



University of Alberta Students' Union

POLICY COMMITTEE

Tuesday, April 2, 2019

5:00 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.

AGENDA (PC-2018-20)

2018-20/1 INTRODUCTION

2018-20/1a Call to Order

2018-20/1b Approval of Agenda

2018-20/1c Approval of Minutes

2018-20/1d Chair's Business

2018-20/2 QUESTION/DISCUSSION PERIOD

2018-20/3 COMMITTEE BUSINESS

2018-20/3a BOURGEOIS/MOGALE MOVE to approve Second Reading for EDI Policy.

See PC-2018-20.03.

2018-20/4 INFORMATION ITEMS

2018-20/4a PC-2018-19 Minutes

See PC-2018-20.01.

2018-20/4b PC-2018-18 Minutes

See PC-2018-20.02.

2018-20/4c Second Reading - EDI Policy

See PC-2018-20.03.

2018-20/5 ADJOURNMENT

2018-20/5a Next Meeting: TBA.



University of Alberta Students' Union

POLICY COMMITTEE

Tuesday, March 19, 2019

5:00 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		Y	
Deirdra Cutarm		N	Y
Mpoe Mogale		Y	
Rowan Ley		Y	
Nathan Sunday		N	N
Stephen Raitz (chair)		Y	
Akanksha Bhatnagar(ex-officio)		Y	
Adam Brown (ex-officio)		N	N
André Bourgeois (ex-officio)		Y	

MINUTES (PC-2018-18)

2018-18/1 INTRODUCTION

2018-18/1a Call to Order

RAITZ: Called the meeting to order at 5:10pm

2018-18/1b Approval of Agenda

BILAK/MOGALE MOVED to approve the agenda

6/0/0 - CARRIED

2018-18/1c Approval of Minutes
BHATNAGAR/BILAK MOVED to approve the minutes of *PC-2018-18-M*.
5/0/1 - CARRIED

2018-18/1d Chair's Business

BILAK: Inquired into whether the Committee can begin to author new policies.

RAITZ: Responded that the Committee must first complete the review of all policies requiring renewal. Considered creating an Active Transportation Policy in future.

2018-18/2 QUESTION/DISCUSSION PERIOD

2018-18/2a Health and Wellness

LEY: Expressed concern that the Health and Wellness Policy expired a year ago without renewal. Expressed concern at the Policy lacks important aspects relating to student wellness, mental health and advocacy. Proposed that the Policy specifically address access to therapy.

RAITZ: Suggested that the Committee of last term renewed the Policy on February 27 but that the website fails to reflect this.

BOURGEOIS: Identified that the incoming Vice-President Student Life, Jared Larsen, has already flagged this Policy for review.

BILAK: Clarified that the Committee of last term rendered minor changes to the Policy while renewing it.

LEY: Expressed concern at the Students' Union website constantly being outdated.

RAITZ: Determined to mention this issue in his transitional report.

2018-18/3 COMMITTEE BUSINESS

2018-18/3a BHATNAGAR/LEY MOVED to approve the First Reading of the Assessment and Grading Policy

BHATNAGAR: Established that she updated the Policy but work remains to be completed. Determined to flag the Policy for further review by the incoming Vice-President Academic. Noted that she consulted some vice-provosts. Expressed concern that the Policy's Resolutions are not phrased in the standard form.

LEY: Inquired into whether Bhatnagar's additional proposed changes, not now reflected in the Policy, would be in the spirit of the Policy passed today.

BHATNAGAR: Responded in the affirmative.

RAITZ: Noted that the Committee need not have an especially broad and lengthy engagement process in relation to this Policy.

6/0/0 - CARRIED

2018-18/3a **MOGALE MOVED** to approve the First Reading of the Equity, Diversity, and Inclusivity Policy.

MOGALE: Requested that the Committee provide commentary on the Resolutions of the finalised Policy.

