August 13th, 2024
6:00 P.M.
Telus Centre 150 (Main Lecture Theatre)/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, Dënesųłiné (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 PAPERS (SC-2024-05)

2024-06/1	**SPEAKERS BUSINESS**
	Join Zoom Meeting https://zoom.us/j/95902116340
2024-06/1b	CRO Hiring Committee Update
2024-06/1c	First Trimester Attendance
2024-06/2	**CONSENT AGENDA**
2024-06/3	**PRESENTATION**
2024-06/4	**EXECUTIVE COMMITTEE AND BOG REPORT**
2024-06/5	**BOARD AND COMMITTEE REPORT**
2024-06/6	**OPEN FORUM**

2024-06/7   <u>QUESTION PERIOD</u>

2024-06/8   <u>UNFINISHED BUSINESS</u>

2024-06/9   <u>BOARD AND COMMITTEE BUSINESS</u>

2024-06/10   <u>GENERAL ORDERS</u>

2024-06/11   <u>CLOSED SESSIONS</u>

2024-06/12   <u>INFORMATION ITEMS</u>

2024-06/12f   Executive Report - VP Student Life

See SC-2024-06.09

2024-06/12g   Executive Report - BoG Representative

See Sc-2024-06.10

2024-06/12h   Students' Council Submissions

See SC-2024-06.11-12

UASU Students' Council Agenda Submission Form

Council Meeting Date   Tuesday, August 13, 2024

[Meeting Schedule](#)

Submitter   Renson Alva

Email Address   renson.alva@su.ualberta.ca

Type of Item Submission   Information Item

Is this a Consent Agenda item?   No

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committtees and Boards](#)

Written Nominations

Information Items

Agenda Title   VPSL Council Report #5

Description of the Information Item
VP Student Life Council Report

Attachments

> 📄 VPSL Council Report _5 Augu….pdf

Presentations

Written Questions

Date: 08/13/2024
To: Students Council
Re: Vice President Student Life Report #5

Student Input & Perks Surveys

I have been working with our Director of Research and Advocacy to craft surveys gauging wait times for student services on campus ranging from mental health services, international student advising to registrar's office services. These surveys will be released on Perks later in the Fall, helping us to understand student's thoughts on these services and assist in our advocacy efforts to make these services accessible for students.

Campus Clash

Campus Clash tickets are live!!! Highly encourage councilors and everyone to attend and spread the word with other students. Every ticket sold will have $2 going towards the Campus Food Bank and there will be a draw for an all inclusive trip to watch the F1 Grand Prix in Amsterdam. Ticket holders can also get free transportation on ETS buses and LRT to get to and from Commonwealth Stadium.

Free Snacks & School Supplies

I met with Lula Adam from the Dean of Students on having free snacks and school supplies for students located in SUB. This initiative would benefit a lot of students going into the Fall term. We are looking into having the snack dispenser on the second floor of SUB and the school supplies station near SUBMart.

Committees

I chaired the first meeting of the Council of Residence Associations and we discussed residence issues surrounding laundry machines as well the purpose of the committee. At Social Media Sub-committee we discussed questions to ask councilors in the 'Meet the Councilor' interviews. Finance committee went over the review and approval process for Dedicated Fee Units. I was also elected chair of the Student Group Committee for the upcoming year.

Regards,

Renson Alva
Vice-President Student Life 2024-25
University of Alberta Students' Union

UASU Students' Council Agenda Submission Form

Council Meeting Date   Tuesday, August 13, 2024

[Meeting Schedule](#)

Submitter   Adrien Lam

Email Address   Adrien2@ualberta.ca

Type of Item Submission   Information Item

Is this a Consent Agenda item?   No

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committtees and Boards](#)

Written Nominations

Information Items

Agenda Title   BoG Monthly Report & Platform Review -2024/2025

Description of the Information Item

Platform for Council to review and provide feedback upon launch date. Updates are also provided of what has been accomplished since last meeting.

Attachments   📄 GFC Aug 13, 2024 Official Re… .pdf

Presentations

Written Questions

Is there anything else that you would like to include?

N/A

BOG Rep Monthly Report

Adrien Lam

July-Aug 2024

DATE

08.13.2024

Land
Acknowledgement

The University of Alberta respectfully acknowledges that we are located on Treaty 6 territory, a traditional gathering place for diverse Indigenous peoples including the Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, Ojibway/ Saulteaux/Anishinaabe, Inuit, and many others whose histories, languages, and cultures continue to influence our vibrant community.

SUMMARY

Dear UASU Council,

I am excited to share with you that I have been diligently working on something very exciting over the past few months. I am thrilled to reveal the new website, which will serve as a vital platform for collecting student concerns and feedback. In addition to the website launch, I have had the wonderful opportunity to meet with students to gather their thoughts regarding the ongoing third-party investigation, thoughts on student group concerns, and so much more. These conversations have led me to meet with the University President, with plans to also meet with other key members of the administration, including the Dean of Student Life, to further discuss and address these concerns.

Updates, Highlights, and Action Items

Joining Our UofA Community at K-days

- July 26-28: Connected with both new and returning students, as well as community members. Conversations included tuition concerns, student housing challenges, program options, and thoughts about the events that occurred on May 11th.

