

**July 12th, 2022**

**6:00 P.M.**

**Council Chambers/Zoom**

The University of Alberta and the University of Alberta Students' Union occupy Indigenous land in amiskwaciwâskahikan (Beaver Hills House), on Treaty 6 territory. From time immemorial, the banks along the river valley have been known as the Pehonan, a meeting place for the nêhiyawak (Cree), the Niitsítapi (Blackfoot), Métis, Dènesų́łíné (Dene), Ojibway/Saulteaux/Anishinaabe, Haudenosaunee and others. The University, the Students' Union and much of the city are located on the unlawfully stolen land of the forcibly removed Papaschase Cree.

We acknowledge that sharing this land gives each of us the responsibility to research the historic contexts of Treaty 6, to reflect on our personal relationships to the land, the Nations we've named, and to our roles in upholding justice on this territory. Since they began, the Students' Union and the University have benefited from historic and ongoing dispossession of land and resources from Indigenous Peoples. As a result, it is our responsibility to seek the restitution of this land and its resources. Finally, we seek to do better by working to make our learning, research, and governance align with the histories, languages, teachings, and cultures of First Nations, Métis, and Inuit Peoples in the land presently occupied by the Canadian state.

We encourage critical reflection by asking the following question. In relation to the territory on which you are situated, what role do you play in strengthening the resistance and resurgence of Indigenous students within your communities?

## ORDER PAPER (SC-2022-06)

2022-06/1 SPEAKERS BUSINESS

2022-06/1a Join Zoom Meeting  
<https://us02web.zoom.us/j/85666007012>

Meeting ID: 856 6600 7012

2022-06/2 CONSENT AGENDA

2022-06/2a Students' Council Votes and Proceedings (SC-2022-05) Tuesday, June 28th, 2022

See SC-2022-05.01

2022-06/3 PRESENTATION

2022-06/3a **VILLOSO MOVESTO** allow a presentation from the General Manager on the Spring/Summer Report

General Manager, Marc Dumouchel, will be presenting a state of the union and spring/summer update for Council. His presentation will highlight the UASU's plans for Equity, Diversity, and Inclusion (EDI), sustainability, what return to campus will look like, and our approaches to COVID-19. It will also include a financial update and

outline future plans for the Students' Union Building (SUB).

See SC-2022-06.08

2022-06/4 EXECUTIVE COMMITTEE REPORT

2022-06/5 BOARD AND COMMITTEE REPORT

2022-06/6 OPEN FORUM

2022-06/7 QUESTION PERIOD

- 2022-06/8 **BOARD AND COMMITTEE BUSINESS**
- 2022-06/8a **FLAMAN MOVES TO** nominate one member of Students' Council to the Bylaw Committee.  
See SC-2022-06.09
- 2022-06/8b **SINGH MOVES TO** direct Policy Committee to propose a new Resolution 13 of the Campus Safety and Security Policy to the Students' Council by Sep 30, 2022, after consultation with ISA, ISU and other stakeholder groups/students.  
See SC-2022-06.10
- 2022-06/8c **SINGH MOVES TO** direct Policy Committee to propose a new Resolution 16 of the Campus Safety and Security Policy to the Students' Council by Sep 30, 2022, after consultation with ISA, ISU and other stakeholder groups/students.  
See SC-2022-06.11
- 2022-06/8d **VILLOSO MOVES TO** ratify the changes to the Collective Agreement between The University of Alberta Students' Union and CUPE Local 1368.  
See SC-2022-06.12
- 2022-06/9 **GENERAL ORDERS**
- 2022-06/10 **INFORMATION ITEMS**
- 2022-06/10a Students' Council Votes and Proceedings  
See SC-2022-06.01
- 2022-06/10b Executive Committee Reports  
See SC-2022-06.02-06
- 2022-06/10c BoG Representative Report  
See SC-2022-06.07
- 2022-06/10d Students' Council Submissions  
See SC-2022-06.08-12
- 2022-06/10e Students' Council - Attendance  
See SC-2022-06.13



**June 28th, 2022  
6:00 P.M.  
Council Chambers/Zoom**

The University of Alberta and the University of Alberta Students' Union occupy Indigenous land in amiskwacîswâskahikan (Beaver Hills House), on Treaty 6 territory. From time immemorial, the banks along the river valley have been known as the Pehonan, a meeting place for the nêhiyawak (Cree), the Niitsítapi (Blackfoot), Métis, Dènesų́łíné (Dene), Ojibway/Saulteaux/Anishinaabe, Haudenosaunee and others. The University, the Students' Union and much of the city are located on the unlawfully stolen land of the forcibly removed Papaschase Cree.

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**VOTES AND PROCEEDINGS (SC-2022-05)**

**SPEAKER CALLED the meeting to order at 6:03 pm**

2022-05/1 **SPEAKERS BUSINESS**

2022-05/1a Join Zoom Meeting  
<https://us02web.zoom.us/j/85666007012>

Meeting ID: 856 6600 7012

2022-05/2 **CONSENT AGENDA**

2022-05/2a Students' Council Votes and Proceedings (SC-2022-03) Tuesday, May 31st, 2022

See SC-2022-05.01

APPROVED

2022-05/3 **PRESENTATION**

2022-05/4 **EXECUTIVE COMMITTEE REPORT**

FOGUE - VP Student Life - Report  
VILLOSO - VP Finance and Operations - Report  
FOTANG - VP External - Report  
KAUR - VP Academic - Report  
MONTEIRO - President - Report

2022-05/5 BOARD AND COMMITTEE REPORT

DHILLON-Audit Committee-Report  
FLAMAN-Bylaw Committee-Report  
WATTAMANIUK-Council Administration Committee-Report  
MONTEIRO-Executive Committee-Report  
VILLOSO-Finance Committee-Report  
ALI-Nominating Committee-Report  
FOTANG- Policy Committee-Report  
DORSCHIED-BoG-Report

2022-05/6 OPEN FORUM

JIN: These questions are for President Monteiro. At the bog meeting, Provost Steven Dew said that during the consultation at TBAC with the UASU on the international students' 6% tuition increase, "the students at the time indicated no clear need to further consult." Could you elaborate on that?

MONTEIRO: The international students' association and the students' union met with Steve to make sure we got our point across and what all of our asks were. Provost Dew was going through the consultation process and where this item was going to go, and the university indicated to us that they were not going to make any changes to the proposal and that it was us making our case and they were making their case, so the university felt that the item was ready to move forward. We also stated to them that we were not ready to go forward because we wanted to ensure that our asks were met during this proposal.

JIN: In the previous President Ley's final council report, he mentioned that the previous VP Kimani and he were at the first consultation meeting of TBAC. Kimani did not mention TBAC in her report and Ley did not mention further consultation in his, what were the plans for consultation at that time?

MONTEIRO: As the Provost mentioned, they utilized TBAC as the consultation mechanism forced with students with the students' union to get our feedback. When Rowen and Kimani got to see the proposal on April 19th, right after their end of term, during the period of transition, they did what we did, which was to share their points and what they wanted to get across in this proposal, and from that point on, there was no mention of the proposal until it came up on the ABC agenda. So, there was a slight miscommunication because everything was happening during the

executive transition and final exams but a lot of these points were shared previously as well, and they weren't incorporated into the proposal either. Just based on that response, continuity of knowledge within the UASU has been a recurring issue in the past, particularly highlighting that. In light of the fact that international tuition is usually around that time and the administration's job doesn't revolve around term-ending schedules, what is the UASU planning to do to prevent this from happening again?

MONTEIRO: In our conversations with the Provost, he did indicate to us that the university has a responsibility to make sure that they aren't doing this transition, doing this consultation during periods of transition, and they were well aware of that. I conveyed to the Provost that we have to make sure we're doing this earlier on. They have committed to ensuring this doesn't happen again because they have to make sure that we are consulting with the group adequately before we get to the point of transition.

2022-05/7

#### QUESTION PERIOD

DUMOUCHEL: I'm stating a comment because we brought something forward a little while ago and I was told it needed to go through SCFC first. I agree, but I'm coming here because SCFC will not be formulated until August and we, as part of the sub-planning process, have identified 2 projects one for next summer and another large one for the summer after that. Summer construction periods will require earlier planning if we're going to meet them. If councilors want to approach me afterward, that would be fine, but I wanted to advise the council that if we do that, I would also be present in the work that the committee and the designers have to do on the sub-master plan to provide the context. It's primarily just a timing thing. When doing big renovations, you need to do conceptual and design development documents, and then you need to get construction documents, and that takes a year for a mid-sized project, and for a bigger project like the food court, it's going to take us about 18 months. We want to make sure that we can hit those timelines. So I'm just advising the council and I will likely be forwarding something through the executives. However, if there's a lot of resistance to that, I'm willing to have a conversation.

REGMI: My question is for Joannie Fogue. As you are aware, the United States Supreme Court overturned over 50 years of protection for the right to choose on Friday, and students across the border are concerned that they will all face stigma for seeking abortion care, particularly those who have faced sexual violence. How do you plan on number one supporting UAlberta, the students who are from the United States affected by the ruling, and number two ensuring minimal stigma on campus for those who seek abortion care or suffered sexual violence?

FOGUE: I want to mention that this is a political issue, but I will continue my duties and responsibilities to make sure that the university is committing to its prevention and responsive practices regarding sexual violence for supporting survivors.

ALI: I don't think abortion was ever a policy. My actual comment was about BoG. It is a reality that there was a loss of continuing information. How do we plan around this as we need to find a way to mobilize students. Actually, how do we make people engage with SU, be involved with SU (as students don't want to be involved), and also be comfortable with SU?

DHILLON: I have a question for NomCom chair ALI. From your report, it appears that the selection for the committees SGC, SCFC, and ARRC will occur at the end of July, given that there are a lot of important mandates and they can't begin until the student-at-large has been selected. So why is this the projected timeline?

ALI: We set up committees a little bit late. The Senate should have been selected by the last NomCom, but that didn't happen. The reason the timeline is the end of July is so people can actively engage, but once again, we only got to set up a committee in early June. I think we had our actual second meeting where we got to business in June. We tried pushing for a harder deadline, but we couldn't do that as we had some leftover work from the last NomCom committee.

SINGH: My question is for President Monteiro, and it is again pushing back on international tuition. The main issue that we have with international tuition consultation, apart from the timelines, is the consultation itself and with whom the consultation is happening. This year, for international tuition, not even a single international student was consulted. This year we had a proposal, and next year there'll be another proposal, so what is UASU's plan for this? According to tuition regulations, the university is supposed to consult with the student's council, so what is our plan as a students' union to address the consultation issues that we have in the current framework?

MONTEIRO: One of the items that have also been included in my report speaks to propose the university's commitment to reviewing the consultation process to improve it. It was one of the key things that the international students' association President mentioned to me that we were able to receive from the university. I think of a more robust consultation process to ensure that we can include the voice of everyone that will be affected by these proposals. We will be working with the university and GSA to ensure that we can consult with those who are going to be affected by these proposals before they reach this point and that consultation takes place earlier instead of at the end of the governance cycle.

ABBASI: My question is for Fogue. She said about the wellness directory about CSJ. So what about Augustana? Is there any progress on including the wellness directory?

VILLOSO: I'm still trying to meet with some people. I have further plans to include both Augustana and CSJ in terms of updating UASU care.

SINGH: My question is for VPA, few of the GFC student members have reached out

and expressed that they don't fully understand what happens in the GFC and don't understand the agenda and items being discussed. We have a really good transition process for council, Govcamp, and many other resources. Is there any plan to dedicate resources for just GFC members who are just in GFC and not part of the students' council so they are better prepared to advocate for the constituents at GFC?

KAUR: I, Abner, and Joannie were able to meet Kate Peters and Heather. They were also talking about having an orientation. We plan to invite them and have an orientation in GFC, so students will have the opportunity to ask them any questions they have, and I believe this will serve the purpose of helping students understand what happens at the GFC.

REGMI: My question is for VPA. There tends to be a problem with the lack of student participation in governance issues. Many people in departments and DAs feel this isolation. As you begin planning for SRA summits, how do you plan to ensure that these DAs can participate in collaboration with student issues in these summits?

**SPEAKER MOVED TO** extend for 15 mins  
CARRIED

MONTEIRO: I will take this question just because it's related to the SRA summit, and that's essentially one of the projects I'm planning this year regarding departmental associations. I think they are very crucial within the governance structure and ensure the students get proper representation so we can identify the key issues that they are facing. As far as the SRA summit is concerned, one of the key things that I've tried to accomplish in planning the summit is ensuring there is enough time to do active engagement and practice certain skills that require a certain size of group. The first thing that we're going to be doing is one, working with faculty associations and SRAs that have directed allocated authority with the students' union, they're members of COFA right now in CORA, to work with them to make sure they have the necessary things they need. And two, working with departmental associations, seeing how faculty associations can best support departmental associations and also how we can build this connection between the students' union and departmental associations. Part of that work is identifying the particular issues those DAs are facing and what they need so that the students' union can help support them as well.

ALI: This is in response to what Simran said, NomCom was set up last year on May 5th, 2021, whereas this year it was set up on May 31st, 2022. Our actual first meeting was on June 8th, where we set a good agenda, but unfortunately, we are a month behind, so we are not going to be able to do something if we weren't set up. Hopefully, we can get some interviews set up and scheduled. I'll be adding the system digest before the next meeting on the 13th of July and hopefully, we get some interviews and we can get some names back to the committees. I can get those committees up and running, but unfortunately this year it's just due to the timing. It has been hard, so hopefully, we can take this as a good lesson to get this committee set up earlier because I do agree with you, Simran, that the committee has a lot of

important work, so it's important to get set up as soon as possible.

LIU: My question is directed at President Monteiro. What does the SU plan to do to continue opposing the 6% increase in international students' tuition though it has been passed? What more could we do about this?

MONTEIRO: There's not much that we can directly do to oppose this proposal because it has been passed, but what I and Governor Dorscheid, GSA President, are doing is actively addressing a lot of the key issues through this proposal. Three of them are one, consultation we will be working on throughout this process to prevent the same process from repeating itself; two, food insecurity is one of the key identifiers for international students, being twice as high as domestic students and even higher for graduate students, and we will see how we can address that within the proposal itself because it's not very holistic. Mental health support and social support for international students as well but I think it goes broader to just a general student body and how we can best support students and make sure that they have all the resources they need to be successful with long wait times and those things and also financial aid and this is one conversation right now. The university has its own calculation for determining the amount of financial need that goes towards these proposals and how much is taken away to support international students. We are asking for them to reevaluate that number as well as the proposed house committed to saying that if there is a financial need, more money will be allocated to support international students, so it just comes down to getting that information and ensuring it's done.

FLAMAN: It is a comment. The fact that we started our terms late and didn't get our committees going until late sucks. I was probably one of the first people to complain about that. Going through previous years, we did start early. We had our meeting zero in April, we had our first meeting early in May, and our committees got going early, but the fact that we started late just means we have to work twice as fast and work twice as hard to get caught up. If these committees and boards that we were appointed to were just within the SU, then it's fine, but when we're appointed to university boards like the Senate, that reflects poorly on us as an organization. It only fuels the fire to the argument that the university doesn't take us seriously. When we're doing these things like this, they're right. Moreover, we have 3 empty seats in the Senate, and in this way, we're depriving students of representation in that body. It is unacceptable that we're waiting this long, and whatever the circumstances that arose that we started late or whatever the circumstances of the inner turmoil that the committee is going through, this needs to get done and it needs to get done now.

ARSLAN: A quick question for President Monteiro, you mentioned that you are working on the SRA summit. Could we get more written details about that and something like a PDF document or anything, and if there is could you point me where I can find that?

MONTEIRO: Just let me know what specific information you are looking for specifically. Last year we planned the event internally for the SRAs. The students' council didn't play a huge role in planning the event itself as we're students' council and there are no members of SRAs or there aren't any SRA representatives directly here on the council, so I'm happy to provide some more information. We have just developed the terms of reference for the advisory committee that we're hoping to strike that's going to involve SRA presidents, CORA presidents, and 3 execs, myself, VP Kaur, and also VP Fogue, to make sure that we have a very robust process for establishing this accessory summit, as last year we didn't include residence associations, but we will be including this year.

FOTANG: This is in response to Levi's statement. I understand your frustration and I agree with you that we should be working double time, especially when we're behind. I did talk with Tyrel in the Senate about our recruitment process and he is comfortable with it as long as we have senators by September 15th, which is when this Senate orientation occurs, so we do have time, and we also didn't start nominating Senate members till late June, so while we're still behind, we are working fast to get those seats there. I also think the important thing is to remind ourselves that we do want to strive for quality and not just quantity. So part of us wanting to extend this process is that we didn't get a lot of applications, and that was in part due to a lack of promotion and lack of communication of the role, which I know the committee can take responsibility for, so we do take responsibility there, but we are working to make sure that lots of students know about that role and they are able to apply.

MAHAL: I'm asking this to Abner. International students are disproportionately affected by tuition decisions. This proposal and how the consultation went have left us feeling powerless and like we do not have a say in tuition decisions. Why can we not have an international student representative sit on the tuition advisory committee so we are not blindsided when there is another increase in the future?

MONTEIRO: In my conversations with numerous people, including ISA President DHIR, I mentioned to him the intent and also the need to have more than one form of consultation in TBAC. The Provost stated multiple times that he sees the students' union and the GSA as the primary representatives of all students, including international students. I can, to a certain extent, understand where he is coming from, but I also want to ensure that international students get the opportunity to make sure they are at the table. I think the fact that we only have one form of consultation in TBAC is extremely problematic in this process because it means there is only one avenue to do consultation and I want to ensure that we create multiple avenues because it also gives us more opportunities to get our point across with different groups that are affected in different ways to get changes to this proposal. I think having one avenue such as TBAC to have everyone show their concerns in one place makes it much harder for us to be able to spread out those concerns over time and make sure the university can address them. I'm open to conversations with the ISA to see how we can best make sure that international students have their voices heard in this process and that their feedback is

incorporated into these proposals.

**ALI/REGMI MOVE TO** extend the meeting by 15 min.

CARRIED

DHILLON: My question is for VP Kaur in regards to FAMFs this year. So when I was doing the presentation for COFA the other day, I realized that we have approximately 8 SRAS that are going to be running FAMFs this year and I was just wondering if they've been made aware yet or if communications have been made and if not, when that will occur.

KAUR: So, till now we didn't have any conversation regarding that, but thanks a lot for bringing that to my mind. I'll put it on the next agenda for sure.

AVILA: It's a question. What are the plans for the SU, in particular, to address tuition models for international students now that it has increased? Also, regarding that in the last board meeting, the motion only allowed discussion for the increase in tuition, not the model, and the guaranteed tuition model makes tuition fixed for students admitted on or after 2020 irrespective of the number of classes taken. So, now that tuition is increased, if you don't have to take all 5 classes, it's a really big problem. Therefore, what are the plans of SU to change that for the future?

MONTEIRO: So, your question is related to the model itself, not necessarily the increase. We can definitely bring this item and discuss it with the Board of Governors. Specifically, I think what this works around is identifying what some of the key issues are with the current tuition model and being able to bring that and make a case to the Board of Governors as to why this current model is problematic and why we need to look at reevaluating it and creating a better model so that some work can be done at the back end of the students' union. Also, I'm happy to chat with the international student association to help identify some of these key areas so that we can make a case and bring it forward.

ALI: I just wanted to answer Levi's concern. It's a very valid concern that he raised that we do need to be able to make sure that we fill in, so I just wanted to once again reiterate the timeline. I told this committee 2 weeks ago that we had our actual business meeting on June 8th where we set a timeline to select committees to get Senate done in a week. As Christian said, we did technically get enough candidates and we could just do it by acclamation, but at the same time, we want to make sure there are opportunities for new people, so we decided to extend it for 2 weeks and to keep applications open on a rolling basis afterward while we complete interviews to make sure more students get involved. I'm also sending the job posting to the black students' association and the indigenous students' union. We're trying to recruit people. The goal is to get more people outside of the governance to get involved, and once again, is it going to take longer? Yes, but at the current moment, there's no business happening in the Senate until September, so right now there's no business. So once again, I want to make sure you are getting quality candidates,

however possible, and I should have an update for the Senate by the end of July. For other committees as well, we're aiming for the end of July.

HUANG: This is a question for President Monteiro. Recently, the university executives released the capital plan that was discussed in the previous two GFC meetings. So, the executives gave us 3 choices for what to do with the humanities center, which was either to lease it, shut it down for a period of time, or completely take it down. So, I just want to know what UASU's current plan is to see when it comes to this issue.

MONTEIRO: I understand a lot of the value humanities has to the current population and the sentimental values it has to students for taking classes in those buildings who are in the faculty of arts. We want to ensure that those students aren't just misplaced and that they have a space to be able to take the classes and have a community. Part of this is also within the previous students' council and what they want the executives to do, and I'm happy to hear that feedback on what you would like to see from the executives, but our goal is to ensure that those students are not misplaced and that they have a faculty and have somebody to take their classes that meets the needs of those students, the pedagogical needs, so that this university continues to offer the highest quality to all the students.

LIU: The question is directed at VPSL Fogue. Could you elaborate more on the discussion items that you went through during the meeting with campus and community recreation? I work with CCR as well, and we are also looking at collaborations between CCR and SU to promote well-being among students.

FOGUE: I also have this meeting with President Monteiro, and we're just looking at areas of knowledge gaps in actual services that CCR provides on campus for students, seeing how we can make sure that students are aware of these, as well as seeing how we can make sure that it can be more inclusive towards students at CSJ. We have also connected Cheryl, who is one of the heads of CCR, with recreational leaders at CSJ as well as the student addiction awareness campaign that was one of President Monteiro's platform points, in seeing how we could potentially implement that within the residence.

MONTEIRO: I can also say that another big portion of this is the promotion of a lot of the great stuff that CCR is doing and how we can integrate it with what we currently do for our promotion through and purchase through other areas of CCR so that they can get more students engaged in the campus community. Being a part of the events that they host, they can also benefit from it and get some of the prices and stuff that CCR is wanting to put out there.

REGMI: My question is for VPA. Many students felt unsatisfied with the quality of learning, including 65% of nursing students who reported poor internet connection, 51% reported teachers not putting any effort into teaching at all, and 44% complained about invading privacy with online proctoring. This is from a survey done in February. As we go back to full in person, how do we plan on working with the

student body, SRAs, and administration to rebuild trust between students and professors and the university so that they can receive a quality education in person that they failed to receive online?

MONTEIRO: I'll say as per the first SRA summit is concerned, what we plan to do this year is to send out a form just like we did last year to all the SRAs identifying what they think the key concerns around campus are and what they'd like to see addressed in the summit, and from that, we're going to list down what they want to do and what they want to address in that meeting.

KAUR: As I mentioned in my report, I have been meeting with the FA president, and most of them have been mentioning hybrid learning. They really want us to push towards hybrid learning and still have an online component, so I have been having this conversation with the Provost's office about how we can improve that and take it forward to meet the needs of students.

MONTEIRO: One more point and it was one of the commitments that I made with my platform when I ran, which is around providing hybrid learning options for students, and it's one conversation I've been having with the University of the Provost office to device purpose learning initiatives on how we can utilize the technology that we currently have in our classrooms to make the classroom a more accessible place. Mostly for students who may not feel comfortable coming back, may be sick, may have to parent, or can't be in the classroom right away. We are making sure that we have the support available to instructors so that they can be able to offer the hybrid option to their students while also making sure that they can offer in-person components to students depending on what they need.