LEY: Inquired into if Resolution 20 relates to ensuring that students and students with learning disabilities have sufficient time to complete examinations.

MOGALE: Responded in the affirmative.

LEY: Inquired into whether Resolution 20 proposes that students with learning disabilities should not need to undergo a special registration process in order to receive examination accommodations.

MOGALE: Responded in the affirmative.

BOURGEOIS: Clarified that there is a movement to pursue principles of universal design in examinations. Noted that students expressed concern at the difficulty of attaining exam accommodations approval. Identified that the solution from the Student Success Center is to make all exams accommodating to all students. Outlined that this movement intends to support students with disabilities but also students who may, for example, experience a traumatic breakup directly prior to an examination.

LEY: Noted that some professors design their exams to be time-sensitive. Emphasised that there needs to be a strong justification for this very large change. Expressed concern that giving standard students without learning disabilities double the time on their exams gives them an advantage compared to students with learning disabilities.

RAITZ: Noted that increasing the amount of time in which a student is allowed to complete an examination does not generally result in an increase in the students' examination mark.

BILAK: Identified that, in his campaign, students felt that students who want extra time on their exams should receive it.

RAITZ: Expressed concern that Resolutions 25 and 7, both of which relate to fraternities and sororities, are highly similar.

RAITZ MOVED to remove Resolution 25.

Friendly - CARRIED

RAITZ: Considered that Resolution 22, related to the posting of lecture material online, could be expanded.

BOURGEOIS: Identified that this Resolution arises out of concerns raised by students who cannot attend class. Noted that, in particular, Muslim students in prayer cannot attend class.

MOGALE: Noted that the Resolution can outline that the provision is designed to accommodate for religious, cultural, or social commitments.

BOURGEOIS: Proposed adding a fact recognising that some students may not be able to attend class due to personal, religious, or familial commitments.

RAITZ: Proposed that Resolution 11 refer generally to persons underrepresented in student governance in order to remain relevant despite any changes in which groups are not represented in student governance. Noted that there can be an ongoing assessment of which groups are not present.

LEY: Expressed concern at mandating the Students' Union to create a new leadership programme.

BOURGEOIS: Supported Raitz.

RAITZ MOVED that Resolution 11 read "The Students' Union shall continue to advocate for sustained support and funding of programs that promote the involvement of members of the communities who are underrepresented in student governance as indicated by ongoing research focused on equity, diversity, and inclusivity"

Friendly - CARRIED

BOURGEOIS: Determined to review the TRC Policy at the next meeting of ARRC.

2018-18/4 **INFORMATION ITEMS**

2018-18/4a *PC-2018-17 Minutes*

See PC-2018-18.01.

2018-18/4b Assessment and Grading Policy Overview

See PC-2018-18.02.

2018-18/5 **ADJOURNMENT**

RAITZ: Adjourned the meeting at 6:01.

2018-18/5a Next Meeting: Tuesday, March 19, 2019 @ 5:00PM in SUB 6-06.

SUMMARY OF MOTIONS

MOTION	VOTES
BILAK/MOGALE MOVED to approve the agenda	6/0/0 - CARRIED
BHATNAGAR/BILAK MOVED to approve the minutes of <i>PC-2018-18-M</i> .	5/0/1 - CARRIED
BHATNAGAR/LEY MOVED to approve the First Reading of the Assessment and Grading Policy	6/0/0 - CARRIED
BOURGEOIS/MOGALE MOVED to approve the First Reading of the Equity, Diversity, and Inclusivity Policy as amended.	6/0/0 - CARRIED
RAITZ MOVED to remove Resolution 25.	Friendly - CARRIED
RAITZ MOVED that Resolution 11 read "The Students' Union shall continue to advocate for sustained support and funding of programs that promote the involvement of members of the communities who are underrepresented in student governance as indicated by ongoing research focused on equity, diversity, and inclusivity"	Friendly - CARRIED



