

Meeting of the Board of Directors

Ryerson Students' Union (RSU) – Local 24 Canadian Federation of Students SCC 311

55 Gould St, Toronto, ON, M5B 1E9

November 24th, 2020

Toronto, ON

Executive Committee

1. Ali Yousaf President
2. Siddhanth Satish Vice-President Education
3. Vaishali Vinayak Vice-President Equity
4. Liora Dubinsky Vice-President Operations
5. Usama Sheikh Vice-President Student Life and Events

Faculty of Arts

6. Alexandra Nash against
7. Gabriele Douglas against
8. Anika Zaman

Ted Rogers School of Management

9. Akif Anwar
10. Hilla Yaniv
11. Homra Ghaznavi
12. Abaan Ahmed
13. Preet Patel

Faculty Communication and Design Directors

14. Aidan Falkenberg
15. Ashan Mahendran against
16. Ton Cassie N

Faculty of Community Services Directors

17. Steph Rychlo against
18. Sabrina Ahmed
19. Dusty Luck against

Faculty of Engineering, Architecture and Science Directors

20. Zain Choudhry
21. Umar Abdullah
22. Salar Syed

Faculty of Science

23. Elwad Gedleh

24. Mishel Galperin

International Representative

25. Amr Shaikh

Graduate Representatives

26. Waqas Ahmed N

27. Fayez Ahmed Qureshi

Other Representatives

28. David Jardine Board of Governors Representative against

29. Vacant Course Unions Director

30. Abdul Saleem First Year Representative

31. Vacant Residence Representative

32. George Carter Senate Representative against

33. Vacant Student Groups Director

Ryerson Students' Union Staff

34. Priya Paul Financial Controller

35. Reanna Maharaj Executive Director

ABSENT WITH REGRETS

AGENDA

LAND ACKNOWLEDGEMENT

Toronto is in the 'Dish With One Spoon Territory'. The Dish With One Spoon is a treaty between the Anishinaabe, Mississaugas, and Haudenosaunee that bound them to share the territory and protect the land. Subsequent Indigenous Nations and peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship, and respect.

Remarks of President:

I would like to thank everyone for attending. There are been a lot of fake propaganda going on about the RSU services. I would like to make it clear that those claims are fake and baseless. The only services that has been cut down are the frontline services. Till this day we have supported students wherever we can, we have given over \$200,000 in grants. Student groups will NOT be cut back. We will continue to assist them with everything that they need help with. We will continue to support you during this difficult time. If at any time during the year, if you need anything from the RSU you can reach out to me directly, the execs or the management staff.

1. CALL TO ORDER AND ATTENDANCE

2. REMARKS OF THE CHAIRPERSON

The Chairperson will provide a brief introduction to how the meeting will be conducted using Robert's Rules of Order.

3. APPOINTMENT OF THE RECORDING SECRETARY

- a. **MOTION 2020-11-24 A01:** Appointment of the Recording Secretary

BE IT RESOLVED THAT Reanna Maharaj, be appointed as the Recording Secretary for the RSU Board of Directors meeting.

Moved: Alexandra Nash Seconded: Ali Result: PASSED

4. APPROVAL OF THE AGENDA

- a. **MOTION 2020-11-24 A02:** Approval of the agenda

BE IT RESOLVED THAT the November 20, 2020 agenda be approved as presented.

Moved: Alexandra Nash Seconded: Ali Result: PASSED

Ali: I want to make an amendment. I want to move number 9 (on the agenda) right after approval of the minutes. Alex can I make this a friendly amendment.

Alex: I think we should go to a vote I will second you amendment.

PASSED

Ali: I wanted to make a second amendment for the pandemic committee. I would like to ratify those members during this meeting as well.

PASSED

David: I want to make sure that those who do not turn on their cameras be removed from the meeting

Ali: no one will be removed

5. APPROVAL OF THE MINUTES

a. MOTION 2020-11-24 A03 - Appendix A

BE IT RESOLVED THAT the October 22, 2020 minutes be approved as presented in Appendix A.

Moved: George Carter

Seconded: Alex

Result: PASSED

6. FULL TIME STAFF DISCUSSION

a. MOTION 2020-11-24 A04 - Motion to Discuss Reinstating the Campus Groups Coordinator

WHEREAS it was announced at the Graduate Course Union Training workshop that the Campus Groups Coordinator, Dawn Murray, is no longer in their position and the position is empty

WHEREAS the Executive has maintained that staff layoffs have been for various reasons from financial responsibility to lack of work

WHEREAS there is plenty of work to be done to support the more than 200 RSU student groups

WHEREAS the RSU does not appear to be in immediate or imminent financial trouble due to increased enrolment and responsible financial management

WHEREAS during a pandemic there is a greater impact on staff members who are laid off and left without a salary or benefits

WHEREAS students and campus groups are looking for answers and Board members have not been able to fully explain the situation to them

WHEREAS the Executive has made it clear that the Board is not responsible for managing HR matters and it is better to handle such issues in a spirit of communication and cooperation

BE IT RESOLVED THAT the Executive discuss with the Board the circumstances around staff layoffs including that of the Campus Groups Coordinator

BE IT FURTHER RESOLVED THAT the Executive consider reinstating Campus Groups Coordinator, Dawn Murray, in their role as Campus Groups Coordinator

Moved: Alexandra Nash Seconded: Ashan Result: FAILED

Ali: I would like to pass a motion to go *in camera* for this. I have given my statement for this before stating that we will be supporting student groups and nothing will change. Because this has to do with a specific staff members that is an ongoing legal case. I will not put myself or the organization at risk.