2022-05/8 BOARD AND COMMITTEE BUSINESS

2022-05/8a **VILLOSO/WATTAMANIUK MOVES TO** ratify changes to the Collective Agreement between The University of Alberta Students' Union and CUPE Local 1368

See SC-2022-05.09

TABLED

**FLAMAN/WATTAMANIUK MOVES TO** go into committee as a whole  
CARRIED

**ALI/VILLOSO MOVES TO** exit committee as a whole  
SINGH abstained  
CARRIED

**ALI/REGMI MOVES TO** go in camera  
SINGH abstained  
CARRIED

**ALI/REGMI MOVES TO** return to the committee as a whole  
CARRIED

**FLAMAN/MONTEIRO MOVES TO** the committee of the difference  
CARRIED

**FLAMAN/MONTEIRO MOVES TO** go ex camera  
CARRIED

**HUANG/FLAMAN MOVES TO** table the motion till the next meeting  
TABLED

**FLAMAN/ALI MOVES TO** postpone item 2022-05/8a to the next meeting of the council.  
CARRIED

**FLAMAN/REISBIG MOVES TO** suspend the standing orders to allow the council not to recess at this meeting  
CARRIED

2022-05/8b **VILLOSO/FLAMAN MOVES TO** appoint five (5) members of Students' Council to the Social Media Sub-Committee

See SC-2022-05.10

CARRIED

KAUR nominated DHILLON-declined  
ALI nominated HUANG-declined  
ABBASI nominated DHAMIJA-accepted  
REGMI nominated LIU-accepted  
VILLOSO nominated REISBIG-declined  
REISBIG nominated SINGH-declined  
FOGUE nominated REGMI-accepted  
KAUR nominated OJO-accepted  
ALI nominated VILLOSO-declined  
REGMI nominated AVILA-declined  
VILLOSO nominated HAN-declined  
REISBIG nominated USSERBAYEVA-declined  
MONTEIRO nominated ABBASI-accepted

**DHAMIJA, LIU, REGMI, OJO and ABBASI** are declared appointed to the social media subcommittee of CAC by acclamation

2022-05/2b Students' Council Votes and Proceedings (SC-2022-04) Tuesday, June 14th, 2022

See SC-2022-05.02

**KAUR/REGMI MOVES TO** approve the minutes  
CARRIED

2022-05/9 GENERAL ORDERS

2022-05/10 INFORMATION ITEMS

2022-05/10a Students' Council Votes and Proceedings

See SC-2022-05.01-02

2022-05/10b Executive Committee Reports

See SC-2022-05.03-07

2022-05/10c BoG Representative Report

See SC-2022-05.08

2022-05/10d Students' Council Submissions

See SC-2022-05.09-10

2022-05/10e Students' Council - Attendance

See SC-2022-05.11

SPEAKER adjourned the meeting at 8:48 pm.

# UASU Students' Council Agenda Submission

**Council Meeting Date**

Tuesday, July 12, 2022

**Mover**

Monteiro

**Motion**

Information Item: President Report #5

**Email**

president@uasu.ca

**Action Requested**

Information Items

**File Upload**



SC06\_July\_12\_2022.pdf

**Date:** 07/12/2022

**To:** Students' Union Council

**Re:** President 2022/23 Report #05

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Dear Council,

### **City of Edmonton 2023-2026 Budget Workshop**

VP Fotang and I attended a workshop hosted by the city intended to hear community feedback on what Edmonton City Council should prioritize in the upcoming municipal budget. We shared our feedback and concerns around transit access and safety, food security, student employment opportunities, and affordable housing.

### **SRA Summit Planning**

VP Kaur, VP Fogue and I are working alongside Student Group Services to plan this year's SRA Summit. We will be putting together an advisory committee including the stakeholders who will be attending to provide feedback as we plan the Summit so that it can be inclusive of everyone involved and successful like last year!

### **Student Addiction and Substance Use Awareness Campaign**

VP Fogue and I have been working to collect more information regarding what other stakeholders on campus are doing around substance use awareness and addiction for students. We had a great meeting with Campus and Community Recreation (CCR) about their work and how it can integrate into the campaign we would like to do on campus. We will also be setting up meetings with other stakeholders on campus to see who else is doing work in this area and how we can all work together to promote this campaign.

### **Student Groups**

VP Fogue and I attended a meeting with the Dean of Students (DoS) Office to discuss new ways that we can better support student groups and remove some of the barriers that groups face when trying to have formal events and informal gatherings. This was just a preliminary meeting with not much to report back on, but Council can expect more information in the future around improvements to the current system. Revitalizing student life is a crucial element of what I hope to accomplish this year, and I am excited to work with DoS to make changes that will improve student life and make the lives of student groups easier.

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**Abner Monteiro, President**

2-900 SUB | 780 492 4241 | [president@uasu.ca](mailto:president@uasu.ca)

## Announcements/Reminders

- Students are still needed for a NEW university-wide teaching survey that will support the creation of a new version of the USRI. Please share this with your constituents or let me know if you are interested, and message me if you have anymore questions.

Cheers,

A handwritten signature in black ink, appearing to read 'Abner Monteiro', enclosed within a large, loopy oval shape.

**Abner Monteiro (he/him)**

President

University of Alberta Students' Union

# UASU Students' Council Agenda Submission

**Council Meeting Date** Tuesday, July 12, 2022

**Mover** Gurleen Kaur

**Motion** VPA Report

**Email** gurleen.kaur@su.ualberta.ca

**Action Requested** Information Items

**File Upload**

 VPA Report #5.docx.pdf

**Date:** 07/12/2022

**To:** Students' Union Council

**Re:** Vice President Academic 2022/23 Report #5

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Dear Council,

I hope you are having fun at council especially after the GovCamp as we all know each other better now. Weather Report- it is summer! That's all I have to say this time. Let us move to the updates from past couple weeks:

### **Sikhi On Campus**

I was reached by the Sikhi On Campus association which is started "to promote and spread awareness regarding the Sikh and Punjabi Culture". Their motive is to create an association which will make Sikh students connected to their home and their roots. It would also enable Sikh students to celebrate festivals like Vaisakhi, Gurburabs etc. together and will provide them a space to share their experiences with each other.

They asked me for support which I am looking forward to as I believe that it's a very important initiative. Sikh community is increasing in Canada and they often face racism and hate attacks. Even in the University of Alberta, anti-Sikh posters were found in 2016. Therefore, it is very important to spread awareness. You can find more information about the incident [here](#). We used to have Sikh Students' Association which does not exist anymore so I am very excited for the new one which is being established.

### **ESS Governance Restructuring**

I met ESS (Engineering Students' Society) Presidents along with Student Group Services regarding governance restructuring of ESS BOD as they are facing power imbalance. We decided that the SGS will suggest an ESS Governance structure review and the ESS BOD will find out the way to address the issue with governance structure.

### **NSSA**

As the NSSA (Native Studies Students' Association) does not have a team right now, me and Julia, VP Operations and Finance will reach out to the Faculty Dean, GFC representatives from the Faculty and past student leaders to find ways and help NSSA reestablish. Not many updates on this as we recently had conversation about it and have just started to work on it.

### **Horowitz Renovation Site Tour**

The Executive team got a chance to have a tour of the Myer Horowitz renovation site. It was so exciting to see the massive structure being built. It will definitely be a great addition to our campus and I cannot wait to see it in its magnificent form.

---

**Gurleen Kaur, Vice President Academic**

2-900 SUB | 780 492 4241 | [vp.academic@uasu.ca](mailto:vp.academic@uasu.ca)

## Gurleen's Vacation :)

I went for a vacation with my cousins and aunt. We explored Canmore, Banff, did canoeing in Lake Louise, rafted for 20 kilometers from Golden, BC. And ate ice-cream from a 75 year old ice-cream shop called Mackay's. Don't forget to check out its [history](#). Most exciting part, I did trap shooting for the first time which is my new obsession now.

Here is a picture from my adventurous trip.



Feel free to reach out if you have any questions, concerns, comments, or just want to chat about the ice-cream shop!

Best wishes,



**Gurleen Kaur**

Vice President Academic  
University of Alberta Students' Union

Friday, July 8, 2022

# UASU Students' Council Agenda Submission

**Council Meeting Date** Tuesday, July 12, 2022

**Mover** fotang

**Motion** n/a

**Email** christian.fotang@su.ualberta.ca

**Action Requested**

Information Items

**File Upload**



Council Meeting Report #4.pdf

**Date:** 2022-07-08

**To:** Students' Union Council

**Re:** Vice President External 2022/23 Report #4

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Dear Council,

Below is a brief update of important activities in the last two weeks.

### **City of Edmonton Budget Workshop**

On Wednesday, July 6th, President Monteiro and I attended a stakeholder engagement workshop led by the City of Edmonton regarding planning the City Budget for the next four years. The City Budget is the City's plan for how it will receive, and spend the money it receives from Edmontonians. The City is responsible for the provision of services in the area, as well as the building and maintenance of roads, bridges, recreation centers, and other facilities. In addition to capital spending, the budget also oversees spending for other respective programming or other initiatives the City wishes to undertake which are outlined in the City Plan. Other important stakeholders such as the Edmonton Chamber of Commerce, members from the Arts Council, and the Downtown Business Association were also present. During the workshop, we were separated into breakout groups where we answered questions such as "What key issues or trends should the City be paying attention to?" and What are the preferred levers for how the City should increase more revenue. President Monteiro and I stressed the importance of looking out for brain drain in Edmonton and the exodus of students leaving after graduation. We re-inforced the need for more initiatives or funding to retain and attract young people to stay and live in Edmonton. We are brought the need to tackle safety in transit and encourage more development of affordable housing.

### **Edmonton Student Alliance Transition**

I have been transitioning the newly elected Edmonton Student Alliance Chair and Vice-Chair. The meetings have just been handing over accounts, transferring knowledge, lessons learned, and other tricks of the trade. I have no doubt the will do a stellar job to ensure continuity, stability, and strong municipal advocacy that began last year.

### **Counterparts Meetings**

I have had fruitful and engaging discussions and introductions with my counterparts across our SRAs. Specifically, these last two weeks I have met with counterparts at the ISA, ESS, and ASA. Throughout these discussions, I raised how the SU can support their priorities and goals for the year, as well as shared my priorities and goals and what opportunities exist for continued collaboration.

Cheers,



**Christian Fotang**

Vice President External

University of Alberta Students' Union

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**Christian Fotang, Vice President External**

2-900 SUB | 780 492 4241 | [vp.external@uasu.ca](mailto:vp.external@uasu.ca)

# UASU Students' Council Agenda Submission

**Council Meeting Date** Tuesday, July 12, 2022

**Mover** VILLOSO

**Motion** VPOF Council Report #5

**Email** julia.villoso@su.ualberta.ca

**Action Requested** Information Items

**File Upload**  Council Report SC05\_07\_07\_2022.pdf

**Date:** 07/07/2022

**To:** Students' Union Council

**Re:** Vice President Operations and Finance 2022/23 Report #5

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Dear Council,

I hope you all had a chance to relax over the long weekend!

### **Pantry Space Tour**

Last week, we had a chance to get a tour of the SU space within VVC. The room itself isn't very big, but we still think it has a lot of potential for multiple different projects, and it's located right at Social Street! We're still in conversations regarding what we want to do with the space, so it can benefit students the most and also align with the purpose of the building, which is health and wellness. Joannie will probably provide the most updates going forward on this project, thank you so much to her for organizing our mini tour of the space!

### **Menstrual Equity Meeting with McMaster**

Joannie and I were approached by McMaster University about our Period Equity program! They are currently in the process of starting their own period equity initiative within their campus and have met with multiple universities across Canada to research all of the current strategies and models that they've decided to go with. We answered a lot of their questions regarding when and how we started this program, the dispensers we use, how financially sustainable our project is, etc. We're still in the process of figuring out what will work best for us, but we always love seeing other universities across the country also working on similar projects!

### **Horowitz Renos**

We also got the chance to tour the Myer Horowitz Theatre Renovations. I always pass by the outside when coming into SUB from Main Quad, but seeing the inside really shows how large of a project this really is. They've made great progress on the theatre, but a lot more needs to be done. It was super weird to see this whole part of the building being deconstructed inside, as I used to always go to the theatre growing up, but I know it's going to look absolutely amazing done, and I cannot wait to see it!

### **Counterparts**

#### ASA VPF

I met with Saim, the Vice President of the Augustana Students' Association. We discussed our goals for the year and projects we can both collaborate on with one another. I brought up UASU Cares and we're looking at the integration of Augustana's services into the directory. It was a really productive meeting! Saim has a lot of amazing goals this year he plans to accomplish, and I look forward to working with him this year!

### **Week to Campus Video**

This week the Execs filmed for the video that will be shown to new students during New Student Orientation! Though I've been on campus for three years now, I still cannot wrap my head around the fact that there are over 100 buildings on North Campus. My part of the script talks about all of the campuses that the University of Alberta is spread out onto. The first person who can correctly tell me the names of each campus and where they're located gets a prize!

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**Julia Viloso, Vice President Operations and Finance**

2-900 SUB | 780 492 4241 | [yp.finance@uasu.ca](mailto:yp.finance@uasu.ca)

### StudentCare Presentation on Virtual Health

For the next couple of weeks, Marc, Joannie and I will be getting a couple of presentations from StudentCare about the various additional programs they offer as potential add-ons to our current Health and Dental Plan. We received our first one earlier this week on their Virtual Health program and it looked interesting, but I still want to see all of our other options if we do choose to add onto our current plan. As of right now, the only add-on we have is EmpowerMe!

### GSJS Board Meeting

I attended a Gateway Student Journalism Society board meeting this week. We only have these meetings once a month, so it was nice to hear updates from each of their officers and progress on their standing committees! Other than that, a couple of amendments to their operating policies were presented to the board, and they also went over their 2022-2023 budget.

Other than that I didn't really do anything on Canada Day, but it was my sister's birthday on the 2nd! For the rest of the weekend my family and I spent the Saturday and Sunday at Fairmont Hot Springs in BC. The resort was very nice, and we got to go down this trail that's a little away from the actual hot springs, and it led to this small waterfall! I've attached a photo below! The water was incredibly warm and it was a nice change being outside getting some sun, since it's always been raining for the past couple of weeks. If you also have any questions or just want to grab some coffee, please don't hesitate to reach out!

Best,



### Julia Viloso

Vice President Operations and Finance  
University of Alberta Students' Union



Friday, July 8, 2022

# UASU Students' Council Agenda Submission

**Council Meeting Date** Tuesday, July 12, 2022

**Mover** Joannie

**Motion** VPSL Report

**Email** joannie.fogue@su.ualberta.ca

**Action Requested** Information Items

**File Upload**

 VPSL Report\_July\_12\_2022.pdf

**Date:** 07/12/2022

**To:** Students' Union Council

**Re:** Vice President Student Life 2022/23 Report #5

**Cher conseil,** below you'll find my council report that gathers the work I've been doing over the past 2 weeks. Feel free to ask me any questions before our council!

### **Meeting with First Peoples' House**

Last week, I had a meeting with Jessie Letendre, Acting Director, Student Service - FPH. We had a lovely conversation in regards to future collaboration. We were able to touch on some different areas of collaboration. We talked about the gaps in advocacy and initiatives there were, and how the SU can better support them this upcoming year. Some of these gaps include better support for Indigenous students in our residences and overall student life advocacy. We will be meeting again with Chelsea, who is our First Nations, Métis, and Inuit Specialist, as well as Shannon VP Outreach and engagement from the Indigenous Students' Union. Finally, we discussed working on the inclusion of a session on Indigenous history at Ascent and Basecamp in Residence.

### **Students Union Executive Tour of SU - VVC Space**

I and the other executives had the chance to get a tour of the space we have in the Van Vliet Complex (this space is located by Social Street). We toured with Ashley Tuckwood, Supervisor/Customer Service, VPFO CCR Services Admin. We are having an initial conversation in regards to how we might use this space. The execs and I will have further discussions on this matter. We will also need to meet with our counterparts at the Graduate Students' Association since we share this space with them.

### **Horowitz Renovation Site Tour**

Once again another tour! Marc and Brennan (Director, Conferencing, and Events in Conferencing & Events Administration Offices) organized a Horowitz tour for the executive team. We had the chance to meet some of the team working on renovations. They gave us an update on different sections of the theatre. As a theatre kid myself, it was very exciting to see the changes and additions to the theatre.

### **Monthly meeting with Kevin**

I meet monthly with Kevin. At our meetings, we update each other on our organization. As of right now, his team is working on getting ready for back to the start of school in the Fall. We also touched base to set up a few different meetings later this month. The first meeting will be to talk about student homelessness initiatives with Christian. For our second meeting, we will meet with Tim from Libraries to go over the *Family Lounge* details.

### **UASU Cares - AUFSJ, La Centrale**

I had the pleasure of attending a meeting with AUFSJ (CSJ Students Association) and La Centrale (Student services) with Julia to talk about UASU Cares. Julia wants to expand on UASU Cares and make sure it is inclusive of the resources we have at Campus Saint-Jean. The main goal is to make sure we update our website so that our french-speaking students from CSJ know where they can get french resources if using UASU Cares. I also made Julia aware of the various services and resources in the community that we can add to our website.

### **SU SV Handbook Discussions**

Earlier this last month I met with Sam from the Sexual Assault Centre and Deb, Sexual Violence Response Coordinator to talk about the creation of a Sexual Violence Policy Handbook for students. The goal is to create an easy guide resource for students and survivors to use once the Sexual Gender Based Policy goes

through Governance. Student Legal Services is working on a similar project that dives deeper into the legal rights students have that may not be in the policy. I had a meeting with them, and there is a chance for collaboration. As of right now, we will continue to work with our respected teams and see what collaboration may look like in the future.

### **Meeting with Residence**

I had my first meeting with Laura Huxley, Manager, Residence Life and Education, Vice-President Facilities & Operations - Residence Life. This was more of an introductory meeting to set expectations for our working relationship as well as setting up regular meetings. We were able to touch on some different discussion items. I kept track of the progress of the Residence SV Working Group implementations. They are working on improvements to RA training and Basecamp to be implemented this fall. I also followed up with her in regards to the ARRC Recommendation for Indigenous educational content to be added in Residence. She will follow up with two of her staff members, who will be working on training for RAs and a session for all residents. I'm really happy with the progress we're making on this and reconciliation overall.

### **Monthly meeting with Campus Food Bank**

I met with Erin, Executive Director, and Madi, programs manager to go over some project updates. They are currently working on putting together some future campaigns in the fall. Look out for those and I'll be sure to let you know how you can get involved. I am also working with CFB to support La Centrale and Campus Saint-Jean on the grocery bus initiative. It was cut 2 years ago due to budget cuts. CFB has received funding for transportation-related to food and will be able to offer support to CSJ. We are still having an initial conversation with CSJ to figure out the logistics.

### **Meeting with CSJ Dean and AUFSJ**

I had an introductory meeting with both the new dean of Campus Saint-Jean, Dr. Carrey and Taylor, AUFSJ President. I wanted to go over their goals for the year, both from the student and administrative perspectives. We share many of the same goals; Better support for Indigenous students, Student Services advocacy, student life, etc. We will reconnect to go over our advocacy strategies and ensure I can support them to the best of my capacity.

### **Meeting with Augustana (ASA ED)**

I met with Cindy Roose, the Executive Director of the Augustana Students Association. I wanted to touch base to get some context for advocacy-related initiatives. We had a very good conversation in regards to how we can work together this year. She will help me with the creation of the Residence Association and support the student leaders taking on this initiative. We will also reconnect to go over advocacy initiatives such as: SV Supports, Residence, and Campus Services.

### **Sexual Violence**

Last week, I met with Deb, the Sexual Violence Response Coordinator. I went over the Sexual Gender-Based Violence and Student Misconduct Policy with her. BoG Rep, Alex, and I invited her to our next Students Council meeting. You will get the chance to go through the updated drafts and any questions you may have about the policy and next steps. Feel free to reach out to me directly if you have any specific questions. We also want to host a student leader forum to go over SV initiatives updates and get student input for the next steps.

Finally, I'll be committing to including CSJ fun facts for you all with the hope you can leave this year knowing more about our lovely french campus!

**#FaitAmusant : Saint-Jean is about as old as the University of Alberta!** The University of Alberta was founded in 1908 and so was Saint-Jean! Sort of... When Campus Saint-Jean was still the Juniorate Saint-Jean, it was actually first founded in 1908 in Pincher Creek. The Juniorate moved to Edmonton in 1910 and officially settled in where it is now in 1911.

Okay that's all for me! Merci!

Sincèrement,



**Joannie Fogue**

Vice President Student Life

University of Alberta Students' Union

Friday, July 8, 2022

# UASU Students' Council Agenda Submission

**Council Meeting Date** Tuesday, July 12, 2022

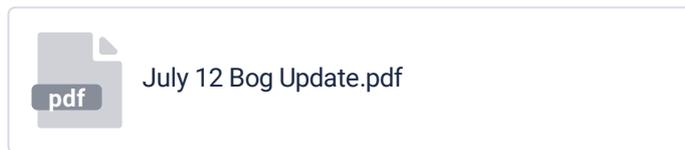
**Mover** Dorscheid

**Motion** BoG Report

**Email** alex.dorscheid@su.ualberta.ca

**Action Requested** Information Items

**File Upload**



**Date: July 12, 2022**

**To: Students' Council**

**Re: Board of Governors Representative Report #5**

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**Dear Council,**

With the Board having wrapped up all of its meetings for the summer, I won't have too much to update you on through the rest of summer. Since my last update highlights of my work have included inviting the Sexual Violence Response Coordinator to council in conjunction VPSL Joannie. She looks forward to answering any questions student councilors may have about their policies.

With the rest of my Board commitments being pretty light for the rest of the summer, I would like to extend an invitation out to all councilors to feel free to message me to have a coffee chat and I would be more than happy to talk about your priorities as a councilor this year and answer any questions you may have about the board.

Friday, July 8, 2022

## UASU Students' Council Agenda Submission

<b>Council Meeting Date</b>	Tuesday, July 12, 2022
<b>Mover</b>	VILLOSO
<b>Motion</b>	allow a presentation from the General Manager on the Spring/Summer Report
<b>Email</b>	julia.villoso@su.ualberta.ca
<b>Action Requested</b>	<input type="text" value="Presentation"/>

UNIVERSITY OF ALBERTA STUDENTS' UNION

STUDENTS' COUNCIL - 12 JULY 2022

# STATE OF THE UNION

GENERAL MANAGER'S UPDATE FOR COUNCIL

PANCAKES

MAINSTAGE

WOW VILLAGE

SUB

TICKET SALES

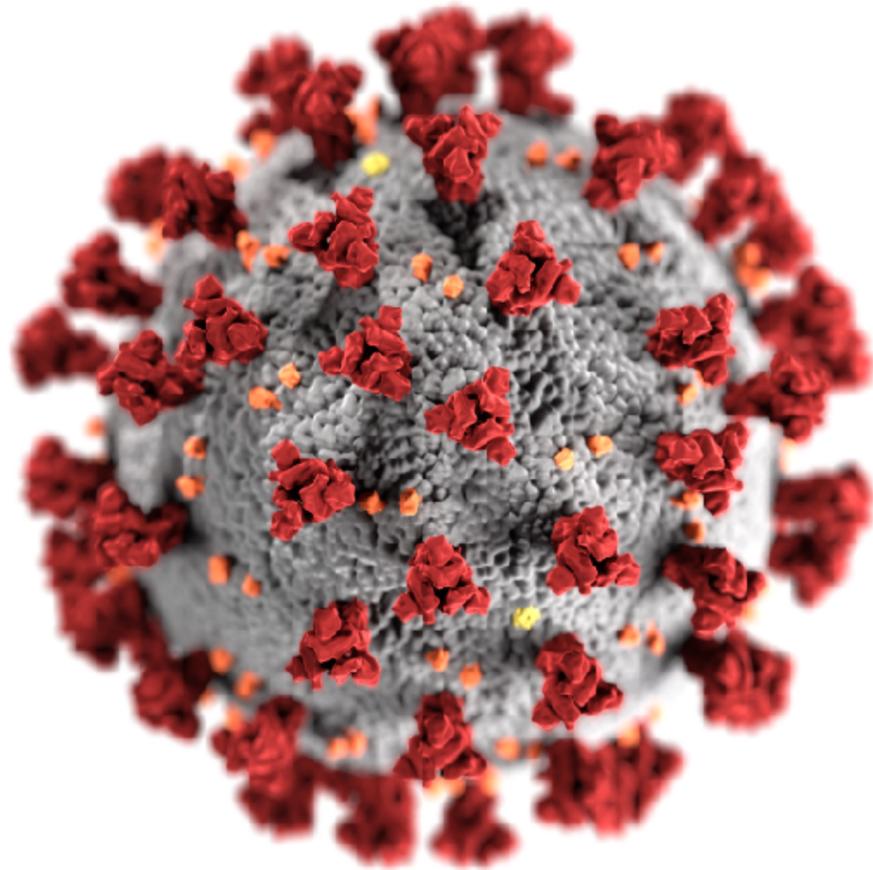
# FINANCIAL UPDATE

- The SU's finances remain secure, but only because of the government's wage and rent subsidy programs.
- Without those programs, the SU would have run significant cash losses:

Year	Actual	Subsidy	Loss without Subsidy
2020-21	1,528,000	2,753,000	-1,225,000
2021-22 (est)	-185,000	800,000	-985,000

- Revenues began to recover partially in 2021-22, but still have a long way to go.
- We expect a significant rebound in business and no transition to online in the upcoming year.
- We are making significant investments to prepare for the return to campus.

