General Manager to the lawyer for review and re-written. Is this the approach people would be willing to take rather than doing it in-house?”

Aodhan Murphy: “Yeah, we should probably make a motion on that. It wouldn’t refer anything, but we could get it on record.”

Resolution 74-20

That Sean MacKenzie is tasked with collecting recommendations from Adriana, himself, and the General Manager, Karen Miner, regarding our Human Resources and Human Rights policies.

This is to be presented to our lawyer to be rewritten and delivered back to Council.

Mover: Sean MacKenzie, President

Seconder: Adriana Lefort, VP Finance & Operations

Christopher Arisz: “From a financial perspective, I would just like to make sure everything possible is done so that it’s not just thrown to the lawyer.”

Sean MacKenzie: “I can look into the price, discuss with Adriana and come back to Council for more clarification on that.”

Aodhan Murphy: “Yeah, I would make sure it’s a flat rate. Law firms love student union work because it’s time consuming and usually not overly difficult.”

Christopher Arisz: “Yeah, all I say is that I know it’s extra work, but we should try to make it as good as we can before we send it.”

The motion is carried.

Téa Fazio: “To ensure a follow-up (I was going to surprise them with this), but I’d like to motion to task Advocacy Committee with looking at the development process for an Equity, Diversity, and Inclusion Plan for the SU.”

Resolution 75-20

That Council task Advocacy Committee with looking at the development process for an Equity, Diversity, and Inclusion Plan for the SU.

Mover: Téa Fazio, VP Advocacy

Seconder: Vishnu Vardhan, VP Student Life

The motion is carried.

Madeleine Smith: “I feel like we need an actionable item to keep Sean accountable for that specific item. What do people think of Sean meeting with two Council members to keep them up-to-date? Is that a good idea? Does anyone have another idea?”

Sean MacKenzie: “Grace can confirm, but I think what she has planned would work well with that idea.”

Grace Pelkey: “I think what I have planned should work with that idea. You’ll all be getting an email this week about what I’ve planned out. You’ve basically all been split up into small groups who will meet with an executive member on a bi-weekly basis in an informal setting just to have more conversation and improve relationships.”

5.3 Breaking Stereotypes Discussion

Grace Pelkey, VP Internal: “As most of you know, every year the Student Union does this Breaking Stereotypes campaign. This year, Téa and I were looking at the topic of mental health. We’re also looking to put together a breaking stereotypes committee - responsible for ideas for questions, goals, and the project’s overall execution. If you’re interested in being part of this committee, it’s usually comprised of people who are simply interested in this topic, council members, etc. If you are interested, just send me a message or email by Tuesday.”

Mia Scalabrin, Accessibility Councillor: “What would go on in the Committee, specifically?”

Grace Pelkey: “So typically what Breaking Stereotypes is, is a video where people are asking questions about a topic. So this Committee would come up with who’s participating, the questions that are asked, etc. It’s a group to consult with while the whole process is going on.”

5.4 DrinkSmart Steering Committee

Vishnu Vardhan, VP Student Life: “I met with the DrinkSmart Committee last week. Brennan and I presented our changes to DrinkSmart. Suppose you want to quickly refer to the document that Aodhan has attached to the agenda package. In that case, there’s updated changes and recommendation to the policy if you were to go to page seven. It also highlights the work we’ve done thus far and the work we plan to do for the rest of the semester. I would like to motion to

task the policy committee to use the recommended changes in the document in the bylaw review that is currently ongoing.”

Resolution 76-20

That Council tasks the Policy Committee to use the recommended changes in the document in the bylaw review that is currently ongoing.

Mover: Vishnu Vardhan, VP Student Life

Secunder: Abhiiraj Nikram, Engineering Representative

The motion is carried.

5.5 Election Discussion

Grace Pelkey: “This is another fun one due to our lovely bylaws. We no longer have a CRO, so I’ll let Sean step in here to start the conversation.”

Sean MacKenzie: “Yeah, so typically, if there’s no CRO, it would be my responsibility to step into that and oversee it until we have one. With that being said, I don’t want to create any sort of risk in terms of candidacy but correct me if I’m wrong; where Grace is graduating this year, there are zero risks of that happening. So I think that our safest option would be to differ that responsibility to Grace Pelkey for the time being and allow her to be the primary contact until the CRO has been elected.”

Grace Pelkey: “With that, I’d like to make a temporary regulation, but the only way we can do that is if Council is to appoint me as CRO, which I think we need a motion and a vote for.”

Aodhan Murphy: “Yeah, we need a motion. Did we want to have more discussion first?”