Alex: I would first like to reiterate that I will not be speaking about a specific staff member and would not say anything that would put the RSU in a legally compromising situation. Since we have so many people who have an interest in this matter it would be at least useful for them to hear why we are calling to go over this matter again. I would like to raise a concern about the President passing a motion before we vote on it, and allowing the board to vote on it. The executive does not exist to provide oversight to the board

David: I think quickly I know there is some students that are hoping to share some of their thoughts. I honestly have not heard anything about students groups being shut down. The problem at hand is that we have 60 people in attendance and 30 people that are part of the Board. The only person you deal with at the RSU is Dawn. So for them hearing that and not getting any answers might be hard.

Ali: we cannot discuss any staff members openly.

David: I'm trying to say the same things as you. I am talking about why we should not go in camera.

Zain: I think we shouldn't take any risk that will pose a risk to legal proceedings

Ali: I think that's a call to question

Alex: can we get zain to confirm

Zain: I call to question

Ali: we are voting on call to questions

David: I would like to call a roll call vote

*** Motion to go in camera passes ***

7. EGERTON RYERSON STATUE MOTION

a. MOTION 2020-11-24 A05: Supporting our Indigenous Student's efforts to remove the Egerton Ryerson Statue

WHEREAS Egerton Ryerson's role in the design of the Indian Residential School System, the aim and outcome of which was cultural genocide, is indisputable.

WHEREAS Ryerson students, faculty and staff, the university's Aboriginal Education Council (AEC), and the Truth and Reconciliation Strategic Working Group have been working to reconcile the relationship of Ryerson University to its namesake for over a decade.

WHEREAS the University implemented the Egerton Ryerson Task Force in September 2020 to review the relationship between the on-going legacy of Egerton Ryerson within the University context.

WHEREAS waiting for the conclusions of Egerton Ryerson Task Force is inappropriate as the RSU is a separate entity with no obligations to follow the lead of the University.

WHEREAS Indigenous members have repeatedly declared that the impact of attending a school that reminds them daily of both historic and ongoing atrocities creates significant barriers to their education; **AND**, that such reminders are themselves a form of ongoing violence; **AND**, that the RSU Policy Manual, Section I, Policy Issue #2, Subsection 2.2, clearly states "All students have the right to study, work and socialize in an affirming environment that is free from harassment, violence and discrimination."

WHEREAS the RSU Policy Manual, Section I, Policy Issue #2, Subsection 2.1 states "systemic discrimination is structural in nature and uniquely marginalizes racialised students and indigenous and/or Aboriginal students."; **AND**, that "the marginalization of racialized students and Indigenous and/or Aboriginal students" involves the silencing of their voices and privileging of others voices instead; **AND**, that Indigenous students and their aspiring allies have tried to have their voices heard through numerous petitions, demonstrations, and events on campus; **AND**, that the assumption that the issue of removing the Egerton Ryerson Statue is contentious, with students on both sides of the debate, is in fact baseless with no supporting evidence; **AND**, that any action that supports

seeking the input from students about keeping the statue would be a demonstration of further marginalization and discrimination of Indigenous students who were never asked to give their voices but rose up to do so out of the necessity of inaction.

WHEREAS the RSU explicitly informs students that one of our “Three Pillars” is “Advocating on Behalf of Students: As students, it’s often hard to navigate through the University’s policies and procedures, and sometimes our concerns are lost. The Students’ Union works to advocate on your behalf, raise your concerns, and make student life easier. The RSU offers free legal and advocacy services for students, and makes every effort to address problems you may be experiencing – whether financially, academically, or in your personal life.”; **AND**, as previously stated, that Indigenous students and their aspiring allies have stated, for all intents and purposes, that removing the Egerton Ryerson statue “would make student life easier”; **AND**, any argument that suggests removing the statue would make life more difficult for other students is negligible at best, at worst, an act of further violence against Indigenous students.

WHEREAS the RSU has no legal authority to make an executive decision to remove the Egerton Ryerson Statue.

WHEREAS article 4.5 subsection e. VI of the Ryerson Student Union By-Laws states that the Vice President Equity “organises training and workshops for directors and members of the Students’ Union on anti-oppression issues”.

BE IT RESOLVED THAT the RSU make use of their role as student advocates by making a public announcement to support Indigenous students and their commitment to addressing the issue of the Egerton Ryerson legacy on campus, including, but not limited to the removal of the Egerton Ryerson Statue;

BE IT FURTHER RESOLVED THAT the RSU immediately sign CESAR’s open letter (Appendix #) rather than spending time and resources developing duplicate or similar actions;

BE IT FURTHER RESOLVED that the Vice President Equity organize a mandatory Anti-Indigenous Racism training for all Directors of the Board with a separate training organized for all RSU members.

Moved: George Carter Seconded: David Result: PASSED

George: The motion is self explanatory. Just to be clear I am no Indigenous. Every student has the right to a learning environment that is supportive. I believe that that can make a big difference for students. I think it’s important that their rights and voices matter. We don’t have any mandate or authority to take down the statue, whether not the University works towards that goal doesn’t affect us in any capacity. It doesn’t matter how we feel about the statue, I think we can agree that if we come together to create a more inclusive safe, we have a duty and a mandate and actions can be some good first steps. If you have any questions I can try and answer them, but I think it’s a straight forward issue. I think we need to be more progressive, and keep asking what’s

next? And what can we be doing? I think that's about it. If any has a question please feel free to ask

Hilla: I want to clarify that this is a motion that is going to say that we are removing the statue with the support of the Indigenous community

George: what the motion is saying is that we support the Indigenous students with their decisions. But it does also say that we should sign the CESAR letter that is attached

Ali: I agree that this has to be dealt with, with the University. You are completely right – Alex did you want to say something?