Conversations with the President

- August 12th: Had the opportunity to meet with President Flanagin to discuss the reasons why many students have expressed dissatisfaction with the third-party review. I relayed the feedback I received from students, especially those who approached me during an event hosted in campus on August 1st.
- Expressed concerns students have about the reopening of the Sexual Assault Center, particularly their worries that it might not happen and that previous promises could fall through again. The president has assured me that this is a priority and that they are actively pushing to get the center reopened.
- Also discussed the idea for additional mental health and support services for those who were affected in the recent incident involving the police.
- Touched on the ongoing challenges related to student group spaces, cost, and initiatives affiliated with non-profit. Conversations were directed to relevant administrative members to work out these concerns.
- Informed President about the launch of the feedback platform.

Survey Platform Progress
- ○ Version 1.0 is complete, ready for Council to view.
- ○ The official URL is **uabogfeedback.com**
- ○ Councillors are free to provide feedback and/or reach out to me to make any adjustments.
- ○ To avoid copy right, photos are either photographed or drawn by me. Other images temporarily in place for some blank spots have been checked to be copy-right free.
- ○ A captcha has been added to prevent spam, and no third-party assistance was needed for its implementation.
- ○ The platform reflects nearly everything promised in my campaign and more, with a few elements still in progress, such as mobile accessibility, promotion of existing ESL resources, and accurate translation into languages dominant within the international student body.
- ○ French translation is not perfect yet, currently in the process of getting help from a connection at Campus Saint-Jean.

Survey Platform in a Nutshell

Home page:
- Navigation bar includes UofA's 3 main campuses
- Toggle bar for language is present
- A "bulletin board" for post is also visible, but can be seen in the "Blog" section too.
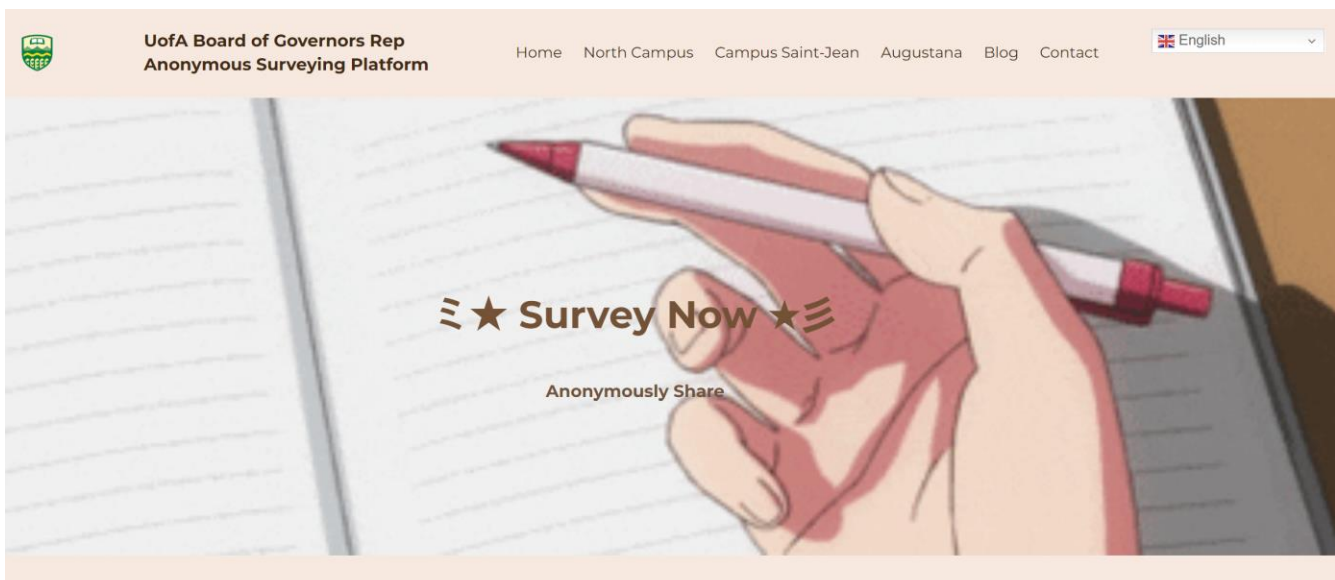
Page Example:
- Guidelines, what will not be tolerated, and instructions are provided on each page.
- Campus-Saint Jean is translated in French.
- Button to submit a survey form found at the bottom of every page,

North Campus: About the Surveying Platform

Welcome to the North Campus Survey Platform:

This platform is dedicated to providing a safe and anonymous space for all students to share their concerns, opinions, and suggestions for me to raise to the Board. Your voice is important, and this platform ensures that every student's perspective is heard and valued. Additionally, this is also a safe space to share any thoughts or opinions you have on the agenda for Student's Council and/or provide me with any feedback you have!