# COVID-19



- **Mortality and morbidity for fully vaccinated and boosted individuals remains significantly reduced.** For those fully-boosted and non-immune-compromised, we have seen mortality reduced to flu-like levels, according to some sources (with the caveat that this is difficult to assess fully accurately, given the reduction in testing).
  - **This improvement in outcomes is offset, in part, by much higher transmissibility with Omicron variants.** If you're vaccinated, you can still catch COVID... and then catch it again. But it will likely be mild if you have no other conditions.
- **The social will for significant restrictions is evaporating,** in light of the decreasing severity of COVID and the compounding increase in the cost to social and mental health. There is debate that these costs - particularly to mental health - are exceeding the benefit.
- With this in mind, **we expect that** - barring the emergence of a variant with significantly worse outcomes, a real possibility given the extent of mutations in COVID so far - **there will be no more serious restrictions imposed in the coming year.** We are planning accordingly.
- While masking is not longer mandatory, we continue to **strongly recommend masking for staff** in congregate work settings and **expect everyone to respect requests to mask.**

# EDI

## The Past Year

- ◆ Two EDI-focused groups were formed, the EDI Task Force (EDIT), a student committee formed by Students' Council, and an internal EDI Working Group.
- ◆ EDIT issued draft Recommendations on ways the SU can improve its operations, events, and advocacy. This is currently under review by senior staff.
- ◆ The internal working group completed a survey of staff regarding EDI issues.
  - ◆ The survey will be presented to Students' Council this summer, and made available to staff shortly.

# EDI



## Initiatives This Year

- ◆ Review of our existing policies and programs that impact EDI and a comparison to other student associations' efforts
- ◆ Development of response to EDIT recommendations
- ◆ Development of operating polices regarding EDI
- ◆ Improvements to the inclusivity of our spaces
  - ◆ Main floor and Theatre gender-neutral washrooms
  - ◆ Improved accessibility via additional elevator
- ◆ Continue progress on ARRC recommendations
- ◆ We hope to foster more collaborations with student groups working in the EDI space
- ◆ Develop a long-term fiscal and operational strategy for period equity

# SUSTAINABILITY

## Context

- ◆ The Students' Union is committed to continuing to improve the sustainability of its operations in all three dimensions - environmental, social, and financial.
- ◆ In 2020, students passed the Sustainability and Capital Fund fee, which provides the necessary resources to engage in significant sustainability work.

## Sustainability is embedded in our planning

- ◆ The SUB Master Plan has sustainability as one of its core design principles (and funding is dependent on that)
- ◆ Work on EDI issues is part of our sustainability mandate

# SUSTAINABILITY



## Coming This Year - Highlights

- ◆ Environmental Sustainability
  - ◆ Addition of 200+ kW of solar capacity to SUB
  - ◆ Environmentally-sensitive removal or repurposing of old furniture
  - ◆ Water use reduction as part of the MHT project
- ◆ Social Sustainability
  - ◆ We will be opening new gender-neutral washrooms on the main floor and in the Theatre
  - ◆ Wellness- and usability-focused updates to the Patio and the Main Floor to make them more livable
  - ◆ Work on EDI, as mentioned previously
- ◆ Economic Sustainability
  - ◆ The Theatre project ensure that it will remain viable for years to come
  - ◆ Renewal of main floor furniture to maintain the appeal of the building

# FIVE THINGS



**RETURN TO CAMPUS**



**MYER HOROWITZ  
THEATRE**



**DIGITAL PLATFORMS**



**SUB MASTER PLAN**



**INTERNAL  
PROCESSES**

# RETURN TO CAMPUS

## The Problem

- ◆ Student life has withered over the past two years
- ◆ Institutional knowledge and campus traditions are under threat
- ◆ The withering of student life removed an important support for mental health - an active community and social interaction
- ◆ The campus experience is just... less.

## The Solution

- ◆ An intensive effort to 're-boot' student life, starting from day one of the new academic year
  - ◆ Support for student groups
  - ◆ SU and U programming for students

# RETURN TO CAMPUS

## Enhanced Support for Student Groups

- ◆ Additional grants
- ◆ Additional staffing supports
- ◆ New tools (SG portal)
- ◆ Training/PD opportunities
- ◆ Expanded event support for groups

## Restored/revitalized Events program

- ◆ Revitalized and reorganized Orientation and WoW - now including a 'spirit day'
- ◆ Return to normal or greater programming levels
- ◆ More collaborations to expand opportunities

# LET'S CHANGE THIS...



# INTO THIS . . .





UNIVERSITY OF ALBERTA STUDENTS' UNION

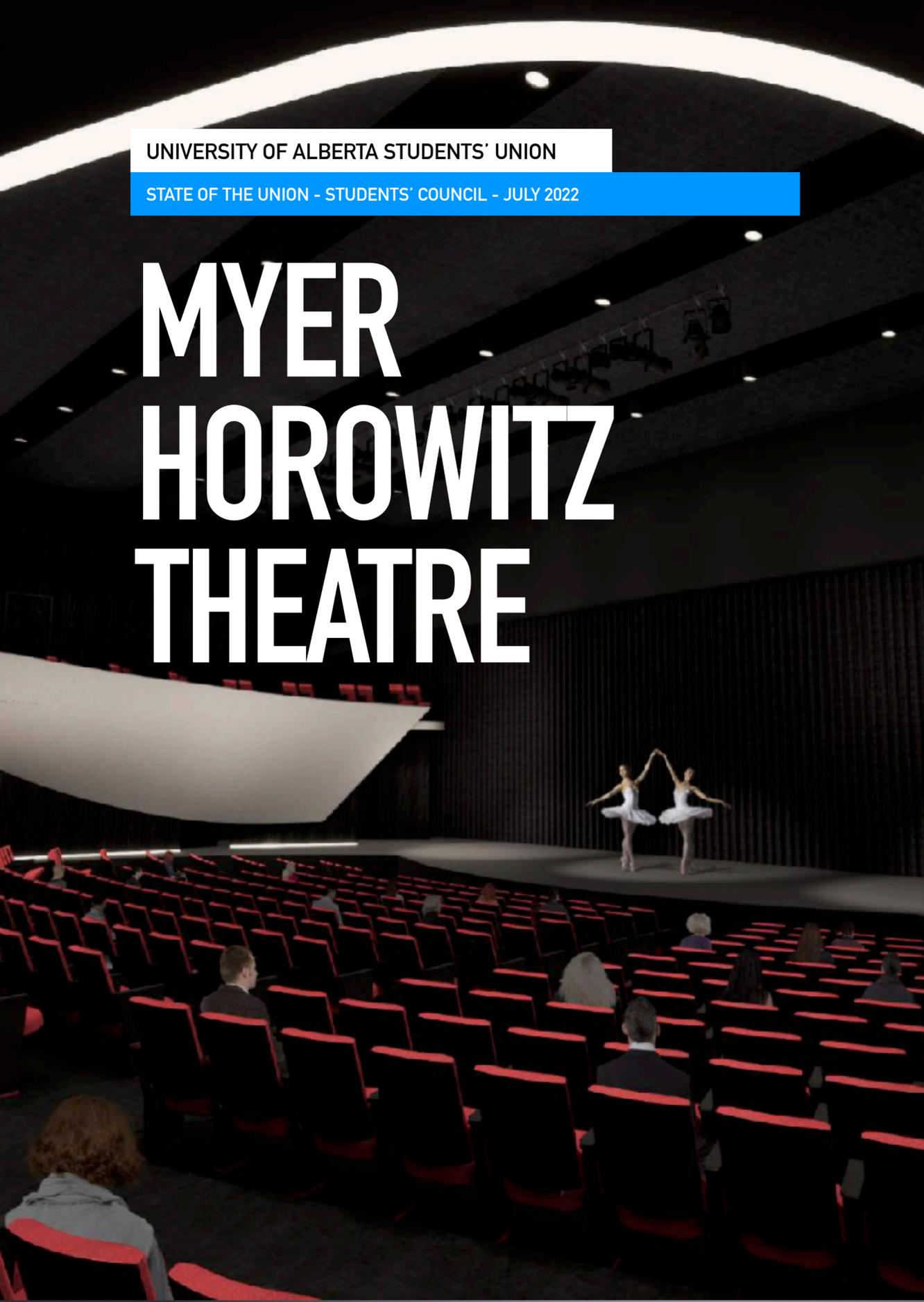
STATE OF THE UNION - STUDENTS' COUNCIL - JULY 2022

# MYER HOROWITZ THEATRE

**The Myer Horowitz Theatre has been a key part of the Edmonton arts scene for over 50 years.**

We embarked on a major renovation as it was showing its age and became less competitive, both in terms of operating costs and attractiveness to performers and patrons.

The renovated Horowitz will be the best facility of its size in Western Canada - modern, efficient, and with a strong community vision.



UNIVERSITY OF ALBERTA STUDENTS' UNION

STATE OF THE UNION - STUDENTS' COUNCIL - JULY 2022

# MYER HOROWITZ THEATRE

## Renovations complete early 2023!

- ◆ Key Sustainability Wins
  - ◆ Water use reduced up to 75%
  - ◆ Energy generation: 200+ kW
  - ◆ Accessibility: gender-neutral washrooms / elevator
- ◆ Enabling campus life
  - ◆ More events can be held in a year
  - ◆ Greater variety in events
  - ◆ Cheaper student group rate options - this enables much more diverse programming
  - ◆ Ability to draw better performers
- ◆ Increased non-student revenue

# DIGITAL PLATFORMS

UASU Cares is an interactive web resource designed to connect you with the services you need, at any point in your university career. Academic services should be a priority while you're at university, but general wellness should always be on your radar too! UASU Cares will help you find the support you need.

## I NEED HELP WITH...

- Mental Health and Counseling
- Physical Health
- Academic Support
- Sexuality, Sexual Health, LGBTQ+
- Sexual Violence
- Abuse and Relationship Violence
- Basic Needs (Food security, housing, finances, etc.)

## What are our digital platforms?

- ◆ Perks
- ◆ Website and Portals (UASU, SG Portal)
- ◆ SUTV
- ◆ Others... (SU Events Network, BackStage, registries)

## Why are they important?

- ◆ Our members are online and expect us to meet them there
- ◆ Delivering and communicating value to members
- ◆ **Enabling new opportunities**
- ◆ **Expanding engagement** through programs that target non-traditional users of SU services

UADC Fall Lessons

backstage.su.ualberta.ca/backstage/booking/19300

UNIVERSITY OF ALBERTA STUDENTS' UNION

STATE OF THE UNION - STUDENTS' COUNCIL - JULY 2022

# DIGITAL PLATFORMS

Booking Information

Event Name: UADC Fall Lessons

Start Date: October 27, 2022

End Date: November 4, 2022

Booking Created: May 19, 2022

Responsible Department: Venues Department

Booking Visibility: Public

Short Description: No catering

Client: University of Alberta Dance Club (UADC)

Address: Box 77 SUB, University of Alberta, Edmonton, AB T6G 2J7

Accounting

Status: Not Ready

Type: Empty

Tax Override: Default

Show Logs

Forms

Generate Horowitz Event Information Form Link

Generate Dinwoodie Event Information Form Link

Website

Website: Not Published

Publish Date: Empty

Files

Notes

Enter note here...

## Website

- ◆ New website built for greater accessibility and mobile use coming in late Fall 2022

## SUTV

- ◆ Looking at expanded opportunities for student groups to use SUTV easily and cheaply
- ◆ Usage in other schools
- ◆ Rebuilding our advertising base

## Other Digital Assets

- ◆ Backstage, SU Events Network, registries
  - ◆ Provide specialized services to our members and to our operations units, at a low cost

# DIGITAL PLATFORMS



Welcome to UASU Perks!

Login with CCID

## Perks

- ◆ Perks is a *system*, not just an app
  - ◆ app + content + distribution: you need it all
- ◆ Perks reaches students not traditionally engaged with the SU
- ◆ Perks creates new opportunities
  - ◆ Loyalty and reward systems
  - ◆ Chained events (e.g. self-directed tours), event management (e.g. check ins), event promotion
  - ◆ Staying close to the student heartbeat - surveys that enable effective advocacy
  - ◆ Can provide unique solutions to difficult problems (PE/CFB example)
  - ◆ And potentially much more...
- ◆ Perks development a major priority - we aren't where we want to be yet
- ◆ Extensive interest from other schools

# DIGITAL PLATFORMS

## SG Portal

- ◆ Multi-year project, still in the conceptual phase - give us your ideas
- ◆ Creating a one-stop portal for SG to book/order services, and to keep a history of their activities, e.g.:
  - ◆ Training/GLO history
  - ◆ Upcoming and past room bookings
  - ◆ Invoicing from our businesses
  - ◆ Ordering/requesting services and products - e.g. SUTV ads or print orders
  - ◆ Applying for grants
- ◆ We hope the portal will eventually evolve into providing 'walk-through' guides for student groups to promote themselves, organize events, do basic group administration and finances, do risk assessments and submit event requests, etc.
- ◆ These services, plus the history feature, will promote more SG continuity and activity.

# SUB MASTER PLAN

## What is the SUB Master Plan?

- ◆ The SUB Master Plan is a document that will guide the future development of SUB. It's basically a **strategic plan for SUB**

## What are the benefits of having a building master plan?

- ◆ We can make SUB *better*:
  - ◆ We can include more and better sustainability components
  - ◆ We can make SUB more inclusive and accessible
  - ◆ We can make SUB more useful, welcoming, and inviting to our members.
- ◆ We can ensure SUB remains economically viable

## The key idea

- ◆ By abandoning a shortsighted, project-by-project approach, we can better plan our financing and spread costs out. This enables us to think bigger about what we want to do with the building.
- ◆ We can ensure that all of the parts of the building work together to create a building that is more than the sum of its individual spaces.



UNIVERSITY OF ALBERTA STUDENTS' UNION

STATE OF THE UNION - STUDENTS' COUNCIL - JULY 2022

# SUB MASTER PLAN

## The General Process

- ◆ A student committee guides the overall effort and determines the values and mandate of the building.
- ◆ Our architect and consultant team uses that mandate and ideas from students to craft a general strategy for evolving the building over time:
  - ◆ How do we use space and how will it change?
  - ◆ How do we make the building more livable and warm?
  - ◆ What are the design standards we will follow?
  - ◆ Etc.
- ◆ Our management team works out the financial requirements and timeline for projects that move the building toward the vision.
- ◆ The final package is approved by the student committee and then by Students' Council.
- ◆ The plan is reviewed and updated on a regular basis.

**This year's goal: Complete the first Master Plan**

# SUB MASTER PLAN

## **This Summer**

- ◆ Restart the Planning Committee
- ◆ Establish timeline for potential SUB improvements in summer 2023 and summer 2024
  - ◆ Presentation to Council next meeting
  - ◆ Motion to approve planning financing

## **This Fall**

- ◆ Design development on north entrance area (a potential summer 2023 project)
- ◆ Schematic design on a renewed food court (potential summer 2024 project)

## **Winter 2023**

- ◆ Contract documents and tendering on north entrance area
- ◆ Design development begins on renewed food court

# INTERNAL PROCESSES

We used to be a much more siloed organization, with everyone working mostly within their own departments.

Now, we are a more-open and modern organization, with many more cross-functional connections.

We still have, and will continue to have, a departmental structure. But we are also moving to time where the barriers between departments are becoming much less rigid, so that we can work together more effectively.

**It's all about teams now.** And our toolsets must continue to evolve to reflect that.

# INTERNAL PROCESSES



## **We've already started this transition.**

- ◆ Our work styles and digital platforms have undergone a massive change over the past five years.
- ◆ From how we are structured and work together to adopting new team-based software such as Slack, Google services, bambooHR, and more, we are building a new, more inclusive and agile organization.
- ◆ This change has created challenges for legacy systems and processes.

**The next step is to improve Governance processes (GRTF), records management, and project management processes.**

# INTERNAL PROCESSES

## Governance

- ◆ Governance reform
  - ◆ Bylaw structure
  - ◆ Council and committee structure
  - ◆ SRA and consultation frameworks
  - ◆ Fee policy reforms

## Records Management

- ◆ Over the next 12 - 18 months, developing and implementing new records management procedures and policies.

## Project Management

- ◆ Beta-testing global usage of project/task management software
- ◆ Target full conversion in May 2023.

**Thank you for your time and attention.**

**QUESTIONS AND COMMENTS WELCOME**

# UASU Students' Council Agenda Submission

<b>Council Meeting Date</b>	Tuesday, July 12, 2022
<b>Mover</b>	FLAMAN
<b>Motion</b>	moves to nominate one member of Students' Council to the Bylaw Committee
<b>Email</b>	lflaman1@ualberta.ca
<b>Action Requested</b>	Approval
<b>File Upload</b>	 Bylaw Replenishment 07-12-2022.pdf

**Date:** 07/05/2022

**To:** Students' Council

**Re:** Bylaw Committee Replenishment

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## **Bylaw Committee Replenishment**

Hello Council! We have a vacancy on Bylaw Committee that needs to be filled. If rules and regulations or administrative procedures sound like something that might interest you, please apply.

### **Current Members**

- Councillor Levi Flaman (Chair)
- Councillor Daniela Carbajal Velez
- Councillor Simran Dhillon
- Councillor David Lee
- President Abner Monteiro
- Councillor Adrian Wattamaniuk

### **Meeting Schedule**

- Spring/Summer: Off-Council Tuesdays at 17:00 MDT (In-Person & Zoom)
- Fall & Winter: To Be Determined

### **Committee Mandate**

- The mandate of the Bylaw Committee is to:
  - draft and review Students' Union bylaws,
  - make recommendations on bylaws where such bylaws are not under the purview any other standing committee,
  - draft referendum and plebiscite questions, and
  - review Discipline, Interpretation and Enforcement rulings.

If you have any questions, feel free to reach out either on WhatsApp or by email.

Levi Flaman, Bylaw Committee Chair 2022-23

## UASU Students' Council Agenda Submission

**Council Meeting Date**

Tuesday, July 12, 2022

**Mover**

Singh

**Motion**

Singh moves to direct Policy Committee to propose a new Resolution 13 of the Campus Safety and Security Policy to the Students' Council by Sep 30, 2022, after consultation with ISA, ISU and other stakeholder groups/students.

**Email**

ch12@ualberta.ca

**Action Requested**

Approval

**File Upload**



merged.pdf

# Community and connection: What is the future of safety and security on campus?



Emily Williams



Jin He

• 3 weeks ago 20 minutes read



Jin He

*Campus safety has been an ongoing issue for several years, but the conversation climaxed at the end of the Winter semester this year with a combative council session that revived stories of student assault, raised questions about a mid-exam season consultation process that left some feeling unheard, and the colonial practices of the police, the university, and students themselves.*

## Final council meeting stretches six hours: a tension-filled ending to council's term

During the April 19 Students' Council meeting, council discussed their Campus Safety and Security Policy.

This [policy](#) outlines the University of Alberta Students' Union's (UASU) advocacy for the municipal and provincial governments to invest in harm reduction security services and strategies to be

used off-campus. The policy also prioritizes inclusivity for Black, First Nations, Métis, and Inuit (FNMI), 2SLGBTQ+, and disabled leaders on the U of A's campus while undergoing a review of safety and security practices on campus, including University of Alberta Protective Services (UAPS).

This policy is heavily guided by the results of the [Campus Safety and Security Survey](#) done in August of 2021. One-fifth of the facts provided in the preamble come from that particular survey. Based on the feedback of that survey and movements such as the Black Lives Matter movement, the policy says that "while security and policing personnel make some feel safe, security and policing present both a real and a perceived threat for many marginalized groups."

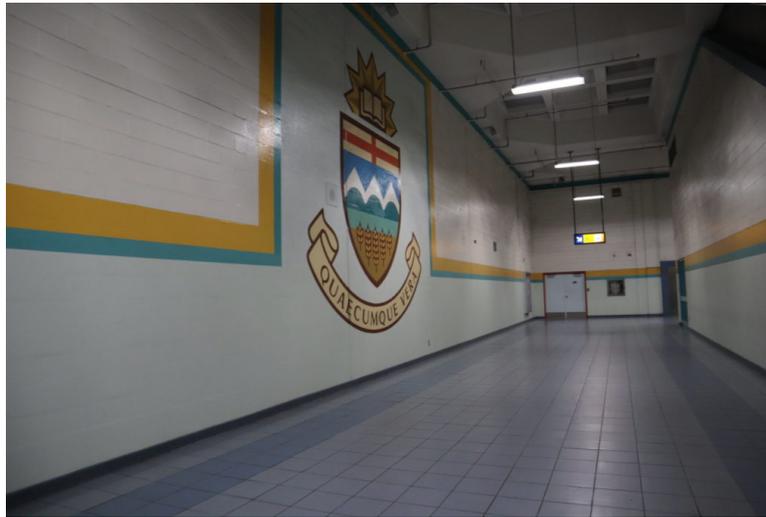
In opposition to the policy, the International Students' Association (ISA) gave a presentation, which voiced concerns that safety measures in the policy were not properly considered for international students. Notably, the presentation gave various examples of international students who had experienced violence on transit near the university campus.

The ISA's presentation also highlighted a [survey](#) they conducted, in which 88 per cent of 248 respondents expressed they "feel comfortable with the presence of Edmonton police on campus."

To address their concerns, the ISA proposed to either table the policy until one more consultation session was done, or take out Second Principle 13, and pass it that night. The ISA proposed that if the latter was not possible, then a compromise should be reached where the UASU does not advocate for peace officers to be removed from transit stations.

Second Principle 13 of the policy states that "the UASU will advocate to the municipal government for improved safety on

transit. This advocacy should focus on harm reduction and community-based strategies to improve safety in transit."



Emily  
Williams

Following all presentations, open forum gave guests the opportunity to speak. Representatives from the Indigenous Students' Union (ISU) recalled their own experiences with policing and the use of policing as a colonial tool.

Shannon Cornelsen, vice-president (consultation and engagement) of the ISU, said that the policy's mandates "reflect [their] own safeguards that [they] feel are necessary on [their] own traditional lands."

Non-councillors who were executives of the ISA gave statements about their experiences on transit and opposed the policy — in particular, Second Principle 13. Other international students were also present at the meeting to oppose the policy.

Prior to voting on the policy, claims about length of consultation cropped up. The UASU asserted that the policy had been in the consultation process for over one year, while the ISA claimed that

they had seen the policy for the first time on April 6 — just under two weeks ahead of that night’s council meeting.