Alex: I just wanted to clarify, yes it would be the University's decision whether to take it down. Unless we show up and pull it down which is on what we would do. This motion is not to take down the statue, but to support the Indigenous students with their efforts to remove the statue. This is just a letter for the RSU as an organization to sign to show our support

David: A lot of our CU and SG have already signed onto it. It is well supported within the RSU community. Having the RSU advocate as well would help with pushing the University to do better

Steph: Yes I wanted to reiterate. We don't have jurisdiction to take anything down but we have been asked to make a statement by our general membership. General students are just asking will you support Indigenous students and a statue that supports a colonist's history. There are direct calls of action that we could meet by passing this motion

Ali: A taskforce has been made to work on this. We will be working with the taskforce to get the survey done with Indigenous folks. VP Equity and myself will get in touch with the taskforce to get the students options as well

David: I wanted to bring up that the taskforce is not part of the RSU. I think Indigenous students have made it clear that this is something that they want, they want to remove the statue because it is harmful. The RSU should be playing an active role for advocating for Indigenous students

George: I think it's good that the task force reached out to the RSU to get involved. What good is it of were sitting on the taskforce and not making any changes

Ali: The execs have been working on the survey that will be sent out soon, As soon as we have the results we will share those as well

Alex: as an activist myself outside of school, I can say that there is nothing more frustrating than waiting on results for a study or survey. These groups have already made their positions clear. I think we should take a stand because there is already a concern. We have to be actively

listening to students concerns, not waiting for them to use our limited channels to hear their concerns. The University has been taking its time when putting together their taskforce, I don't want the RSU to drag its feet on this.

David: I agree with what Alex said, it's a question of is the RSU going to take a step to support Indigenous students or are we going to wait longer and send out a survey? I mean we had 7 months why didn't we do it sooner? This isn't new news. Do we support Indigenous students now? Or in 8 months? We are always delaying it and delaying it.

George: I don't see any reason why being on the taskforce or having a survey effects what's in this motion. Doing one doesn't affect the other one. If there's something I'm missing please let me know.

Gabrielle: Yes, I agree with George as well, the survey is obsolete. The students are coming to us with concern. It would just be us supporting their efforts, I don't see why this would be bad publicly. I think its Indigenous students that should have a say, we should support their decision and efforts.

Ali: We are here for all of our students completely. I agree with a lot of what was being said but there is a few things in the motion that have been clearly said. I have raised a lot of these concerns to the President and University administration as well. I will personally reach out the Indigenous student groups after this meeting.

George: Are you making an amendment? Because it seems like you want to do something separate from what we are asking

Ali: I would like to table this indefinitely until the survey completed. Vaishali and myself will reach out to the Indigenous student groups.

Samantha Tone: Why would we still wait for the survey if it is irrelevant?

Ali: the RSU represents all students. I have personally been lobbying against the University. I have been talking to the RSU admin and the RSU itself cannot move the statue but we are lobbying the University

Alex: We are not doing all we can if we are not standing up for what is right!

Ali: I have been addressing all my concerns through the University Admin

David: If we are doing everything we could then why hasn't the BOD appointed the Indigenous director that I think was added about 2 years ago. This is just signing a letter, I think there is so many other things that the RSU can do like playing and advocacy role. If we can do our part to help people understand why the statue is harmful then can we have a commit to do education and advocacy about the meaning of the statue.

Gabriele: Singing the letter is just out of solidarity to the Indigenous students. It is very performative we are not listening to real issues that Indigenous students are facing. We are not helping them get justice basically. What are we condemning that we cannot sign a letter stating that this person is a bad person in history who committed the genocide of hundreds of people and children. We are being supportive with the Indigenous people's effort in taking down the statue. What is so wrong with that?

Steph: Yes I would reiterate the claim that the RSU is doing all that we can do. If we cannot sign the letter than I don't understand what the opposition is? I think we are misunderstanding our role if we cannot do this. We have an equity role on our board. Vaishali you read the land acknowledgement at every one of our meetings so what does that mean to you?

Vaishali: I am saying that I am reading the land acknowledgement because I respect those Indigenous students, Like Ali said these things

Steph: Do you think that not taking action with Indigenous students is respecting Indigenous students?

Vaishali: We don't want to sign one letter and make an agreement. We want to go hand in hand with what the University is doing

Steph: We keep saying that the RSU is doing all we can but are we? What is your stance?

David: Can the chair share the speakers list?

Ali: He has a connection issue

David: He's been on my screen the whole time

Steph: I apologize if I am being short, I feel like I am going in circles. I am saying that we are not doing enough. We cannot just make a statement about a statue. I'm hearing we are doing everything we can to lobby the University. Are you lobbying in support of the University? Now you're saying there's a survey? And then well make a statement. Why can't we just make a statement?

Alex: I am not Indigenous myself and I cant make any claim to say how it affects Indigenous students but as an immigrant if certain students at this University were talking about immigration is awful and put up a statue about someone who hates immigration would we wait for a survey to see if people disagree. We can make this a space that throws support behind students. How can we go back and forth on a claim that has no grounds? I don't want to be a student that belong to a union that would

Ali: The only thing I was trying to raise is that there is a taskforce that is formed and we would have to wait for the survey results. I'm saying that I want to reach out to the Indigenous groups myself and write a letter ourselves to be sent to the University admin. This letter would be sent out the BOD beforehand. In regards to the education, I believe it is very important to educate students on our own. I think it is very important to do a lot more. I support Indigenous students and we are here to support every single students. We will draft a letter of our own after consulting Indigenous students. I will send it to the board before hand

George: I am opposed to drafting a letter that has already been said. I don't understand if we are willing to do all that then why can't we be willing to do this?

