

AGENDA – 12th UNBSU Council Meeting

UNB Student Union 2019/20

February 23, 2020; 7:00 in SUB 103

Regrets: Craig Fernandez, Mick Jefferies, Nadia Wysote, Srijain Shrestha, Adarshna Chhetri



1. Call to Order

1.1 Roll Call

Chair Gill performs roll call.

Chair Gill calls the meeting to order at 7:00pm.

2. Approval of Agenda

Motion to remove the updates from VP Advocacy and President and approve amended agenda.

Mover: Mangusso

Seconder: Brimicombe

Vote passes unanimously.

3. Chair's Remarks

Council Chair, Gill, makes her remarks by welcoming council.

4. Approval of Previous Minutes

Mover: S Mackenzie

Seconder: Lutes

Vote passes unanimously.

5. Substantive Business

5.1 Human Rights Office: Safe & Equitable Classroom Spaces Consultation

Human Rights Officer, Sula Levesque, and Teaching & Learning Services Instructional Designer, Bev Bramble, start a discussion about welcoming and inclusive classroom spaces. They are building a set of modules to assist faculty members through support, advice and strategies around inclusive practices in the classroom. The workshop will include topics such as Indigenous students, students with disabilities,

cultural diversity, gender and sexual diversity, religious diversity, and how to conduct discussions on controversial topics in a respectful way.

Wilson: “Will these workshops be tailored to professors in certain faculties? For example, in engineering, it would be great to have it tailored to gender and how to make an inclusive environment for women and the LGBTQ+ community.”

Levesque: “The vision is a fairly standard curriculum, but I see the value of tailoring it to the unique challenges in a particular discipline. I was not imagining this as a set of workshops that I would deliver upon request to a faculty but more a curriculum that will run on a six-month schedule and people will get a credential. I think there is room to do both of those things and, depending on who enrolls on an annual basis, we could tailor it to the faculties in attendance.”

Fazio: “I recommend reaching out to some of our student services such as the women’s center and the 203. A couple points that they mentioned to me were ensuring that professors include pronouns in their syllabi and ensuring they have options for gender neutral pronouns on paperwork, tests, and residence life. There have been some complications with residence, where somebody who identifies as a certain gender may not feel comfortable having someone of that gender in the room with them. For example, a trans individual who identifies as female might rather have a male individual in the room.”

Levesque: “Building our infrastructure around support for transgender students and gender-neutral pronouns, both in classrooms and across the institution.”

Fazio: “The campus resources are the experts, so I recommend reaching out to them.”

Zundel: “Is there going to be talk about gender and sexual minorities?”

Bramble: “Yes and we will be drawing on some of the resources on campus who know more about the subject.”

S Mackenzie: “You mentioned warnings to students for sensitive topics. It is very difficult for students, when a professor gives a warning in the middle of class, to get up and leave because it can be a stressful situation to leave in front of a bunch of people. I would recommend to professors to use email ahead of time to inform students.”

Bramble: “Do many professors give those kinds of warnings, in your experience?”

S Mackenzie: “I have experienced it once because I find a lot of professors are understanding and recognize that they are not going to talk about sensitive topics without considering how the students feel about it. I have never received an email ahead of time, and I think that is a good way to make it less stressful for students who may find it to be a sensitive topic and who do not want to publicize that to the rest of the class.”

Lutes: “Is this program going to be compulsory for all faculty or is it optional?”

Levesque: “This credential would be voluntary. I imagine that we would attract the faculty who want to do a deeper dive into this kind of material. In my experience as an instructor, having an engaged group of people who want to be there is the best way to do a deeper dive. I also think that we, as an institution, need to be build a baseline level of mandatory training for all students, faculty, and staff, as a separate project.”

Penney: “I appreciate that you are including a portion for professors to be aware of the content of their courses and sensitive to how it might affect students. I would suggest including a portion on discussion remediation skills. I have been in a couple classrooms where the content itself is not hurtful but, when the floor is opened up and there is no control of the conversation, it can go to a hurtful place. I think it is important for professors to have the skill to know when to jump in respectfully.”

Levesque: “Classroom management skills and how to navigate those trickier moments.”

