



University of Alberta Students' Union

POLICY COMMITTEE

Thursday, August 30, 2018

6:00 PM

SUB 6-06

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory.

We are grateful to be on Cree, Dene, Sauleaux, Métis, Blackfoot, and Nakota Sioux territory; specifically the ancestral space of the Papaschase Cree. These Nations are our family, friends, faculty, staff, students, and peers. As members of the

University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge and work towards the decolonization of Indigenous knowledges and traditions.

AGENDA (PC-2018-08)

2018-08/1 **INTRODUCTION**

2018-08/1a **Call to Order**

2018-08/1b **Approval of Agenda**

2018-08/1c **Approval of Minutes**

2018-08/1d **Chair's Business**

2018-08/2 **QUESTION/DISCUSSION PERIOD**

2018-08/2a Follow-up on amendment of the Standing Orders

2018-08/2b Discussion on Facts of EDI Policy

See PC-2018-08.03.

2018-08/3 **COMMITTEE BUSINESS**

2018-08/3a Internationalization Policy - First Reading

See PC-2018-08.04.

2018-08/3b Capital Projects - Second Reading

See PC-2018-08.05.

2018-08/4 **INFORMATION ITEMS**

2018-08/4a *PC-2018-05* Minutes

See PC-2018-08.01.

2018-08/4b *PC-2018-07 Minutes*

See PC-2018-08.02.

2018-08/4c Discussion on Facts of EDI Policy

See PC-2018-08.03.

2018-08/4d Internationalization Policy - First Reading

See PC-2018-08.04.

2018-08/4e Capital Projects - Second Reading

See PC-2018-08.05.

2018-08/5 **ADJOURNMENT**

2018-08/5a **Next Meeting:** Tuesday, September 11, 2018 @ 5:00PM in SUB 6-06.



University of Alberta Students' Union

POLICY COMMITTEE

Thursday, July 19, 2018

6:00 PM

SUB 6-06

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory.

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University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge and work towards the decolonization of Indigenous knowledges and traditions.

ATTENDANCE

NAME	PROXY	PRESENT	SUBMISSION OF WRITTEN FEEDBACK (IF ABSENT)
Robert Bilak (acting chair)		Y	
Kara Farris	Rowan Ley	Y	
Mpoe Mogale		Y	
Breanna Palmer		Y	
Stephen Raitz		N	
Akanksha Bhatnagar(ex-officio)		Y	
Adam Brown (ex-officio)		Y	
André Bourgeois (ex-officio)		Y	
Reed Larsen		Y	

MINUTES (PC-2018-05)

2018-05/1 INTRODUCTION

2018-05/1a Call to Order

BILAK: Called the meeting to order at 5:02pm.

2018-05/1b Approval of Agenda

BROWN/PALMER MOVED to approve the agenda.

7/0/0 - CARRIED.

BILAK: Proposed adding an Internationalization Policy confirmation item to the agenda in the Committee Business section as *2018-05/3b*.

PALMER: Proposed adding a Truth and Reconciliation Policy discussion item to the Question and Discussion section as *2018-05/2b*.

BROWN/PALMER MOVED to amend and approve the agenda to reflect these changes.

7/0/0 - CARRIED

2018-05/1c Approval of Minutes

PALMER/BHATNAGAR MOVED to approve the minutes of *PC-2018-04-M*.

6/0/1 - CARRIED

2018-05/1d Chair's Business

BILAK: Encouraged members to respond to the released Doodle Poll. Encouraged the Committee to consider which councillor should fill the vacancy of Palindat.

2018-05/2 QUESTION/DISCUSSION PERIOD

2018-05/2a Equity, Diversity, and Inclusivity Policy

BOURGEOIS: Established that the University of McGill is assisting in drafting the Policy. Noted that the Policy will take longer than anticipated to finalise. Identified August 13 as the deadline for a draft Policy with consultation extending into Fall. Noted that finalisation is subject to the results of the consultation.

MOGALE: Noted that there is a plan to create a subcommittee especially for developing the Policy.

BOURGEOIS: Considered that a subcommittee will allow the Policy to receive the attention it requires. Noted that the collaboration between staff and councillors will be beneficial.