Steph: I also didn't understand the rational why we moved to table the motion indefinitely. If were doing the same thing as CESAR then I don't understand why we won't sign on? I'm just confused

Ali: CESAR is a separate entity on its own. That's why I want us to draft our own letter. In regards to motioning that table, I have been trying to respect the Board. What I am saying is that that is the next step in the tasks force. I'm just trying to speed that up. Does that answer your question?

Steph: not really. I don't see a connection to what I asked

Ali: Cesar is a separate entity on its own. RSU does not have any operational say on that. The letter that has been drafted by CESAR has not been seen by our legal team?

Steph: Do we need to consult lawyers to send a letter about this statue? All we have to do is sign the letter or not sign it. We need to make our stance clear to Indigenous students

Umer: I see we have a dilemma but I think we can get a solution if we put out a statement as the RSU about Indigenous students, and we can share it on social media. I see that Ali is lobbying the University and that is the only way get it removed. I think we can show our support to individual students by writing a letter of our own

Hilla: I would like to offer something easier for everyone. Perhaps you can send the letter that CESAR sent and individuals can sign it. We really do need help the Indigenous students because we are really behind on that, I think we can do better as an organization

David: It seems like were saying the same thing. I don't see the issue with signing **CESAR's letter. I would like to put forward an amendment instead of the second be it resolved to say that: "The RSU within a week release a letter stating our support for Indigenous students and calling on the taskforce to make the decision to remove the statue"** That way are respecting the task force and not signing the CESAR letter

Ali seconds

Ali: weather or not we like the decision that is being made we can only lobby the university from our end. I understand if more steps need to be taken. I will work on this as soon as possible and send it to the Board for approval.

David: Is a week enough time?

Ali: Yes I will work on this as soon a tomorrow. A week is fine or ASAP

David: Okay a week

Gabrielle: If we draft our own letter it would be speaking over Indigenous students, we don't need to reiterate what they said. The letter is only one page but the document is 58. This letter has gotten so much support I even remember signing a petition about it as well. For the equity committee is there anyone on that committee that is Indigenous? Or having a speaker explain why that is a bad statue. I think a lot of the times we are speaking over a lot of voices who have more of a say than we do. A lot of students might not see this as a serious matter, but I can't imagine even as a black person if we had George Washington statue on our campus that would be very offensive. It's right and wrong, we know that the statue is wrong and it is inappropriate that we took this long. The fact that we are doing the land acknowledgement I am offended that we are talking about surveys for something that is right and wrong, genocide, that's what it is. We should have signed this since it came out. Its offensive for me to be on this counsel and I am hearing all of this. It would be common sense that we are signing this letter

Alex: I want to thank Gabrielle for saying that but I want to call to question this amendment because we continue this debate.

Ali: is there anyone opposing the call to question?

Ali: we will vote on the amendment that David put forward.

Ali: The amendment passes there was 4 opposes, would anyone else like to add on before voting?

Alex: The comment about lobbying the university, to me it wasn't clear if/what direction we are lobbying from? And having our VP equity state that they wish to remain neutral on this. Would you the press of the university be able to say that?

Ali: I agree that this statue is wrong and should be taken down personally. I'm trying to respect the process of the taskforce. As the RSU we are a separate student body and that is why I think it is important to show that we support members of our own.

Alex: Um yea, I respect that but I want to clarify I was asking yes or no as the spokesperson for RSU does RSU stand against this statue?

Ali: I think that if the board agrees with this motion then I can say as a spokes person that the RSU is in support of taking down the statue.

George: Whoever writes that letter can be anyone since the motion is open ended.

Ali: Yes and it will happen, we will be drafting a letter and sending it to University admin. I will do whatever I can to work with the taskforce. We can lobby it to the taskforce that is being formed and there will be more actions that will be taken.

Zain: having that statue is wrong and I think RSU drafting the letter is a good idea.

8. RSU POLICY CHANGES

a. MOTION 2020-11-24 A06: Update RSU Policies to be More Inclusive

WHEREAS it is appropriate to capitalize the proper names of nationalities, peoples and races.

WHEREAS In RSU Policies, Indigenous refers to a distinct group of recognized peoples in Canada.

WHEREAS the RSU Policy Manual reads “indigenous” rather than “Indigenous” in: Section I, Issues Policy #2, Subsection 2.1; Section I, Issues Policy 5, Subsection 5.1; and, Section II, Operational Policy #32, Subsection 32.2.

BE IT RESOLVED THAT the RSU Policy Manual be amended in the aforementioned sections from “indigenous” to “Indigenous”.

Moved: George Carter Seconded: Ali Result: PASSED

9. ** FIRST MOTION **BUDGET REALLOCATION

a. MOTION 2020-11-24 A07: Allocate Unallocated Funds

WHEREAS: In RSU 2020-21 budget, there is a total of \$154,845 unallocated funds left;

BE IT RESOLVED THAT \$75,000 to be allocated towards a New Grant Mental Health & Wellness

BE IT FURTHER RESOLVED THAT \$50,000 to be allocated towards giveaways and collaborations with other partners

BE IT FURTHER RESOLVED THAT \$25,000 to be allocated towards the directors’ board honorarium

Moved: Liora Dubinsky Seconded: Hilla Result: PASSED

Liora: I would like to make a friendly amendment 350,000 is allocated to virtual student engagement

** Ali seconds **

We took a conservative operational approach. We would like to reinvest the money we saved directly back to students. As stated above. Mental health and wellness grant. When our bursary committee was going through the COVID19 grants we noticed a lot of students going through mental health issues. 1 in 10 Canadians are reporting that their mental health has been impacted due to COVID-19 pandemic. I think this money can help students pay for their pay or for mental health apps to help them during this time. There is not much in person engagement and students cannot find out about the RSU so the giveaways will help raise awareness, it is also a way to give back to students. For the honorarium, initially at the being of the year we took a conservative approach because the fees were uncertain, by increasing this we will be able to help reward our directors for the hard work that they have done. These additional funds of 350,000 will help towards, WOW, fashion week, culture jam and other forms of social and virtual engagement. Those are the areas we would like to invest that surplus.