Grace Pelkey: “Yeah, I can explain the temporary regulation and why we need that. So the temporary regulation would shorten the nomination period from two weeks to one week. This is because if it were two weeks, then the election would start tomorrow, and we do not have a CRO; however, they will hopefully be hired this week. This would just change the beginning of the nomination period from January 25th to February 1st.”

Adriana Lefort, VP Finance & Operations: “I can speak to the hiring process a little bit. Applications for the hiring of CRO and DCRO went up Monday of last week. As for our bylaws, they have to be open for seven days to close Monday of this week, and then I have a meeting set up with the Hiring Committee to go over all of the applicants and set up interviews. I do plan on having both roles hired by the end of the week as it’s a quick process.”

Resolution 77-20

That Council authorizes the President to delegate their duties to regulate the election, according to Bylaw 2.

Mover: Vishnu Vardhan, VP Student Life

Seconder: Adriana Lefort, VP Finance & Operations

The motion is carried.

6.1 Vice President – Communications

- Deanna Merriam, VP Communications, states that she’s met with Madeleine about her Councillor project. They will be working together to create promotional materials regarding the Speaker Series.
- She’s been working with the graphic designer to review the brand book. They are trying to redo the brand book more inclusively and comprehensively.
- Deanna met with Jharana to discuss her Councillor project. She was able to get Jharana in contact with the Communications Office.
- She’s been thinking of strategies to increase awareness about Councillors and our general election. Deanna states that Jharana had a great idea to do a spotlight series, similar to what the previous VP Communications did. Deanna says she would love to highlight Councillors as she believes it would bridge the gap they’ve had due to online learning. For example, she states how it’s been hard for Faculty Councillors to contact their Faculty, but if they knew who the Councillors were (due to this campaign), maybe there would be more engagement there. Deanna says that she would like to use the headshots

that she already has, but if you want a different picture or don't want to include it, let her know. She hopes to get this out soon for the nomination period. She also notes that she's open to feedback about this initiative.

- Deanna has met with Grace and Téa to work on Breaking Stereotypes. She also met with Téa to discuss the upcoming sex week.
- Finally, she will be meeting with Xiuming, Matt, and Anna Lee to discuss their Councillor projects.

6.2 Vice President – Student Life

- Vishnu Vardhan, VP of Student Life, states that the Jr Coordinator for SLIC will finally be hired. He notes they have received four applications so far this semester. Dawson and Vishnu will be conducting interviews later this week.
- The new food bag program will be starting soon. Vishnu hasn't heard from FoodSmart to see if they're still running in the red phase. However, he notes that the logistics have already been worked out if they decide to go ahead.
- Katelynn and I have been meeting relatively almost every single day to discuss the winter carnival. We have a draft schedule for everything, and Vish is making a timeline to stay on track.
- Vishnu had his DrinkSmart check-in with Brennan to go over the Council's updates and the Committee meeting they had earlier that week. Vishnu recognizes Chloe for her significant input.
- Finally, Sean and Vishnu met to restart work on the SafeRide sponsorship. Vishnu apologizes for putting this off thus far.

6.3 Vice President – Finance & Operations

- Adriana Lefort, VP of Finance & Operations, updates that she had an informal meeting with Becky and Matt (run the SUB). They were discussing how booking spaces would look in an average year, not amidst a global pandemic. They're trying to get information

for students on that. She notes that there is not much determination as we don't know what the new "normal" will look like.

- She attended the DrinkSmart Steering Committee meeting. Adriana seconds that Chloe provided great insight. She also highlights how hard Vishnu and Brennan have been working on this project.
- She met with the Business Undergraduate Society to finalize a few things for the RBC events - a panel happening on Tuesday.
- She set up a few things for the hiring committee for CRO and DCRO.
- Adriana and Sean attended an NBSA discussion.
- She met with the Clubs & Societies Finance Committee.
- She had a meeting with a club regarding the set up of their election.
- She had multiple things pop up with clubs this week regarding liability and funding purposes.
- Finally, she notes that Sean sent out an email to the entire student body about how SU is hiring an O-chair, Vice-chair, CRO, and DCRO. Due to that, she's had an influx of questions about these positions.

6.4 Vice President – Internal

- Grace Pelkey, VP Internal, states that she's been handling some student concerns.
- She had to sort out the nomination forms for Senators and BOGS for this upcoming election.
- She created those small groups that she mentioned earlier.
- Grace has been getting the new Councillors settled into their roles.
- She helped plan the Council transition this last Friday.
- She had a meeting about the Breaking Stereotypes campaign.
- She attended a Student Promotion Committee meeting.
- Lastly, she conducted ten check-in meetings.