LARSEN: Identified that the subcommittee will likely emerge as an ad-hoc committee. Noted that consultations in Fall will enjoy the presence of stakeholders on Campus.

BOURGEOIS: Noted that the McGill Policy is very broad and encompassing. Supported their use of definitions. Noted that the Universities of Dalhousie and Toronto also act as resources for the Policy.

LARSEN: Likened the McGill Policy to an authoritative government report (white paper).

BROWN: Noted that the Policy is relatively large when compared with existing

political policies. Considered that an ad-hoc committee will provide sufficient support.

BOURGEOIS: Determined to inquire with McGill on issues relating to the scope of their consultation, their involvement of and experience with university administration, the manner in which they authored the report, their experience with a definitions, facts, and resolutions structure, their willingness to share elements of their policy, and their willingness to review a draft of the Policy.

BILAK: Inquired into the existence of a University of Alberta EDI Policy.

BHATNAGAR: Responded that the University is developing an EDI policy at present.

LARSEN: Noted that, by comparison, McGill developed their EDI policy in three years. Expressed a willingness to review the state of diversity on Council itself.

MOGALE: Considered that, at least in this term, there is an increased diversity in Council. Noted that there may be change in future terms.

LARSEN: Supported increased diversity on Council.

2018-05/2b Truth and Reconciliation Policy (Reconciliation Policy)

PALMER: Established that Sunday and ARRC rejected the Policy and suggested a comprehensive redraft, including renaming the Policy. Determined to set-up a joint Policy and ARRC meeting. Noted that Sunday provided literature on statistics specific to Aboriginal students and the Truth and Reconciliation Commission of Canada: Calls to Action. Expressed concern over deviating from established University and Students' Council language for land recognition.

BOURGEOIS: Noted that the Policy need not necessarily avoid uncomfortable language.

MOGALE: Suggested Policy permit ARRC to draft the language for the land acknowledgement.

BOURGEOIS: Inquired into whether community consultation occurred for the Students' Union reconciliation statement, which occurs at the top of the agenda paper.

LARSEN: Responded that they did complete a consultation.

BOURGEOIS: Supported utilising the existing reconciliation statement.

LARSEN: Expressed concern over redeveloping the whole of the Policy.

MOGALE: Noted that the Policy was rejected in large part due to the rushed appearance of its language and construction.

LARSEN: Confirmed that the Policy's underlying ideas and values, as in the Calls to Action, are not being considered for redevelopment.

PALMER: Identified that the Policy remains to address issues such as intergenerational trauma, Aboriginal admissions pathways, funding opportunities, and employment.

BHATNAGAR: Advised tabling discussion until the joint Policy and ARRC meeting.

BILAK: Inquired into whether members have general concerns at present.

BHATNAGAR: Identified that the Policy must receive correction to reflect the fact that political policies no longer use framing language of "Whereas" and "Be it Resolved".

LARSEN: Noted that the term "shall" can be used.

2018-05/3 **COMMITTEE BUSINESS**

2018-05/3a **BROWN/BHATNAGAR MOVED** to approve the First Principles of the Non-Partisan Political Policy.

See PC-2018-05.03.

BROWN: Established that he amended Resolution 3 to change the scope of advocacy from matters of student interest to that which arises from Council political policies. Noted that the amended Resolutions 6 and 7 by combining them.

7/0/0 - CARRIED

2018-05/3b **PALMER/BILAK MOVED** to approve the first principles of the Internationalization Policy.

BHATNAGAR: Expressed concern over the readiness of the Policy to proceed to Council. Noted that its formatting and language requires further review.

PALMER: Inquired into whether there are concerns about the ordering of provisions.

LARSEN: Noted that there are a number of sources that still require determination. Noted they the Department of Research can provide Palmer assistance in locating sources. Determined to follow-up with a draft by next meeting. Determined to compare the Policy with similar Council of Alberta University Students policy.

BOURGEOIS: Advised that Research also strengthen the Policy’s phrasing and language to a standard compatible with other political politics.

LEY: Identified that Fact 10 includes the characters “xx” as a placeholder for information that is not yet added.

PALMER: Noted that there is a comment attached to the Fact on the Google document but Ley cannot access it on mobile.