Brimicombe: “Providing training for sexual violence prevention and knowing how to react if a student were to disclose to a faculty member. They should know where to go and what resources are available.”

Levesque: “Training about how to receive a disclosure and understand the limits of your own authority and skills and a confident awareness of the resources on campus.”

E MacKenzie: “The distinction between a normal classroom setting and a discussion. In Arts 1000, topics such as religion were discussed and some of the people leading the discussion would express their views. There were a lot of students hurt or troubled by having someone with that power saying

which way things should be and not respecting their views. When it is a discussion, it is important to not have a personal opinion on things like religion.”

Levesque: “Keeping the content in relation to their own subject matter expertise.”

Bramble: “I imagine in Arts 1000, the subject of religion comes up quite often, so it is actually within the subject domain of the tutorial leader.”

Mangusso: “I have two separate points I would like to mention. In situations where there are topics such as religion, it can be difficult because academic freedom comes into play. That is something important that perhaps the human rights office can be looking at because, while academic freedom is very important to our professors and faculty, it is even more important that any type of student is comfortable in their classroom environment. My second point is about how we can get professors to engage in this. I think that professors who are already doing some of this learning and who want to do a deeper dive will definitely jump on that. There are also a lot of professors who could benefit more from things like this that would not take it upon themselves to do that. Right now, UNB does not have a professional development day, but there are many different units on campus that would benefit. There are a lot of professors who are unfortunately disconnected from the student support services on campus, but it is essential to our academic institution that our leaders are knowledgeable because those are the people that students interact with the most. It is difficult to take a thousand professors and help them become knowledgeable of this information. It is even more difficult when looking at contracts because people feel that they do not get paid enough as it is, so unless it is paid, it might not be something that professors will do. As a student, I would be very supportive of doing whatever we can to help you tackle those barriers and continue this work in a more impactful and powerful way.”

Levesque: “I think it will be necessary to develop this credential and curriculum and have multiple levels that are delivered differently. Such as presentations, professional development days, and a broader course. The committee has recently partnered with the Canadian Centre for Diversity and Inclusion (CCDI). As a member organization with CCDI, anyone with a current UNB email can register on the CCDI webpage and access their knowledge repository, which allows access to hundreds of

research papers and ongoing webinars. By partnering with CCDI, we want to give faculty, staff, and students the opportunity to learn at their desks, in their own time, and in ways that might feel more comfortable.”

Bramble: “It is largely for a corporate context, although some of the webinars and a few of the videos have broader appeal.”

Levesque: “Their history is not in the post-secondary sector, but there is a lot of content that is applicable.”

Gallant: “I would like to make a note about outdated or inappropriate language used in lecture slides or other content.”

Levesque: “A section on inclusive language practices.”

Wilson: “I was wondering if you could include a section on mental health and the stigma around mental illness. Some students are afraid to email their professor and stay home for mental health reasons. It would be good for professors to be welcoming and aware of why a student may need to miss for mental health reasons.”

Fazio: “Thinking about how to get professors who are not necessarily keen to be involved, it may be good to look into how to best advocate to peers within the faculty community. Discussing how to best suggest to their peers to look into things and get involved.”

Shibre: “There is a lot of discussion about classroom conduct and specifically professors. Are you also implementing administration and faculty offices?”

Levesque: “This particular project is meant for faculty and improving an inclusive classroom. I agree with you that the need is far broader than that and I imagine a way of working with administrative staff is more workshop based. Possibly EDI tutorials over the lunch hour, coming out to professional associations and the administrative group that meets monthly on campus. Maybe there is room for another credential course designed for administrative staff.”

Mangusso: “Did you also say you were seeking feedback on how to engage with students?”

Levesque: “Yes, as the EDI committee has been doing consultations throughout the academic year, we have had a very top-heavy group of faculty and staff relative to students. Some of that might be the ways in which we have been engaging with students and I am open to suggestions about how to do that differently.”

Evans: “It may be more effective to include anonymous stories that students could share about their experiences in the classroom. If there were personal stories connected, then that would reach professors better.”