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*So they had this timeline. They were rushing on it, but I think they should have consulted well in advance — not in the last week.*

DHIR BID, ISA PRESIDENT

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When it came time to vote on the policy, a motion to vote by roll call in lieu of a secret ballot vote was suggested by Chanpreet Singh, former ISA president. “This decision needs to be transparent, and the students who voted for you all need to [know] what you decided ... council should vote for their constituents.”

The motion was struck down by the speaker in the interest of time. The Campus Safety and Security Policy was passed with 94 per cent votes in favour, after which the ISA called all attending on their behalf to participate in a virtual walkout.

## **UASU says proper procedure was followed for “modest proposal”**

Christian Fotang, vice-president (external) of the UASU, was present when the policy was presented to council. He noted that

the policy is purposefully vague, leaving room for further interpretation and nuance.

"[The] policy offered a very modest proposal," Fotang said. "So really, our stance right now is just to review the current processes of security on campus and address the different student needs."

Specifically, issues that were mentioned included advocating against a UAPS plainclothes unit and shifting wellness checks in residence from UAPS officers to social workers and mental health workers.

Concerning the claim that the policy did not receive adequate consultation with the ISA, Fotang said that he believes the committee that put the policy together "did [their] due diligence."

"We had various meetings with different groups," he said. "We ran the polling. We did everything we needed to do to pass the first principles, worked some more, and then we'd gotten all the feedback we needed."

"All the proper processes were followed."

Fotang also urged students to read through the entire policy. He states that the policy "does not call for the removal of UAPS on campus," or necessarily a reduction of their responsibilities and power.

"[The policy's preamble] mentioned abolition, but that is not reflected in the resolution."



Emily  
William  
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In Second Principles eight through 11, the policy advocates for the university to invite marginalized communities “to determine what should be changed, abolished, or improved on campus to make U of A a safe(er) and secure place.”

In the short-term, the policy hopes to address student concerns about transit safety and increasing UAPS transparency such as: funding information to be made publicly available, tracking average response times, and tracking and reporting their ticketing.

## **International Students' Association concerned about contradiction in policy**

While Dhir Bid, the president of the ISA, was not yet the head of his organization, he was at that council meeting. He explained that for international students, this policy came at a time when safety is on their minds.

"I think international students are finding it unsafe to use transit and that's the only option they have," said Bid, explaining that most international students do not have a car. "This may affect international student enrolment, and may make international students hesitate to use transit."

The policy came at the end of the year, the last council meeting of the term, with consultation during exams season. Bid said this is also right before the Students' Union executive turns over.

"They wanted to make sure that this policy is passed ... before they leave, because they didn't want it to be lying around and no one takes action on it the next year," he said.

"So they had this timeline. They were rushing on it, but I think they should have consulted well in advance — not in the last week."

Bid explained that for international students who have to take a full time course load, this was an extremely busy time for advocacy and consultation. That said, there was one key change made during consultation in light of concerns raised by international students.

"Initially, they were planning to advocate against UAPS and ... we were trying to push for more security on campus," he said. "So then they removed [the clause which said they would] advocate against UAPS ... to keep it more general."

However, there were concerns that the wording of the policy made it clear that it was originally advocating for decreased police presence on campus, despite being general.

"If you look at the pre-ambulatory clauses, it's all talking about the wrong things that protective services have been doing to

minority groups and underrepresented groups — which I think is right," Bid said.

However, this didn't line up with what the ISA was being told the policy was about.

"Their policy doesn't want to advocate for more transit officers, more peace officers, more security, but they're telling the ISA that you can do all this — in contrast to our policy."

The end result was the ISA left feeling like international students were inadequately consulted and their voices were not being heard. That was the lead up to the ISA organizing a protest for that council meeting.

"The ISA has never been against community-based strategies and harm reduction strategies, we think it's a great idea," he said. "But this is a long-term solution."

"If there's an incident tomorrow, it's not going to solve it. So in the short term, we still need transit police officers, we still need UAPS to be on site, because they are a deterrent for any crime happening."



Emily  
Williams

While things in council got very divided and heated, Bid said that he thinks there can be a middle ground struck.

"The system is broken — the best way is to take the best of both worlds," he said.

"So you're going for harm reduction strategies, community-based strategies, but also take the good from what is working."

He also emphasized that while things became tense between the ISA and the ISU during the meeting, he wants that to change.

"Our message to Indigenous students specifically, is that we are one, and we recognize all their experiences and what they have gone through," he said. "We will make sure that international students who arrive to this country who are new are also educated in Indigenous history."

"But we didn't want this process to play out the way it did. Our prime motive was to advocate for international students' needs. And during this whole process, I think things got escalated. And we didn't want it to happen that way."

## **Indigenous Students' Union executives reflect on colonial history of policing**

To help facilitate an equitable and safe interview process, a group interview was conducted with executives of the Indigenous Students' Union.

When asked about the policy, Shannon Cornelsen said that the right balance was struck.

"The Students' Union was very thoughtful in how much time and effort they put into consulting all the members across campus, and they tried to address all of the concerns while staying true to truth and reconciliation — and that's a really major point for us," said Cornelsen. "So without going back and going against the [Truth and Reconciliation Commission] Report, I think that this is the best solution that they could have come up with."

The timeline of the policy may have been last minute, but this was more "student behaviour" than anything, said Shauna Stace, vice-president (finance).

"I think I heard a comment from the ISA that it was rushed, they did it on purpose, and people are busy so they wouldn't notice that this policy would come out. I don't think that was it, I think it was that they hadn't completed their goal," said Stace.

Chantel Akinneah, vice-president (internal), added that the council meeting left the ISA and the ISU in opposition.

"I think it's a privilege that when you feel unsafe, you can turn to the police," she said. "The international students, their stories resonated with everyone in the room, but they tended to make it seem like their experience is isolated."

"We're tackling the same problem, but the Indigenous people are also tackling the additional incarceration rates, stereotypes, and the opioid crisis — which all contribute to making the environment kind of hostile and unsafe."

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*It's not about us, per se, it's about the future generations.*

SHANNON CORNELSEN

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The differences from that council meeting are still felt, Akinneah said.

"We didn't leave on the same page and I don't think we are still on the same page."

When asked what the future of campus safety is, Cornelsen said it was education and groups on campus working together "in a gentle manner."

"We're having the same experience. It's not any different. We're all the same. However, sometimes those houseless people could

be our family — and that just makes it more heartbreaking,” said Cornelsen.



Emily  
William  
s

Stace added that she did not see understanding of this in the council meeting.

“I think that the language used in that particular meeting, we’re calling them houseless people and vulnerable people and people we are afraid of in the LRT ... [but] let’s not pretend that the majority of these people aren’t Indigenous,” she said.

“You know, these are our relatives.”

Followed by nods of agreement around the circle adding that the language used was hurtful and dehumanizing, Stace gave a tearful account of why the advocacy work the ISU does goes so much further than just campus and student issues.

"It hits close to home when you have relatives on the streets, addicted to drugs, because of intergenerational trauma," she said. "That is not our fault. It's not our fault. It's not. It's perpetuated by stereotypes. It's perpetuated by lack of education. These are our lives."

"And what we're doing here is really important work when we're representing and advocating for not just Indigenous students, but Indigenous peoples."

Stace explained that because many Indigenous peoples do not have the opportunity to go to university, the ISU feels an obligation to advocate for the Indigenous community at large on campus.

"It's our duty to protect how people view Indigenous peoples, in general and historically," said Stace.

"We're participating in these spaces because it's the right thing to do for our people and it's not very comfortable to have conflict. But if we have to stick our necks out and be uncomfortable to make it better for Indigenous peoples, then we will."

"It's not about us, per se, it's about the future generations," Cornelsen said, nodding in agreement.

Cornelsen said that what she would like to see going forward for campus safety is education, particularly for police and security. "I would like to see them take some Indigenous history, some training on why we do have that aversion to the heavily armed police and all of our policing issues."

She explained that settler colonialism has been a historic problem that is still ongoing in Canada today.

"So I would like to just see a little bit more education, respectfully, because they are in Treaty 6 territory. And if we're all educated, and if they know why some of these social issues are happening, then perhaps they can be a little bit more compassionate."

## Since leaving Edmonton, student who was stabbed at LRT transit stop last year feels "peace of mind"

In April of 2021, a U of A student was stabbed at the University LRT station. This student, who wishes to remain anonymous, was an international student from China. Recently, the man who stabbed the student has been given a 16-month sentence.

Regarding the sentencing, the student felt that the man who stabbed him did not receive an adequate sentence for what he experienced.

"I don't know where the justice [is] if they don't give a long enough sentence."

However, the student noted that transit security has been a long-time issue for the city, recalling an incident before his stabbing where a Muslim woman was harassed on transit, which was one of many similar incidents.

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*Maybe [Edmonton's] not suitable for me as an outlier. I do not feel included.*

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The student noted that during his incident, there was a transit worker present on the Corona LRT station who did not intervene or call security after the man yelled at him and followed him onto the train. Following his stabbing, bystanders who saw the incident happen on the train did not intervene or call for help. In an interview with *The Gateway* last year, he described the experience as "lonely."

Now over a year later, the student says it was "ironic." When he was attacked, the student was in his last week of a co-op opportunity where he worked for the Edmonton public transit system. He had also worked for the government's pension plan.

"Everything made me feel like they just played a joke on me," he said. "I tried my best to have passion for the public sector and they tried to ruin my trust."

"Maybe [Edmonton's] not suitable for me as an outlier. I do not feel included."



Emily Williams

Being so far away from home, this student was a captive transit user. In order to get to campus, he had to take transit every day. He noted that after being stabbed he saw comments online saying “because he’s poor, he cannot afford to get a car so it’s his fault tak[ing] the LRT at night,” which made him feel like the issue was not being addressed properly by the community.

He also felt that the university did not handle the situation properly, as he was told the LRT station was not university property, and UAPS could not respond to his situation or give him first aid on the platform.

“[It is your] duty of care, it’s your community member, it’s your staff, [and] students,” he said.

“I have to take transit to go to the U of A campus. And this happened in a campus area. So it could be addressed — rather than saying that is not my property.”

The student also felt that part of the reason why the incident happened and why transit safety is an ongoing concern is the lack of funding going into existing transit facilities.

“Although they’re expanding the LRT transit system [to] try to create more mobility and connected equitable communities, that is quite ironic,” he said. “Honestly, those bigger objectives trying to improve the communities’ prosperities failed, as safety is a fundamental thing.”

He feels that accountability needs to come from the municipal level, but other bodies like the U of A should also be pitching in to help improve transit.

When asked about the Campus Safety and Security Policy’s Second Principle 13 around community-based solutions to transit safety, the student noted that it “sounds very abstract” to him.

Because there are no specific examples of how the UASU plans to go about their community-based approaches, he felt that he did not have enough information to make a judgement.

However, he was concerned about the advocacy against the Liaison Officer program. When the stabbing happened last year, the student had told *The Gateway* that he wished that UAPS could have responded to his emergency.

His concern is that advocating against the Liaison Officer program would slow down the response of UAPS, especially in response to emergencies like his. He mentioned that although UAPS did not perform first aid for him, the man who stabbed him might have "never be[en] caught," if the university did not collaborate with the Edmonton Police Service (EPS) to share the footage of that night.

"I think the Students' Union, especially the student groups, Students' Council — they are very, very biased," he said. "I don't think [they] considered all the factors needed to be taken into account."

"I think [the] Students' Union or student representatives who are elected should be more sympathetic ... to urgent or emergency issues."

Since moving away, the student says he now feels "peace of mind."

"[Edmonton] gave me good memories but [also] gave me a bad end for my university story."

## **UAPS recognizes they haven't "cracked the code"**

While the position of student leaders across campus is not entirely united on campus policing, Marcel Roth, director of the University of Alberta Protective Services said their role on campus is to keep all people safe.

"We see our role as providing a safe environment for our community," he said. "Our community being multilayered staff, students, faculty, contractors, [and] visitors."

He explained that doesn't mean he wants to maintain the status quo. Roth said he is aware that there are student concerns about UAPS and that this policy is hoping to address those. He expressed that he is looking forward to engaging with the new Students' Union on the policy to re-examine the value they add to the community.

"There's always room for everyone ... to look at improvement, and we're no different."

That being said, there are a number of changes UAPS has made in their structure in the past few years. Roth explained that something they have been striving for is being more involved in the community through a Community Liaison Officer. This officer splits their time between residence life and UAPS for information sharing purposes and to answer questions students and staff in residence may have.

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*That didn't just all come about, that was learned and absorbed through really watching and learning how the Edmonton Police Service and some other agencies deal with some of these social issues.*

In addition to the Community Liaison Officer, there is also now a Community Assistance Team which consists of two officers that are intended to provide assistance to anyone on campus.

"It's really focused on trying to provide them with the resources that they may need," he said.

He explained that this team can be used to address a variety of things, but primarily substance use, housing, mental health, and finance, like assistance in obtaining government identification.

Roth said that UAPS looks to the Edmonton Police Service for increasing these community supports.

"That didn't just all come about, that was learned and absorbed through really watching and learning how the Edmonton Police Service and some other agencies deal with some of these social issues."

Roth spoke particularly of the EPS health unit, as an inspiration for UAPS's approach to community outreach.

"We've learned a lot from what they do," he said. "So [we are] very proud of that recent work, and the different way of doing business in the last couple of years."

While EPS is a point of reference for UAPS, the two also collaborate and there is a dedicated member of EPS who works in the UAPS office called the Liason Officer. Roth said that the role is primarily about efficiency.

"So instead of placing a call through to the communications line, who then dispatches to patrol cars and southwest division in Edmonton, we have someone that can take many of those calls."

Roth added that the role also has the added benefit of having a member of EPS who understands the issues of the university community.

**University of Alberta Protective Services** 

@UofA\_UAPS · [Follow](#)

UAPS and Residence Services are at Lister Hall today and Wednesday to promote a safe St. Patrick's Day. Come on over to play a trivial game and win some prizes!



1:13 PM · Mar 14, 2022 

 2  Reply  Copy link

[Explore what's happening on Twitter](#)

While a plainclothes unit was something included in the policy as something the UASU would advocate against, and a question about it in the UASU survey, this appears to be based on a misunderstanding.

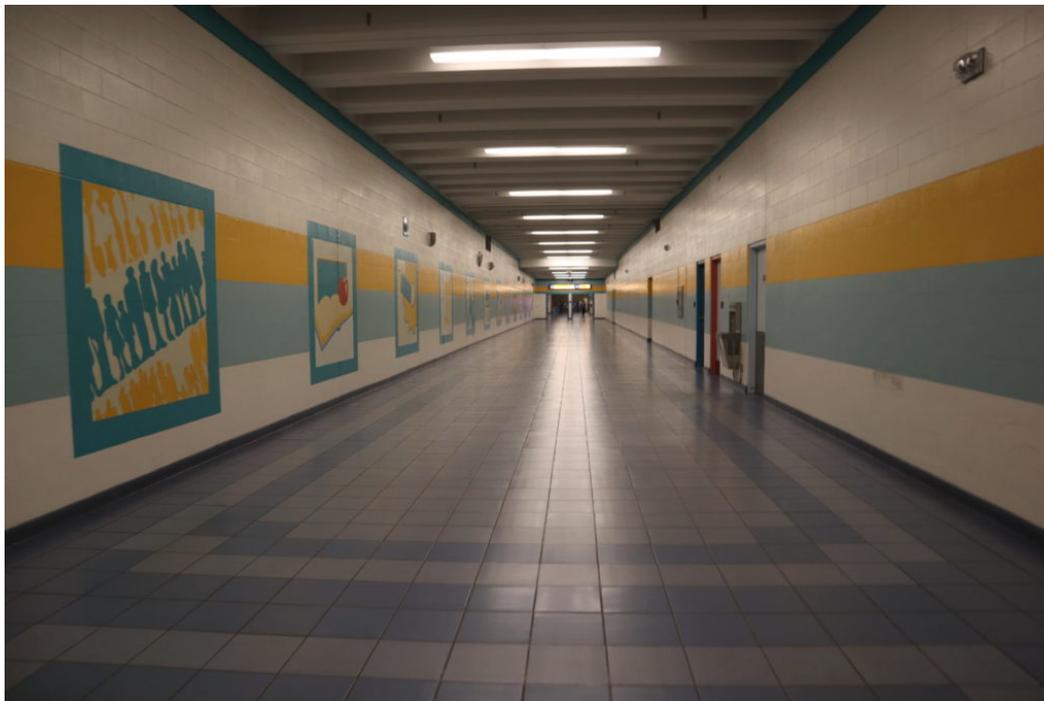
"UAPS does not have a plainclothes program," said Roth.

While there is no plainclothes program or unit at UAPS, Roth explained there are very rare circumstances where officers may go out without uniform.

"I'll give an example: we have a rash of bike thefts in a very specific location," said Roth. "There are times that we have in the past, set up an organized approach to deal with that. And yes, on a very finite basis, that can include officers who are not in a uniform — that is about as far as it goes."

The original plan for the community assistance team however, was that one would be without uniform.

"I would hazard a guess that that is probably where this topic of conversation came from," said Roth.



Emily Williams

The idea behind this was that some people may prefer or be more compliant with someone not in uniform, Roth explained. It does not mean that one of the officers would be able to go out alone without uniform.

"They're working as a team together, they're going to calls together, they're driving a marked patrol vehicle together," he said.

"It is far different than what probably comes to many people's minds: that UAPS is sending out people ... into the campus trying to blend in."

Roth emphasized that UAPS is focused on continuous improvement. While they have equity, diversity, and inclusion (EDI) and mental health training in place, he recognized there are always ways to improve this to ensure it is not "checkbox training."

"I will continue to explore new ideas that address safety ... I don't feel that we don't feel that we've solved it or cracked the code in any way."

## **City leaders announce funding for increased policing on transit in response to safety concerns**

Edmonton's city council recently [approved](#) a base budget of \$407 million for 2023 for EPS. This approval comes after lengthy discussions about the city's expenditures on policing. In the fall, the city will also be discussing a four-year budget.

[Sarah Hamilton](#), councillor for ward sipiwiniwak and council-appointed commissioner for the Edmonton Police Commission, described the desire for more community-based solutions as "not surprising." She acknowledged the increased demand for solutions aside from policing, or a "tiered response" that would address concerns about urgency and effectiveness.

"EPS is involved, and you need them to be [because] some of the events ... they're very violent, and that has escalated," she said.

"That's a serious response, but there's also stepped down approaches ... [like] in terms of opioid responses."

"This [transit safety issue] has escalated over the course of the pandemic, as the pandemic has increased inequity across the country in every jurisdiction, but we need to figure it out."

She added that fighting discrimination from policing bodies has been a "huge focus." Hamilton noted that while some issues with the EPS are solved through a disciplinary process, a restorative justice approach has been "well received."

However, Hamilton explained that when restorative justice happens, there needs to be a level of accountability that she believes isn't currently present in policing bodies of the city right now. For example, she highlighted that peace officers do not have a commission like the EPS does to hold them accountable.

"Our peace officers do good work and are often seeing a lot of the same stuff that police officers are but ... the accountabilities aren't always as transparent," Hamilton said.



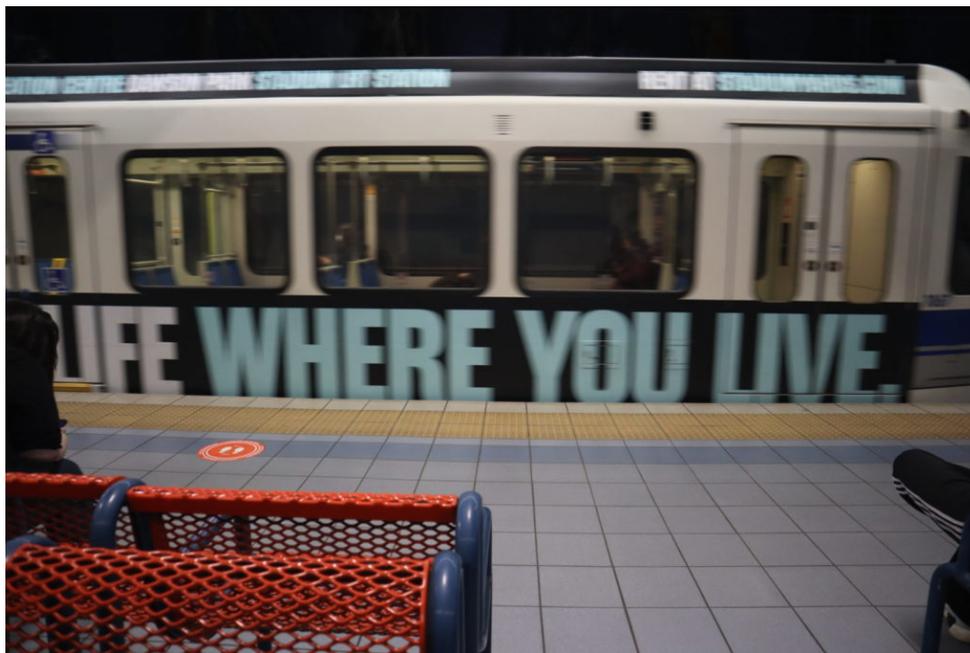
Emily Williams

When talking about safety on campus, Hamilton highlighted that knowing your community can be a safety measure, as she noticed it worked for her mother and their neighbourhood.

“One thing that I noticed that we lack, regardless of [the] geographic communities that we live in, is that we don’t get to know our neighbours,” she said. “I think it’s harder in an urban environment and it’s harder on campus because people have more dynamic housing situations.”

“You might see somebody you never see again, but something I’d [ask] is how do you be a good urban neighbour [using] that bystander training?”

Following an [incident](#) on April 25 where a U of A hospital worker was pushed off an LRT platform, City of Edmonton Mayor Amarjeet Sohi announced that the city would be [spending](#) an additional \$3.9 million to hire 20 more transit peace officers and deploy more social workers, increasing the total number of social worker and transit officer teams from two to nine.



Emily  
William  
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"I am confident that having more peace officers on transit trains [and] LRT stations will deter people from engaging in some of the problematic behaviour that is causing disturbance and that's causing safety issues," Sohi said.

"That will definitely make students more comfortable when getting on transit."

Hiring more police officers has been a point of difficulty because of long training times, Hamilton said. She also noted that it's important for peace officers and support staff to ensure that the mental and physical health of responders is kept up.

In response to student concerns that peace officers have failed to or have not been permitted to act in emergency situations on transit, Hamilton said that having police is unavoidable.

"There are situations in which there is no more appropriate response than a sworn police officer and I think what has been highlighted is the need for more police officers."

Sohi also acknowledged the concerns students had about the ability of different transit officers to respond to issues. To address these concerns, he mentioned that the city was looking into expanding the authority of transit peace officers. Additionally, the city also has transit security guards at stations. These security guards are neither police officers nor peace officers; Sohi explained that unlike the traditional notions for security officers, these personnel are eyes and ears on transit and act as deterrents to crime.

However, the solution to problems on transit aren't just being solved by increasing security officers. Community-based solutions are also being explored by the city, among them being a daytime space led by Indigenous organizations where houseless

peoples can be taken for “more culturally appropriate” services and programs.

“We are implementing solutions and we are working closely with the Edmonton Police Service as well as Indigenous partners from Bent Arrow Society and our city, working together,” Sohi said.

Despite not being a captive transit user, Hamilton emphasized that transit safety for post-secondary students would be a prioritized concern for council come fall when deciding what to do with the four-year budget. She urged those with ideas for the city and the future of safety and transit to bring them to city council during the budget’s public hearing process.