MOGALE: Identified that suggestions from meetings prior, including the plan to remove the term “grandfathering” in Resolution 9(a)(b), have not been incorporated.

LARSEN: Advised that the Committee review the Policy line-by-line as a discussion item after Research provides a reviewed and corrected draft.

MOGALE: Encouraged Palmer to inform the Committee if she requires assistance.

0/7/0 - FAILED

2018-05/4 INFORMATION ITEMS

2018-05/4a *PC-2018-04 Minutes*

See PC-2018-05.01.

2018-05/4b Resignation from Policy Committee - PALINDAT, Connor.

See PC-2018-05.02.

2018-05/4c First Principles of the Non-Partisan Political Policy.

See PC-2018-05.03.

2018-05/5 ADJOURNMENT

BILAK: Adjourned the meeting at 6:51pm.

2018-05/5a **Next Meeting:** Thursday, August 2, 2018 @ 6:00PM in SUB 6-06.

SUMMARY OF MOTIONS

MOTION	VOTES
BROWN/PALMER MOVED to amend and approve the agenda to reflect these changes.	7/0/0 - CARRIED

PALMER/BHATNAGAR MOVED to approve the minutes of <i>PC-2018-04-M</i> .	6/0/1 - CARRIED
BROWN/BHATNAGAR MOVED to approve the First Principles of the Non-Partisan Political Policy.	7/0/0 - CARRIED
PALMER/BILAK MOVED to approve the first principles of the Internationalization Policy.	0/7/0 - FAILED



University of Alberta Students' Union

POLICY COMMITTEE

Thursday, August 16, 2018

6:00 PM

SUB 6-06

We would like to respectfully acknowledge that our University and our Students' Union are located on Treaty 6 Territory.

We are grateful to be on Cree, Dene, Saulteaux, Métis, Blackfoot, and Nakota Sioux territory; specifically the ancestral space of the Papaschase Cree. These Nations are our family, friends, faculty, staff, students, and peers. As members of the

University of Alberta Students' Union we honour the nation-to-nation treaty relationship. We aspire for our learning, research, teaching, and governance to acknowledge and work towards the decolonization of Indigenous knowledges and traditions.

ATTENDANCE

NAME	PROXY	PRESENT	SUBMISSION OF WRITTEN FEEDBACK (IF ABSENT)
Robert Bilak	Luke Statt	Y	
Kara Farris	Rowan Ley	Y	
Mpoe Mogale		Y	
James Thibaudeau		Y	
Breanna Palmer		Y	
Stephen Raitz (chair)		Y	
Akanksha Bhatnagar(ex-officio)		N	Y
Adam Brown (ex-officio)		N	
André Bourgeois (ex-officio)		N	

MINUTES (PC-2018-07)

2018-07/1 INTRODUCTION

2018-07/1a Call to Order

RAITZ: Called the meeting to order at 6:05pm.

2018-07/1b Approval of Agenda

PALMER/THIBAudeau MOVED to approve the agenda.

5/0/0 - CARRIED.

2018-07/1c Approval of Minutes
THIBAUDEAU/STATT MOVED to approve the minutes of *PC-2018-06-M*.
6/0/1 - CARRIED

2018-07/1d Chair's Business

2018-07/2 QUESTION/DISCUSSION PERIOD

2018-07/2a Food Policy General Update

THIBAUDEAU: Noted that extent of Campus food preparation opportunities requires further investigation. Suggested that there are limited opportunities for food preparation beyond microwaves. Noted that access to healthy food and beverage options has improved. Considered that the Policy affirm the importance of accommodating dietary restrictions. Considered that the Policy must recognize the current form of the Lister Meal Plan.

LEY: Proposed using the terms "sufficient vs "insufficient" instead of "limited" or "unlimited".

MOGALE: Inquired into whether the Policy is to address the limitations of the Lister Meal Plan.

THIBAUDEAU: Responded that the Policy can serve to address and advocate on the Meal Plan. Determined to consult the Lister Hall Student Association President.

RAITZ: Suggested expanding advocacy efforts, in future, on developing issues. Noted that the Meal Plan is fully established.

PALMER: Inquired into whether the Policy is to mention the coupons that are found inside of the Students' Union agenda.