Pittman: “An idea to get students involved would be to talk to the UNBSU VP Internal to see what councillors to appoint to these committees so that there is some student representation.”

Levesque: “The steering committee and all of the sub-committees of the project have student representation who have been fabulous. Where I have not been successful is if I host an event inviting the student, faculty, and staff populations, I tend to attract more faculty and staff than students.”

Masterson: “One thing that has been successful is when people set up booths at the SUB so that students can quickly write their opinion on a sticky note and talk one on one while passing by.”

Fazio: “Going to faculty buildings to set up those boards, where you have a better representation of students and faculty in the areas with high traffic. I also wanted to mention the academic complaints directly which is focused on getting student feedback in terms of issues they have had with professors and experiences in the classroom. This program has a lot of potential to grow so integrating that into your program would be a useful tool.”

Levesque: “You can always refer folks to us for a confidential conversation. As that project grows, if you wanted to do an annual summary of equity-related concerns that flow through that space, I would be happy to hear that.”

Mangusso: “That is a new resource that we started this year and we acknowledge that, as a student union, we are not prepared to resolve those types of situations. It has potential situations and the best route, which can streamline the process for students to help with some of the barriers. When it comes to human rights, we have the human rights contact information and a draft letter template that students

can use to help guide them in that process, but we do not actually get any of that information. However, I am meeting with Mark Walma and Sheldon from the Saint John campus because they have been tasked to look at how to transform what we have and put it on the university-wide level. I am also wondering how you select student representations on the committees.”

Levesque: “Through the SRC and the student union. All of our sub-committees are open, so it is through word of mouth. The steering committee has a designate from the student union, which is Craig Fernandez. The programing and policy committee have other students who volunteer.”

Mangusso: “All of the student committees get passed through this role of VP Internal. A new thing we also have this year is a committee application form, which is open to all students. In the past, it has only been people who the VP Internal has known, so people connected to the student union in some way. This year, we have used this application form and we have gotten a lot of students from outside the student union. I would highly recommend incorporating that for your sub-committee and it might be a nice way to ensure that those students have a level of communication with the student union and ensures student representation for you.”

Levesque: “Thank you again for your time, it was delightful to meet all of you. As our curriculum gets solidified, we will circle back and give you an update.”

5.2 Non-Faculty Councillor Updates

LGBTQ Councillor, Eric Zundel, met with a few of the people running for executive positions, providing input on gender and sexual minority diversity. Has also met with the Qmunity executive to discuss the club’s future. Has a 203 board meeting tomorrow.

Residence Councillor, Maddie Thibodeau, met with Grace Mangusso to discuss how to include students in residence in the student union. Has been continuing to meet with the Food Committee to see changes at meal hall.

Accessibility Councillor, Brandon Archibald, informs that the person who had previously run the Accessibility Center has retired so he is working on communicating with them, which has been difficult.

Inclusion Councillor, Kelsi Evans, informs that she has been working on new scripts for Moving Up and Moving Out, in regard to budgeting and thinking of a theme for the next video. The next video will be posted after March break.

Inclusion Councillor, Emily MacKenzie, informs that sex week went well. The pilot for the bathroom dispensers is ongoing and she is working on providing them campus-wide. She will be reaching out to faculty councillors to ask for a faculty contact. Will be looking to see if faculties will sponsor a dispenser in their building.

Women's Councillor, Sarah Albert-Belanger, has been organizing an initiative for International Women's Day. Had the first New Brunswick Women in Business 2020 meeting.

International Student' Councillor, Marcel Pefang, informs that the World of Talent show went well. Had a meeting with the coordinator for the Multicultural Association. The ISS is hosting a free Zumba night, and everyone is welcome.

Off-Campus Councillor, Camryn Smith, has been meeting with the dietitian on campus and the UNBSU Foods team to organize a student workshop for cooking on a budget. Looking at doing a google form so that students can ask questions before-hand.

5.3 Grace Mangusso: Discussion on Retail Service Review

Vice President Internal, Grace Mangusso, presents the recommendations of the Retail Service Review. She is looking to discuss them so that she has a better understanding on the student's perspective.

Pittman: "If they were to relocate the campus bookstore and pharmacy, what space is big enough to hold them?"