David: I had a question, I don't think we can pass the motion without specifying the account codes. In terms of give aways and collaboration I don't know what those will fall under. If we don't attach account codes would we be able to use that funds

Liora: we can create a new line item in the budget for whatever events we are working on

Priya: That is correct, the next time I do the reporting you will see where the money was moved and what it was spent on.

David: you mentioned that \$350,000 would also be used for give aways and collaboration.

Liora: The funds would be used to pay companies that would help with the giveaways

Alex: where does the 350,000 come from in the budget? Because you said it was unallocated funds

Liora: the funding is coming from the operational surplus that was not allocated anywhere else. There is enough there to cover for all of these.

Alex: Are there any big items that that big surplus is coming from? Where have we have been saving money on?

Liora: a big place is CopyRITE and the other part of the funds are coming from students fees, we anticipated getting less students fees than what was collected

Priya: there is savings from things like travel grants since COVID happened and no one can travel

Zain: I was going to talk about where the 30 would be used

David: Priya you said something about the travel grants but we allocated that money to the Neill-Wycik grant. The CopyRITE revenues were actually a negative since we were projected to obtain revenue from CopyRITE. Where does 350,000 comes from in 2 days?

Priya: anything that is a negative is a surplus.

David: Yes so that means that now we will not be getting the revenue.

Liora: yes but there are no longer any operational fees

David: That's not what is says in the budget. Even if I add up the expenses it does not add up to 350 000.

Priya: when the budget was built we built it on a conservative model which was similar to SCI. what we received was much higher than we anticipated.

David: Okay so you received more student levy that you anticipated

Priya: Yes, the money came from student levies and lower operational costs

Liora: yes, we have a lot of savings this year and that is where the surplus is coming from

Alex: Since this is such an unpredictable time, and as you mentioned students need more financial help now than they would have. It might make sense to cut down that money and keep some money for student emergencies.

Liora: That is a good concern, when we are taking out the money we are not using all of it, we do have some on the side in case of emergencies. There is some funding for emergencies, about 200,000.

George: I think that makes sense, I am in support of a lot of these efforts. Are there any collaboration that are currently in the works?

Ali: we have been in talks with Ryerson athletics, student life and consent comes first.

Gabrielle: I have a questions about the grants, how do we know if students qualify or know about the grants?

Ali: it will be the same as the COVID grant. It will be marketed through social media and an email to all Ryerson students.

David: We are saying before this motion passes we have 700,000 in unallocated funds. When we were sent the actuals we did not see this surplus. When can we expect a document that shows where the money came from?

Priya: When we sent out the reporting I did not hear from the University how much in fees were collected they have confirmed about 3 million. We budgeted for 2.2 million and what they sent was higher

George: In terms of the mental health and wellness fund what are the restrictions on what that money will be used for?

Liora: The student will have to tell us their situation and show us an income and expense form. With this grant is will be tricky because we cannot restrict what the money is used for. We hope students will use this towards a good incentive with their mental health

10. OTHER BUSINESS AND ANNOUNCEMENTS

- a. Executive Updates
 - i. President

We have introduced tuition insurance for student if you get sick in the middle of the semester. It won't be a huge amount but it will still help students. Other than that we have started reimbursing birth control fully 100%. We have finalized a few grants as well and those are being sent out by the University. Helping the management staff with the audit.

David: I wanted some clarification are you working on health and dental? I thought that falls under VP ops.

Ali: as the president I work with all of the execs, Liora and I have been working on it together.

David: Would we be able to clarify with those discrepancies that we mentioned earlier.

Ali: When the time is right we will be sending out an email. All of the services are opening and we will be restructuring SASSL. In the next few weeks it will be open

ii. VP Operations

Liora: I would like to make a comment about the previous motion. Me personally I am beyond committed to foster Indigenous issues and implement a training and education program. This is extremely important. Myself as an immigrant this means a lot, me personally I am opposed to the statue and if you are an Indigenous person who wants to voice their concern you can reach out to me personally and I will address it with all my heart. Moving on to my updates, Ali went through the health and dental work that we're done. We introduced the tuition insurance which will not increase students tuition. Our birth control coverage is 100% as well as IUD's. I am going through the COVID applications and the emergency fire bursary and the food relief applications. Sending emails to students informing them for the funding they will be getting and any errors in their application.

David: Your statement is good. I hope that you'll push for the Indigenous director to be brought on to the board since that is something that has been ignored.

iii. VP Equity

In terms of events the first thing is equity podcast. We will be filming soon. We had an equity panel and we had a few movie nights, in fact one is happening right now. We did 2 surveys for BIPOC and Shift center to see what students are looking for. I have reached out to penguin pick-up who drops off groceries, this should be launched in the middle of December

David: Why did we choose to move forward with laying off staff before we had a plan for restructuring? What does the operation look like right now? What does it mean when we say that the center is opening? What are students getting if they reach out to the center

Chair: Who are you asking?

Ali: Every service that the center has provided is still running except for the phoneline. We made this decision after looking into records for the last 8-9 months. We are working on a texting service and the phoneline will be up soon.

David: Can I get the clarification about the second part. Restructuring does not requiring firing all of the staff.