RAITZ: Responded that the agenda is not to be included as it is an internal resource whereas political policies are designed to serve externally.

THIBAUDEAU: Determined to keep Resolution 4 concerning the maintenance and the creation of new water fountains.

RAITZ: Suggested that the Policy address the availability of culturally appropriate food.

MOGALE: Advised Thibaudeau to connect with the Peter Lougheed Leadership College students who researched this issue.

THIBAUDEAU: Inquired into whether there are other persons or groups he should consult.

RAITZ: Responded that he contact someone in HUB through Councillor Kim. Noted that he could also contact any group focused on dietary restrictions.

LEY: Responded that he could consult with religious groups on faith-based dietary restrictions.

THIBAUDEAU: Anticipated a first-draft to be complete by October.

2018-07/2b Internationalization Policy - Check-in

MOGALE: Noted that she liaised with the Office of the Student Ombuds in relation to Fact 17 which concerns the disproportionate number of international students charged with academic and student offences. Noted that the Fact is not correct. Proposed amending the Policy to address the reasons for which a disproportionate number of international students come before the Ombuds services.

PALMER: Inquired into the extent to which the Students' Union is to provide support to international students charged with offences.

MOGALE: Responded that the Policy may proactively recommend the support services available to international students. Noted that the high-risk associated with an international student discontinuing their studies may be another reason for their increased representation.

RAITZ: Recommended that the Policy comes to the next meeting for final review and confirmation after the amendment of Fact 17 and addition of a preventive education provision.

PALMER: Determined to implement the comments on the document and have the Policy ready for next meeting.

RAITZ: Advised that Palmer and Mogale only amend the Policy in relation to the two aforementioned amendments.

MOGALE: Inquired into whether the Committee reviewed the draft Facts of the Equity, Diversity, and Inclusivity Policy.

RAITZ: Determined to include a review of the EDI Facts on the next meeting agenda.

MOGALE: Inquired into whether any problem arises from altering the structure of the Policy to include a definitions section,

RAITZ: Considered that definitions can be included as Facts. Determined to confirm with Mogale on the question of structure.

2018-07/3 **COMMITTEE BUSINESS**

2018-07/3a` Fall Meeting Schedule Update

RAITZ: Established that, as per the released Doodle Poll, the Fall meetings are tentatively set at on off-Council Tuesdays from 5:00pm-7:00pm. Noted that this may change depending on members' schedules.

PALMER: Noted that she has another obligation at 7:00pm on some Tuesdays.

2018-07/3b First Principles of Capital Projects

See PC-2018-07.03.

RAITZ: Established that, in the document, the yellow highlights identify the edits that relate to tuition, student fees, and student oriented spaces in the Facts. Noted that defining spaces clarifies the Policy. Noted that the Resolutions also now address student oriented spaces. Considered that Resolution 3 could exist in the Engagement Policy.

THIBAudeau: Supported keeping Resolution 3 in support of the need for specific consultations.

PALMER: Inquired into whether the Horowitz Theatre renovation relates to this Policy.

RAITZ: Responded that the Horowitz Theatre renovation is not related to the Policy as it is an internal project whereas political policies are designed to serve externally.

PALMER: Inquired into the nature of maker-spaces.

RAITZ: Responded that it is important to have a wide array of listed spaces.

STATT: Inquired into whether leisure spaces are to be addressed in the Policy.

RAITZ: Responded that student lounges and leisure spaces may extend beyond the scope of the Policy, which focuses on academic spaces.

LEY: Identified that, in an earlier meeting, the Policy was considered to include the Van Vliet Centre, a recreational space. Proposed including recreational spaces in addition to academic spaces.

RAITZ: Proposed that social spaces could also be mentioned.

LEY: Supported making the Policy as inclusive as possible.

PALMER: Suggested spiritual and health spaces are also relevant.

RAITZ: Proposed that the Policy refer to space for student resources.

PALMER MOVED to amend the Policy to mention recreational, social, and support spaces within the Capital Projects Policy.

CARRIED (friendly).

STATT/LEY MOVED to bring the Capital Projects Policy forward for first reading at the *SC-2018-07* meeting of Student Council.

5/0/0 - CARRIED

2018-07/3c First Principles of Non-Partisan Policy

See PC-2018-07.04.