Mangusso: "This recommendation is proposing to get rid of the Social Club."

Pittman: "I do not recommend that because the Social Club connects students to the SUB. If they do not move to the Social Club, where would they go? Do we have an existing contract with the previous tenants?"

Mangusso: "A lot of the tenants are coming to the end of their contracts. Flannery Jewellers and Booster Juice are both looking to leave. Booster Juice is currently closed because they were not getting

enough business and 90% of Flannery Jewellers' business comes from off-campus, so they are looking to relocate to a larger space off-campus. Those spaces would become vacant and part of the recommendation is to expand the blue room into those spaces to allow for more study spaces. They are also alluding to combining the SubTowne and bookstore to avoid duplication. I do not know if that means they would be moving into the SubTowne is now or moving up to the Social Club.

S Mackenzie: "SubTowne is where a lot of new students go to get their faculty clothing and the Social Club is fairly busy. I wonder if they considered the population of students that use those retailers."

Mangusso: "I think the reason why this recommendation is in this document is because for all of the student engagement surveys and strategies done, which had a strong response from students, in terms of questions about what services are used, the Social Club was never mentioned because it was not identified as an important service. I think we can all agree that the Social Club is not an essential service, but it is used widely. I think there is also a miscommunication because students may not associate the Social Club as a retail service the same way they would with Tim Hortons or the bookstore."

McMillan: "Has this been something that has been communicated to the campus pharmacy? The pharmacy is used a lot and, in moving it, will there be a disruption on people getting their medication because there would have to be some time where it would be shut down to move. Unless they feel like they need more space, it may be unnecessary."

Mangusso: "Marilee has met with all of the different retail service providers. She met with the pharmacy and they do not have a problem with their location, but they would like to acquire a bit more space, ideally, their long-term vision would be a building across the SUB that includes a dentist, pharmacy and other services."

McMillan: "In terms of the Social Club, we have to remember that we are advocating for students and understand that it is not a pharmacy, but talk about how it is important for student life and student's mental health by being able to have fun with your friends for cheap and being safer than going downtown."

Evans: “I would expand on the fact that it is safe to have a club on campus, instead of students going downtown. It is safe because it is thirty seconds away from home for many students who live in residence and close to campus.”

Archibald: “The Social Club is the only accessible restaurant, besides the marketplace, in the SUB, because you cannot get to the Cellar if you have accessibility needs.”

Thibodeau: “It is a lot safer for students to stay on campus, as there is security nearby who knows CPR, there are bouncers who can call an ambulance if needed, and there are AEDs in the building.”

Lutes: “The idea of merging SubTowne and the bookstore is a fantastic idea. I never see anyone go into SubTowne and I feel like that could be used for study spaces or another collaborative space where students can talk and hang out or study. It makes sense to merge them because it does not make sense to have two different clothing stores on campus.”

Wilson: “You mentioned that they may have be implementing more blue room space. Do you know if they looked into having another retailer that offers a healthier alternative than the marketplace?”

Mangusso: “I do not know if they have, but that is something that I can bring forward. I think that, from the student engagement, Marilee has seen that there is a large need for additional study space, so it made sense to provide more study space. However, I would agree that a lot of people would like a healthier option.”

Brimicombe: “I know that we are currently feeling a lack of study space, and that is because the third floor of the HIL has been closed this year, but it will be reopened next year and will satisfy that need. I think that looking into the Booster Juice spot as a healthier retailer is worth mentioning because we are already looking towards gaining more study space.”

Fazio: “I have discussed the concept of the bookstore and pharmacy moving with students and I have been met with a resounding no from the student population. I have a concern with consistency of what I am hearing and the results of the student feedback. Students that I have spoken with in Head Hall have been very clear that they do not come to the SUB because it is on the opposite side of campus. I think that adds another barrier in terms of accessibility on campus. I also think we have the opportunity to

present the Social Club as a student service because it is a service that gives us an alternative space that is safe and secure for students to have fun.”

Mangusso: “When you say that people do not want to campus pharmacy and bookstore to move, do you mean from the building that it is in, or just not getting rid of those services?”