Guidelines for Filling Out the Form:

1. Be Honest/Constructive: Constructive feedback helps us understand and address the issues effectively.
2. Specificity Helps: Provide as much detail as possible about your concern or opinion. The more specific you are, the better I can understand and address the issue.
3. Confidentiality: Your responses are completely anonymous to me unless you choose to leave your contact information or book a follow-up meeting with me. In both cases, concerns will still be shared anonymously during Board meetings,

Survey Example:

- For each designated page, home campus selection is necessary to help sort responses effectively.
- Required field: a section for students to share concerns or suggestions for the Board of Governors or Students' Council and if students are international or exchange students.
- Demographic information is anonymous, but very detailed to include common fields asked if you select yes. For a majority of the demographics asked, a brief description will explain why the field is asked.
  - It is not necessary to fill all fields under the demographic information section, only what the user feels comfortable sharing or what is relevant to the concern.
- Most fields include "other" as an option and will pop out as a separate section to fill out if options are not listed and/or if the user wishes to share.

What challenges or issues have you encountered on campus that you believe need to be addressed? *

Let your voice be heard! Please share any specific concerns or suggestions that you believe would be relevant to share to the Board of Governors or Students Council.

Would you like to provide demographic information?

◯ Yes

◯ No

Providing demographic information is completely optional and will remain anonymous. By sharing details about your identity, you help us better understand the diverse experiences and perspectives within our student community. This information allows us to identify trends, disparities, and unique challenges faced by different groups, ensuring that all voices are represented and addressed in our advocacy efforts. You may optionally select ones that apply to your concern to best tailor the response.

Are you an international or exchange student? *

◯ Yes

◯ No

This information helps us tailor our support services, advocate for resources specific to your needs, and ensure that your voice is represented in discussions about university for you and incoming students in the future.

Other components of the Survey:

- Other components of the survey include topics that could be quite important for students to be brought up during Board meetings.
  - I.e. Includes questions about the impact of tuition costs, such as considering reducing course load or delaying studies.
  - Ranking system provided as a scale (Strongly Disagree to Strongly Agree) for students to express their views on tuition management support.
  - Section at the end for students to share experiences related to proposed topics. Other topics can be added in the future (i.e. student housing, campus food bank)

To help us advocate for lower tuition costs, please share your experiences and thoughts on how tuition impacts your university life.
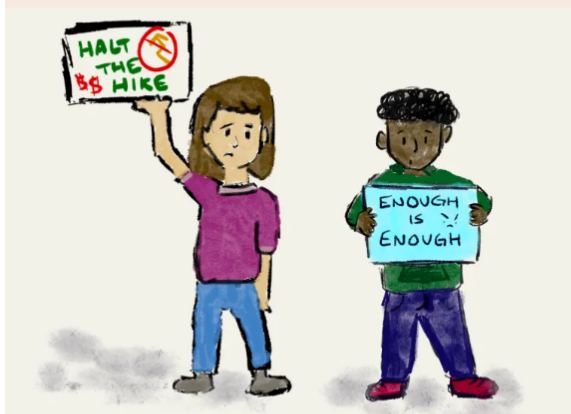
**Who primarily pays for your tuition? (Select one):**

○ I pay for my tuition myself

○ My parents or family members pay for my tuition

○ Scholarships or grants cover my tuition

○ I use student loans

○ A combination of the above

○ Prefer not to say

Contacts Page:

- Students can schedule in-person and online meetings with me if they prefer to chat in person.
- It is mentioned that while a name and email are required for booking, the individual's identity will remain anonymous in any reporting or follow-up, though the information shared may be used to address concerns.
- Only UAlberta emails will be accepted for booking. A tracking system automatically discards emails that do not end with a UAlberta handle, ensuring that only our students can schedule meetings.
- Captcha is added at the end to prevent spam.

Book a meeting

If students prefer to meet with me in person or online, they can schedule a booking through the 'Contacts' section. Please note that while your name and email will be required for booking purposes, all meetings will remain confidential, and any information shared during the meetings will stay completely anonymous.

August 2024

SU	MO	TU	WE	TH	FR	SA
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
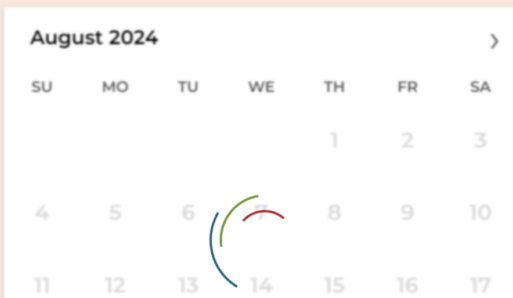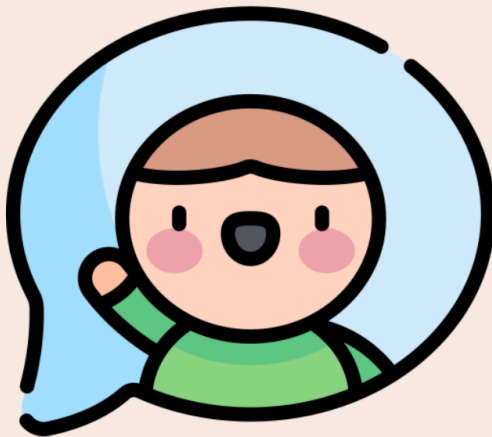
Time Slots*:

3:00 PM – 4:00 PM

4:00 PM – 5:00 PM

5:00 PM – 6:00 PM

July

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

No Scheduled Board Meetings/Events

August
2024

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12 1:1 President Flanagan Meeting	13 Website Test Launch Date	14	15	16	17	18
19	20	21	22	23	24	25
26	27 Official Website Launch	28	29	30	31	

No Offical Scheduled Board Meetings/Events

Moving Forward

- Receive approval from trademarks@ualberta.ca to use UofA logo, branding, and name.
- Mobile accessibility of the survey platform will be coming soon.
- About section and TLDR for role of Board of Governors will be launched in Version 2.0.
- Translation for other languages is not perfect yet, but I will continue to look into improving it, starting with French and Chinese.
- Looking into how website can operate with UASU perks, this was not promised in my campaign but the effort can be made to look into how this can be linked.
- Continue on-going efforts to meet with Board Members to work out concerns for student groups.
- Start to post engagement content for social media and website gearing up for Fall Semester.
- Promote the BOG site on social media.
- Motion for SU to promote the website on socials and/or UASU page.
- Reach out to Councillors to have a meeting!

Self Reflection

Last month, I shared my reasons for a more neutral stance on social media given the sensitive nature of recent events. I have and still will continue to engage directly with our community to better understand and address their concerns. But now that the new platform and website are up and running, I am excited to shift gears and start creating content that will be shared simultaneously across both social media and the website.

Students can now access the website to share their thoughts or set up meetings with me, which I believe will lead to more effective communication. I feel confident that this platform can reach its target audience, but its success is entirely dependent on the efforts I put into promoting it and ensuring it remains as a fun and engaging space for students. Maybe… I'll add a game? 😊

Adrien Lam

Your 2024/2025 UAlberta Undergraduate Board of Governors Representative

Contact

EMAIL:
bog@su.ualebrta.ca

Social Media

IG: Adrien.lam.is.bog.yay

UASU Students' Council Agenda Submission Form

Council Meeting Date   Tuesday, August 13, 2024

[Meeting Schedule](#)

Submitter   Glock

Email Address   Lisa.Glock@su.ualberta.ca

Type of Item Submission

> Information Item

Is this a Consent Agenda item?

> No

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committtees and Boards](#)

Written Nominations

Information Items

Agenda Title   UASU submission to the third party reviewer

Description of the Information Item

this is the UASU submission to the third party reviewer: UAlberta Policy Compliance and the May 2024 Encampment

Attachments

> 📄 UAlberta Policy Compliance … .pdf

Presentations

Written Questions

UAlberta Policy Compliance and the May
2024 Encampment
2024/08/06
Prepared for President Lisa Glock
by Department of Research and Advocacy

Overview

The purpose of this research document is to identify questions about whether the University's actions toward the May 2024 encampment protest complied with policies and procedures that have not been areas of focus. This research is meant to support the Executives' engagement with the independent third-party review.

In most cases, information available to the public is not enough to establish whether policies were complied with.

However, looking at policies and procedures other than the four that the University has cited as related to the clearing, around sixty outstanding compliance questions would likely be in scope for the third-party reviewer. (More broadly, how consistently were policies and procedures applied compared to past incidents? Were there any internal communications or documents that clarify how these policies should be interpreted and applied in specific situations?)

These policies (other than the four cited) also list over twenty types of University records or internal reports (highlighted in yellow) that the University should or would likely have generated in connection with the encampment. Many of these reports, by their presence or absence, would have informed the decision to call in police.

Policies and records like these speak to the core question of whether policy compliance, student dignity, and safety were appropriately factored into the University's decision-making. They could shed light on the decision to rapidly escalate the situation, as the UASU had been assured, into the evening of May 10th, that the encampment would not be forcibly cleared if it remained peaceful. Based on how rapidly the University's decision-making changed during the night before the clearing, it seems likely that many or most of these policies could not have received due consideration.

Policy Scope

Only four policy/procedural documents were cited as 'related' in the announcement of the clearing: the *Code of Student Behaviour*, the *Student Conduct Policy*, the *Statement on Freedom of Expression at the University of Alberta*, and the *Operating Procedure regarding Unapproved Demonstrations and Protests on University Campuses*. For the third-party reviewer to assess the University's conduct in relation to those policies and procedures, particularly in a Charter context, is crucially important.

However, those four documents are not the only relevant policies and procedures in scope. Broadly, the terms of reference authorize the Reviewer to "*make conclusions and recommendations with respect to:…the nature and scope of the rights and responsibilities of the Board, administration, students, staff and visitors in relation to the Encampment pursuant to applicable law, policies, procedures and regulations.*"

Several policies and procedures appear to be in scope for the third-party review and relevant to students' rights and the University's responsibilities, but have not been areas of focus. This UASU research document focuses on questions of compliance with these policies and procedures:

- Video Monitoring Procedure
- Video Monitoring Committee Terms of Reference
- Access to Information and Protection of Privacy Policy and Procedure
- Hazard Identification, Assessment, and Control Procedure Appendix B: Violence Prevention
- Discrimination, Harassment and Duty to Accommodate Policy
- Discrimination and Harassment Prevention Procedure
- Assignment of Accountability: 5.0 Incident Management
- Incident Management Procedure
- Retention of External Legal Counsel Procedure
- Student Experience Action Plan

Other non-public policies and procedures (e.g. for UAPS) are mentioned or implied in these documents, and should be considered in scope for the third-party review.