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*Policing and security on campus remains a divisive conversation, with multiple visions for how the university and transit system should look in the future. With so many suggestions currently on the table, how safety on campus is going to look is unpredictable — even in the short term. The only thing students can expect is for the situation to remain pliable, with strong voices advocating for students’ interests throughout.*

*While the UASU’s Campus Safety and Security Policy has passed, it is clear that the University of Alberta community remains somewhat divided on this issue. As this debate develops on campus parallel to the city-wide debate around policing, further discussion needs to take place to develop a more tangible, collaborative, and specific approach to safety and security for all.*

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Edmonton

## International students clash with students' union over U of A campus security policy

International student representatives want to ensure law enforcement presence

[Stephen Cook](#) · CBC News · Posted: Apr 22, 2022 7:00 AM MT | Last Updated: April 22



The University of Alberta Students' Union approved a new policy to advocate for reviews and reforms of campus security and policing to address concerns by members of the student body. (David Bajer/CBC)

A newly-approved University of Alberta Students' Union (UASU) policy to lobby for changes to on-campus security and policing is seeing opposition from some international student representatives.

The policy was approved Tuesday during the UASU's final council meeting this academic year. It [outlines 20 principles](#) related to the union's advocacy work, including pushing for more transparency and reviews of University of Alberta Protective Services (UAPS) to determine what practices should be changed, abolished or improved.

The International Students' Association (ISA) took issue with several points, bringing forward a presentation and speakers during the council meeting. Of particular concern was advocating to the municipal government for improved safety on transit, with a focus on harm reduction and community-based strategies.

Vice president external Gurbani Baweja said while the ISA is supportive of those measures, it wants to explicitly ensure the continued presence of uniformed officers as part of that work.

"Because the countries where we come from, we know if there's a law enforcement officer present, people will actually behave in a lawful manner," she said in an interview Wednesday.

Baweja said a middle ground to the approach being advocated for would be to lobby for community workers to be paired with uniformed officers.

The ISA says safety on transit is a primary concern, referencing an April 2021 incident in which an international student was stabbed on the University LRT platform.

According to data tracked by UAPS, there have been five assaults on university campuses in 2022 so far, seven in 2021, and 13 in 2020. Those numbers are lower than pre-pandemic years.

## Differing perspectives

A survey last year by the ISA showed 88 per cent of the 248 respondents said they were comfortable with the presence of Edmonton police on campus.

In the [2020 UASU annual survey report](#), 55 per cent of international respondents felt more safe around UAPS while two per cent felt less safe. On the topic of Edmonton transit officers, 51 per cent felt safer and 1 per cent felt less safe.

Those numbers are significantly different from other identified groups, including gender minorities, Indigenous, and LGBTQ2S+ students. For transit enforcement, those numbers range from 28 to 34 per cent feeling more safe and 19 to 31 per cent feeling less safe.



Rowan Ley, president of the University of Alberta Students' Union, said the policy offers modest proposals on reviewing security on campus. (Submitted by Rowan Ley)

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Rowan Ley, outgoing president of the UASU, said the purpose of the consultations that led up to the policy was to find a balance of perspectives.

"It's not about necessarily everyone being happy at the end," he said.

Ley, who voted in support of the policy approval, said few of the principles are prescriptive.

"The policy is basically a series of modest proposals for ways we can figure out what's not working as well and make it work better," he said.

"This policy is not about defunding the police. It's not about abolishing UAPS."

- [Open letter from student groups renews pressure on U of A to take action on sexual violence](#)
- [Security ramping up at HUB Mall residence](#)

The Indigenous Students Union was involved in the creation of the policy. President Vaughn Beaulieu-Mercredi, who is also a councillor representing the arts, said many Indigenous students are uncomfortable around uniformed law enforcement on campus.

According to [another UASU survey](#), five per cent of First Nations, Métis and Inuit respondents reported experiencing racial discrimination or unfair treatment from UAPS or law enforcement on or near campus. Twenty-five per cent had seen it happen to other people.

Beaulieu-Mercredi considers the policy a middle ground that opens up conversations to address the concerns of Indigenous students.

"I 100 per cent would have been happy with the policy saying, 'No cops on campus, abolish the police' and done," he said.

"But obviously, that's just my opinion, and isn't reflective of the student body."

The policy is set to expire in three years unless renewed.

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# Notes from Council: UASU passes Campus Safety and Security Policy, ISA representatives walk out of meeting in opposition

The University of Alberta Students' Union approved their Campus Safety and Security Policy, which was met with opposition from representatives of the International Students' Association during a six-hour meeting.



Areeha Mahal • April 27, 2022 15 minutes read



Helen Zhang

*"Notes from Council" is The Gateway's ongoing series of recaps of noteworthy items from Students' Council meetings.*

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The University of Alberta Students' Union (UASU) has approved their Campus Safety and Security Policy, which was met with opposition from representatives of the International Students' Association (ISA). Following the passing, ISA representatives walked out in protest.

At the April 19 Students' Council meeting, the UASU discussed the Campus Safety and Security Policy. The policy commits to

advocating to the U of A to invest in more harm reduction safety services and strategies.

“While security and policing personnel make some feel safe, security and policing present both a real and a perceived threat for many marginalized groups,” the UASU’s [policy](#) said.

“For these reasons, as we strive for better safety and security mechanisms on campus, we must strive to meet the complex needs of our community members and continue to understand that this issue requires tentative nuanced thinking.”

The policy includes the UASU advocating for the municipal and provincial governments to invest in harm reduction security services and strategies to be used off-campus.

Additionally, the policy prioritizes including Black leaders, First Nations, Métis, and Inuit (FNMI) leaders, 2SLGBTQ+ leaders, and disabled leaders on the U of A’s campus while undergoing a review of safety and security practices on campus, including University of Alberta Protective Services ([UAPS](#)).

## **ISA presentation opposes Campus Safety and Security Policy, expresses concerns regarding safety of international students**

Executives from the ISA met the Campus Safety and Security Policy with opposition, voicing concerns over the safety of international students.

Siddharth Thakur, engineering councillor with the UASU, motioned for Chanpreet Singh, the president of the ISA, to present on the Campus Safety and Security Policy. In this meeting, Singh also served as a proxy for Harnoor Kaur Kalra, an engineering councillor who was absent from the meeting.

Rowan Ley, president of the UASU, noted that, according to the UASU's [Standing Orders](#) section 7.5 "motions related to the subject matter of a presentation may not occur less than seven days from the date of the presentation."

Singh motioned to suspend Standing Orders 7.5. This was seconded by Haruun Ali, current open studies councillor with the UASU, to allow the ISA to present their presentation. This motion passed, and Singh and Dhir Bid, president-elect of the ISA, continued with the presentation.

The presentation noted that the ISA "strongly opposes the UASU's proposed policy on Campus Safety and Security."

According to an ISA [survey](#) which had 248 respondents, 88 per cent of them "feel comfortable with the presence of Edmonton police on campus."

Bid brought up [incidents](#) international students have had using transit within Edmonton.

"In the last year, the ISA was reached by three international students who were either harassed or violently attacked on transit," he said. "I want to make it clear that three incidents were reported to us, there may be several incidents which we do not know about, and [we] were not informed about."

According to Bid, these international student experiences are the basis of the ISA's advocacy against the policy.

"Some of the student experiences we have shared today are the basis of what we are advocating for today," he said. "We are not here against the entirety of the policy being brought forward today; we feel there are very good points and a lot of good merits, especially with harm reduction strategies and community-based strategies."

"We feel that is the direction the UASU should take — that is something we're in support of, but we feel that is not the only solution. We feel this should be done in collaboration with transit peace officers, who in the short term can prevent incidents from happening, and respond faster to such attacks, so international students, and every student, can feel safe on campus."

The ISA proposed the UASU table the policy for the April 19 meeting and conduct more consultation prior to voting on the policy.

If the UASU did not table the policy, the ISA requested they remove clause 13 of the policy, which says the "UASU will advocate to the municipal government for improved safety on transit," advocacy which should "focus on harm reduction and community-based strategies to improve safety in transit."

If the removal of this clause would not be possible, Bid requested "a middle ground" which would not remove peace officers on transit.

## **UASU and ISA opinions diverge during open forum**

Open forum began with Shannon Cornelsen, elected vice-president (consultation and engagement) of the Indigenous Students' Union (ISU) for the 2022/23 academic year, introducing herself in Cree and giving an open statement to the floor.

"In the spirit of reconciliation, the ISU invites the ISA to learn the history regarding the long and complicated relationships that First Nations, Métis, and Inuit (FNMI) people of Canada have with policing," Cornelsen said. "The proposed changes to campus's safety and security policies reflect our own safeguards that we feel are necessary on our own traditional lands."

"I feel that the ISA would benefit in learning more and educating themselves regarding our aversion to an increased police presence on campus, especially with the Edmonton Police Service. The faculty of Native studies has a free course available called [Indigenous Canada](#)."

Cindy Eisman, the vice-president (finance) of the ISU for the 2022/23 academic year, also introduced herself to the floor in Cree. She then followed Cornelsen's words with a general statement.

"I have lived my entire life in Canada, and I have lived as an Indigenous woman in a country founded on colonialism," Eisman said. "We are all impacted by colonialism, whether we are Canadians, Indigenous peoples in Canada, or visitors to these lands. As an Indigenous woman I have lived my life having others speak for me, and tell me what is best for me, without bothering to listen to what I have to say."

"I am here today to speak in favour of the Campus Safety and Security Policy. Indigenous peoples in Canada have a complicated and problematic history with police. While I share concerns that many ... have about safety on campus, transit, and Edmonton in general, more policing and security is not the way forward, and will disproportionately impact marginalized communities, including Black, Indigenous, and People of Colour (BIPOC) community members, peoples with disabilities, and gender and sexual minorities."

Eisman concluded their statement by inviting executive members of the ISA, the UASU, and the student body at large reach out the ISU or come to an ISU meeting to discuss issues such as security on campus, which "affect us all."

Gurbani Baweja, vice-president (external) of the ISA, spoke in opposition of the proposed policy.

"I would like to clarify the ISA's stance on the UASU's [Campus Safety and Security] Policy is not Indigenous students versus international students ... we are just here to seek some middle ground between the ISA and the UASU."

"I believe throughout my term with the ISA, I have been respectful enough to the UASU, but today I won't start by apologizing to the UASU because I feel like my concerns, along with my colleagues' concerns, on the policing policy have long been ignored. The UASU is favouring some student's safety over others, which I fail to understand why."

*We can come here, we can talk, we can scream, and we can beg you on our feet, because that is the position where you have sent us all.*

Chanpreet Singh, the president of the ISA

Baweja claimed that the policy only addresses the safety of a fraction of students on campus, and accused the UASU of inaction while international students get "stabbed, punched, and even shot."

"Security presence has been repeatedly addressed by myself and many other ISA members to the UASU, however I have blatantly and unfortunately feel that majority of you are living in delusion and with impractical ideologies," Baweja said. "We do not leave our homes and come to Canada to be stabbed, punched, and even shot, while our student leaders simply sit back and watch."

"This policy is motivated to just make some people happy, which I do not appreciate, along with other international students ... If this is truly a UASU for all students and not just some, I really request council to table this motion today and transparently consult those who they are leaving behind to be stabbed."

Talia Dixon, vice-president (student life) of the UASU, followed Baweja's statement with a point of privilege, saying Baweja "calling individuals delusional" is "impugning the motive of the member" and "very offensive." Dixon requested the speaker strike that from the record, or at least acknowledge it.

Philip Miheso, council's speaker, said using terms such as delusional "is not the quorum of this council," and will be struck from the record. He asked those present refrain from using such terms that are "against quorum of council."

Lucas Marques, an international student, voiced his support for the proposed policy. Marques is also UASU Chief Returning Officer (CRO), but was not speaking in his capacity as CRO.

"Four years ago, when I arrived to Canada, I was extremely unaware of what Indigenous students had to go through," Marques said. "It was not until my first blanket exercise that I got educated into how Indigenous students were treated ... and I became aware I was not only an international student, I was also a settler."

"I would like to ask the ISA [to] please respect the Indigenous peoples of Canada. I think some statements, especially the last one [from Baweja], do not do justice to international students. They do not represent what we're trying to say. I support and appreciate the hard work the ISA has been doing, but please be careful when you make statements like that."

Daniela Carbajal, an incoming councillor, also spoke on the relationship between international students and Indigenous peoples.

"I know that a lot of people come here because it's their last option because maybe their country, their education is not like the best," Carbajal said. "I come from that same situation. That

still does not give us the right to override and speak over the Indigenous people of this land."

"I know everyone struggles and I know that people may face racism and targeted attacks and such, but this whole policy goes to address that."

## **Opposing claims about the policy's length of consultation raised by the ISA and UASU**

As open forum continued, multiple guests shared their viewpoints both for and against the policy with the floor. Many international students came forward to share personal experiences with unsafe conditions on transit, and some requested more thorough consultation with the community be done prior to approving the policy.

Dixon noted that the consultation surrounding the policy has been ongoing for at least one year.

"The assertion that this policy is being rushed is simply untrue," Dixon said. "We have been consulting on this policy for an entire year. Every single group that we could have thought of had a meeting with us, [were sent] an email, [provided] feedback, and we've integrated that into the policy. We're coming to the end of the year, and this is our last meeting. We need to finish passing policies or they die."

In response, Singh called the consultation done by the UASU "a lie."

"As ISA president for the last two years, the consultation is a lie," he said. "In June and July [the ISA was] first informed that such a policy was being made in our board by [Christian] Fotang, [UASU vice-president (external)]. That's when we [found out] a working group was made without international students."

"We had to raise our concerns and had to get the seat, we had to tell them that we need a seat in this working group so international student prospects could be heard on this policing policy, as it was back then."

According to Singh, once the ISA was given a seat in the working group, they were asked to swap their initial representative with someone else.

Singh said, once the ISA appointed a different representative, the ISA representative was not shown the policy until April 6.

"Fast forward to this year, when we finally appoint a representative who sat on that committee for a whole year. That representative was never shown the resolutions. On April 6, the ISA was emailed by vice-president Dixon about the resolutions ... That's when the ISA, for the first time, saw the policy."

Singh emphasized that the ISA was not properly consulted prior to the policy being drafted.

"Please don't tell me we were consulted, [if we were] we wouldn't be here, we aren't enjoying this ... we are not coming here out of joy," Singh said. "We are coming here because it pains us. Every single vote you will be casting today will be a stab on the same student who was stabbed last year on transit. We are the ones hearing students crying, calling us, and pleading, 'help us.'"

"We can come here, we can talk, we can scream, and we can beg you on our feet, because that is the position where you have sent us all ... if you want to pass this policy go ahead and pass it. But don't lie that the consultation was happening for [one or two] years — because that's not the reality."

Emily Motoska, UASU education councillor, put forward a motion to vote on the Campus Safety and Security Policy, requesting that

further discussion involve a specific point on the policy, or suggest friendly amendments to the policy.

"Consultation has been done extensively, this policy in its initial stages was brought last year, and consultation has been done since then," Motoska said. "That is not a lie, that is a fact, and if proof is required of that we can get that."

"I understand this is a contentious issue, and safety is the main concern. A lot of the issues that were brought [forward to be] addressed are stated in the policy. If you would like to further speak on this policy, please do so in reference to a specific point, and if you have a suggestion on how to reword or include something, a friendly amendment can be made."

However, Miheso recommended time for councillors to discuss the policy among themselves before voting on the motion.

## **UASU Council passes motion, ISA representatives walk out of meeting**

After open forum concluded, time was given for discussion within council between councillors. Dixon gave an overview of the consultation done by the UASU surrounding this policy.

"From my understanding this policy work started two years ago in response to the [Black Lives Matter movement](#), [following] calls from Indigenous students for the UASU to look into security and policing on our campus, so we can make [campus] safer and more inclusive for everyone, while recognizing the harm some security and policing presents to some members of our community."

According to Dixon, this consultation included questions related to security and policing in the UASU's annual survey, creating a consultation group with groups who requested to speak more in-

depth about the policy, having discussions with the Council of Residence Associations (CORA) and the Council of Faculty Associations (COFA), and Student Representative Associations (SRAs).

"Today some of the outstanding points are about transit, I appreciate that this is a nuanced issue that all of us care about ... that is why our policy is being kept general to allow us to advocate for more nuanced positions on transit." Dixon said.

"We've gotten a lot of feedback from a lot of different folks, and I think this is a much more nuanced conversation that will change over the years as we learn more about what other cities and groups are doing to make the community safer."

Vaughn Beaulieu-Mercredi, UASU arts councillor, spoke to council as an Indigenous student. Beaulieu-Mercredi is also the current president of the ISU, but did not speak in his capacity as the organization's president.

*I can tell you whenever I see an RCMP officer, a peace officer, a UAPS officer, or any uniformed sort of law enforcement, the hairs on the back of my neck stand up.*

Vaughn Beaulieu-Mercredi, UASU arts councillor and Indigenous student

"The conversations here tonight have definitely taken a toll on myself, and the others — my other executives of the ISU behind me," Beaulieu-Mercredi said. "Regardless, we stand steadfast in this face of resistance. There are a multitude of complex things that come with discussing campus policing. As an Indigenous student, I can tell you whenever I see an RCMP officer, a peace officer, a UAPS officer, or any uniformed sort of law enforcement, the hairs on the back of my neck stand up."

"This stems from not only my personal interactions with police in general, but the intergenerational trauma that has been handed down by my relatives."

Beaulieu-Mercredi said the experiences of Indigenous students cannot be brushed aside.

"The lived realities of Indigenous peoples cannot be put on the back burner ... through the comments tonight it is clear to me, though we are at a university, that further education is required."

After a few councillors shared their viewpoints on the policy, Singh claimed comments throughout the meeting that "international students should educate themselves" are "racist."

"There were comments made that international students should educate themselves, [and] they come from poor education systems — this is racist," Singh said. "When you say we need to educate ourselves, that is racist and that needs to be acknowledged."

Singh spoke on experiences of international students coming to the country, which was interjected by Ley.

"It is true this is not our land ... at the same time, it is true that we as international students come here and accept all the people here, irrespective of their background ... and we accept them as our family," Singh said. "So saying 'this is our land' is just that you are excluding us from your own family and we consider you as our family ... for the time we are in this country. Many might say law enforcement might not work, however it is a deterrent. People act lawful when they see officers."

Ley interjected Singh's comments, calling them "disgusting."

"I'm going to have to call a point of privilege on this," Ley said. "What Councillor Singh is saying here is wrongly casting aspersions on the motivations of people who are here at this meeting, particularly Indigenous students who have spoken out about the horrific experiences of racism in this country, and the

work they want others to do to help prevent those experiences from continuing."

"For Councillor Singh to suggest, by doing that, they are somehow excluding people — from a country none of us frankly have a right to come to — is just disgusting. Some of the comments Councillor Singh has made are indefensible, and the fact that Councillor Singh is trying to defend those comments instead of apologizing is shameful."

Ley requested the speaker strike Singh's comments from the record, and that Singh refrain from speaking in "such a way about Indigenous students and councillors in the future." Miheso noted that on council, it is not anybody's position to "say what and who's intention is right or wrong."

"The fact of the matter is ... this land is not ours," Miheso said. "For me to be able to speak on the experiences of people on this land is completely and utterly unfair. It is not my position."

"Matters of this nature are things that need to be discussed with extreme care. When we continue to attack each other like this, it makes this space very toxic for all involved. That's not what this council is going to be remembered for."

Miheso requested an apology from Singh.

"What I said just now was exactly what people felt I should speak on, and that's all I did," Singh said. "If I offended or if it was inappropriate, that is wrong on my part."

Singh again suggested an amendment to the policy to remove Second Principle 13. This principle states "the UASU will advocate to the municipal government for improved safety on transit," and this "advocacy should focus on harm reduction and community-based strategies to improve safety in transit."

After Singh proposed this Julia Villosso, UASU arts councillor, noted that at this point in the meeting, the only Indigenous UASU councillor "felt so uncomfortable that he had to leave the room today."

"It has become such an unsafe space that marginalized people feel the need to leave ... and it's not the first time that a marginalized person has had to leave this space," Villosso said. "It's our responsibility to make sure that everyone is heard, and feel comfortable to say what their opinions are."

Singh's amendment to remove Second Principle 13 was brought forward for a seconder, and Singh requested Thakur second the motion. However, Thakur did not second the motion in time, as he was away from his computer, and the motion failed.

Singh then motioned to do voting by roll call instead of by secret ballot, so students would know how elected student representatives voted in regards to the policy. Thakur seconded this motion. However, Miheso struck down the motion due to the meeting already exceeding three hours — the typical time allotted for council.

A motion to approve the Campus Safety and Security Policy was put forward by Villosso, seconded by Fotang, and was passed, with 94 per cent in favour, and six per cent against.

After passing the motion, Singh called for a walkout by international students.

"I call international students to do a walkout at this very moment."

This call was met with laughter from several UASU councillors within council chambers and international students present left the meeting.

*UPDATE: This article was updated on April 28 at 2:27 p.m. to include that speakers Shannon Cornelson and Cindy Eisman introduced themselves in Cree.*

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April 19, 2022

## Open Letter

### ISA strongly opposes UASU Campus Safety and Security Policy

**Edmonton**—The University of Alberta International Students' Association (UAISA/ISA) strongly opposes the University of Alberta Students' Union (UASU/SU) proposed [policy](#) on Campus Safety and Security.

The policy as proposed would not be in the best interest of the international students and many other students on campus and would put all students at risk. The UASU policy fails to adequately address the needs of all its members and in fact has been aligned with the interests of a few. We would like to remind that Students' Union represents all students and not just a few in student governance, it is high time for the SU to advocate in the best interest of all students and not just a few students.

The ISA strongly opposes the policy due to following reasons:

- The Policy would allow the SU to advocate for transit safety with only community-based approach or harm reduction practices. While both these solutions might help in addressing transit safety however, the policy restricts the advocacy for more transit peace officers, or security personnel on transit stations. Students have been hoping to have actions being taken to make transit safe for a long time now. International students and many other students have always wanted more security or peace officers on transit to address the safety concerns.
- The Policy would allow the SU to advocate against the Liason Program. This program helps the University of Alberta Protective Services (UAPS) to work closely with the Edmonton Police Services (EPS) to make our campus safer and also reduce the response time on campus-related incidents. The SU, only considering the information-sharing part of this partnership has decided to oppose the whole program without considering the merits of the program as a whole.
- The Policy is aiming at severely reducing the jurisdiction of the UAPS on campus and replacing it with alternatives while ignoring the fact that the students continue to strongly trust UAPS on campus. Not to forget that UAPS is not police, its just security personnel.
- The SU Executives had conveniently waited for the SU Elections to get over and then bring this policy in the last month of the semester when student leaders are busy with final exams to get an easy door to have this controversial policy passed. The ISA had appointed a representative to the SU Policy Working Group who was never shown the policy, until the policy was shared with the ISA on April 6. This leaves the ISA to wonder - why give an international student a seat in policy working group when they are not to



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be included in the drafting of the policy? We strongly condemn such tactics used by the SU Executives to pass their policies.

In the last year, the ISA has been reached by three international students who were either harassed or violently attacked in transit or city. On April 24, 2021, the first incident took place at University LRT Station, where an international student from China was stabbed. The student demanded only one thing, faster response time from EPS, and more security. Then in Aug 2021, a newly arrived international student was harassed in West Edmonton Mall, leading to the mall security intervention to save the student. The student reached out to the ISA and didn't want to take legal action against the aggressor due to legal case complications on international students' permanent residency. Finally, on Sep 2021, another international student was harassed (badly punched) at the University LRT Station, the student reached out to ISA, and we are sad to inform you that the student was broken within, he was crying and pleading for support. He was alone and didn't know anyone else to reach out to. These are nerve shocking stories from the last year, and they are just a few that we were informed about. International students every day get exposed to such incidents but fear reporting due to legal complications.