Fazio: “The space where it is currently.”

Pittman: “To accommodate the space and not take over the Social Club, it would be smart to keep SubTowne for merchandise and stop selling clothes at the bookstore, so that they can move into a smaller space.”

Mangusso: “The issues that they have been having with SubTowne is that it is not consistent with UNB branding and guidelines. I think that perhaps the solution is to not get rid of the services but have them operate together. As well, student groups will go through SubTowne to order merchandise and, to my knowledge, that is not an arrangement set up through the bookstore. They both offer services that are helpful but there is duplication.”

S Mackenzie: “With the new alcohol policy, part of it was that the Social Club would be involved along with the Cellar and a few others, for deciding the base price model. Could you ask how getting rid of the Social Club would affect the policy and if there would need to be another immediate change?”

Mangusso: “My understanding is that the work of the alcohol policy is done so I do not know if it would have an impact.”

McMillan: “The SUB ballroom is often empty throughout the day, so while it is not being rented out, we could use that space to study. It is also an accessible space for wheelchairs.”

Arseneau: “In terms of expansion of the SUB Sodexo kitchen space, where would that be, because it already has half a floor?”

Lutes: “Do we know if Sodexo is operating up to code right now, because the recommendation kind of implies that they are not.”

Pittman: “When does the contract with Sodexo end, and are we resigning with them? Is this still relevant if we are not resigning with Sodexo?”

Bouvier: “The current contract with Sodexo expires May 31, 2023.”

Mangusso: “Regardless, in order for any food provider to operate and meet the needs we have on campus, expansions will probably need to happen, but I can ask about that.”

Shibre: “If we were to renew with Sodexo, we could ask that they include healthier options on their menu along with the expansion of food preparation space.”

Fazio: “I think there is potential for a conversation about the fact that the structure of the food services on campus could be removed or updated if they are not performing at the level that they should be.”

Bennett: “For dietary restrictions, I think that students might not understand what is available. Maybe there could be a designated food place in the old Booster Juice space which could be meant to accommodate dietary needs.”

S Mackenzie: “With the recommendation about the Campus Convenience store, that seems to require a bit more space and I am curious where that would come from.”

Lutes: “I am pretty sure that their recommendation would be contradictory to what Sodexo has in their anti-competition policy in their lease. Unless Sodexo was providing these additional services, it would be a non-starter, from what I understand.”

Mangusso: “I am not sure what the agreement looks like because the convenience store does sell other food options that are not Sodexo. I am sure that if it is not provided by Sodexo, there is some type of arrangement. I do not know what it is, but I can look into it.”

Pittman: “Have they projected a cost for all of these recommendations and who is funding it?”

Mangusso: “The university really likes reviews and reports. I think the implementation of them is not always at the forefront of the report. I would preface all of these recommendations by saying that none of them could be implemented or all of them could be implemented. My assumption of the next steps is that we will be discussing and figuring out which ones are feasible and how we can afford those. I think Marilee was looking at what people were saying and recommending the desired outcome and the

university decides which ones to take on based on what is manageable. It is important that, from the beginning, we have an opinion and let them know what the students want.”

Motion to extend the discussion by fifteen minutes.

Mover: S Mackenzie

Secunder: Evans

Vote passes unanimously.

Fazio: “With the contract issues and having a standardized contract, I think it would be beneficial to have a retail services contract and a student services contract because those services are going to interact so differently and there are different circumstances that need to be considered. There are definitely standard processes that will overlap but the student union could definitely run into some problems in the future. I also have a question about if we know what individuals work with this review?”

Mangusso: “Associate VP Capital Planning & Development, Mary Jane Adams, Space Planning Capital Planning & Development, Dawn White, Assistant VP Student Services, Mark Walma, Administrative Assistant Student Services, Sherrie Lynch, Senior Director Finance & Operations, Ruth Buckingham, and Director Student Union Building Student Services – Finance & Operations, Becky Sullivan.”