University of Alberta Students' Union

POLICY COMMITTEE

Tuesday, March 12, 2019

5:00 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		Y	
Deirdra Cutarm		N	N
Mpoe Mogale		Y	
Rowan Ley		Y	
Nathan Sunday		N	N
Stephen Raitz (chair)		Y	
Akanksha Bhatnagar(ex-officio)		Y	
Adam Brown (ex-officio)		Y	
André Bourgeois (ex-officio)		N	N
Genna DiPinto		Y	

MINUTES (PC-2018-18)

2018-18/1 INTRODUCTION

2018-18/1a Call to Order

RAITZ: Called the meeting to order at 5:11pm

2018-18/1b Approval of Agenda

LEY/BROWN MOVED to amend and approve the agenda with the addition of item

2018-18/3a.
4/0/0 - CARRIED

2018-18/1c Approval of Minutes
RAITZ MOVED to approve the minutes of *PC-2018-18-A*.
3/0/1 - CARRIED
Bhatnagar abstains.

2018-18/1d Chair's Business

RAITZ: Notified the Committee that he will depart Council and Committee meetings prior to 7:00pm due to a concurrently scheduled course. Noted that the members may have to provide Committee updates to Council and carry forward their relevant motions. Confirmed that the Committee will meet for the last time on April 2nd, provided there is not an additional meeting of Council, or on April 16 should there be an additional Council meeting. Emphasised that there remain two meetings within which to pass the Assessment and Grading, Enquiry, Diversity, and Inclusivity, and Reconciliation Policies. Noted that Bourgeois presented the Reconciliation Policy to ARRC on February 13 but that ARRC reserved approving it until Cutarm, who did not have access to the document, can review it and, if needed, recommend changes.

2018-18/2 QUESTION/DISCUSSION PERIOD

2018-18/2a EDI Updates

MOGALE: Established that there have been no changes, edits, or additions to the EDI Policy. Determined to finalise the Policy, in collaboration with Bourgeois, within the week.

2018-18/2b Assessment and Grading Policy Overview

See PC-2018-18.02.

RAITZ: Noted that he has no concerns as to the Policy. Inquired into whether there are members who reviewed the Policy in detail or are interested in leading its renewal.

BHATNAGAR: Determined to lead the renewal of the Policy.

LEY: Determined to support Bhatnagar in this process.

RAITZ: Requested that the first-reading-ready Policy be presented at the next meeting of the Committee.

2018-18/3 COMMITTEE BUSINESS

2018-18/3a **LEY/BROWN MOVED** to approve Second Reading of the Food Policy.

RAITZ: Noted that the Second Reading focused on peppering in some details and facts.

LEY: Established that he added three citations related to the Facts which provide informational and reference material. Expressed concern that 20% of those facing foods insecurity have gone into debt, deferred paying bills, or sold personal items to pay for food. Noted that he used sound, scientific studies and evidence in the citations. Identified Fact 8 as a substantial change to recognise that the University has a plan to address the variety, price, nutrition content, and cultural linkage of its Campus vendors. Confirmed that no change occurred within the Resolutions. Accepted two grammatical corrections from Brown and Raitz.

MOGALE: Inquired into the definition of 'food outlet'.

LEY: Responded that 'food outlet' refers to any place on Campus that sells food. Identified the rental food stall businesses in HUB or the Second Cup in Tory Atrium as examples.

MOGALE: Inquired into whether residence dining halls are food outlets as per the Policy.

LEY: Responded in the negative. Noted that the University has another and different plan for its residential food services.

4/0/0 - CARRIED

2018-18/3b **BROWN/LEY MOVED** to approve the Second Reading of the Campus Saint-Jean Policy.

BROWN: Inquired into whether Council had feedback or changes to the Policy.

RAITZ: Responded in the negative. Commended the engagement involved in crafting the Policy. Noted that most of the questions came from the Gateway and were clarificatory.