The encampment clearing and its aftermath have been criticized in connection with the University's responsibilities under the Indigenous Strategic Plan: Braiding Past, Present, and Future. While this UASU policy overview does not attempt a point-by-point assessment of compliance with the ISP, the third-party reviewer should also consider the ISP in scope.

Video Monitoring Procedure
- "This procedure does not apply to the use of surveillance where there are reasonable grounds to believe that an individual is engaged in unlawful conduct. Requests for such uses must be made to, and approved by, the Director of University of Alberta Protective Services (UAPS)."
  - What procedures, if any, govern the use of surveillance where such grounds exist?
    - Why are they, like a wide variety of UAPS documentation and procedure, not public?
    - Were those procedures followed?
    - Will the third-party review examine those procedures?
    - How and why was security camera footage accessed — under the Video Monitoring Procedure or under whatever non-public UAPS procedures govern surveillance of individuals? As UAPS has denied

a FOIP request for an anonymized version of this footage due to an unspecified investigation (either the third-party review or the ASIRT investigation), the University has clearly considered access to the footage directly relevant. What records exist of footage access? Will complete footage from all relevant cameras for May 9th through 11th, and appropriate support, be made available to the third-party review?

- What requests for authorization to surveil individuals were made to the Director of UAPS pursuant to this procedure, and when?
- Were individuals surveilled when there were no reasonable grounds to believe they were engaged in unlawful conduct? This would constitute a breach of the Procedure.
    - [Footage](#) posted in June 2024 appears to show two women, at least one of them a student-aged woman wearing a hijab, walking along the walkway at the edge of Quad and being followed, surrounded, pushed, and photographed or video-recorded by UAPS officers on the morning of May 11th.
    - The footage shows the officer taking photos and/or video in connection with the officer's assertion that if the individuals were students or staff, they would be subject to discipline. If there were no reasonable grounds to believe they were engaged in unlawful conduct, would this be a violation of the Procedure's statement that video monitoring will not be used to monitor employee or student performance?
    - The procedure contains several references to authorized equipment. The footage shows an officer recording or photographing individuals on what appears to be her personal phone. What procedures or authorizations apply to the use of personal devices for surveillance? Is this standard practice in UAPS and, if so, did UAPS or administration assess the *FOIP Act* implications with due respect for students' rights?
- What standards did UAPS use to determine that individuals were legitimate targets for surveillance?
    - Were those standards consistently followed and consistent with students' Charter rights?
    - Were individuals targeted for surveillance based on wearing a hijab or any other visible indicator of a protected ground?
    - What records of such determinations were kept?
- The new Operating Procedure regarding Unapproved Demonstrations and Protests on University Campuses notes that "Unapproved Events will be monitored as appropriate."
    - Does this constitute a blanket exemption from other surveillance-related procedures?
    - Are there any non-public policies or procedures governing this monitoring?
    - Who is responsible for oversight of such monitoring?
    - What standards determine appropriateness?

- What reports and records of unapproved event monitoring should the third-party review expect to receive?
- "Authorized persons will receive appropriate education and direction in relevant areas including privacy laws and principles, the handling of video monitoring equipment, this procedure, and such other appropriate education and direction as determined by the Video Monitoring Committee."
  - Is similar training required of individuals conducting surveillance?
  - Does this training speak to Charter rights?
  - Did all individuals involved in authorizing or conducting video monitoring of students (whether under the Video Monitoring Procedure or under whatever non-public procedure governs surveillance) receive such training? Is there documentation?
- The scope of this policy, and others, encompasses not just students but staff and visitors to campus. The University's statements alleging that

Video Monitoring Committee Terms of Reference
- "Review and approve requests, forwarded by the Director of UAPS, for video retention periods longer than 30 days."
  - Have any such requests for video retention come forward in relation to the encampment? Will they be made public? Will they be provided to the third-party review?
- "Receive reports, for review or oversight, from the Director of UAPS, concerning:
  - the inventory of video monitoring systems on university property
  - the uses of information collected by video monitoring
  - the standards and security arrangements in place
  - relevant criminal or other unlawful activity on university property
  - any other information the Director of UAPS deems relevant and appropriate."
    - Have any such reports come forward in relation to the encampment? Will they be made public? Will they be provided to the third-party review?
- "The committee shall report annually to the Associate Vice-President, Risk Management Services, detailing the number of requests, including rate of approval, an overview of issues dealt with by the committee, trends in video monitoring use at the university, and strategic concerns of the university's video monitoring program that may require an institutional response."
  - Will this report include material relevant to the encampment? Will it be made public? Will it be provided to the third-party review, if available?