Arseneau: “In terms of who is paying, all of these retail spaces are through the university so any costs would be adhered to them. That being said, that is why I do not think many of these recommendations will be taken very quickly. I think the new lease agreements will go in as soon as possible with renewed tenants, as an opportunity for the university to make more money and have services that can pay higher rent. The university currently has 300 million dollars in maintenance, so I do not expect them to make many changes quickly. Also, since Booster Juice and Flannery Jewellers are leaving, it would be possible to update the campus shop to more of a marketplace. It does have storage in the back which could be opened up. It would be a good opportunity because the market would be much more used. 95% of what is currently being sold in the campus shop is not being purchased and students

are not using it. If it were to be more of a coffee shop and have fresh produce and healthier food, it would be much more beneficial.”

Mangusso: “They have recommended to make the Ucard office into a group study room and making half of SubTowne into the pharmacy and half for more collaboration space.”

Masterson: “What if we moved the UNBSU Welcome Center to the Ucard office so that we could open up all that space?”

McMillan: “I do not think it would be appropriate to have a collaborative space in the same area as the pharmacy. People going to the pharmacy have the right to privacy to talk about personal things. I do not think it is an appropriate space for other students to be studying and listening.”

Mangusso: “I also know that the pharmacy would like to expand and have consultation meeting spaces. I agree that it is important that the pharmacy is accessible, but that should not eliminate privacy. Thank you all for your feedback, I will bring everything that we talked about to the meeting.”

5.4 Sam Arseneau: Club Ratification

UNB Red Ono Ultimate Club: the constitution follows all guidelines.

Bennett: “Will they be competing or just playing for fun?”

Arseneau: “I assume there might be a club league, but it is not a varsity sport.”

Motion to ratify the UNB Red ONO Ultimate Club.

Mover: Arseneau

Seconder: Evans

Vote passes unanimously.

6. Reports to Council

6.1 Vice President – Communications

- Has been posting about Townhouse, elections, red awards, livestream of the debate, drinksmart, black history month, movie night with UNBSU multicultural initiatives, breakfast program, faculty of arts formal, breaking stereotypes, and sex week.

6.2 Vice President – Student Life

- Drinksmart TIPS is on Wednesday in the SUB ballroom.
- Sex week was great!
- Breakfast program is starting in the think tank on Mondays.
- Bi-campus Mental Health Task Force Committee is developing a new service for counselling services.
- UNB Student Services Committee is changing their terms of reference to determine the committee's responsibilities.

6.3 Vice President – Finance & Operations

- Undergraduate Scholarships Committee meeting – discussing scholarship eligibility for the change in full-time student requirements.
- Student Events Risk Management Committee is doing a full policy redo.
- Blackshirt interviews were just completed and will now be doing reference checks.
- Fredericton Budget Advisory Committee meeting.
- Searching for a software to house all the different clubs and societies. Found the software Campus Live which is what most Canadian student unions use. Has requested demonstration and cost outline.

6.4 Vice President – Internal

- Voting opens this week. Posted a link to an excel spreadsheet to sign up for times to encourage students to vote – this will count as the councillor volunteer event for the semester.
- Breaking stereotypes trailer will be released on March 12th and final video will be screened on March 19th.
- Meeting with Mark Walma, Sheldon, and Patrick Hickey to talk about university-wide system for student academic concerns.
- Senate meeting this week.
- Meeting with Patrick Hickey, Shawna Bergin, and her equivalent on the UNBSJ campus to talk about the academic proposals that were put together last year.
- Retail service review meeting this week.

- Update from Mick Jefferies: the breakfast program updates, and the advocacy asks made it to oral updates from the minister.
- Craig Fernandez sent a letter discussing CASA advocacy week.

7. Announcements

8. Question Period

9. Other Business

McMillan: "I apologize for being late and missing meetings. I am working full-time in the hospitals and some shifts start at 7:30pm while others end at 7:30pm. I am still reading everything online and trying my best!"

S Mackenzie: "Big shout out to the International Student Advisor's Office. They put on their annual talent show called World of Talent. It was awesome to see different talents from different cultures. Marcel was there and started off by pumping up the crowd with Zumba. Going to those events is really interested and you learn about different cultures so I highly recommend it."

10. Adjournment

Mover: Brimicombe

Seconder: Zundel

Meeting adjourned at 8:42pm.