Ali: Yes, it was very important that we removed those staff members, they should have been terminated right away

Chair: If you can specify the questions – do you have a question for Vaishali

David: There was a student who reached out to me and I would like to give my speaking rights to Shany Raitsin.

Ali: You keep using those terms and that is why we have to go in camera

David: I will write a letter to get my information

Ali: There are a lot of legal matters involved, there is things that we cannot disclosure. But what I can tell you is that the staff member has been terminated with cause. We have looked into records for the last few years, and they have been terminated with cause and I am confident that we did the right thing. We worked with out legal team on this and I am confident with their advice. These are the details that we can give. The call lines number were incredibly low and we want to make sure that the center is being operating how it should be. This decision has nothing to do with the center, we support the center. This decision was based on the staff members that were working there.

David: I want to reiterate, I have called for an individual meeting through email. I believe that Reanna can confirm that.

Ali: If any students have any questions you can reach out to me VP equity and the ED. You can send us an email and we can address your concerns

Shany: I will be presenting a letter that a student collation

Dear RSU Executive Administration and Board of Directors,

My name is Shany Raitsin. I am President of the Ryerson Writer's Collective, a Panel member for the Academic Integrity Council, Director of Graphic Design for the Ryerson Law Network; but most importantly, I am a student that I believe your administration has failed. I also believe that I am far from the only Ryerson member who feels this sense of failure, who feels outraged, who feels confused, and frustrated. It is amidst the recent announcement of the dismantling of the Centre for Safer Sex and Sexual Violence Support, as well as other RSU Equity Centres, that a number of students, including myself, have

decided to form a Student Coalition, which aims to hold the RSU accountable for their current transgressions. The transgressions include termination of 6 Full-Time, unionized employees; breach of their collective bylaw agreement; and dismantlement of 4 Equity Service Centres, which are the Centre for Safer Sex & Sexual Violence Support, Good Food Centre, Trans Collective, and the Centre for Women and Trans People. The Student Coalition realized that no one has acted as a Watchdog over the RSU in quite some time; thereby allowing the RSU to breach their own bylaws without the student body ever taking notice. Well we have taken notice, and we have decided to address President Ali Yousaf and the RSU executive team of their obligations to the student body.

1. In an email statement, President Ali Yousaf's, stated that the RSU was "disappointed to see that the [C3SVS] centre was not fulfilling its mandate to serve the membership," adding that SASSL has "barely received any calls in the past few months." We question, how was C3SVS not fulfilling its mandate? We will be elaborating on how C3SVS has had numerous initiatives and projects that endeavoured to serve the membership. As well, President Yousaf alleged that SASSL has barely received calls. The Student Coalition is appalled at the dismemberment of SASSL because of an alleged decrease in calls. We would like to remind the President that victims of IPV (Intimate Partner Violence) are now being imprisoned with their abusers at home due to the pandemic. It has never been more imperative for students to be able to have access to crisis hotlines and support centres like C3SVS and SASSL. To cite decreased calls as the reasons for dismantling the centre is a blatant disregard for students' needs; it is ignorant, and frankly, it is irresponsible.
 - a. According to the New England Journal of Medicine, 1 in 4 women, and 1 in 10 men, experience IPV. The same journal article expressed concerns that in the US, the number of calls to support centers regarding IPV dropped by 50%. Again, this is not because IPV has decreased in occurrence, but because it is now much harder for victims who are isolated with their abusers at home to call for help. It is more important now than EVER for Universities to have hotlines, support centers and resources available for students; not just for IPV, but for prevalent issues like mental health support, and food security as well.
 - b. According to the UN Women Organization, since the outbreak of COVID-19, emerging data has shown that violence against women, particularly domestic violence has only intensified. In Argentina, emergency calls regarding domestic violence have increased by 25% since lockdown began in March. In France, reports of domestic violence have increased by 30% since the March lockdown. In Cyprus and Singapore, helplines have registered an increase in calls of 30% and 33% respectively.
 - c. HOWEVER - As the UN Women Organization pointed out, less than 40% of women who experience violence report these crimes or seek help of any sort. The success of the Support Centre should thereby not be gauged by the amount of people calling in, as it completely disregards the many barriers victims face in reporting such crimes, especially in the context of this pandemic.
 - d. I would also like to underscore the many initiatives that were in the works or already being implemented by C3SVS, which makes its dismantlement even more shocking, and painful. As part of the 2017 Referendum, the C3SVS team was planning to implement a text to chat support line. The Centre was scheduled to host a Community General Meeting with the purpose of obtaining feedback from the student body, specifically on

how C3SVS could improve their programming to ensure the needs of survivors were being met, especially during these unprecedented challenging times. The Community General Meeting was actually a follow up to a meeting that was held in the Spring, which was a Community Needs Assessment. The Community General Meeting unfortunately did not occur due to the Centre's untimely dismantlement on behalf of the RSU. Additionally, C3SVS was in the process of developing and updating the SASSL volunteer training which would have been offered all online to ensure accessibility. The Centre was also actively working on a student-led taskforce called RU Supporting Survivors (RUSS) to address sexual violence on campus at Ryerson University. C3SVS was working on this initiative alongside Students for Consent Culture Canada (SFCC). The RUSS Task Force aimed to host community consultations, a student-led sexual violence survey, and on-campus advocacy for survivors of sexual violence. The Centre was in touch with several campus groups to collaborate for the International Day of Elimination of Violence Against Women + 16 Days of Activism. The student groups were CESAR, Ryerson Women in Law, and Women in Information Technology Management. There was no way for the C3SVS staff to continue working on these projects and initiatives because of the sudden news from the RSU terminating all C3SVS staff, including newly hired volunteers.

