Federation of Students’ Student’s Council Minutes

NH 3318, UNIVERSITY OF WATERLOO

Speaker: COUNCILLOR O’SULLIVAN  Secretary: COUNCILLOR POTTER

ATTENDANCE

The following members were present:

- Altarf, Subhan (Muhammad)
- Brieva, Antonio
- de Rider, Cai (President, Environment Student Society)
- Easton, Benjamin*
- Eyre, Alexander
- George, Rebecca
- Guillen, Jennifer
- Jowhari, Nickta
- Knight, Jill
- Mistry, Harsh

* remote

The following members were absent:

- Clarke, Antonio
- Clubine, Andrew*
- Goomer, Kanishk
- Li, Tianqi*

* excused

- Mohan, Andrew*
- O’Sullivan, Elizabeth
- Pazzano, Lauren
- Potter, Tristan
- Richard, Austin (Acting President, Science Society)
- Simpson, Abigail
- Small, Jason*
- Velling, Seneca
- Ye-Mowe, Stephanie

- Schwan, Brian*
- Terzian, Hagop
- Tran, Tomson
- Xu, Wenyu
The following gallery was present:

- Abbaris, Iman
- Abdi, Hashen
- Chen, Terrence
- FitzPatrick, Amanda
- Gerrits, Matthew
- Jacque, Mermon-D
- Kawe, Ayana
- Mbandi, Joshua
- Rodney, Victoria
- Saleh, Rana
- Shafi, Barii
- Swanson, Steph
- Thevenard, Rachel
- Thibeh, Hanan
- Traichel, Emily
- Umuhoza, Elisa
- Worku, Fiqir

PRELIMINARIES

CALL TO ORDER

Councillor O’Sullivan called the meeting to order at 12:43 PM. The speaker began with a land acknowledge.

APPROVAL OF THE AGENDA

Be it resolved that Council approve the agenda as presented.

Councillor Velling and Councillor Jowhari.

Motion carries unanimously.

CONSENT

APPROVAL OF THE MINUTES

Be it resolved that Council approve the minutes from February xx, 2017.

Councillor Velling and Councillor Guillen.

The discussion between Councillor Velling and Vice President Schwan on approval by principle had the arguments made by each party swapped.

Motion carries unanimously.
**Speakers Remarks**

The speaker informed the assembly that they would be enforcing speaking terms of a minute and a half, and that each councillor would have two speaking terms on each discussion item. Interested members of the gallery may speak if a councillor yields them a speaking term.

**Executive Reports**

Please see the attached written reports for the full reports from the Executive to Student’s Council.

**Report of the President**

The President thanked the members of the gallery for taking the time to attend the meeting.

They reported that the General Meeting, which occurred on Wednesday March 21, 2018, had the second largest turnout in Feds history and was a very successful meeting. It was noted that the fee increase for a new racialized student service and a fee increase for service support staff both passed. There is a motion on today’s agenda to create the service with a preliminary implementation plan.

The President’s Advisory Committee on Student Mental Health released their final report, this is a very important document that will shape the approach the university and Feds takes to mental health advocacy on campus and within Feds for the next several years. The reveal event had over 500 people in attendance. The President noted that the report should address the points that students have been raising over the last few years, and that they felt the report was well-written and was backed by extensive consultation; over 300 people volunteered for the process. The President encouraged students to speak with the executives if they had any questions about the report or the process that was used to compile it.

Regarding the recent Freedom of Expression policy that Council passed, the President has had many conversations with university administrators, senators, and the President of the University on the meaning of Freedom of Expression within the university and what the definition and limits of academic freedom are. The President is advancing the message that freedom of expression is not at odds with equity initiatives.

A councillor inquired if Senate would be open to adopting the Chicago principles; senators largely agree with the principles but there is no agreement on the tools that should be used to create a healthy and academically rigorous environment of debate. There was a town hall to gather preliminary thoughts on definitions and how they would affect faculty, staff, and students.