RAITZ: Established that the Policy included no amendments since its last consideration by the Committee. Clarified that the Policy is reviewed by the Committee, passed by Council in first reading, reviewed by the Committee again, and finally passed by Council in a concurrent second and third reading.

LEY/THIBAudeau MOVED to bring the Non-Partisan Policy forward for second reading at the *SC-2018-07* meeting of Student Council.

5/0/0 - CARRIED

RAITZ: Determined to review the EDI Policy Facts, confirm the Fall meeting schedule, consider the Capital Projects Policy for second reading, and receive the Internationalization Policy at the next meeting.

2018-07/4 **INFORMATION ITEMS**

2018-07/4a *PC-2018-06* Minutes

See PC-2018-07.01.

2018-07/4b *PC-2018-05* Minutes

Minutes have not yet been complete. Will be attached and the agenda re-sent once they have been received.

2018-07/4c First Principles of Capital Projects

PC-2018-07.03.

2018-07/4d First Principles of Non-Partisan Policy

See PC-2018-07.04.

2018-07/5 **ADJOURNMENT**
RAITZ: Adjourned the meeting for 6:50.

2018-07/5a **Next Meeting:** Thursday, August 30, 2018 @ 6:00PM in SUB 6-06.

SUMMARY OF MOTIONS

MOTION	VOTES
PALMER/THIBAUDEAU MOVED to approve the agenda.	5/0/0 - CARRIED
THIBAUDEAU/STATT MOVED to approve the minutes of <i>PC-2018-06-M</i> .	6/0/1 - CARRIED
PALMER MOVED to amend the Policy to mention recreational, social, and support spaces within the Capital Projects Policy.	CARRIED (Friendly)
STATT/LEY MOVED to bring the Capital Projects Policy forward for first reading at the <i>SC-2018-07</i> meeting of Student Council.	5/0/0 - CARRIED
LEY/THIBAUDEAU MOVED to bring the Non-Partisan Policy forward for second reading at the <i>SC-2018-07</i> meeting of Student Council.	5/0/0 - CARRIED

****PLEASE SEE BELOW (PAGE 5 ONWARDS) FOR CLEANER DRAFT****

1 Facts

- 1) Students deserve equitable treatment regardless of their cultural background, gender identity, and/or biological sex.

Comment 1: Race? Other forms of marginalization?

Response: Substitute above identities with: Gender identity, gender expression, ethnic or national origin, race, religion, sexuality, sexual orientation, ability, language, size, or social class, age, and gender.

Comment 2: Discussion on terminology around race.

Committee Suggestion:

- 2) The University of Alberta is home to a diverse group of students and staff

Comment: word smith to complete sentence.

Committee Suggestion:

- 3) Not all students identify their gender to be within the male-female binary.
- 4) It is not ~~always~~ necessary for administrations to require students to disclose their gender and/or biological sex outside of medical reasons.

Comment: idk if this is a fact per se, it is but there is also the reality that this happens all the time

Committee Input:

- 5) Students who do not identify within the male-female gender binary are denied access to gendered spaces on campus.

Comment: Is this still true? Is this still necessary? Does this pertain to washrooms, fraternities, sports teams, or change rooms?

Committee Suggestion:

- 6) Transgender students may feel misgendered or unsafe in gendered spaces on campus.

Comment: Change transgender to non-binary?

Committee Suggestion:

- 7) Black, Indigenous, People of Color (BIPOC) communities, non-binary students, sexual minorities, students with disability, women, and international students do feel unsafe or unwelcome in spaces on campus.

Committee Input:

- 8) Existing alternatives to gendered spaces on campus do not have appropriate signage to address their inclusivity.
- 9) Students face barriers to obtaining non-binary living conditions in housing and residence.
- 10) International students and students from ethnic minorities face barriers to obtaining housing and residence accommodations.
- 11) ~~Students may experience compounding barriers and difficulties when...~~

Gender identity, gender expression, ethnic or national origin, race, religion, sexuality, sexual orientation, ability, language, size, or social class, age, and [gender](#), do not exist separately from each other but are complexly interwoven. Students may have a different lived experience depending on variations in the aforementioned categories.