2. It has come to our attention that not 1, but 4 Equity Centres have been dismembered and essentially dismantled in the last few months by the RSU. They are the Centre for Safer Sex & Sexual Violence Support, the Good Food Centre, the Trans Collective, and the Centre for Women and Trans People. In speaking to one of the Equity Centre's previous staff members - Robert Molloy - I was informed that on March 27th, 2020, every person working for an Equity Centre was terminated with the exception of 4 student staff members and 2 managerial staff members. Why this was done, is absolutely beyond me. Why students were fired from their positions in these centres in a pandemic is beyond me. Why the remaining 4 representatives were eventually all let go in the summer time is also beyond me. Robert Molloy, having been an integral part of the Trans Collective Equity Centre asked on multiple occasions if he could assist with transitioning new staff members into the Centre upon the end of his contract. He was denied this opportunity, and as of right now in November -- the single most important month for Trans folk -- the Trans Collective Equity Centre is empty of staff and is not functioning. Additionally, the Good Food Centre is no longer functioning as an Equity Centre. And now, SASSL, along with C3SVS have also been shut down by the RSU.
 - a. The dismantlement of Equity Centres cannot be pinned on 'mismanagement' on behalf of the full time coordinator of C3SVS and/or the Equity & Campaigns Organiser. This speaks to a much larger issue, of *why* weren't students' contracts extended at their respective Equity Centres by the RSU to avoid such a disaster. Why was the entire staff of C3SVS laid off and terminated if RSU claims that the problem largely lies with the managerial staff? Why was there no interim plan in place to ensure that Equity Centres like C3SVS were still operational during a pandemic? Why were fully trained SASSL volunteers subsequently dismissed? If the RSU truly values the well-being of the student body, I struggle to understand why Equity Centres were tossed to the side like garbage. I

struggle to understand why they were dismantled in the first place, when there seemed to be *so many* opportunities to avoid such disasters.

- b. I am not just concerned at how the actions of the RSU administration affect our current student services, but also deeply worried that the budgets of these Equity Centres will effectively be cut in half for the next academic year. Equity Centre budgets are calculated based on how much they spent in the previous year. If there is a surplus, this amount is subtracted from the next year's budget for Equity Centres. By shutting down the Good Food Centre and C3SVS, around \$180,000 of student fees are left unaccounted for in an RSU expense account, with no oversight of a Full-Time Coordinator. The remaining budget of the Good Food Centre & C3SVS's budget for the 2020/2021 academic year could potentially be lost if the RSU does not immediately reinstate these services. The Student Coalition is extremely concerned that, just as bylaws were ignored in the dismantlement of Equity Centres, the 2017 referendum (see 1d, and 3c) which secured funding for the GFC and SASSL could also be ignored. At this point, we have very little faith in the RSU, as they have lacked the transparency needed to build trust with the student body. What is stopping the RSU Executive Administration from using the surplus from Equity Centres to balloon their own salaries? What is likely to occur at this point is that the money meant to fund these Equity Centres will simply sit unused in an expense account, and students will see a great detriment to student services like support centres, foodbanks, support hotlines, etc. The RSU has dismantled 4 of its Equity Service Centres, leaving the Ryerson community without adequate support for students struggling with food security, survivors of sexual violence, gender-based violence, as well as support for Trans students. The student coalition worries about what this means for the Trans Collective, the Centre for Women and Trans People, the Good Food Centre, and Centre for Safer Sex & Sexual Violence Support (& SASSL), and the future of other Equity Service Centres at the RSU and at Ryerson.

Ali: I'm sorry that you feel that

Shany: I am not asking to make any remarks, I would like to finish reading my letter

Ali: If you would like to can share this letter to me and I can address it later

Shany: I just want to read the letter I was given speaking rights and I would like to finish reading this. I waiting for 4 hours and I would like to finish.

George: Point of order – these meetings are for student members as well

Chair: I made it clear that they would have a limited time to speak

George: They were provided speaking rights, and therefore they are allowed to speak

Shany: Are you not going to let me finish my last sentence

Ali: Yes

3. One of my main concerns is that President Ali Yousaf and his Executive Administration dismantled C3SVS without the approval of the RSU's board of directors. A motion was specifically passed just last year that prevented Equity Centres from being dismantled without board approval, and yet, this bylaw was completely disregarded. I should also point out that the bylaws RSU has posted for public access are outdated by at least 5 years; the motion that was passed last year regarding Equity Centres is nowhere to be found on the public document, which begs the question of transparency. Not only has the current administration under President Ali Yousaf failed to be transparent with its student body, which was one of the campaign promises he was elected in on, his administration has also unequivocally failed its own board of governors. For the Board to find out about Equity Centres being shut down through an Eyeopener article is absurd. For your publicly available document of bylaws to be outdated by 5 years is absurd. For you to actively go against your own Student Union's bylaws as the Executive Administration is absurd. For you to dismantle Equity Centres with absolutely no interim plans in place during a *pandemic* is absurd. And for this to all happen after the deep wounds Ram Ganesh left in his place last academic year is absurd, and frankly, it feels like a slap in the face as a student.
 - a. When the RSU laid off 6 unionized staff members earlier this month, student leadership in particular were shocked. Former RSU Campus Groups coordinator Dawn Murray was laid off, leaving many Course Unions and Student Groups under the RSU confused, and at a loss with their projects. Additionally, the events coordinator, the part time graphic designer, the CopyRite coordinator/manager, the Good Food Centre full-time coordinator, and C3SVS full-time coordinator were terminated with little to no explanation. In June, RSU president Ali Yousaf told The Eyeopener in an email that the RSU's staff was "reduced due to concerns about low enrolment numbers and lack of work.", a reason which the Eyeopener duly pointed out was essentially false, as Ryerson's Board of Governors confirmed during a June meeting that student enrolment remained relatively the same for the 2020-21 academic year. Things just aren't adding up.
 - b. The RSU is not providing services for the students which they have paid for, removing the majority of Equity Centre staff, which effectively bars the most integral student services from operating. This failure to provide adequate student services in a pandemic has launched the Student Coalition into action. We do not accept such a blatant disregard for Equity services, and believe they should be reinstated immediately.
 - c. The referendum that occurred in 2017 by the name of 'Feed Students, Support Survivors' secured \$180,000 to be split between C3SVS and the Good Food Centre. This money would ensure that both centres had adequate resources, and trained staff. Now that both centers are empty, I worry that their legacies will struggle beyond the 2020-2021 academic year, as they stand to lose a large part of their unspent budgets. I would like to emphasize that in the 2017 referendum, 97% of students who were polled reported that they believed student run food security and survivor supports like the Good Food Centre and the Sexual Assault Survivors Support Line are important. Out of the 600 students polled in the referendum survey, 70% reported that they worry about experiencing sexual