LEY MOVED that Resolution 1 read "the Students' Union shall recognise a continuing legitimacy" to ensure consistency in framing the resolutions not as statements of fact.
Carried as friendly.

4/0/0 - CARRIED

2018-18/4 **INFORMATION ITEMS**

2018-18/4a *PC-2018-17 Minutes*

See PC-2018-18.01.

2018-18/4b Assessment and Grading Policy Overview

See PC-2018-18.02.

2018-18/5 **ADJOURNMENT**

RAITZ: Adjourned the meeting at 5:32pm.

2018-18/5a **Next Meeting:** Tuesday, March 19, 2019 @ 5:00PM in SUB 6-06.

SUMMARY OF MOTIONS

MOTION	VOTES
LEY/BROWN MOVED to amend and approve the agenda with the addition of item <i>2018-18/3a</i> .	4/0/0 - CARRIED
RAITZ MOVED to approve the minutes of <i>PC-2018-18-A</i> .	3/0/1 - CARRIED
LEY/BROWN MOVED to approve Second Reading of the Food Policy.	4/0/0 - CARRIED
LEY MOVED that Resolution 1 read "the Students' Union shall recognise a continuing legitimacy"	Carried as friendly.
BROWN/LEY MOVED to approve the Second Reading of the Campus Saint-Jean Policy.	4/0/0 - CARRIED

Facts

- 1) The following words are defined to help inform the policy:
 - A. 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.
 - B. 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, marital status, or social class.
 - C. Marginalization: the exclusion and relegation of certain individuals and groups to positions of lesser value, power, and access to opportunity within society.
 - D. 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.
 - E. Discrimination: the differential treatment of an individual or group, typically to their disadvantage, on the basis of their perceived status or characteristics.
 - F. 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.
 - G. 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 subjected to political, economic, cultural, or social injustices.

- H. Privilege: the unearned advantages extended to a dominant group. These may include 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.
- I. 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) 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.
- 3) Students deserve equitable treatment regardless of their gender identity, gender expression, ethnic or national origin, marital status, race, religion, sexuality, sexual orientation, ability, language, size, or social class, age, and gender.
- 4) 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.
- 5) Students may have different lived experiences depending on how these identities intersect.
- 6) Not all students identify their gender to be within the male-female binary.
- 7) Existing alternatives to gendered spaces on campus do not have appropriate signage to address their inclusivity.
- 8) Students that are racialized, from low-income households, ethnic minorities, transgender, non-binary, sexual minorities, women, students living with disabilities, and international students may feel unsafe or unwelcome within the campus community.
- 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) Discrimination and harassment may take the form of:

- A. Barriers that prevent students living with disabilities from participating in programs and activities;
- B. Remarks, including jokes or innuendos, that are based on racist, sexist, ableist, homophobic, or transphobic sentiments;
- C. Promotional materials, events, or performances that use stereotypes based on any and all grounds protected under the Alberta Human Rights Act;
- D. Offensive comments and/or actions that demean, humiliate or threaten an individual or group;
- E. Printed or digital material, displays, and graffiti that demean, humiliate or threaten an individual or group; and
- F. 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.

12) Historical and ongoing processes of oppression disadvantage and harm historically marginalized groups of people.

13) According to the Student Success Centre, more students are presenting with a disability than ever before.

14) It is increasingly common for students to present with multiple disabilities.

15) The most common disability a student presents with is a psychiatric condition including, but not limited to, diagnosed mental illness and Autism Spectrum Disorder.

16) There is more accessibility funding available per-student in K-12 than in post-secondary.

17) Currently, students need to take a minimum one dollar student loan to be eligible for accessibility funding.

18) Certain funding arrangements for First Nations students may prevent them from accessing accessibility funding.

19) Students are required to present formal documentation of disability or chronic disease to be eligible for accessibility accommodations.