The President also partnered with external student groups to work towards counting experiential learning opportunities towards the express entry process for international students. There has been good followup so far, and Members of Parliament are expressing some support for the idea. They are planning a petition to have this considered for a
formal response from the House of Commons, which requires 500 responses. Feds will be targeting key times to generate engagement with the petition.

A councillor inquired about the change to orientation fees that was approved at the General Meeting. Specifically, which body approves the budget that is funded by these fees? The President will investigate this with their successor and the board.

It was clarified that the definitions of academic freedom and freedom of expression relate to the memorandum of agreement between the faculty and university which defines academic freedom and the rights and responsibilities that faculty are granted by it. The tools used to create a free and equitable environment of debate are important in order to get everyone on board, since faculty have large say through their memorandum of agreement.

**Report of the Vice President, Internal**

The Vice President, Internal wrapped up Committee of Presidents (COPs) meetings for the term, they had some key administrators in to talk to societies about the new grant that Waterloo International is looking to grant. The committee members also had a productive conversation about the role of societies in mental health on campus and how student leaders can work across faculties to be supportive of students in all faculties. The student life department has also been investigating the benefit of more partnerships between orientation and societies, and having a greater society presence on the Feds website.

The Vice President, Internal also visited the pharmacy campus, and is investigating more opportunities to engage these students in May.

They are working towards creating more centralized wellness initiatives on campus.

Internal Administration Committee finished their meetings for the term, and used some extra time to discuss a higher level overview of the club system and its purpose. The committee members dug deep into the club system, making sure the system is the best it can be.

Feds held Wrap-Up Week the prior week, which included massages, a snack cart, warrior wind-down, energy balls, and a variety of other activities and events.

The Vice President, Internal alerted Council that Volunteer Appreciation would occur on Monday, March 26, 2018. Councillors were invited to the event.

The Vice President, Internal also reported that Cultural Caravan had the largest turnout in Feds history, and that Leadership Awards had been chosen for the term.

Finally, the Vice President, Internal has been working hard on transition, which has been consuming large amounts of time.

A councillor inquired if there would be any reports from the council committees, including the attendance of those committees. They specifically were looking for attendance data to be attached to the minutes.

A councillor asked if there was feedback from the society presidents on possible ways for the Committee of Presidents meeting to improve?

A councillor asked if council could give recommendations for a possible candidate for the societies commissioner. Vice President, Internal replied that it may be a conflict of interest.
Report of the Vice President, Operations and Finance

Not present.

Councillor Velling commented that he had been working with the Vice President, Operations and Finance on a new budget procedure.

Report of the Vice President, Education

Not present.

Special Orders

Health Promotion and Wellness at uWaterloo

President introduced Jennifer McCorriston, Associate Director of Health Promotion within Campus Wellness; she has been key in the President’s Advisory Committee on Student Mental Health.

She gave a presentation on wellness and the ways they are working to unify health and wellness initiatives across campus in order to be preventative about mental health issues, instead of being reactive. Slides are attached.

Councillors, societies, and audience members in the gallery are encouraged to contact the Feds executive, or Jennifer McCorriston directly, if they have questions or comments.

It was noted that a survey will be sent to Council in the future to gather feedback on wellness spaces.

Acting SciSoc President Richard asked about how they envision convincing lecturers and professors to adopt wellness strategies. During consultations, an academic panel that was called as part of the President’s Advisory Committee on Student Mental Health recommended policy changes that would affect classrooms. There will also be sessions on teaching and understanding students better. While those professors who attend sessions are likely those who least need these sessions, the wellness is hopeful that there are other ways to further encourage lecturers and professors to adopt wellness strategies in the classroom.

A councillor asked why mental health and first aid training was not mandatory for professors and lecturers; specifically, what is the feasibility of requiring this training and why had it not been implemented.

It was explained that there are challenges with implementing mandatory training, one of which is academic freedom. Current academic freedom policies make it very difficult to mandate training for professors.