Access to Information and Protection of Privacy Policy/Procedure
- "Honour the right of individuals to access any records in the custody or under the control of the University including a record containing personal information about themselves subject to specific limited exceptions as established by the Act."
  - Have records of students' personally identifying information (e.g. names, contact information, faces) been collected, retained, and accessed

properly? This would likely include records related to surveillance/photographing/investigation of students if it took place in connection with the UAPS operations around the encampment, whether or not the specific students were actually connected with the encampment.

- This would also include any potential access made to student emails. Were student emails or Google Drive files accessed in connection with the encampment or the protests? Were any records kept of access decisions?
- Have students been made aware of their rights regarding any such information? Have they made any relevant requests to any office of the University and have such requests been routed appropriately to the IPO as required by the Access to Information and Protection of Privacy Procedure (1(c))?

- "Protect personal information by making reasonable security arrangements against such risks as unauthorized access, use, disclosure or destruction."
  - Noting the footage linked above, to what extent has students' personal information been stored on UAPS officers' secured or unsecured personal devices and appropriately accounted for? Will all relevant information be provided to the third-party reviewer?
- "Conduct a Privacy Impact Assessment where necessary, in accordance with guidance provided by the IPO, before implementing a major project that involves the collection, use or disclosure of personal information."
  - Were any Privacy Impact Assessments conducted in connection with the encampment? If so, will they be made public and provided to the third-party reviewer?

Hazard Identification, Assessment, and Control Procedure Appendix B: Violence Prevention

- "The university is committed to the prevention of workplace violence through the use of the Hazard Identification, Assessment, and Control (HIAC) Procedure and will take all reasonable steps to protect staff, students, and visitors from workplace violence. Workplace violence can take several forms including: physical attack or aggression; threatening or intimidating behavior; verbal or written threats…"
  - Has proper consideration been given to the encampment incident through the lens of workplace violence?
    - Multiple instructors were present and had been engaged in academic discussion with a group that included students.
    - Intimidating behavior and physical attack took place.
    - Multiple UAPS officers, University employees, also witnessed this violence in their workplace, were not able or permitted to prevent it, and likely were not able to leave. How have their needs been taken into consideration? What records exist?

- How many protesters, including students, were University employees? How have their needs been taken into consideration? What records exist?
  - What steps were taken to foresee and prevent the prospect of workplace violence?
- "When conducting or reviewing hazard assessments, determine if violence may be a hazard by: i. Reviewing previous incidents related to violence in the workplace…"
  - What hazard assessments and reviews of previous incidents, if any, were conducted in connection with the encampment? Will these be made public and provided to the third-party review?
- "Develop safe work procedures that include the following:...Reporting incidents."
  - What incident reports connected with safety and violence, if any, were filed or should have been filed? Will these be made public and provided to the third-party review?

Discrimination, Harassment and Duty to Accommodate Policy

This policy is strongly relevant to "the nature and scope of the rights and responsibilities of the Board, administration, students, staff and visitors in relation to the Encampment pursuant to applicable law, policies, procedures and regulations," and is firmly in scope for the third-party review.

- Harassment: "A single or repeated incident of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought to reasonably know will or would cause offence or humiliation to a worker or adversely affects the worker's health and safety, and includes: a) Conduct, comment, bullying or action because of race, religious beliefs, colour…place of origin…"
  - Because discrimination and harassment are not necessarily discrete events, but can be repeated incidents or patterns of behaviour, understanding whether University employees' actions were discriminatory or harassing by this policy's standards requires considering patterns of impact. Administration's decisions toward protesters over the course of Fall 2023/Winter 2024 must have been considered in light of this policy.
  - Did administration assess risks and student impacts under this policy?
- "Accommodation of members of the university community requires the university to take reasonable steps to eliminate discrimination resulting from a rule, practice or barrier that has a negative effect on a person by reason of a protected ground."
  - Did administration execute its responsibility to take reasonable steps to identify and eliminate discrimination in relation to a situation that had a direct bearing on at least five protected grounds? ("Discrimination is prohibited based on the following protected grounds: Race… Ancestry…Place of origin…Religious beliefs…Political beliefs.")

- If this responsibility was considered, what evidence is there, and will it be made public and provided to the third-party review?
- The president of another Alberta university has publicly commented that he and other PSI representatives met with the ministries of Public Safety and Advanced Education to discuss the encampments being created across Canada. The meeting is alleged to have indicated that universities would have free rein in how they handled the encampments, which may have signalled latitude or approval for forcible clearing.
  - If such a meeting took place, were all relevant documents and resulting information provided to the third-party reviewer for evaluation through the lens of compliance with this policy?
- How were University staff, including UAPS, internally directed to manage student communications (e.g. letters, emails, campaigns) in the weeks and months before the encampment?
  - What records are there of this direction and how this direction was created?
  - Was this direction evaluated through the lens of the Discrimination, Harassment and Duty to Accommodate Policy?
  - Was the risk of creating a distrusting, biased, or discriminatory work environment appropriately examined at the time?
  - Will this direction be examined as a potential contributing factor in the University's decision-making?