- 12) Oppression is the exercising of power over a marginalized group by a dominant group. Oppression is a systemic phenomenon that can manifest in individual or institutional actions.
 - a) Relations of domination and exploitation resulting from historically and culturally constructed ideas of superiority and inferiority. These relations of power result in individuals or groups being systemically subjected to political, economic, cultural, or social injustices.
- 13) Historical and ongoing processes of oppression disadvantage and harm certain groups of people.

Comment: Revise 'certain groups of people' to be more specific

Committee Suggestion:

- 14) Privilege is the unearned advantages extended to a dominant group in the form of cultural, economic, political, social, and institutional rights - at the expense of marginalized groups. These advantages are actively reproduced through the normalization of the dominant group.
 - a) An unearned advantage or immunity knowingly or unknowingly held by a group of persons to the disadvantage of others and maintained by systems of oppression.

15) Discrimination and harassment may take the form of:

-Barriers that prevent the members of the Union living with disabilities from participating in student union programming and activities;

-Remarks, including jokes or innuendos, that are based on racist, sexist, ableist, homophobic, or transphobic sentiments;

-Promotional materials, events, or performances that use stereotypes based on any and all grounds protected under the Nova Scotia Human Rights Act;

-Offensive comments and/or actions which demean, humiliate or threaten an individual or group;

-Printed or digital material, displays, and graffiti which demean, humiliate or threaten an individual or group; and

-Sexual harassment, including remarks, jokes or innuendoes about a person's body, attire, age, marital status, gender, sexuality, sexual orientation, perceived sexual orientation or perceived gender identity.

16) Equity: the recognition and respect of equality of opportunity. Equitable treatment involves acknowledging and respecting diversity and actively addressing the barriers that prevent equal inclusion, opportunity, and recognition due to ongoing and historical oppressions and power dynamics.

17) Diversity: the existence differences among individuals and groups based on, but not limited to gender identity, gender expression, age, race, ethnic or national origin, religion, sexuality, sexual orientation, ability, language, size, or social class.

18) Marginalization: the exclusion and relegation of certain individuals and groups to positions of lesser value, power, and access to opportunity within society.

19) Disadvantage: a circumstance or situation that puts an individual or group in an inferior or less favourable position compared to others, resulting in compromised access to resources or opportunities.

20) Discrimination: the differential treatment of an individual or group, typically to their disadvantage, on the basis of their perceived status or characteristics.

21) Harassment: any behaviour, act, comment, or display that demeans, and or causes personal, psychological, or social harm to an individual or group, including acts of intimidation or threat.

22) Intersectionality: the recognition that individuals may experience interconnected systems of oppression differently, in varying configurations and degrees of intensity, due to their membership in multiple identity groups.

Goals:

-Submit to council by early August

-Several Focus Groups

Suggestion: Before this policy goes too far down, can we do a workshop-consultation where we identify the experiences of marginalized students and include them in the FACTS? I am sure there are experiences unique to the UofA that we have not included. I am also sure that we have not been as exhaustive as we could potentially be with the FACTS.

In that same workshop-consultation, we can also get ideas of how we can go about addressing these for a more equitable and inclusive campus, and include these suggestions in the RESOLUTIONS section.

Let's identify stakeholders, and brainstorm dates and what this event would look like.

1 Definitions

- 1) Equity: the recognition and respect of equality of opportunity.

Equitable treatment involves acknowledging and respecting diversity and actively addressing the barriers that prevent equal inclusion, opportunity, and recognition due to ongoing and historical oppressions and power dynamics.

- 2) Diversity: the existence of differences among individuals and groups based on, but not limited to gender identity, gender expression, age, race, ethnic or national origin, religion, sexuality, sexual orientation, ability, language, size, or social class.
- 3) Marginalization: the exclusion and relegation of certain individuals and groups to positions of lesser value, power, and access to opportunity within society.
- 4) Disadvantage: a circumstance or situation that puts an individual or group in an inferior or less favourable position compared to others, resulting in compromised access to resources or opportunities.
- 5) Discrimination: the differential treatment of an individual or group, typically to their disadvantage, on the basis of their perceived status or characteristics.
- 6) Harassment: any behaviour, act, comment, or display that demeans, and or causes personal, psychological, or social harm to an individual or group, including acts of intimidation or threat.
- 7) Oppression: the exercising of power over a marginalized group by a dominant group through domination and exploitation resulting from historically and culturally constructed ideas of superiority and inferiority.