6.5 Vice-President – Advocacy

- Téa Fazio, VP Advocacy, makes a disclaimer that her update will be hefty. She also notes that her position uses many acronyms, so for today, she will spell things out so that Council knows what she's referring to.
- Téa states that she began her new position this past week. This entailed her sitting down with the former Interim VP Advocacy to do a quick transition.
- She had a meeting with the New Brunswick Student Alliance (NBSA) to talk about the Open Education Resources (OER) campaign. She notes that this essentially discusses alternative resources to free textbooks. She also describes how this campaign will talk to Senates, Faculties, Librarians, and Administration to promote OERs going forward. She also met with the Council of Atlantic University Libraries Representatives to talk about their involvement in this.
- Téa met with Cassidy Wilson, the tri-campus LGBTQIHUS+ Wellness Coordinator, to discuss Sex Week. Cassidy plans on putting together a collaboration with AIDS New Brunswick. They've also been debating getting some educational resources together for the Week.
- She met with Maggie Foresight, one of the Campus Sexual Assault Support Advocates (CSASA). They discussed the status of the UNB sexual assault prevention policy review. The team has not met, so she's waiting to hear what will happen regarding that.
- She learned that government members are holding roundtables this upcoming Wednesday, January 27th, with student representatives. The Women's and PETL Ministers will meet with already-selected student reps to talk about issues of sexual violence and prevention on campuses.
- Téa and Maggie also discussed red flags in our orientation package for incoming students.

- She learned about a bi-standard intervention training program available on D2L, which she plans to educate the general student population further.
- She also learned that CSASA is holding training for staff at UNB for receiving disclosure so that they can better equipped going forward to support students.
- She met with Charlotte Fanjoy, the UNB SRC VP External. Essentially, the Saint John counterpart of VP Advocacy. They discussed things that they can do that will be collected between both UNB campuses. She notes that they're working on the open education project together.
- She attended her first NBSA meeting. They're mostly working on the OER project and are getting in contact with govt reps to see what's happening with the asks they put forward in November.
- She met with Grace and Deanna about the Breaking Stereotypes and is very excited about the chosen theme.
- She met with Deana to discuss the timeline for Sex Week. They've decided it will happen from February 8-12. She's been working on content for that and communicating with different student groups, such as CSASA.
- She also met with Vishnu and CSASA to discuss their campaign. It will essentially be a Sexual Assault Awareness campaign. The theme chosen for this year is coercion and intimate partner violence.
- Téa notes that she's been doing a lot of work for Black History Month. She's had several discussions with Deanna about putting out information for that month. Téa has been doing plenty of research, has reached out to BLM Fredericton, and will reach out to the Black History Society to get some info from them/hear their perspectives on campaigns.
- Next month, she has a meeting about the EDI plan and our goals and the vision we have for that. She reviewed all of the examples plans that we have and has been doing research into putting a structure for that.

- Lastly, she attended Council Transition on Friday.

6.6 President

- Sean Mackenzie, the President, says that he reviewed the sponsorship package.
- He met with Adriana and the NBSA.
- He met with the City about the U-pass. Last night, Sean was sent a contract by them to review. He plans to look it over and then bring it to Council when the time comes.
- He attended a CASA Board of Directors meeting. He had a check-in meeting with the Chair of CASA.
- He met with the university secretariat to ensure all the right steps are being taken with ALPS. He believes the transition will take place next Council meeting.
- He attended the Orientation Adhoc Committee.
- Sean sent out the hiring email that Adriana mentioned earlier. He notes not to do this on a Friday in the future.

7. Announcements

Grace Pelkey, VP Internal: “Please sign up for your check-in meeting if you haven’t already done so.”

8. Question Period

Jharana Luitel, Computer Science Councillor: “I read in the Councillor Handbook that there’s a Councillor of the Month and Councillor of the Year. I’m not sure what’s happening with that, so I just wanted to know.”

Grace Pelkey, VP Internal: “I’ll take full responsibility for that one. There was not a single thing written about Councillor of the Month except for in the Handbook. That’s on me. We’ll do Councillor of the Year, and I’m pretty sure Councillor of the Month has to be selected by Vishnu’s Committee.”

Vishnu Vardhan, VP Student Life: “Yeah, we’ll figure it out.”

Téa Fazio, VP Advocacy: “I wanted to add to that, that typically the Councillor of the Month is suggested by Council as a whole. In the past, VP Internal has asked Council as a whole for each person to submit a name of who they’d recommend as the Councillor of the Month. The person with the most names is usually selected. I’m pretty sure that’s how it was done previously, at least at some point.”

9. Other Business

10. Adjournmentreaching

Resolution

That Council adjourns the meeting.

Mover: Adriana LeFort, VP Finance & Operations

Seconder: Vishnu Vardhan, VP Student Life

The motion is carried.

The meeting is adjourned at 9:00 PM.

Secretary: _____

President: _____