20) Add fact regarding - some students have religious, cultural, and familial commitments that prevent class

2 Resolutions

- 1) The Students' Union shall advocate for an increase in specialized supports that reflect the diverse needs of the campus community.
- 2) The Students' Union shall support the development of community engagement processes that consider equity and diversity.
- 3) The Students' Union shall advocate that the University of Alberta formally recognize the existence of gender identities outside the male-female binary.
- 4) The Students' Union shall advocate that the University of Alberta include additional gender options on forms and documents for students other than "male" and "female".
- 5) The Students' Union shall advocate that the University of Alberta not require students to gain administrative approval for changing their gender on any official documentation, including through Bear Tracks.
- 6) The Students' Union shall advocate that the University of Alberta not require students to disclose their gender on Bear Tracks or as part of their student file.
- 7) The Students' Union shall advocate that fraternities, women's fraternities, and sororities at the University of Alberta create clear and inclusive chapter policies on the admittance of non-binary students identifying with the gender requirements of the organization into their organizations.
- 8) The Students' Union shall advocate that the University of Alberta use gender-neutral terms wherever possible in their documents.

- 9) The Students' Union shall advocate that the University of Alberta provide meaningful professional development opportunities for faculty, staff, and students to learn about Equity, Diversity, and Inclusion.
- 10) The Students' Union shall advocate that the University create scholarships and bursaries that specifically address Black, Indigenous, People of Colour (BIPOC) individuals who are financially insecure.
- 11) The Students' Union shall continue to advocate for sustained support and funding of programs that promote the involvement of members of the communities who are underrepresented in student governance as indicated by ongoing research focused on equity, diversity, and inclusivity .
- 12) The Students' Union shall advocate that the University of Alberta uphold their commitments to Equity, Diversity, and Inclusivity as outlined in the Equity, Diversity, and Inclusivity Strategic Plan.
- 13) The Students' Union shall continue to publish reports that highlight the lived experiences of marginalized groups, their representation at all levels of governance, and that illustrate the continued oppressions of the nation, province, and institution on marginalized communities.
- 14) The Students' Union shall advocate that the University include accessibility features in all new buildings and work to include accessibility features in existing buildings wherever practical.
- 15) The Students' Union shall strive to provide a variety of food options at major events that meet the diverse cultural and dietary needs of the community.
- 16) The Students' Union shall advocate that the University of Alberta not require students to meet with an advisor prior to placing them in Gender Inclusive Housing upon their request.
- 17) The Students' Union shall advocate that the University of Alberta allow students to choose between gender-segregated housing or gender-inclusive housing in their residence application, and to abide by the students' preferences within reason.

- 18) The Students' Union shall advocate that the Government of Alberta change the Alberta Building Code in its next iteration to include single-unit washrooms free of gender restrictions in every public building with sufficient occupancy.
- 19) The Students' Union shall advocate that the University of Alberta pursue universal design initiatives in the classroom rather than privileging per-student accessibility accommodations.
- 20) The Students' Union shall advocate that all examinations are designed to be completed in half of the time available to the student.
- 21) The Students' Union shall advocate that the University of Alberta mandate all professors run their classroom documents through an accessibility program whenever possible.
- 22) The Students' Union shall advocate that the University of Alberta mandate professors post all lecture materials online to ensure that all students have universal access to class materials regardless of religious, cultural, or social commitments.
- 23) The Students' Union shall advocate to the provincial and federal government for an increase in specialized, on-campus, university-led accessibility services.
- 24) The Students' Union shall advocate for an increase in per-student accessibility funding from the federal and provincial government.
- 25) The Students' Union shall take additional measures to intentionally recruit staff from diverse backgrounds. Specifically, the Students' Union will strive to achieve a staff structure that is reflective of the community, as was outlined in the Workforce Diversity Data document by the University of Alberta¹.
- 26) The Students' Union shall advocate for the expansion of the Office of Safe Disclosure and Human Rights to improve accountability, restorative practices, and grievance resolution processes.

¹ <https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion/workforce-diversity-data>