Mandatory training that is mandated on campus is provincially mandated, so it was noted that it may be possible for Feds may get more traction at the provincial level if not from the administration.

EngSoc B President Arnold offered that the people in the faculty who most needed the training had the smallest amount of incentives to offer them. The wellness team is
also investigating incentives to encourage participation, and how to create greater buy in for training.

A councillor asked what resources were available for professors who seek training. All training is available freely to any employee, including mental health first aid, QPR, physical first aid, etc. Sometimes these training sessions are cancelled due to lack of enrollement.

A councillor commented on the need for coop advisors to be included in the discussion and to have broad health and wellness training.

A councillor re-iterated that coop was a place that needed a lot of attention. Co-op advisors are a first point of contact for many students and they have no training and are often very callous. The councillor also highlighted the inaccessible marketing of wellness services; many students do not know these services and initiatives exist, often due to cultural issues.

A councillor asked whether there was consideration for offering services in students native languages. An anecdote about students who had switched into psychology just to provide these services for other students externally was added to the discussion. Inadequate understanding of cultural and socio-political backgrounds were highlighted as key barriers for students as well.

Many initiatives moving forward are in the President’s Advisory Committee on Student Mental Health Final Report, like doing more cultural sensitivity training. It was recognized that services should be more cultural and language sensitive. A Mandarin speaking counsellor was recently hired to help with the language barrier that some students face in getting help. They are currently investigating what the health needs are for international students, what the service gaps are, and what should be done to support and understand these students.

A councillor inquired if there was remote infrastructure for co-op students. There is some minimal councillors at satellite locations and they do their best to have remote calls and recommend global resources. This is a service that is going to build on further with the President’s Advisory Committee on Student Mental Health. The councillor also recommended interfacing with Feds Coop Connection and Feds International and Canadian Student Network.

The commissioner encouraged councillors and students to talk to their constituents, societies, and faculty about the issues and influence hiring policies.

**Be it resolved that** Councilors have extended speaking time to fully discuss the issue at hand.

*Councillor Velling and Councillor George.*

The speaker extended the time.

ESS President de Ridder expressed support for the report and the changing landscape, including the role of administrators and students. They highlighted that there may be some professors who need more encouragement.
REGULAR

CAMPUS DENTIST

Councillor Velling brought up a student concern with the Campus Dentist that is currently located in Student Life Centre. There have been reports that the business has lied to and taken advantage of students. A student was told they had 7 cavities of dire quality, and 2 that needed to be filled immediately; however, when they got a second opinion from another provider and were told they had 2 cavities, neither of which were dire. The student also received x-rays from campus dentist and the second provider, and it was determined that the x-rays provided by Campus Dentist were not medically useful.

Investigations showed that other students have reported similar issues with the Campus Dentist office on a variety of online forums.

The councillor was wondering if there was any pressure Feds could apply to the dentistry through the lease agreement or the student care plan.

A councillor expressed that students may associate the dentistry with Feds, which could pose a reputational risk.

Executives will discuss this issue as a team as soon as possible, and will escalate to the board as necessary. The executive team encouraged the councillor to send any documentation on the issue to the executive team.

PUBLICATION OF COUNCIL RECORDS

Whereas the average academic tenure of a student is 5 years,

Whereas old minutes are lacking in clarity,

Be it resolved that Council requests the Board to investigate the feasibility of removing minutes older than 5 years from the public website, and,

Be it further resolved that Board enact any resolution on Council’s behalf to this effect for ratification by the next Council meeting.

Be it further resolved that minutes shall still be available for access by members. Councillor Jowhari and Councillor Ye-Mowe.

This is due to inaccuracies in old minutes, potential confusion, and the lack of workmanship in older documents.

A councillor recommended that it be 7 years to be in-line with other government audit requirements.

Motion carries unanimously.

AGENDA

Be it resolved that Council flip the last two agenda items Councillor Velling and Councillor George.
Motion carries unanimously.

RACIALIZED STUDENT SERVICE

Be it resolved that Council approves the creation of an equity student-run service looking to meet the unmet needs of racialized students and address racism on campus.