Oppression is a systemic phenomenon that can manifest in individual or institutional actions, whereby marginalized groups are being systematically subjected to political, economic, cultural, or social injustices.

- 8) Privilege: the unearned advantages extended to a dominant group in the form of cultural, economic, political, social, and institutional rights maintained by systems of oppression--at the expense of marginalized groups.

These advantages are actively reproduced through the normalization of the dominant group.

- 9) Intersectionality: the recognition that individuals may experience interconnected systems of oppression differently, in varying configurations and degrees of intensity, due to their membership in multiple identity groups.

2 Facts

- 1) The University of Alberta is home to a diverse group of students and staff that come from various backgrounds and hold a multitude of identities.
- 2) Students deserve equitable treatment regardless of their gender identity, gender expression, ethnic or national origin, race, religion, sexuality, sexual orientation, ability, language, size, or social class, age, and gender.
- 3) Gender identity, gender expression, ethnic or national origin, race, religion, sexuality, sexual orientation, ability, language, size, or social class, age, and gender do not exist separately from each other but are complexly interwoven. Students may have different lived experiences depending on how these identities intersect.
- 4) Not all students identify their gender to be within the male-female binary.
- 5) Existing alternatives to gendered spaces on campus do not have appropriate signage to address their inclusivity.
- 6) Students that are racialized, from low-income households, ethnic minorities, transgender, non-binary, sexual minorities, women, students living with disabilities, and international students feel unsafe or unwelcome in spaces on campus.

- 7) Students face barriers to obtaining non-binary living conditions in housing and residence.
- 8) International students and students from ethnic minorities face barriers to obtaining housing and residence accommodations.
- 9) Discrimination and harassment may take the form of:
 - Barriers that prevent students living with disabilities from participating in programs and activities;
 - Remarks, including jokes or innuendos, that are based on racist, sexist, ableist, homophobic, or transphobic sentiments;
 - Promotional materials, events, or performances that use stereotypes based on any and all grounds protected under the Alberta Human Rights Act;
 - Offensive comments and/or actions that demean, humiliate or threaten an individual or group;
 - Printed or digital material, displays, and graffiti that demean, humiliate or threaten an individual or group; and
 - Sexual harassment, including remarks, jokes or innuendoes about a person's body, attire, age, marital status, gender, sexuality, sexual orientation, perceived sexual orientation or perceived gender identity.
- 10) Historical and ongoing processes of oppression disadvantage and harm historically marginalized groups of people.

Political Policy Internationalization

1 Facts

1. A diverse student body and institutional internationalization is a fundamental feature of a high-quality university education.
2. The transfer credit system plays a pivotal role in enhancing the quality of internationalization at the University of Alberta.
3. There were 494,525 international students in Canada in 2017, representing a 119% increase since 2010, and an increase of 20% over the previous year.¹
4. The Canadian Bureau for International Education (CBIE) 2015 International Student Survey (ISS) indicated that over 50% of international students intend to apply for permanent residency ²
5. In Canada, one-quarter of international students who arrived in the 1990s and 2000s transitioned into permanent residency within 10 years of obtaining their first study permit (Lu and Hou 2015).
6. The rate of international students transitioning from temporary to permanent resident status in the past decade has not kept up with the pace of international student enrollment in Canadian post secondary institutions.
7. International Students are required to meet English Language Requirements in order to be admitted to the University of Alberta.
8. International students should not bear a disproportionate burden of the University of Alberta's financial deficits. ³
9. As of 2018, International students are disproportionately affected by food insecurity and disproportionately access the Campus Food Bank services.
10. International students have less access to merit-based and need-based aid, and do not have access to Government of Alberta student loans.⁴
11. Renewable scholarships for international students are important for their academic financial planning and cannot be regained if lost.
12. Post-secondary institutions may charge international students more than they cost to educate.
13. The International Differential Fee limits the geographic diversity of our International students.
14. The Government of Alberta does not require
15. The Government of Alberta does not require educational institutions to charge - International Differential Fees (IDFs).