As a Student Representative Association (SRA) with delegated authority from the SU Council to represent international students we shall be bound to this policy if it is approved. This shall place ISA in a position where it shall have to support or advocate for a policy that is against its membership's interests. It's a fact that international students trust the UAPS and EPS to safeguard Edmonton and our campus, many international students feel comfortable in the presence of EPS/UAPS. Thus, as ISA we strongly stand against this policy due to the aforementioned reasons and call upon the Students' Union Council to NOT pass this policy.

It is on the SU Council now to either decide to send the policy back to the drafting phase so that every students' concerns can be addressed to draft a policy that truly reflects everyone's opinions, or pass a policy as it stands ignoring its own duty toward the students, including the international students.

ISA will be going to the SU Council Meeting and strongly opposing the policy.

Regards,  
Executives and Council Members of the ISA



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April 20, 2022

## **ISA's Statement on SU Council Meeting (April 19, 2022)**

**Edmonton**—The University of Alberta International Students' Association (UAISA/ISA) strongly opposed the University of Alberta Students' Union (UASU) [policy](#) on Campus Safety and Security.

We thank all the international students (80+) who came to the SU Council meeting on April 19, 2022, in the midst of final exams to show their support for the ISA-led opposition to the SU Policing Policy. However, the meeting was not what we anticipated and international students who spoke up were systematically silenced by stating things, such as, "international students need to educate themselves". We were told, that we as international students are privileged, bluntly ignoring the sociocultural and financial hardships that many of us go through in Canada. Not only were we called privileged to be here, but the reason that was cited for our immigration was - poor education system in our home countries. These statements downplay hardships such as minority conflicts and socioeconomic crises in our respective countries. Many international students who came to the council were taken aback by such alienating and discriminatory remarks. Our concerns were dismissed and the SU Council members were not open to listening to us. ISA was opposing the policy as it would have taken away a lot of jurisdiction from the University of Alberta Protective Services (UAPS). Another implication of the policy was that transit safety would only be at the hands of community workers rather than transit peace officers. We kept emphasizing that international students feel safe in presence of law enforcement officers which the policy [fact 10.a.ii](#) acknowledged, but the SU Council was not willing to acknowledge that. SU Council was dismissive about the racism that international students face. There was also a lack of acknowledgment towards the violent incidents faced by international students in Edmonton, that we shared in our presentation.

Our only intent was to raise the concerns of our membership and make a policy that shall reflect the interest of all students on campus, however, we were accused to be invalidating the concerns and interests of indigenous students. We want to clarify that we understand the depth of the issues raised by the indigenous students on campus. ISA moved a motion to remove resolution 13 from the policy, so the transit safety could be added later with more consultation, however, none of the councillors seconded the motion. ISA raised the concerns about the way the meeting is being conducted and how the discussion is being racist against international students, to which again we were stopped in-between by SU President Rowan Ley to interrupt and invalidate our experiences. ISA also moved a roll call (public voting) so the students could see the votes cast by SU Council members, however, the speaker ruled out the roll call to let the SU Council members vote in secrecy with a secret ballot. SU Council finally voted in favor of the policy and enacted it without even considering for once the concerns raised by the ISA on behalf of international students.

The University of Alberta International Students' Association (UAISA) is a student-run association registered with the University of Alberta, advocating for 9,000+ international graduate and undergraduate students on all campuses at the University of Alberta. The UAISA has the delegated authority from the University of Alberta Students' Union (UASU) for officially representing all undergraduate international students as a Student Representative Association (SRA) as per UASU Bylaw 8100 and PSLA 93 (3). However, the UAISA do not speak for/behalf the University of Alberta or the UASU.

We tried to the best of our ability to oppose the policy, and in the end, all international students who were against the policy along with the entire ISA, did a walkout of the meeting to show our unanimous rejection of the enacted policy. Our walkout was responded to with laughter and that shows the seriousness they had on this matter and their disrespect for International students. Many of our members have reached out to ISA for not calling an open protest on this item, and we would like to assure our membership that the ISA will call a public protest in the future if the tension continues to exist. During busy exam season, we did not see it wise to call for a full protest. ISA will explore its further action in the upcoming weeks and ensure that we stand by our members and their interests. This is not the end, we will not accept a policy that is against our membership interests. At last, we want to clarify that ISA was not against the implementation of community-based or harm reduction solutions. We simply wanted these solutions to be in conjunction with transit peace officers.

Regards,  
Executives and Council Members of the ISA.

University of Alberta

# INTERNATIONAL STUDENTS' ASSOCIATION



## NEWS RELEASE

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For more information, or to arrange an interview,  
contact: **Gurbani Baweja**, Vice President External,  
[isa.external@ualberta.ca](mailto:isa.external@ualberta.ca)

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## UASU Students' Council Agenda Submission

**Council Meeting Date**

Tuesday, July 12, 2022

**Mover**

Singh

**Motion**

Singh moves to direct Policy Committee to propose a new Resolution 16 of the Campus Safety and Security Policy to the Students' Council by Sep 30, 2022, after consultation with ISA, ISU and other stakeholder groups/students

**Email**

ch12@ualberta.ca

**Action Requested**

Approval

**File Upload**



merged.pdf

# Community and connection: What is the future of safety and security on campus?



Emily Williams



Jin He

• 3 weeks ago 20 minutes read



Jin He

*Campus safety has been an ongoing issue for several years, but the conversation climaxed at the end of the Winter semester this year with a combative council session that revived stories of student assault, raised questions about a mid-exam season consultation process that left some feeling unheard, and the colonial practices of the police, the university, and students themselves.*

## Final council meeting stretches six hours: a tension-filled ending to council's term

During the April 19 Students' Council meeting, council discussed their Campus Safety and Security Policy.

This [policy](#) outlines the University of Alberta Students' Union's (UASU) advocacy for the municipal and provincial governments to invest in harm reduction security services and strategies to be

used off-campus. The policy also prioritizes inclusivity for Black, First Nations, Métis, and Inuit (FNMI), 2SLGBTQ+, and disabled leaders on the U of A's campus while undergoing a review of safety and security practices on campus, including University of Alberta Protective Services (UAPS).

This policy is heavily guided by the results of the [Campus Safety and Security Survey](#) done in August of 2021. One-fifth of the facts provided in the preamble come from that particular survey. Based on the feedback of that survey and movements such as the Black Lives Matter movement, the policy says that "while security and policing personnel make some feel safe, security and policing present both a real and a perceived threat for many marginalized groups."

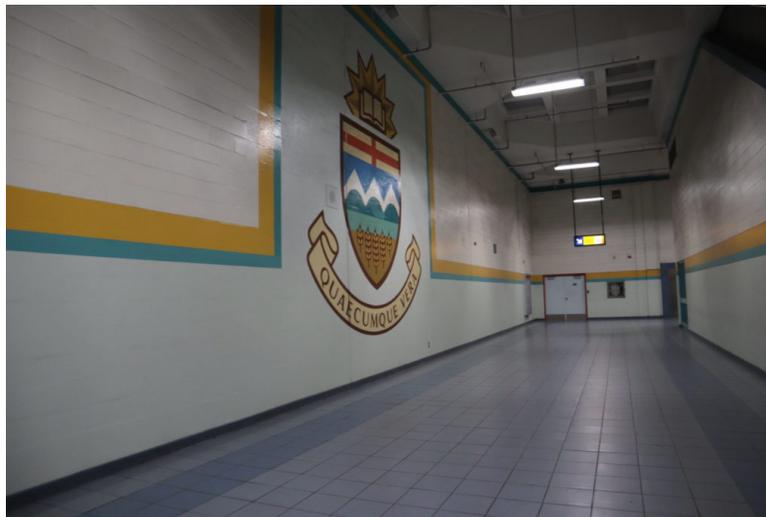
In opposition to the policy, the International Students' Association (ISA) gave a presentation, which voiced concerns that safety measures in the policy were not properly considered for international students. Notably, the presentation gave various examples of international students who had experienced violence on transit near the university campus.

The ISA's presentation also highlighted a [survey](#) they conducted, in which 88 per cent of 248 respondents expressed they "feel comfortable with the presence of Edmonton police on campus."

To address their concerns, the ISA proposed to either table the policy until one more consultation session was done, or take out Second Principle 13, and pass it that night. The ISA proposed that if the latter was not possible, then a compromise should be reached where the UASU does not advocate for peace officers to be removed from transit stations.

Second Principle 13 of the policy states that "the UASU will advocate to the municipal government for improved safety on

transit. This advocacy should focus on harm reduction and community-based strategies to improve safety in transit."



Emily  
Williams

Following all presentations, open forum gave guests the opportunity to speak. Representatives from the Indigenous Students' Union (ISU) recalled their own experiences with policing and the use of policing as a colonial tool.

Shannon Cornelsen, vice-president (consultation and engagement) of the ISU, said that the policy's mandates "reflect [their] own safeguards that [they] feel are necessary on [their] own traditional lands."

Non-councillors who were executives of the ISA gave statements about their experiences on transit and opposed the policy — in particular, Second Principle 13. Other international students were also present at the meeting to oppose the policy.

Prior to voting on the policy, claims about length of consultation cropped up. The UASU asserted that the policy had been in the consultation process for over one year, while the ISA claimed that

they had seen the policy for the first time on April 6 — just under two weeks ahead of that night’s council meeting.

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*So they had this timeline. They were rushing on it, but I think they should have consulted well in advance — not in the last week.*

DHIR BID, ISA PRESIDENT

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When it came time to vote on the policy, a motion to vote by roll call in lieu of a secret ballot vote was suggested by Chanpreet Singh, former ISA president. “This decision needs to be transparent, and the students who voted for you all need to [know] what you decided ... council should vote for their constituents.”

The motion was struck down by the speaker in the interest of time. The Campus Safety and Security Policy was passed with 94 per cent votes in favour, after which the ISA called all attending on their behalf to participate in a virtual walkout.

## **UASU says proper procedure was followed for “modest proposal”**

Christian Fotang, vice-president (external) of the UASU, was present when the policy was presented to council. He noted that

the policy is purposefully vague, leaving room for further interpretation and nuance.

"[The] policy offered a very modest proposal," Fotang said. "So really, our stance right now is just to review the current processes of security on campus and address the different student needs."

Specifically, issues that were mentioned included advocating against a UAPS plainclothes unit and shifting wellness checks in residence from UAPS officers to social workers and mental health workers.

Concerning the claim that the policy did not receive adequate consultation with the ISA, Fotang said that he believes the committee that put the policy together "did [their] due diligence."

"We had various meetings with different groups," he said. "We ran the polling. We did everything we needed to do to pass the first principles, worked some more, and then we'd gotten all the feedback we needed."

"All the proper processes were followed."

Fotang also urged students to read through the entire policy. He states that the policy "does not call for the removal of UAPS on campus," or necessarily a reduction of their responsibilities and power.

"[The policy's preamble] mentioned abolition, but that is not reflected in the resolution."



Emily  
William  
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In Second Principles eight through 11, the policy advocates for the university to invite marginalized communities “to determine what should be changed, abolished, or improved on campus to make U of A a safe(er) and secure place.”

In the short-term, the policy hopes to address student concerns about transit safety and increasing UAPS transparency such as: funding information to be made publicly available, tracking average response times, and tracking and reporting their ticketing.

## **International Students' Association concerned about contradiction in policy**

While Dhir Bid, the president of the ISA, was not yet the head of his organization, he was at that council meeting. He explained that for international students, this policy came at a time when safety is on their minds.

"I think international students are finding it unsafe to use transit and that's the only option they have," said Bid, explaining that most international students do not have a car. "This may affect international student enrolment, and may make international students hesitate to use transit."

The policy came at the end of the year, the last council meeting of the term, with consultation during exams season. Bid said this is also right before the Students' Union executive turns over.

"They wanted to make sure that this policy is passed ... before they leave, because they didn't want it to be lying around and no one takes action on it the next year," he said.

"So they had this timeline. They were rushing on it, but I think they should have consulted well in advance — not in the last week."

Bid explained that for international students who have to take a full time course load, this was an extremely busy time for advocacy and consultation. That said, there was one key change made during consultation in light of concerns raised by international students.

"Initially, they were planning to advocate against UAPS and ... we were trying to push for more security on campus," he said. "So then they removed [the clause which said they would] advocate against UAPS ... to keep it more general."

However, there were concerns that the wording of the policy made it clear that it was originally advocating for decreased police presence on campus, despite being general.

"If you look at the pre-ambulatory clauses, it's all talking about the wrong things that protective services have been doing to

minority groups and underrepresented groups — which I think is right," Bid said.

However, this didn't line up with what the ISA was being told the policy was about.

"Their policy doesn't want to advocate for more transit officers, more peace officers, more security, but they're telling the ISA that you can do all this — in contrast to our policy."

The end result was the ISA left feeling like international students were inadequately consulted and their voices were not being heard. That was the lead up to the ISA organizing a protest for that council meeting.

"The ISA has never been against community-based strategies and harm reduction strategies, we think it's a great idea," he said. "But this is a long-term solution."

"If there's an incident tomorrow, it's not going to solve it. So in the short term, we still need transit police officers, we still need UAPS to be on site, because they are a deterrent for any crime happening."



Emily  
Williams

While things in council got very divided and heated, Bid said that he thinks there can be a middle ground struck.

"The system is broken — the best way is to take the best of both worlds," he said.

"So you're going for harm reduction strategies, community-based strategies, but also take the good from what is working."

He also emphasized that while things became tense between the ISA and the ISU during the meeting, he wants that to change.

"Our message to Indigenous students specifically, is that we are one, and we recognize all their experiences and what they have gone through," he said. "We will make sure that international students who arrive to this country who are new are also educated in Indigenous history."

"But we didn't want this process to play out the way it did. Our prime motive was to advocate for international students' needs. And during this whole process, I think things got escalated. And we didn't want it to happen that way."

## **Indigenous Students' Union executives reflect on colonial history of policing**

To help facilitate an equitable and safe interview process, a group interview was conducted with executives of the Indigenous Students' Union.

When asked about the policy, Shannon Cornelsen said that the right balance was struck.

"The Students' Union was very thoughtful in how much time and effort they put into consulting all the members across campus, and they tried to address all of the concerns while staying true to truth and reconciliation — and that's a really major point for us," said Cornelsen. "So without going back and going against the [Truth and Reconciliation Commission] Report, I think that this is the best solution that they could have come up with."

The timeline of the policy may have been last minute, but this was more "student behaviour" than anything, said Shauna Stace, vice-president (finance).

"I think I heard a comment from the ISA that it was rushed, they did it on purpose, and people are busy so they wouldn't notice that this policy would come out. I don't think that was it, I think it was that they hadn't completed their goal," said Stace.

Chantel Akinneah, vice-president (internal), added that the council meeting left the ISA and the ISU in opposition.

"I think it's a privilege that when you feel unsafe, you can turn to the police," she said. "The international students, their stories resonated with everyone in the room, but they tended to make it seem like their experience is isolated."

"We're tackling the same problem, but the Indigenous people are also tackling the additional incarceration rates, stereotypes, and the opioid crisis — which all contribute to making the environment kind of hostile and unsafe."

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*It's not about us, per se, it's about the future generations.*

SHANNON CORNELSEN

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The differences from that council meeting are still felt, Akinneah said.

"We didn't leave on the same page and I don't think we are still on the same page."

When asked what the future of campus safety is, Cornelsen said it was education and groups on campus working together "in a gentle manner."

"We're having the same experience. It's not any different. We're all the same. However, sometimes those houseless people could

be our family — and that just makes it more heartbreaking,” said Cornelsen.



Emily  
William  
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Stace added that she did not see understanding of this in the council meeting.

“I think that the language used in that particular meeting, we’re calling them houseless people and vulnerable people and people we are afraid of in the LRT ... [but] let’s not pretend that the majority of these people aren’t Indigenous,” she said.

“You know, these are our relatives.”

Followed by nods of agreement around the circle adding that the language used was hurtful and dehumanizing, Stace gave a tearful account of why the advocacy work the ISU does goes so much further than just campus and student issues.

"It hits close to home when you have relatives on the streets, addicted to drugs, because of intergenerational trauma," she said. "That is not our fault. It's not our fault. It's not. It's perpetuated by stereotypes. It's perpetuated by lack of education. These are our lives."

"And what we're doing here is really important work when we're representing and advocating for not just Indigenous students, but Indigenous peoples."

Stace explained that because many Indigenous peoples do not have the opportunity to go to university, the ISU feels an obligation to advocate for the Indigenous community at large on campus.

"It's our duty to protect how people view Indigenous peoples, in general and historically," said Stace.

"We're participating in these spaces because it's the right thing to do for our people and it's not very comfortable to have conflict. But if we have to stick our necks out and be uncomfortable to make it better for Indigenous peoples, then we will."

"It's not about us, per se, it's about the future generations," Cornelsen said, nodding in agreement.

Cornelsen said that what she would like to see going forward for campus safety is education, particularly for police and security. "I would like to see them take some Indigenous history, some training on why we do have that aversion to the heavily armed police and all of our policing issues."

She explained that settler colonialism has been a historic problem that is still ongoing in Canada today.

"So I would like to just see a little bit more education, respectfully, because they are in Treaty 6 territory. And if we're all educated, and if they know why some of these social issues are happening, then perhaps they can be a little bit more compassionate."

## Since leaving Edmonton, student who was stabbed at LRT transit stop last year feels "peace of mind"

In April of 2021, a U of A student was stabbed at the University LRT station. This student, who wishes to remain anonymous, was an international student from China. Recently, the man who stabbed the student has been given a 16-month sentence.

Regarding the sentencing, the student felt that the man who stabbed him did not receive an adequate sentence for what he experienced.

"I don't know where the justice [is] if they don't give a long enough sentence."

However, the student noted that transit security has been a long-time issue for the city, recalling an incident before his stabbing where a Muslim woman was harassed on transit, which was one of many similar incidents.

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*Maybe [Edmonton's] not suitable for me as an outlier. I do not feel included.*

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The student noted that during his incident, there was a transit worker present on the Corona LRT station who did not intervene or call security after the man yelled at him and followed him onto the train. Following his stabbing, bystanders who saw the incident happen on the train did not intervene or call for help. In an interview with *The Gateway* last year, he described the experience as "lonely."

Now over a year later, the student says it was "ironic." When he was attacked, the student was in his last week of a co-op opportunity where he worked for the Edmonton public transit system. He had also worked for the government's pension plan.

"Everything made me feel like they just played a joke on me," he said. "I tried my best to have passion for the public sector and they tried to ruin my trust."

"Maybe [Edmonton's] not suitable for me as an outlier. I do not feel included."



Emily Williams

Being so far away from home, this student was a captive transit user. In order to get to campus, he had to take transit every day. He noted that after being stabbed he saw comments online saying “because he’s poor, he cannot afford to get a car so it’s his fault tak[ing] the LRT at night,” which made him feel like the issue was not being addressed properly by the community.

He also felt that the university did not handle the situation properly, as he was told the LRT station was not university property, and UAPS could not respond to his situation or give him first aid on the platform.

“[It is your] duty of care, it’s your community member, it’s your staff, [and] students,” he said.

“I have to take transit to go to the U of A campus. And this happened in a campus area. So it could be addressed — rather than saying that is not my property.”

The student also felt that part of the reason why the incident happened and why transit safety is an ongoing concern is the lack of funding going into existing transit facilities.

“Although they’re expanding the LRT transit system [to] try to create more mobility and connected equitable communities, that is quite ironic,” he said. “Honestly, those bigger objectives trying to improve the communities’ prosperities failed, as safety is a fundamental thing.”

He feels that accountability needs to come from the municipal level, but other bodies like the U of A should also be pitching in to help improve transit.

When asked about the Campus Safety and Security Policy’s Second Principle 13 around community-based solutions to transit safety, the student noted that it “sounds very abstract” to him.

Because there are no specific examples of how the UASU plans to go about their community-based approaches, he felt that he did not have enough information to make a judgement.

However, he was concerned about the advocacy against the Liaison Officer program. When the stabbing happened last year, the student had told *The Gateway* that he wished that UAPS could have responded to his emergency.

His concern is that advocating against the Liaison Officer program would slow down the response of UAPS, especially in response to emergencies like his. He mentioned that although UAPS did not perform first aid for him, the man who stabbed him might have “never be[en] caught,” if the university did not collaborate with the Edmonton Police Service (EPS) to share the footage of that night.

“I think the Students’ Union, especially the student groups, Students’ Council — they are very, very biased,” he said. “I don’t think [they] considered all the factors needed to be taken into account.”

“I think [the] Students’ Union or student representatives who are elected should be more sympathetic ... to urgent or emergency issues.”

Since moving away, the student says he now feels “peace of mind.”

“[Edmonton] gave me good memories but [also] gave me a bad end for my university story.”

## **UAPS recognizes they haven’t “cracked the code”**

While the position of student leaders across campus is not entirely united on campus policing, Marcel Roth, director of the University of Alberta Protective Services said their role on campus is to keep all people safe.

"We see our role as providing a safe environment for our community," he said. "Our community being multilayered staff, students, faculty, contractors, [and] visitors."

He explained that doesn't mean he wants to maintain the status quo. Roth said he is aware that there are student concerns about UAPS and that this policy is hoping to address those. He expressed that he is looking forward to engaging with the new Students' Union on the policy to re-examine the value they add to the community.

"There's always room for everyone ... to look at improvement, and we're no different."

That being said, there are a number of changes UAPS has made in their structure in the past few years. Roth explained that something they have been striving for is being more involved in the community through a Community Liaison Officer. This officer splits their time between residence life and UAPS for information sharing purposes and to answer questions students and staff in residence may have.

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*That didn't just all come about, that was learned and absorbed through really watching and learning how the Edmonton Police Service and some other agencies deal with some of these social issues.*

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In addition to the Community Liaison Officer, there is also now a Community Assistance Team which consists of two officers that are intended to provide assistance to anyone on campus.

"It's really focused on trying to provide them with the resources that they may need," he said.

He explained that this team can be used to address a variety of things, but primarily substance use, housing, mental health, and finance, like assistance in obtaining government identification.

Roth said that UAPS looks to the Edmonton Police Service for increasing these community supports.

"That didn't just all come about, that was learned and absorbed through really watching and learning how the Edmonton Police Service and some other agencies deal with some of these social issues."

Roth spoke particularly of the EPS health unit, as an inspiration for UAPS's approach to community outreach.

"We've learned a lot from what they do," he said. "So [we are] very proud of that recent work, and the different way of doing business in the last couple of years."

While EPS is a point of reference for UAPS, the two also collaborate and there is a dedicated member of EPS who works in the UAPS office called the Liason Officer. Roth said that the role is primarily about efficiency.

"So instead of placing a call through to the communications line, who then dispatches to patrol cars and southwest division in Edmonton, we have someone that can take many of those calls."

Roth added that the role also has the added benefit of having a member of EPS who understands the issues of the university community.

**University of Alberta Protective Services** 

@UofA\_UAPS · [Follow](#)

UAPS and Residence Services are at Lister Hall today and Wednesday to promote a safe St. Patrick's Day. Come on over to play a trivial game and win some prizes!



1:13 PM · Mar 14, 2022 

 2  Reply  Copy link

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While a plainclothes unit was something included in the policy as something the UASU would advocate against, and a question about it in the UASU survey, this appears to be based on a misunderstanding.