President Brieva and Councillor George.

The full proposal is attached.

A councillor expressed disappointment that the full proposal had not been seen by students voting at the General Meeting, had not been seen fully by council, and had found research that showed some of the measures the service looked to implement may decrease diversity.

A councillor clarified that the General Meeting would never have seen this proposal in any process, as the approval process is delegated to Council and the Campus Life Advisory Committee.

The President responded that themselves and the Vice President, Internal had been working hard to open up the consultation process to as many students as possible, and the proposal is grounded in research that was done by the government and in particular related to the post-secondary sector. This proposal only includes a proposal and a rough implementation plan, implementation planning will happen over the next two terms.

A councillor asked about the lack of awareness in the student body, and the ways that students were consulted.

Be it resolved that Council defer the motion to a referendum.

Councillor Mistry and Councillor Ayre.

Councillor Velling and President Brieva motion to rule this motion out of order.

Councillor Velling spoke that Council has the full authority to determine services that are created and removed, and the way these services make it into the university.

Councillor Mistry said that referendum should be used to determine student opinion.

Councillor O'Sullivan ruled the motion out of order, as a motion to defer is not a valid motion that Council can enact.

A councillor expressed that the Campus Life Advisory Committee was involved and would continue to be involved in creating the service. The service would not be created behind closed doors.

The remainder of their time was yielded to Elisa Umuhoza in the gallery, who thanked council and the executives for hearing the concerns of students and consulting them in the process.

It was emphasized by members of the gallery that an incredible amount of consultation that occurred; a large number of students were consulted and voted in favour of the service, and students believe this service is needed.
Amanda FitzPatrick expressed the importance of services that are available to advocate for marginalized students on campus and the ability of students to express feedback to the university as an representative group. These services allow students to access important administrators in the university, and have greater legitimacy within the university. Services also provide funds for events and promotion of the issues that these students face, including advocacy campaigns. Finally, they expressed how having a space creates a sense of community. They emphasized that it was shocking that Feds was only considering a racialized student service now.

A gallery member expressed support for a referendum.

A councillor expressed support for the motion, and apologized that the service had not been created sooner.

A gallery member commented on the disappointment felt by international students. They echoed that the lack of support for racialized students at this university is crazy, especially given the high rates of hate crime in Waterloo.

A councillor suggested making the fee opt-out.

A gallery member expressed support for fees, paying collectively agreed upon fees is an important part of existing as a student body.

A councillor highlighted the oversight that is present in the proposal, and expressed support.

A councillor expressed that there was a certain amount of due diligence that occurs on campus, and in the creation of this proposal.

On the topic of councillors representing students and the possible arguments for a referendum: councillors expressed that they did represent students and that there was a process that could be followed if constituents or councillors felt they were not representing students. Councillors commented on the work involved in the Councillor position, and encouraged any member of Council who did not feel like they could represent their constituents to do better at reaching out and interacting with their constituents.

A gallery member asked what the implication of the motion passing and failing had.

A councillor responded that the motion approved the proposal and implementation of a service beyond the in-principle motion that was approved at the last meeting. This would then get passed off to the Vice President, Internal to create a full service structure and the service manager and Campus Life Advisory Committee to implement the full service.

A gallery member commented that this was discussed on the Reddit, and there was very little engagement.

A motion was made to postpone the vote:

Whereas the proposal for a Racialized Student Service was rushed and few students were consulted,

Whereas racism is a real issue on campus for which a comprehensive solution is needed,
Be it resolved that Feds postpone the vote on a Racialized Student Service to the July council meeting

Be it further resolved that Feds consult with the general student body on the best solution to deal with incidents of racism on campus, especially with international students and with students effected by racism.

Be it further resolved that Campus Life Advisory Committee will compile the results of the consultation and work on editing and finalizing a proposal to deal with racism, whether that be a Feds Service or a different solution.