¹ <https://cbie.ca/media/facts-and-figures/>

² <https://cbie.ca/wp-content/uploads/2016/07/Immigration-RiB.pdf>

³ <https://www.cbc.ca/news/canada/toronto/international-students-universities-ontario-tuition-1.4199489>

⁴ <https://studentaid.alberta.ca/before-you-apply/eligibility/>

Supports for International Students currently exist, ISS/UAI The Public Post-Secondary Institutions Tuition Fees Regulation -does not regulate International Differential fees (IDFs).

16. Whereas the SU recognizes that the International - Differential Fee (IDF) represents a serious threat to affordability and accessibility to education for international students.
17. International students are disproportionately charged with academic and non-academic misconduct under both the Code of Student Behaviour (COSB) and the Code of Applicant Behaviour (COAB).

2 Resolutions

1. The Students' Union shall advocate for accessible, affordable, and predictable post-secondary education for international students at the University of Alberta.
2. The Students' Union shall advocate for the University of Alberta to provide clear and transparent transfer credit processes at the faculty, Campus Alberta, national, and international levels.
3. The Students' Union shall advocate that the University of Alberta provides adequate information and resources to inform international students on their tuition and any subsequent changes to such tuition or non-academic fees.
4. The Students' Union shall advocate the University of Alberta to improve access to merit-based and need-based aid for international students. Aid should include, but not be excluded to, such funding as scholarships, bursaries, and awards.
5. The Students' Union shall not support the Board of Governors of the University of Alberta increasing International Differential Fees (IDF's).
6. The Students' Union shall not support any increases in English language requirements without consulting International student organizations first.
7. The Students' Union shall advocate to the Federal Government that it raise the cap on student aid available for international students.
8. The Students' Union shall advocate that the provincial government begin providing Student Financial Aid to international students in the form of student loans, bursaries, scholarships, or awards.
9. The Students' Union shall advocate that the University of Alberta provide trauma informed support services available to accommodate complex international issues and climates.
10. The Student's Union shall advocate for restructuring of renewable scholarships and for regulation to be developed to ensure predictable costs for international students, including;
 - a. The University of Alberta grandfathering tuition fees for returning international

students.

- b. The Government of Alberta regulating the mechanism to increase the costs of international student tuition and fees.

1 Facts

1. The University has numerous sources of revenue and should not depend solely on students to finance capital projects.
2. The University should not be spending tuition revenue on capital projects.
3. Capital projects benefit the University and serve a wide range of communities beyond undergraduate students.
4. The University of Alberta defines tuition as “the instructional costs based on classes and units of courses weight a student registers in per terms.”¹
5. Student fees can be described as additional costs charged by the University of Alberta and/or University of Alberta Students’ Union that students pay for services, which are not directly related to tuition.
6. Undergraduate student-oriented components of campus space include, but are not limited to;
 - a. Lecture Theatres;
 - b. Classrooms;
 - c. Laboratories;
 - d. Maker-spaces;
 - e. Studios;
 - f. Recreational spaces for student use;
 - g. Social spaces for student use;
 - h. Space for student resources;
 - i. Performance spaces; or
 - j. Libraries or other study spaces.

2 Resolutions

1. The Students’ Union will advocate that tuition revenues shall not be used to fund capital projects.
2. The Students’ Union will advocate that a dedicated student fee for a capital project shall not be used to fund the construction of spaces which do not include undergraduate student-oriented components.
3. The Students’ Union will engage and consult with students over the creation, use, and termination of student fees.
4. The Students’ Union will advocate that the Students’ Union participate in defining the purpose and scope of any project where a student fee is involved.
5. The Students’ Union will advocate that all capital projects funded directly by a student fee dedicated to that project must include proportional commitments from other stakeholder groups.
6. The Students’ Union will advocate that a dedicated student fee for a capital project shall not be implemented until such a time as students have the ability to receive benefits from their contribution.
7. The Students’ Union will advocate that any capital project funded directly by a dedicated student fee shall have a governance structure that includes adequate student representation.
8. The Students’ Union will advocate that any dedicated student fee that funds a capital project shall be eliminated upon the final payment of the agreed upon student contribution.

¹ University of Alberta, Undergraduate Cost Calculator