Assignment of Accountability: 5.0 Incident Management
- "The university community must report all incidents to Health, Safety and Environment (HSE) using the ARISE incident reporting online system." Incidents are defined as "Undesired, unplanned, or unexpected events occurring in the course of any aspect of work of the university that could or did result in an injury or illness or damage to property or the environment."
  - What incidents, if any, were reported in the ARISE system in relation to potential or actual property damage, environment damage, or injury? Are these reports available to the third-party reviewer? Will they be made public?
  - Conflicting information emerged regarding the location, threat, and removal of pallets. What reports were and were not filed regarding pallets?

Incident Management Procedure
- This procedure speaks extensively to reporting, offering first aid, and protecting the scene to preserve evidence.
- What incident management measures were taken after the encampment was cleared?
- Were reporting procedures followed? Were all UAPS officers fully trained in incident management?
- What records were created in relation with these obligations, and will they be available to the third-party reviewer and made public?

Retention of External Legal Counsel Procedure
- Did the Office of the General Counsel retain external counsel related to the protesters, the encampment, or its aftermath? Under the available exceptions, did the Board Chair (or delegate), the President, or any of the Vice Presidents retain external counsel related to the protesters, the encampment, or its aftermath?
    - If any external counsel was retained, is any advice they provided available to the third-party reviewer?
- Recall that the *Discrimination, Harassment and Duty to Accommodate Policy* likely makes patterns of decision and impact in scope, stretching back past the actual period of the encampment.

The Student Experience Action Plan
The Student Experience Action Plan (SEAP), while not a formal policy, is an action plan co-sponsored by University administration and a vital "living initiative" at the University of Alberta. The plan emphasizes that "the co-creation process will extend beyond the development of the plan to its implementation, evaluation, and ongoing revision. Every member of the U of A community is responsible for co-creating a positive student experience, ensuring all students can achieve their full potential." (P.8)

Given the importance of SEAP, it is essential to assess to what extent it was considered during the decision-making process surrounding the encampment clearing. SEAP outlines several relevant responsibilities and commitments that may not have been taken into consideration.

- Connections are Fostered: "The U of A is committed to minimizing barriers throughout the institution, ensuring our students' energy is dedicated to the pursuits of fostering relationships, achieving academic and professional success and finding enjoyment in the journey." (P. 10)
- Student Experience Vision: "As a student-centred community, we all listen, learn and act to deliver exceptional student experiences. Together, we nurture experiences where students explore and expand their knowledge, skills and networks, connecting with local and global communities, to act with purpose." (P. 11)
- Safety Beyond Physical Security: "Similarly, safety extends beyond physical security on campus to cultural and emotional safety in all U of A spaces. The university's Culture of Care strategy outlines the commitment to safety in the workplace in all its forms: physical, psychological and cultural. Being able to be one's whole self on campus is essential to a positive experience and success. While physical safety is often top of mind, being able to practice culture on campus through prayer, food, celebration, dress and other forms of engagement is crucial to ensuring a positive experience." (P. 19)
    - Given that the UASU has heard from students that the presence of UAPS officers and surveillance during the encampment have impacted students'

sense of cultural and emotional safety, were these foreseeable impacts taken into consideration at any point?

- Holistic Approach to Safety Initiatives: "Situate student voices and experiences in the application of all safety initiatives by implementing the key actions of the University of Alberta Safety and Security Committee's 2023 Security Report that is guided by a holistic approach to security and public safety." (P. 23)
- "Take holistic, complementary and multi-pronged approaches to improve safety and security, including:
  - "Recognize the critical link between safety and relationships, connection and belonging…Support initiatives under the Culture of Care that acknowledge the interconnectedness of students, instructors and staff in creating a safe workplace that leads to a safe learning environment for students." (P. 23)
  - These commitments appear to be in contrast with the University's decision to escalate the encampment situation. Were these commitments taken into consideration?
- Maximizing Diverse Student Participation: "Strive to maximize diverse student participation, feedback and experiences in all programs, services and initiatives that impact students…Prioritize a student-centred approach to how we organize and communicate information on all platforms (e.g., websites, Bear Tracks, eClass, etc.)" (P. 39)
  - The decision-making process regarding the encampment and the communication around it seems to have lacked the inclusion of diverse student voices and feedback, which is a key aspect of SEAP. As the clearing was certainly an initiative that impacted students, and public communications had other impacts, how were student needs taken into consideration? Note that contact with the UASU was limited to the texts and calls that repeatedly stated, into the evening of May 10th, that the encampment would not be cleared if it remained peaceful.

UASU Students' Council Agenda Submission Form

Council Meeting Date   Tuesday, August 13, 2024

[Meeting Schedule](#)

Submitter   Abdul Abbasi

Email Address   abdul.abbasi@su.ualberta.ca

Type of Item Submission   Information Item

Is this a Consent Agenda item?   No

Approval/Discussion Items

[Strategic Plan](#)

Calls for Nominations

[Council Committtees and Boards](#)

Written Nominations

Information Items

Agenda Title   By-Election 2024 Advertising Plan

Description of the Information Item

Please find the attached advertising plan for the by-election 2024.