Be it further resolved that should council decide that the proposal for a Racialized Student Service be the best solution to deal with racism, a Winter 2019 implementation deadline be kept.

Councillor Ayre and Councillor Velling.

The mover spoke to the motion, saying that international students should be more involved and that the service should have the same implementation date. They emphasized that students deserve a more thoughtful implementation.

The President spoke against the motion, stating that consultation did occur and the arbitrary line of consultation for this service in particular seems disingenuous.

A councillor inquired what the precise timeline was for the implementation plan. The Vice President, Internal is looking to have coordinators hired and started in Spring 2018 to begin implementation and further consultation, and again through Fall 2018. The full service will launch in Winter 2019.

A councillor expressed that the whereas statements were disingenous, and asked that the motion be changed to

Whereas the proposal for a Racialized Student Service was felt to be rushed by some members of the Federation,

Whereas racism is a real issue on campus for which a comprehensive solution is needed,

Be it resolved that Feds postpone the vote on a Racialized Student Service to the July council meeting

Be it further resolved that Feds consult with the general student body on the best solution to deal with incidents of racism on campus, especially with international students and with students effected by racism.

Be it further resolved that Campus Life Advisory Committee will compile the results of the consultation and work on editing and finalizing a proposal to deal with racism, whether that be a Feds Service or a different solution.

Be it further resolved that should council decide that the proposal for a Racialized Student Service be the best solution to deal with racism, a Winter 2019 implementation deadline be kept.

Councillor Ye-Mowe and Councillor Ayre.

Ammendment is friendly.

A gallery member asked what threshold of oppression is required to create a service.
A councillor expressed that they did not agree with the amendment due to the decrease in consultation that it would create. The motion fails. EngSoc B President Arnold, Councillor Guillen, Councillor Velling, Councillor Jowhari, Councillor George, ESS President de Ridder, and Councillor Ye-Mowe were noted against. The motion remains unchanged.

A councillor expressed a number of changes they wished to see in the proposal, but presented no amendments.

Be it resolved that Council increase the speaking time of each councillor to 5 minutes.

_Councillor Velling and ESS President de Ridder._

**Motion carries** unanimously.

Councillors were given increased speaking time.

A councillor moved to change the voting method:

Be it resolved that Council conduct the vote on this motion by roll call vote.

_Councillor Mistry and Councillor Jowhari._

Councillors expressed the benefits of having votes be private, including the freedom from social pressure. Councillors also expressed some down sides, including the potential for a lack of accountability.

A councillor asked the mover to speak to their motion. The mover simply that the record would be useful.

A vote was conducted and the motion fails.

The motion remains unchanged. Voting will occur as usual.

Be it resolved that Council approves the creation of a service as outlined in the Service Creation and Cost-Benefit Proposal contingent on:

- Campus Life Advisory Committee oversight through regular reporting of the VP Student Life (formerly VP Internal), Services Manager, and relevant coordinators as necessary, and
- Operational oversight of the implementation of the student-run service by Campus Life Advisory Committee including, but not limited to, the development of metrics of success and an outline of the deliverables the service shall be assigned, and
- Campus Life Advisory Committee developing procedural restrictions on political activism of Federation services, and
- The Executive Board securing resource sharing arrangements of with relevant Universities bodies including, but not limited to the UW Office of Human Rights, Equity and Inclusion;
Councillor Velling and Councillor Ayre.
The mover expressed that the motion was a great idea, and the service was needed. The amendment aims to add more oversight and cost sharing to reduce costs for students and make sure the service is serving the demographic.

A councillor expressed support for the amendment.
A councillor expressed confusion over the third item, specifically regarding the definition of “political activism” and a “political stance”.
EngSoc B President Arnold pointed out that the third point was not in scope of this motion, and that the fourth point not restrict the creation of the service on University buy-in.