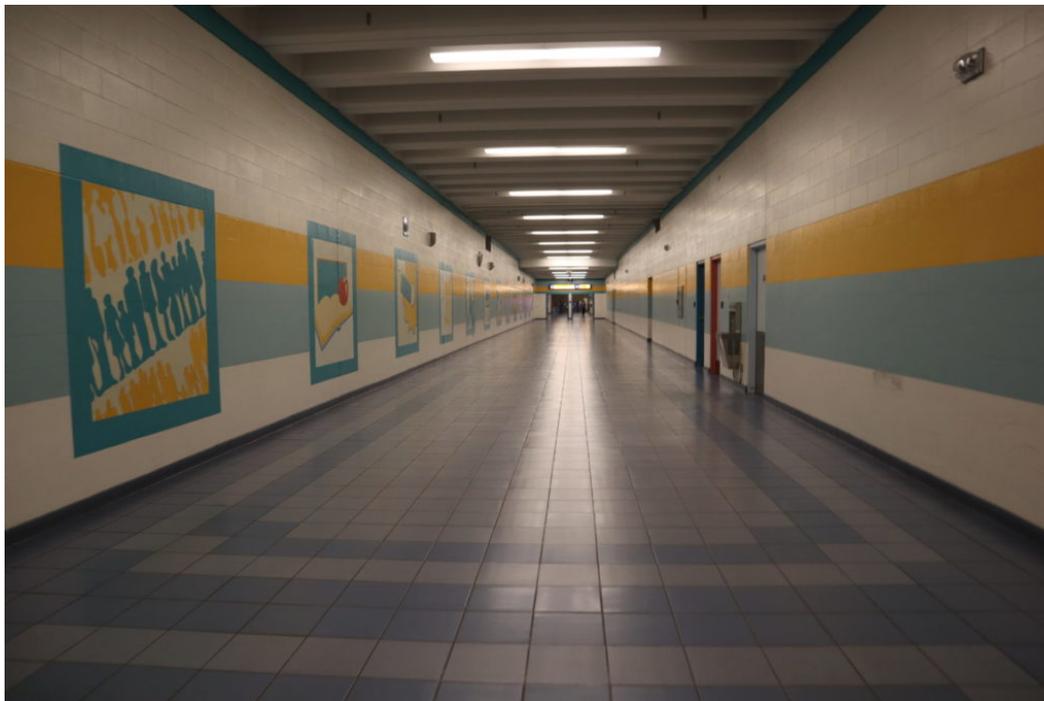
"UAPS does not have a plainclothes program," said Roth.

While there is no plainclothes program or unit at UAPS, Roth explained there are very rare circumstances where officers may go out without uniform.

"I'll give an example: we have a rash of bike thefts in a very specific location," said Roth. "There are times that we have in the past, set up an organized approach to deal with that. And yes, on a very finite basis, that can include officers who are not in a uniform — that is about as far as it goes."

The original plan for the community assistance team however, was that one would be without uniform.

"I would hazard a guess that that is probably where this topic of conversation came from," said Roth.



Emily Williams

The idea behind this was that some people may prefer or be more compliant with someone not in uniform, Roth explained. It does not mean that one of the officers would be able to go out alone without uniform.

"They're working as a team together, they're going to calls together, they're driving a marked patrol vehicle together," he said.

"It is far different than what probably comes to many people's minds: that UAPS is sending out people ... into the campus trying to blend in."

Roth emphasized that UAPS is focused on continuous improvement. While they have equity, diversity, and inclusion (EDI) and mental health training in place, he recognized there are always ways to improve this to ensure it is not "checkbox training."

"I will continue to explore new ideas that address safety ... I don't feel that we don't feel that we've solved it or cracked the code in any way."

## **City leaders announce funding for increased policing on transit in response to safety concerns**

Edmonton's city council recently [approved](#) a base budget of \$407 million for 2023 for EPS. This approval comes after lengthy discussions about the city's expenditures on policing. In the fall, the city will also be discussing a four-year budget.

[Sarah Hamilton](#), councillor for ward sipiwiniwak and council-appointed commissioner for the Edmonton Police Commission, described the desire for more community-based solutions as "not surprising." She acknowledged the increased demand for solutions aside from policing, or a "tiered response" that would address concerns about urgency and effectiveness.

"EPS is involved, and you need them to be [because] some of the events ... they're very violent, and that has escalated," she said.

"That's a serious response, but there's also stepped down approaches ... [like] in terms of opioid responses."

"This [transit safety issue] has escalated over the course of the pandemic, as the pandemic has increased inequity across the country in every jurisdiction, but we need to figure it out."

She added that fighting discrimination from policing bodies has been a "huge focus." Hamilton noted that while some issues with the EPS are solved through a disciplinary process, a restorative justice approach has been "well received."

However, Hamilton explained that when restorative justice happens, there needs to be a level of accountability that she believes isn't currently present in policing bodies of the city right now. For example, she highlighted that peace officers do not have a commission like the EPS does to hold them accountable.

"Our peace officers do good work and are often seeing a lot of the same stuff that police officers are but ... the accountabilities aren't always as transparent," Hamilton said.



Emily Williams

When talking about safety on campus, Hamilton highlighted that knowing your community can be a safety measure, as she noticed it worked for her mother and their neighbourhood.

“One thing that I noticed that we lack, regardless of [the] geographic communities that we live in, is that we don’t get to know our neighbours,” she said. “I think it’s harder in an urban environment and it’s harder on campus because people have more dynamic housing situations.”

“You might see somebody you never see again, but something I’d [ask] is how do you be a good urban neighbour [using] that bystander training?”

Following an [incident](#) on April 25 where a U of A hospital worker was pushed off an LRT platform, City of Edmonton Mayor Amarjeet Sohi announced that the city would be [spending](#) an additional \$3.9 million to hire 20 more transit peace officers and deploy more social workers, increasing the total number of social worker and transit officer teams from two to nine.



Emily  
William  
s

"I am confident that having more peace officers on transit trains [and] LRT stations will deter people from engaging in some of the problematic behaviour that is causing disturbance and that's causing safety issues," Sohi said.

"That will definitely make students more comfortable when getting on transit."

Hiring more police officers has been a point of difficulty because of long training times, Hamilton said. She also noted that it's important for peace officers and support staff to ensure that the mental and physical health of responders is kept up.

In response to student concerns that peace officers have failed to or have not been permitted to act in emergency situations on transit, Hamilton said that having police is unavoidable.

"There are situations in which there is no more appropriate response than a sworn police officer and I think what has been highlighted is the need for more police officers."

Sohi also acknowledged the concerns students had about the ability of different transit officers to respond to issues. To address these concerns, he mentioned that the city was looking into expanding the authority of transit peace officers. Additionally, the city also has transit security guards at stations. These security guards are neither police officers nor peace officers; Sohi explained that unlike the traditional notions for security officers, these personnel are eyes and ears on transit and act as deterrents to crime.

However, the solution to problems on transit aren't just being solved by increasing security officers. Community-based solutions are also being explored by the city, among them being a daytime space led by Indigenous organizations where houseless

peoples can be taken for “more culturally appropriate” services and programs.

“We are implementing solutions and we are working closely with the Edmonton Police Service as well as Indigenous partners from Bent Arrow Society and our city, working together,” Sohi said.

Despite not being a captive transit user, Hamilton emphasized that transit safety for post-secondary students would be a prioritized concern for council come fall when deciding what to do with the four-year budget. She urged those with ideas for the city and the future of safety and transit to bring them to city council during the budget’s public hearing process.

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*Policing and security on campus remains a divisive conversation, with multiple visions for how the university and transit system should look in the future. With so many suggestions currently on the table, how safety on campus is going to look is unpredictable — even in the short term. The only thing students can expect is for the situation to remain pliable, with strong voices advocating for students’ interests throughout.*

*While the UASU’s Campus Safety and Security Policy has passed, it is clear that the University of Alberta community remains somewhat divided on this issue. As this debate develops on campus parallel to the city-wide debate around policing, further discussion needs to take place to develop a more tangible, collaborative, and specific approach to safety and security for all.*

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Edmonton

## International students clash with students' union over U of A campus security policy

International student representatives want to ensure law enforcement presence

[Stephen Cook](#) · CBC News · Posted: Apr 22, 2022 7:00 AM MT | Last Updated: April 22



The University of Alberta Students' Union approved a new policy to advocate for reviews and reforms of campus security and policing to address concerns by members of the student body. (David Bajer/CBC)

A newly-approved University of Alberta Students' Union (UASU) policy to lobby for changes to on-campus security and policing is seeing opposition from some international student representatives.

The policy was approved Tuesday during the UASU's final council meeting this academic year. It [outlines 20 principles](#) related to the union's advocacy work, including pushing for more transparency and reviews of University of Alberta Protective Services (UAPS) to determine what practices should be changed, abolished or improved.

The International Students' Association (ISA) took issue with several points, bringing forward a presentation and speakers during the council meeting. Of particular concern was advocating to the municipal government for improved safety on transit, with a focus on harm reduction and community-based strategies.

Vice president external Gurbani Baweja said while the ISA is supportive of those measures, it wants to explicitly ensure the continued presence of uniformed officers as part of that work.

"Because the countries where we come from, we know if there's a law enforcement officer present, people will actually behave in a lawful manner," she said in an interview Wednesday.

Baweja said a middle ground to the approach being advocated for would be to lobby for community workers to be paired with uniformed officers.

The ISA says safety on transit is a primary concern, referencing an April 2021 incident in which an international student was stabbed on the University LRT platform.

According to data tracked by UAPS, there have been five assaults on university campuses in 2022 so far, seven in 2021, and 13 in 2020. Those numbers are lower than pre-pandemic years.

## Differing perspectives

A survey last year by the ISA showed 88 per cent of the 248 respondents said they were comfortable with the presence of Edmonton police on campus.

In the [2020 UASU annual survey report](#), 55 per cent of international respondents felt more safe around UAPS while two per cent felt less safe. On the topic of Edmonton transit officers, 51 per cent felt safer and 1 per cent felt less safe.

Those numbers are significantly different from other identified groups, including gender minorities, Indigenous, and LGBTQ2S+ students. For transit enforcement, those numbers range from 28 to 34 per cent feeling more safe and 19 to 31 per cent feeling less safe.



Rowan Ley, president of the University of Alberta Students' Union, said the policy offers modest proposals on reviewing security on campus. (Submitted by Rowan Ley)

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Rowan Ley, outgoing president of the UASU, said the purpose of the consultations that led up to the policy was to find a balance of perspectives.

"It's not about necessarily everyone being happy at the end," he said.

Ley, who voted in support of the policy approval, said few of the principles are prescriptive.

"The policy is basically a series of modest proposals for ways we can figure out what's not working as well and make it work better," he said.

"This policy is not about defunding the police. It's not about abolishing UAPS."

- [Open letter from student groups renews pressure on U of A to take action on sexual violence](#)
- [Security ramping up at HUB Mall residence](#)

The Indigenous Students Union was involved in the creation of the policy. President Vaughn Beaulieu-Mercredi, who is also a councillor representing the arts, said many Indigenous students are uncomfortable around uniformed law enforcement on campus.

According to [another UASU survey](#), five per cent of First Nations, Métis and Inuit respondents reported experiencing racial discrimination or unfair treatment from UAPS or law enforcement on or near campus. Twenty-five per cent had seen it happen to other people.

Beaulieu-Mercredi considers the policy a middle ground that opens up conversations to address the concerns of Indigenous students.

"I 100 per cent would have been happy with the policy saying, 'No cops on campus, abolish the police' and done," he said.

"But obviously, that's just my opinion, and isn't reflective of the student body."

The policy is set to expire in three years unless renewed.

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# Notes from Council: UASU passes Campus Safety and Security Policy, ISA representatives walk out of meeting in opposition

The University of Alberta Students' Union approved their Campus Safety and Security Policy, which was met with opposition from representatives of the International Students' Association during a six-hour meeting.



Areeha Mahal • April 27, 2022 15 minutes read



Helen Zhang

*"Notes from Council" is The Gateway's ongoing series of recaps of noteworthy items from Students' Council meetings.*

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The University of Alberta Students' Union (UASU) has approved their Campus Safety and Security Policy, which was met with opposition from representatives of the International Students' Association (ISA). Following the passing, ISA representatives walked out in protest.

At the April 19 Students' Council meeting, the UASU discussed the Campus Safety and Security Policy. The policy commits to

advocating to the U of A to invest in more harm reduction safety services and strategies.

"While security and policing personnel make some feel safe, security and policing present both a real and a perceived threat for many marginalized groups," the UASU's [policy](#) said.

"For these reasons, as we strive for better safety and security mechanisms on campus, we must strive to meet the complex needs of our community members and continue to understand that this issue requires tentative nuanced thinking."

The policy includes the UASU advocating for the municipal and provincial governments to invest in harm reduction security services and strategies to be used off-campus.

Additionally, the policy prioritizes including Black leaders, First Nations, Métis, and Inuit (FNMI) leaders, 2SLGBTQ+ leaders, and disabled leaders on the U of A's campus while undergoing a review of safety and security practices on campus, including University of Alberta Protective Services ([UAPS](#)).

## **ISA presentation opposes Campus Safety and Security Policy, expresses concerns regarding safety of international students**

Executives from the ISA met the Campus Safety and Security Policy with opposition, voicing concerns over the safety of international students.

Siddharth Thakur, engineering councillor with the UASU, motioned for Chanpreet Singh, the president of the ISA, to present on the Campus Safety and Security Policy. In this meeting, Singh also served as a proxy for Harnoor Kaur Kalra, an engineering councillor who was absent from the meeting.

Rowan Ley, president of the UASU, noted that, according to the UASU's [Standing Orders](#) section 7.5 "motions related to the subject matter of a presentation may not occur less than seven days from the date of the presentation."

Singh motioned to suspend Standing Orders 7.5. This was seconded by Haruun Ali, current open studies councillor with the UASU, to allow the ISA to present their presentation. This motion passed, and Singh and Dhir Bid, president-elect of the ISA, continued with the presentation.

The presentation noted that the ISA "strongly opposes the UASU's proposed policy on Campus Safety and Security."

According to an ISA [survey](#) which had 248 respondents, 88 per cent of them "feel comfortable with the presence of Edmonton police on campus."

Bid brought up [incidents](#) international students have had using transit within Edmonton.

"In the last year, the ISA was reached by three international students who were either harassed or violently attacked on transit," he said. "I want to make it clear that three incidents were reported to us, there may be several incidents which we do not know about, and [we] were not informed about."

According to Bid, these international student experiences are the basis of the ISA's advocacy against the policy.

"Some of the student experiences we have shared today are the basis of what we are advocating for today," he said. "We are not here against the entirety of the policy being brought forward today; we feel there are very good points and a lot of good merits, especially with harm reduction strategies and community-based strategies."

"We feel that is the direction the UASU should take — that is something we're in support of, but we feel that is not the only solution. We feel this should be done in collaboration with transit peace officers, who in the short term can prevent incidents from happening, and respond faster to such attacks, so international students, and every student, can feel safe on campus."

The ISA proposed the UASU table the policy for the April 19 meeting and conduct more consultation prior to voting on the policy.

If the UASU did not table the policy, the ISA requested they remove clause 13 of the policy, which says the "UASU will advocate to the municipal government for improved safety on transit," advocacy which should "focus on harm reduction and community-based strategies to improve safety in transit."

If the removal of this clause would not be possible, Bid requested "a middle ground" which would not remove peace officers on transit.

## **UASU and ISA opinions diverge during open forum**

Open forum began with Shannon Cornelsen, elected vice-president (consultation and engagement) of the Indigenous Students' Union (ISU) for the 2022/23 academic year, introducing herself in Cree and giving an open statement to the floor.

"In the spirit of reconciliation, the ISU invites the ISA to learn the history regarding the long and complicated relationships that First Nations, Métis, and Inuit (FNMI) people of Canada have with policing," Cornelsen said. "The proposed changes to campus's safety and security policies reflect our own safeguards that we feel are necessary on our own traditional lands."

"I feel that the ISA would benefit in learning more and educating themselves regarding our aversion to an increased police presence on campus, especially with the Edmonton Police Service. The faculty of Native studies has a free course available called [Indigenous Canada](#)."

Cindy Eisman, the vice-president (finance) of the ISU for the 2022/23 academic year, also introduced herself to the floor in Cree. She then followed Cornelsen's words with a general statement.

"I have lived my entire life in Canada, and I have lived as an Indigenous woman in a country founded on colonialism," Eisman said. "We are all impacted by colonialism, whether we are Canadians, Indigenous peoples in Canada, or visitors to these lands. As an Indigenous woman I have lived my life having others speak for me, and tell me what is best for me, without bothering to listen to what I have to say."

"I am here today to speak in favour of the Campus Safety and Security Policy. Indigenous peoples in Canada have a complicated and problematic history with police. While I share concerns that many ... have about safety on campus, transit, and Edmonton in general, more policing and security is not the way forward, and will disproportionately impact marginalized communities, including Black, Indigenous, and People of Colour (BIPOC) community members, peoples with disabilities, and gender and sexual minorities."

Eisman concluded their statement by inviting executive members of the ISA, the UASU, and the student body at large reach out the ISU or come to an ISU meeting to discuss issues such as security on campus, which "affect us all."

Gurbani Baweja, vice-president (external) of the ISA, spoke in opposition of the proposed policy.

"I would like to clarify the ISA's stance on the UASU's [Campus Safety and Security] Policy is not Indigenous students versus international students ... we are just here to seek some middle ground between the ISA and the UASU."

"I believe throughout my term with the ISA, I have been respectful enough to the UASU, but today I won't start by apologizing to the UASU because I feel like my concerns, along with my colleagues' concerns, on the policing policy have long been ignored. The UASU is favouring some student's safety over others, which I fail to understand why."

*We can come here, we can talk, we can scream, and we can beg you on our feet, because that is the position where you have sent us all.*

Chanpreet Singh, the president of the ISA

Baweja claimed that the policy only addresses the safety of a fraction of students on campus, and accused the UASU of inaction while international students get "stabbed, punched, and even shot."

"Security presence has been repeatedly addressed by myself and many other ISA members to the UASU, however I have blatantly and unfortunately feel that majority of you are living in delusion and with impractical ideologies," Baweja said. "We do not leave our homes and come to Canada to be stabbed, punched, and even shot, while our student leaders simply sit back and watch."

"This policy is motivated to just make some people happy, which I do not appreciate, along with other international students ... If this is truly a UASU for all students and not just some, I really request council to table this motion today and transparently consult those who they are leaving behind to be stabbed."

Talia Dixon, vice-president (student life) of the UASU, followed Baweja's statement with a point of privilege, saying Baweja "calling individuals delusional" is "impugning the motive of the member" and "very offensive." Dixon requested the speaker strike that from the record, or at least acknowledge it.

Philip Miheso, council's speaker, said using terms such as delusional "is not the quorum of this council," and will be struck from the record. He asked those present refrain from using such terms that are "against quorum of council."

Lucas Marques, an international student, voiced his support for the proposed policy. Marques is also UASU Chief Returning Officer (CRO), but was not speaking in his capacity as CRO.

"Four years ago, when I arrived to Canada, I was extremely unaware of what Indigenous students had to go through," Marques said. "It was not until my first blanket exercise that I got educated into how Indigenous students were treated ... and I became aware I was not only an international student, I was also a settler."

"I would like to ask the ISA [to] please respect the Indigenous peoples of Canada. I think some statements, especially the last one [from Baweja], do not do justice to international students. They do not represent what we're trying to say. I support and appreciate the hard work the ISA has been doing, but please be careful when you make statements like that."

Daniela Carbajal, an incoming councillor, also spoke on the relationship between international students and Indigenous peoples.

"I know that a lot of people come here because it's their last option because maybe their country, their education is not like the best," Carbajal said. "I come from that same situation. That

still does not give us the right to override and speak over the Indigenous people of this land."

"I know everyone struggles and I know that people may face racism and targeted attacks and such, but this whole policy goes to address that."

## **Opposing claims about the policy's length of consultation raised by the ISA and UASU**

As open forum continued, multiple guests shared their viewpoints both for and against the policy with the floor. Many international students came forward to share personal experiences with unsafe conditions on transit, and some requested more thorough consultation with the community be done prior to approving the policy.

Dixon noted that the consultation surrounding the policy has been ongoing for at least one year.

"The assertion that this policy is being rushed is simply untrue," Dixon said. "We have been consulting on this policy for an entire year. Every single group that we could have thought of had a meeting with us, [were sent] an email, [provided] feedback, and we've integrated that into the policy. We're coming to the end of the year, and this is our last meeting. We need to finish passing policies or they die."

In response, Singh called the consultation done by the UASU "a lie."

"As ISA president for the last two years, the consultation is a lie," he said. "In June and July [the ISA was] first informed that such a policy was being made in our board by [Christian] Fotang, [UASU vice-president (external)]. That's when we [found out] a working group was made without international students."

"We had to raise our concerns and had to get the seat, we had to tell them that we need a seat in this working group so international student prospects could be heard on this policing policy, as it was back then."

According to Singh, once the ISA was given a seat in the working group, they were asked to swap their initial representative with someone else.

Singh said, once the ISA appointed a different representative, the ISA representative was not shown the policy until April 6.

"Fast forward to this year, when we finally appoint a representative who sat on that committee for a whole year. That representative was never shown the resolutions. On April 6, the ISA was emailed by vice-president Dixon about the resolutions ... That's when the ISA, for the first time, saw the policy."

Singh emphasized that the ISA was not properly consulted prior to the policy being drafted.

"Please don't tell me we were consulted, [if we were] we wouldn't be here, we aren't enjoying this ... we are not coming here out of joy," Singh said. "We are coming here because it pains us. Every single vote you will be casting today will be a stab on the same student who was stabbed last year on transit. We are the ones hearing students crying, calling us, and pleading, 'help us.'"

"We can come here, we can talk, we can scream, and we can beg you on our feet, because that is the position where you have sent us all ... if you want to pass this policy go ahead and pass it. But don't lie that the consultation was happening for [one or two] years — because that's not the reality."

Emily Motoska, UASU education councillor, put forward a motion to vote on the Campus Safety and Security Policy, requesting that

further discussion involve a specific point on the policy, or suggest friendly amendments to the policy.

"Consultation has been done extensively, this policy in its initial stages was brought last year, and consultation has been done since then," Motoska said. "That is not a lie, that is a fact, and if proof is required of that we can get that."

"I understand this is a contentious issue, and safety is the main concern. A lot of the issues that were brought [forward to be] addressed are stated in the policy. If you would like to further speak on this policy, please do so in reference to a specific point, and if you have a suggestion on how to reword or include something, a friendly amendment can be made."

However, Miheso recommended time for councillors to discuss the policy among themselves before voting on the motion.

## **UASU Council passes motion, ISA representatives walk out of meeting**

After open forum concluded, time was given for discussion within council between councillors. Dixon gave an overview of the consultation done by the UASU surrounding this policy.

"From my understanding this policy work started two years ago in response to the [Black Lives Matter movement](#), [following] calls from Indigenous students for the UASU to look into security and policing on our campus, so we can make [campus] safer and more inclusive for everyone, while recognizing the harm some security and policing presents to some members of our community."

According to Dixon, this consultation included questions related to security and policing in the UASU's annual survey, creating a consultation group with groups who requested to speak more in-

depth about the policy, having discussions with the Council of Residence Associations (CORA) and the Council of Faculty Associations (COFA), and Student Representative Associations (SRAs).

"Today some of the outstanding points are about transit, I appreciate that this is a nuanced issue that all of us care about ... that is why our policy is being kept general to allow us to advocate for more nuanced positions on transit." Dixon said.

"We've gotten a lot of feedback from a lot of different folks, and I think this is a much more nuanced conversation that will change over the years as we learn more about what other cities and groups are doing to make the community safer."

Vaughn Beaulieu-Mercredi, UASU arts councillor, spoke to council as an Indigenous student. Beaulieu-Mercredi is also the current president of the ISU, but did not speak in his capacity as the organization's president.

*I can tell you whenever I see an RCMP officer, a peace officer, a UAPS officer, or any uniformed sort of law enforcement, the hairs on the back of my neck stand up.*

Vaughn Beaulieu-Mercredi, UASU arts councillor and Indigenous student

"The conversations here tonight have definitely taken a toll on myself, and the others — my other executives of the ISU behind me," Beaulieu-Mercredi said. "Regardless, we stand steadfast in this face of resistance. There are a multitude of complex things that come with discussing campus policing. As an Indigenous student, I can tell you whenever I see an RCMP officer, a peace officer, a UAPS officer, or any uniformed sort of law enforcement, the hairs on the back of my neck stand up."