Attachments

📄 jpg2pdf.pdf

Presentations

Written Questions

Overview | ≔ **List** ⋯ | ⊞ Board | ⊞ Timeline | Dashboard | Calendar | Workflow | 💬 Messages | 📎 Files +

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Task name	Task Type (Comms)	Assignee	Due date ⇧	Status (Com...	
▼ **Project Overview**					
Add task...					
▼ **Design Work**					
⊘ DESIGN: By-election announcement	Design Work	🧑 Jorden Edm...	Aug 24	Assigned	
⧗ DESIGN: By-Election: why you should run	Design Work	🧑 Jorden Edm...	Sep 5	Assigned	
⊘ DESIGN: By-election: Dates and Deadlines	Design Work	🧑 Jorden Edm...	Sep 16	Assigned	
⊘ DESIGN: By-Election: Nomination pack DEADLINE	Design Work	🧑 Jorden Edm...	Sep 20	Assigned	
⊘ DESIGN: By-Election: First day of voting	Design Work	🧑 Jorden Edm...	Oct 2	Assigned	
⊘ DESIGN: By-election unofficial results post template	Design Work	🧑 Jorden Edm...	Oct 4	Assigned	
Add task...					
▼ **Socials + Perks**					
⊘ By-Election: What is a by-election?	Social Post	👩 Jillian Kidd	Aug 20	Assigned	

Overview | List ··· | Board | Timeline | Dashboard | Calendar | Workflow | Messages | Files +

+ Add new ⌄ | ☰ Filter | ↑↓ Sort: 1 ✕ | ▤ Group | ◎ Hide

Task name	Task Type (Comms)	Assignee	Due date ↑≡	Status (Com...	
▼ **Socials + Perks**					
⊘ By-Election: What is a by-election?	Social Post	Jillian Kidd	Aug 20	Assigned	
⊘ By-election announcement	Social Post	Jillian Kidd	Aug 23	Assigned	
⊘ By-Election: What's in a nomination pack?	Social Post	Jillian Kidd	Sep 10	Assigned	
⊘ eclass announcement/link to election ballot request to IS	Admin	Courtney Gr...	Sep 11	Assigned	
⊘ By-Election: why you should run	Social Post	Jillian Kidd	Sep 13	Assigned	
⊘ By-election: Dates and Deadlines	Social Post	Jillian Kidd	Sep 16	Assigned	
⊘ By-Elections Nomination Reminder (UASU newsletter)	Newsletter Blurb	Nichole Mert...	Sep 17	Assigned	
⊘ By-Election: Nomination pack DEADLINE	Social Post	Jillian Kidd	Sep 20	Assigned	
⊘ Survey: Are you running in the by-election? (reminder of	Perks Content	Nichole Mert...	Sep 18 – 22	Assigned	
⊘ By-Election: Nom pack deadline reminder	Social Post	Jillian Kidd	Sep 23	Assigned	
⊘ Virtual Event: By-Election Information page (get points fc	Perks Content	Kristin LaGra...	Aug 24 – Sep 23	Assigned	
⊘ WEB: Run in the By-election ad (nomination pack promo	SUTV/Web	Kristin LaGra...	Aug 24 – Sep 23	Assigned	

Overview   List ⋯   Board   Timeline   Dashboard   Calendar   Workflow   Messages   Files +

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Task name	Task Type (Comms)	Assignee	Due date ↑	Status (Com...	
⊘ Deadline for candidates to submit bios and photos	Admin	Courtney Gr...	Sep 24	Assigned	
⧗ Post candidate bios on uasu.ca/elections	Admin	Juliana du Pr...	Sep 25	Assigned	
⊘ Fall By-Election Special Edition Newsletter (Oct 2)	Newsletter Blurb	Nichole Mert...	Sep 26	Assigned	
⊘ By-Election: Good Luck Candidates (campaign start post)	Social Post	Jillian Kidd	Sep 26	Assigned	
⊘ By-Election: First day of voting	Social Post	Jillian Kidd	Oct 2	Assigned	
⊘ WEB: Vote today! (uasu.ca homepage)	SUTV/Web	Kristin LaGra...	Oct 2 – 3	Assigned	
⊘ SUTV: Vote today!	SUTV/Web	Kristin LaGra...	Oct 2 – 3	Assigned	
⊘ Entrance Screens in SUB: Vote Today reminder ads	SUTV/Web	Kristin LaGra...	Oct 2 – 3	Assigned	
⊘ By-Election: voting reminder	Social Post	Jillian Kidd	Oct 3	Assigned	
⊘ PURL: Thanks for voting! (Points reward for completing b	Perks Content	Kristin LaGra...	Oct 2 – 3	Assigned	
⊘ Announcement: Special Raffle for Voters!	Perks Content	Kristin LaGra...	Oct 2 – 3	Assigned	
⊘ Raffle: By Election Exclusive Raffle	Perks Content	Kristin LaGra...	Oct 2 – 3	Assigned	
⊘ Event: By-Election Voting Days	Perks Content	Nichole Mert...	Oct 2 – 3	Assigned	
⊘ By-election unofficial results post	Social Post	Jillian Kidd	Oct 4	Assigned	