violence on an often to constant basis. I ask the RSU what they plan to do for these students. How they plan to calm and quell students anxieties about not having access to support systems in a pandemic. I ask what the RSU plans on telling the 84% of students who report having to choose between paying for healthy food and paying for other school/living essentials. I ask what the RSU plans to do for those struggling with food security; because providing a total of \$20,000 of funding for food relief is a 78% funding decrease compared to the \$90,000 in funding that the Good Food Centre had.

The Student Coalition has devised an Action Plan to ensure Equity Services are reinstated, and to underscore the importance of transparency and accountability within the RSU, as it extends to the student body.

Action Plan:

1. A clear transparent statement/explanation from the RSU as to why they decided to terminate the entire C3SVS staff, and why they terminated the Good Food Centre should be provided immediately, and distributed among social media and email newsletters.
 - a. Where is the near \$200k in student funds being allocated to, if not to C3SVS and Good Food Centre?
2. We ask the RSU to try and reinstate Equity Centre staff to their respective positions, as in our letter we discussed the many reasons why the termination of Equity Centre staff was unjust in the first place.
3. The RSU bylaws for public access should be revised so that the student body is able to review up-to-date bylaws, which would make holding the RSU accountable for their actions much easier.
 - a. The RSU needs to address why they dismantled an Equity Centre without board approval, when this action specifically went against the RSU's own bylaws.
 - b. The RSU should issue an apology to the staff they wrongfully terminated in the breaching of this bylaw.
 - c. The RSU should also issue an apology to the student body for being flippant and ignorant towards the preservation of student services in a pandemic.
4. Going forward, all Equity Center Staff should be hired internally, by the Equity Center itself. A committee consisting of Equity Center Staff should be instated, to not only manage the Center, but also to manage the hiring processes. No other RSU Executives besides the VP of the Equity Center should be allowed to interfere with the Center in any way. There should only be interference on behalf of the RSU if the executives AND the board agree the Equity Center Hiring Committee is not operating correctly.

As a student, I *want* to trust my Student Union. I want to have faith that you, the current RSU administration, are acting out of the best interest for the student body. But I struggle to understand how the dismantlement of Equity Service Centres is remotely 'better' for the collective of Ryerson Students. I struggle to understand how the RSU's lack of transparency with the student body and with their own Board of Directors is any better than how last year's administration operated. I stand with my fellow students and their right to basic Equity Services in a pandemic. So my question to you, President Ali

Yousaf, VP of Equity Vaishali Vinayak, VP Student Life Usama Sheikh, VP Education Siddhanth Satish, and VP Operations Liora Dubinsky, is whether you stand for the same. And what are you prepared to do to show for it?

iv. VP Student Life

Usama: For my updates we have recently hired a street team that will help with marketing our virtual events. They will also help each exec with their portfolio. I have been in contact with Athletics to collaborate with them. We also have a discount with the ROM, we will be giving students a 15% discount. Right now it is closed, but if things get better we can provide students with that discount

David: Several events are coming up – Can you send us a list?

Usama: I don't want to give a list if the events might not happen

David: not with athletics I mean the RSU events

Usama: well its for various events

Ali: Yes David we will send you a list

v. VP Education

Siddhanth: ** Ali will be speaking on behalf since it is 5am where he is **

Updates: I have some good news Ryerson has been approved

David: I sent an email about student action committee about 3 weeks ago and I didn't get answer

Ali: I am on that committee as well it will be the same as process so please look

Ali: There are 7-8 Board members that are in a different time zone it is 7am -8am for them so they can send their update through email

David: I did ask for that at the last meeting

Ali: I will be sure that the updates get sent out as soon as possible. I would like to get this done by this week or the end of next week for sure

David: If they're ready to present during this meeting then why can't they copy and paste it in an email

Ali: Personally I use bullet points and speak to those

Gabriele: How about for the next meeting why don't we have those people give their updates first. That way we can make it easier for them

Ali: Yes that is a good idea, or I will have them email them to us.

David: Can we ask the Board what times are best for them

Ali: Yes we can send out a poll

- b. Committee Reports
 - i. Bursary
 - ii. Course Union
 - iii. Equity and Social Justice
 - iv. Events and Entertainment
 - v. Finance
 - vi. Governance / By-Laws
 - vii. Oversight
 - viii. Student Group
 - ix. Student Centre
 - x. Student Action
 - xi. Sustainability
 - xii. Sports and Athletics
 - xiii. Radio Ryerson

11. ADJOURNMENT

a. MOTION 2020-08-26 A07

BE IT RESOLVED THAT the November 20, 2020 meeting of the Board of Directors be adjourned.

Moved: George Carter

Seconded: David

Result: PASSED