"This stems from not only my personal interactions with police in general, but the intergenerational trauma that has been handed down by my relatives."

Beaulieu-Mercredi said the experiences of Indigenous students cannot be brushed aside.

"The lived realities of Indigenous peoples cannot be put on the back burner ... through the comments tonight it is clear to me, though we are at a university, that further education is required."

After a few councillors shared their viewpoints on the policy, Singh claimed comments throughout the meeting that "international students should educate themselves" are "racist."

"There were comments made that international students should educate themselves, [and] they come from poor education systems — this is racist," Singh said. "When you say we need to educate ourselves, that is racist and that needs to be acknowledged."

Singh spoke on experiences of international students coming to the country, which was interjected by Ley.

"It is true this is not our land ... at the same time, it is true that we as international students come here and accept all the people here, irrespective of their background ... and we accept them as our family," Singh said. "So saying 'this is our land' is just that you are excluding us from your own family and we consider you as our family ... for the time we are in this country. Many might say law enforcement might not work, however it is a deterrent. People act lawful when they see officers."

Ley interjected Singh's comments, calling them "disgusting."

"I'm going to have to call a point of privilege on this," Ley said. "What Councillor Singh is saying here is wrongly casting aspersions on the motivations of people who are here at this meeting, particularly Indigenous students who have spoken out about the horrific experiences of racism in this country, and the

work they want others to do to help prevent those experiences from continuing."

"For Councillor Singh to suggest, by doing that, they are somehow excluding people — from a country none of us frankly have a right to come to — is just disgusting. Some of the comments Councillor Singh has made are indefensible, and the fact that Councillor Singh is trying to defend those comments instead of apologizing is shameful."

Ley requested the speaker strike Singh's comments from the record, and that Singh refrain from speaking in "such a way about Indigenous students and councillors in the future." Miheso noted that on council, it is not anybody's position to "say what and who's intention is right or wrong."

"The fact of the matter is ... this land is not ours," Miheso said. "For me to be able to speak on the experiences of people on this land is completely and utterly unfair. It is not my position."

"Matters of this nature are things that need to be discussed with extreme care. When we continue to attack each other like this, it makes this space very toxic for all involved. That's not what this council is going to be remembered for."

Miheso requested an apology from Singh.

"What I said just now was exactly what people felt I should speak on, and that's all I did," Singh said. "If I offended or if it was inappropriate, that is wrong on my part."

Singh again suggested an amendment to the policy to remove Second Principle 13. This principle states "the UASU will advocate to the municipal government for improved safety on transit," and this "advocacy should focus on harm reduction and community-based strategies to improve safety in transit."

After Singh proposed this Julia Villosa, UASU arts councillor, noted that at this point in the meeting, the only Indigenous UASU councillor "felt so uncomfortable that he had to leave the room today."

"It has become such an unsafe space that marginalized people feel the need to leave ... and it's not the first time that a marginalized person has had to leave this space," Villosa said. "It's our responsibility to make sure that everyone is heard, and feel comfortable to say what their opinions are."

Singh's amendment to remove Second Principle 13 was brought forward for a seconder, and Singh requested Thakur second the motion. However, Thakur did not second the motion in time, as he was away from his computer, and the motion failed.

Singh then motioned to do voting by roll call instead of by secret ballot, so students would know how elected student representatives voted in regards to the policy. Thakur seconded this motion. However, Miheso struck down the motion due to the meeting already exceeding three hours — the typical time allotted for council.

A motion to approve the Campus Safety and Security Policy was put forward by Villosa, seconded by Fotang, and was passed, with 94 per cent in favour, and six per cent against.

After passing the motion, Singh called for a walkout by international students.

"I call international students to do a walkout at this very moment."

This call was met with laughter from several UASU councillors within council chambers and international students present left the meeting.

*UPDATE: This article was updated on April 28 at 2:27 p.m. to include that speakers Shannon Cornelson and Cindy Eisman introduced themselves in Cree.*

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April 19, 2022

## Open Letter

### ISA strongly opposes UASU Campus Safety and Security Policy

**Edmonton**—The University of Alberta International Students' Association (UAISA/ISA) strongly opposes the University of Alberta Students' Union (UASU/SU) proposed [policy](#) on Campus Safety and Security.

The policy as proposed would not be in the best interest of the international students and many other students on campus and would put all students at risk. The UASU policy fails to adequately address the needs of all its members and in fact has been aligned with the interests of a few. We would like to remind that Students' Union represents all students and not just a few in student governance, it is high time for the SU to advocate in the best interest of all students and not just a few students.

The ISA strongly opposes the policy due to following reasons:

- The Policy would allow the SU to advocate for transit safety with only community-based approach or harm reduction practices. While both these solutions might help in addressing transit safety however, the policy restricts the advocacy for more transit peace officers, or security personnel on transit stations. Students have been hoping to have actions being taken to make transit safe for a long time now. International students and many other students have always wanted more security or peace officers on transit to address the safety concerns.
- The Policy would allow the SU to advocate against the Liason Program. This program helps the University of Alberta Protective Services (UAPS) to work closely with the Edmonton Police Services (EPS) to make our campus safer and also reduce the response time on campus-related incidents. The SU, only considering the information-sharing part of this partnership has decided to oppose the whole program without considering the merits of the program as a whole.
- The Policy is aiming at severely reducing the jurisdiction of the UAPS on campus and replacing it with alternatives while ignoring the fact that the students continue to strongly trust UAPS on campus. Not to forget that UAPS is not police, its just security personnel.
- The SU Executives had conveniently waited for the SU Elections to get over and then bring this policy in the last month of the semester when student leaders are busy with final exams to get an easy door to have this controversial policy passed. The ISA had appointed a representative to the SU Policy Working Group who was never shown the policy, until the policy was shared with the ISA on April 6. This leaves the ISA to wonder - why give an international student a seat in policy working group when they are not to



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be included in the drafting of the policy? We strongly condemn such tactics used by the SU Executives to pass their policies.

In the last year, the ISA has been reached by three international students who were either harassed or violently attacked in transit or city. On April 24, 2021, the first incident took place at University LRT Station, where an international student from China was stabbed. The student demanded only one thing, faster response time from EPS, and more security. Then in Aug 2021, a newly arrived international student was harassed in West Edmonton Mall, leading to the mall security intervention to save the student. The student reached out to the ISA and didn't want to take legal action against the aggressor due to legal case complications on international students' permanent residency. Finally, on Sep 2021, another international student was harassed (badly punched) at the University LRT Station, the student reached out to ISA, and we are sad to inform you that the student was broken within, he was crying and pleading for support. He was alone and didn't know anyone else to reach out to. These are nerve shocking stories from the last year, and they are just a few that we were informed about. International students every day get exposed to such incidents but fear reporting due to legal complications.

As a Student Representative Association (SRA) with delegated authority from the SU Council to represent international students we shall be bound to this policy if it is approved. This shall place ISA in a position where it shall have to support or advocate for a policy that is against its membership's interests. It's a fact that international students trust the UAPS and EPS to safeguard Edmonton and our campus, many international students feel comfortable in the presence of EPS/UAPS. Thus, as ISA we strongly stand against this policy due to the aforementioned reasons and call upon the Students' Union Council to NOT pass this policy.

It is on the SU Council now to either decide to send the policy back to the drafting phase so that every students' concerns can be addressed to draft a policy that truly reflects everyone's opinions, or pass a policy as it stands ignoring its own duty toward the students, including the international students.

ISA will be going to the SU Council Meeting and strongly opposing the policy.

Regards,  
Executives and Council Members of the ISA



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April 20, 2022

## **ISA's Statement on SU Council Meeting (April 19, 2022)**

**Edmonton**—The University of Alberta International Students' Association (UAISA/ISA) strongly opposed the University of Alberta Students' Union (UASU) [policy](#) on Campus Safety and Security.

We thank all the international students (80+) who came to the SU Council meeting on April 19, 2022, in the midst of final exams to show their support for the ISA-led opposition to the SU Policing Policy. However, the meeting was not what we anticipated and international students who spoke up were systematically silenced by stating things, such as, "international students need to educate themselves". We were told, that we as international students are privileged, bluntly ignoring the sociocultural and financial hardships that many of us go through in Canada. Not only were we called privileged to be here, but the reason that was cited for our immigration was - poor education system in our home countries. These statements downplay hardships such as minority conflicts and socioeconomic crises in our respective countries. Many international students who came to the council were taken aback by such alienating and discriminatory remarks. Our concerns were dismissed and the SU Council members were not open to listening to us. ISA was opposing the policy as it would have taken away a lot of jurisdiction from the University of Alberta Protective Services (UAPS). Another implication of the policy was that transit safety would only be at the hands of community workers rather than transit peace officers. We kept emphasizing that international students feel safe in presence of law enforcement officers which the policy [fact 10.a.ii](#) acknowledged, but the SU Council was not willing to acknowledge that. SU Council was dismissive about the racism that international students face. There was also a lack of acknowledgment towards the violent incidents faced by international students in Edmonton, that we shared in our presentation.

Our only intent was to raise the concerns of our membership and make a policy that shall reflect the interest of all students on campus, however, we were accused to be invalidating the concerns and interests of indigenous students. We want to clarify that we understand the depth of the issues raised by the indigenous students on campus. ISA moved a motion to remove resolution 13 from the policy, so the transit safety could be added later with more consultation, however, none of the councillors seconded the motion. ISA raised the concerns about the way the meeting is being conducted and how the discussion is being racist against international students, to which again we were stopped in-between by SU President Rowan Ley to interrupt and invalidate our experiences. ISA also moved a roll call (public voting) so the students could see the votes cast by SU Council members, however, the speaker ruled out the roll call to let the SU Council members vote in secrecy with a secret ballot. SU Council finally voted in favor of the policy and enacted it without even considering for once the concerns raised by the ISA on behalf of international students.

The University of Alberta International Students' Association (UAISA) is a student-run association registered with the University of Alberta, advocating for 9,000+ international graduate and undergraduate students on all campuses at the University of Alberta. The UAISA has the delegated authority from the University of Alberta Students' Union (UASU) for officially representing all undergraduate international students as a Student Representative Association (SRA) as per UASU Bylaw 8100 and PSLA 93 (3). However, the UAISA do not speak for/behalf the University of Alberta or the UASU.

We tried to the best of our ability to oppose the policy, and in the end, all international students who were against the policy along with the entire ISA, did a walkout of the meeting to show our unanimous rejection of the enacted policy. Our walkout was responded to with laughter and that shows the seriousness they had on this matter and their disrespect for International students. Many of our members have reached out to ISA for not calling an open protest on this item, and we would like to assure our membership that the ISA will call a public protest in the future if the tension continues to exist. During busy exam season, we did not see it wise to call for a full protest. ISA will explore its further action in the upcoming weeks and ensure that we stand by our members and their interests. This is not the end, we will not accept a policy that is against our membership interests. At last, we want to clarify that ISA was not against the implementation of community-based or harm reduction solutions. We simply wanted these solutions to be in conjunction with transit peace officers.

Regards,  
Executives and Council Members of the ISA.

University of Alberta

# INTERNATIONAL STUDENTS' ASSOCIATION



## NEWS RELEASE

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For more information, or to arrange an interview,  
contact: **Gurbani Baweja**, Vice President External,  
[isa.external@ualberta.ca](mailto:isa.external@ualberta.ca)

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# UASU Students' Council Agenda Submission

**Council Meeting Date**

Tuesday, July 12, 2022

**Mover**

VILLOSO

**Motion**

ratify the changes to the Collective Agreement between The University of Alberta Students' Union and CUPE Local 1368

**Email**

julia.villoso@su.ualberta.ca

**Action Requested**

Approval

**File Upload**



Collective Agreement Changes for Council.pdf

# Wording Changes to the Collective Agreement

**Prepared by:** Marc Dumouchel, General Manager  
Ellen Salter, Assistant General Manager

As requested by Students' Council, below are the exact wording changes to the agreement. Text with a ~~strikethrough~~ indicates removed text and underlined text indicates added/new text.

The wage increases will be reflected in updates to the compensation tables that are included in Article 25 of the old agreement.

To reiterate the summary document previously provided, across the board pay increases are scheduled as follows:

May 1, 2022	2.25%
May 1, 2023	2%
May 1, 2024	2%

The current agreement (2019-2022) is available at <https://drive.google.com/file/d/1eVPELU6cM7KGZIFmBE4HsEWEQ8RlZLT5/view?usp=sharing>.

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## Proposed Changes to the Collective Agreement between The University of Alberta Students' Union and CUPE Local 1368

June 2022

*Summary: The language of the preamble was modernized (removed "Whereas" type clauses). A Territory Acknowledgement was added to the agreement.*

### ARTICLE 1 - PREAMBLE

1.01 ~~WHEREAS it is the desire of both Parties to this Agreement:~~  
The purpose of this Agreement is to

- a) Maintain and improve the harmonious relations and settle conditions of employment between the Employer and the Employees;
- b) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, employment, services, etc.;
- c) To promote the well-being and security of the Employer including encouraging the efficiency in operation of the Employer;
- d) To promote the morale, well being and security of all Employees in the bargaining unit of the Union.

1.02 ~~AND WHEREAS it is now desirable that methods of bargaining and all matters pertaining to the working conditions and the objectives of the Employer and the Employees be drawn up in this Agreement.~~

1.02 We would like to respectfully acknowledge that our work takes place on Treaty 6 Territory, a traditional gathering place for diverse Indigenous peoples including the-Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, Ojibway/ Sauteaux/Anishinaabe, Inuit, and many others whose histories, languages, and cultures continue to influence our vibrant community. We honour the nation-to-nation treaty relationship and our work will reflect the intention of reconciliation, friendship and understanding.

*Summary: Updated the list of positions exempt from the bargaining unit to reflect current job titles.*

## **ARTICLE 2 - RECOGNITION AND DEFINITIONS**

2.03

- a) The following positions shall be exempt from the bargaining unit:

All members of the Executive Committee

General Manager

All positions designated as Core Managers

Positions with access to sensitive business or political information including:

~~Executive Coordinator~~ Governance Manager

Accounting Supervisor

~~Marketing Coordinator~~ and Communications Project Manager

~~Senior Manager~~ Business Development Specialist

~~External Communications and Advocacy Advisor~~

Communications and Marketing Advisor

Social Media and Communications Associate

Building Planner

All Employees of the Human Resources Department

All Employees of the Department of Research and Advocacy  
All Employees of the Information Technology and Development Department  
All Employees of the Elections Office  
All members of the Coordination Team in Conferencing & Events  
Speaker of Council  
Positions where regular, direct supervision of Employees is an essential part of the job description including:  
All levels of Managers and Directors  
Team Leads  
Supervisors in the Conferencing & Events Department  
Technical Director  
All levels of Chefs  
Positions which provide co-curricular, pedagogical and/or leadership development opportunities including:  
All positions designated as Coordinators, Program Leads, Specialists and Interns  
Employees of student-staffed services within the Student Life department

*Summary: Added an article to provide the Union with information on the hiring, layoffs, transfers, recalls and resignations of employees within the bargaining unit.*

## **ARTICLE 6 – CORRESPONDENCE**

### **6.03 Union Notification**

The Union shall be provided additional access to the Human Resources Management Software, with notification of all hiring, layoffs, transfers between departments, recalls and resignation of employment within the bargaining unit.

*Summary: Added language regarding the time frame for a full discussion between the Employee and their supervisor. The time frame is within five scheduled shifts of the supervisor becoming aware of the incident.*

## **ARTICLE 11 - DISCIPLINE, SUSPENSION, AND DISCHARGE**

11.01 When the Employer or its designee finds it necessary to censure or express dissatisfaction with an Employee's work, attitude, performance or conduct, which may lead to discipline ~~further disciplinary~~, the following procedures will apply:

- a) There will be a full discussion between the Employee and their immediate supervisor within five (5) scheduled shifts from the supervisor becoming aware of the incident. The Employee will have a predetermined date by which to correct the reason for censure or expression of dissatisfaction.

- b) Within five (5) working days of this discussion the Employer shall provide the employee, in writing with a copy to the Union, a letter outlining the reasons for this censure or dissatisfaction, and the corrective measures required, and what disciplinary measures may follow if the corrective action is not taken.
- c) This Article shall be applicable to any complaint or accusation, which may be detrimental to an Employee's advancement or standing with the Employer. The Employee's reply to such complaint, accusation or expression of dissatisfaction shall become part of their personnel record.

The personnel record of an Employee shall not be used against them in the following instances:

- i) When eighteen (18) months have elapsed since a suspension, provided that there has been no recurrence of a similar and/or other infraction.
- ii) When eighteen (18) months have elapsed since the issuance of a letter of reprimand, provided that there has been no recurrence of a similar and/or other infraction.

*Summary: The Compressed Work Week was previously a Letter of Agreement appended to the end of the Collective Agreement. It is now moved into the body of the Collective Agreement. The only changes to the language are to update the Human Resources Manager to the Human Resources Department and updating numbering within the Article. This change will result in the renumbering of the remainder of the Collective Agreement.*

#### **ARTICLE 18 - COMPRESSED WORK WEEK**

- 18.01 In order to maximize access to additional hours of work, the parties agree to allow hourly Employees to work a compressed work week, subject to the following terms and conditions:
- a) The compressed work week hours require mutual agreement between the Employee and the Supervising Manager.
  - b) All agreements must be in writing and copied to the Union and the Students' Union Human Resources ~~Manager~~Department.
  - c) Agreements may be cancelled by either party upon fourteen (14) days written notice. A copy of the notice shall be sent to the Union and the Students' Union Human Resources ~~Manager~~Department.
  - d) All provisions of Article 16 except articles that pertain to overtime shall apply.
  - e) The maximum number of hours that an Employee may be scheduled to work in a workday is nine (9) hours.
  - f) The maximum number of hours that an Employee may be scheduled to work is thirty seven and one half (37.5) hours per work week, but less than three hundred (300) over an eight (8) week cycle.

- g) An Employee's hours of work shall be confined within a period of twelve (12) consecutive hours in any one workday.
- h) Any hours worked in excess of nine (9) hours per day, or thirty seven and one half (37.5) hours per work week will be paid at the overtime rates of one and one half times (x 1.5) the Employee's basic rate of pay. Any hours worked in excess of ten (10) hours per day, or fifty (50) per week, shall be paid at double time (x2) as per 17.02.
- i) An Employee working a compressed work week agrees to waive Article 16.04 and ~~18.01~~ 19.01.
- j) The Union shall be supplied with a report on an annual basis which summarizes the following items:
  - i. the names of the Employees who are working under this Agreement,
  - ii. the hours worked for each Employee
  - iii. the number of overtime hours worked

*Summary: The National Day for Truth and Reconciliation was added to the list of recognized paid holidays.*

**ARTICLE 19 – HOLIDAYS**

- 19.01 a) The Employer recognizes the following as paid holidays:

- New Year's Day
- Family Day
- Good Friday
- Easter Monday
- Victoria Day
- Canada Day
- Heritage Day
- Labour Day
- National Day for Truth and Reconciliation
- Thanksgiving Day
- Remembrance Day
- Christmas Eve
- Christmas Day
- Boxing Day

and any other day proclaimed as a paid holiday by the Federal, Provincial or the Municipal governments.

Summary: The list of positions was updated to reflect changes within the Events Department.

**ARTICLE 25 - PAYMENTS OF WAGES, ALLOWANCES, AND BONUSES**

25.01

POSITION	PAY GRADE
Accounting Clerk	VI
Administrative Assistant	V
Administrative Clerk	II
Bartender	I
Caretaker	IV
Cook	VI
Custodial Chargehand	VIII
Custodial Worker	VI
Event Operations Shift Lead	<del>IV</del> V
Event Operations Staff 1	II
<u>Event Operations Staff 2</u>	<u>III</u>
Event Operations Technician 1	IV
Event Operations Technician 2	VI
Food Court Attendant	II
Food Service Worker 1 (was Food Service Worker II)	II
Food Service Worker 2 (was Food Service Worker I)	III
Graphic Designer	VII
House Attendant	II
Housekeeper	IV
Lighting Technician	VIII
Maintenance Chargehand	IX
Maintenance Worker	VIII
Marketing Assistant	VII
Operating Assistant	V
Principal Technician	IX
Production Attendant 1 ( <del>was Creation Production Assistant</del> )	II
Production Attendant 2	IV
Retail Attendant	II
Server	I

Sound Technician	VIII
Stage Manager	VIII
Technical Assistant	II
Utility Worker	VI

~~The incumbent in the position of Dinwoodie Bar Manager will be grandfathered at Pay Grade III. In the event that this position becomes vacant, it will not be refilled.~~

*Summary:*

*37.01 - The duration of the Collective Agreement will be for two years and eight months ending on December 31, 2024. Changing the traditional end date of the agreement from April to December will allow bargaining to occur prior to the creation of a budget which will allow for more accuracy in the budgeting process*

*37.02 - Amended the language regarding the commencement of bargaining to indicate that both parties must be prepared to enter into bargaining within thirty calendar days of notice being served.*

**ARTICLE 37 - TERM OF AGREEMENT**

37.01 This Agreement shall be binding and remain in effect from May 1<sup>st</sup> ~~2019~~2022 to ~~April 30<sup>th</sup> 2022~~ December 31<sup>st</sup> 2024 and shall continue from year to year thereafter. Either party may serve notice in writing not less than sixty (60) nor more than one hundred and twenty (120) days prior to the ~~30<sup>th</sup>~~31<sup>st</sup> day of ~~April~~ December in any year that it desires the termination or amendment of this Agreement.

37.02 Within thirty (30) calendar days of receipt of notice ~~to bargain by one party, the other party is~~ both parties are required to enter into negotiations meet and commence to bargain collectively in good faith for a renewal or revisions of the Agreement ~~and both parties shall thereupon enter into such negotiations in good faith~~ and make every reasonable effort to consummate a revised or new Agreement. At the first meeting of the parties, the parties shall exchange proposals or amendments.

*Summary: The Wage Re-Opener was removed from the agreement.*

~~LETTER OF AGREEMENT~~

~~Between~~

~~THE UNIVERSITY OF ALBERTA STUDENTS' UNION~~

~~(Employer)~~

~~And~~

~~CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 1368~~

~~(Union)~~

WAGE RE-OPENER

~~The Parties agree that if the Alberta Provincial Government announces changes to minimum wage, either Party may notify the other Party of its desire to renegotiate the wage rates in the Collective Agreement. This agreement applies only to Pay Grade I.~~

~~The Parties agree that if the Alberta Provincial Government announces a voluntary student unionism policy either Party may notify the other Party of its desire to renegotiate the wage rates in the Collective Agreement. This provision applies to all Pay Grades.~~

~~The Parties agree that the only items open for negotiations shall be the wages in 25.01 of the Collective Agreement. This re-opener shall not be construed in any way as "opening the agreement" for negotiations or any issues by either side.~~

~~The Parties shall commence negotiations for adjustments to the schedule of wages within the timelines identified in Article 37.02 of the Collective Agreement.~~

~~If the Parties have not been able to agree upon the wage adjustment, either Party may give written notice to the other Party of its desire to submit resolution of the adjustment to interest arbitration.~~

~~This wage reopener will only be in effect until August 30, 2021.~~

Per: \_\_\_\_\_ Per: \_\_\_\_\_  
— General Manager — Local 1368 President  
— Marc Dumouchel — Victor Siemewicz

Per: \_\_\_\_\_ Per: \_\_\_\_\_  
— Vice-President (Operations & Finance) — Local 1368 Past President  
— Alana Krahn — Noralee Hartwell

Date signed: \_\_\_\_\_, 2020 — Date signed: \_\_\_\_\_, 2020