The mover modified their motion to:

**Be it resolved that** Council approves the creation of a service as the Service Creation and Cost-Benefit Proposal contingent on:

- CLAC oversight through regular reporting of the VP Student Life (formerly VP Internal), Services Manager, and relevant coordinators as necessary, and
- Operational oversight of the implementation of the student-run service by CLAC including, but not limited to, the development of metrics of success and an outline of the deliverables the service shall be assigned, and
- The exploration and negotiation of future resource sharing arrangements currently provided by the Federation of Students with the relevant University bodies including, but not limited to the UW Office of Human Rights, Equity and Inclusion;

**Motion carries** as a friendly amendment.

**Be it resolved that** Council split the second item as its own motion.

**Motion carries** as a friendly amendment.

Council begins a vote on the current motion, which reads:

**Be it resolved that** Council approves the creation of a service as the Service Creation and Cost-Benefit Proposal contingent on:

- CLAC oversight through regular reporting of the VP Student Life (formerly VP Internal), Services Manager, and relevant coordinators as necessary, and
- The exploration and negotiation of future resource sharing arrangements currently provided by the Federation of Students with the relevant University bodies including, but not limited to the UW Office of Human Rights, Equity and Inclusion;

**Motion carries** unanimously.

Council begins to consider the second motion, which reads:

**Be it resolved that** Council approves the creation of a service as the Service Creation and Cost-Benefit Proposal contingent on:
• Operational oversight of the implementation of the student-run service by CLAC including, but not limited to, the development of metrics of success and an outline of the deliverables the service shall be assigned, and

After some discussion, a motion is presented to postpone the item to new business.

**Be it resolved that** Council postpone consideration of operational oversight for services to new business.

*Councilor Velling and EngSoc B President Arnold.*

**Motion carries** unanimously.

The motion is postponed till new business.

The motion now reads:

**Be it resolved that** Council approves the creation of a service as the Service Creation and Cost-Benefit Proposal contingent on:

• CLAC oversight through regular reporting of the VP Student Life (formerly VP Internal), Services Manager, and relevant coordinators as necessary, and

• The exploration and negotiation of future resource sharing arrangements currently provided by the Federation of Students with the relevant University bodies including, but not limited to the UW Office of Human Rights, Equity and Inclusion;

**Be it resolved that** Council adds the word “optional”, such that the service “advocates optional anti-racism, anti-oppression, ...”

*Councilor Ayre and Councillor Velling.*

**Motion carries** as friendly.

**Be it resolved that** Council removes “For example, Ryerson Students’ Union funds and operates a student-run service called “Racialised Students’ Collective” that works with Ryerson’s community to eliminate racism and xenophobia both on and off campus through education and advocacy initiatives”.

*Councilor Ayre and Councillor Velling.*

The motion was withdrawn after brief discussion.

**Motion carries**. Councillor Mistry noted against. Councillor Jowhari, and Councillor Ayre noted for.

**Feds Mascot**

**Whereas** mascots are the embodiment of the collective identity and brand of an institution, and

**Whereas** there is significant student desire for our official mascot and branding to incorporate a goose, and
Whereas the Waterloo community at large has come to view geese as an unofficial symbol of the University of Waterloo, including through snapchat filtering and the sale of plush goose stuffed animals, now therefore,

Be it resolved that the mascot of the Federation of Students shall be a Goose; and

Be it further resolved that the Council shall create an ad hoc “WaterFowl Mascot Committee”, to be chaired by the President or a representative thereof, which shall during a one (1) year period determine naming, design, and style of the Feds Mascot through student submission; and

Be it further resolved that this committee shall hold a survey of students for the naming of said goose, from which Council shall choose a name of the top contenders; and

Be it further resolved that Council tasks the Executive to work with the University to make a goose the official university mascot.

Be it further resolved that The mascot of the Federation of Students shall not be construed as official branding or marketing of the Federation.

Councillor Velling and Councillor Guillen.

Some councillors expressed support for recognizing the goose as a signifier of the community.

There was a motion presented to make this just for the current term, but was ruled out of order.

Motion carries unanimously.

NEW BUSINESS

CANCEL APRIL MEETING

Be it resolved that Council cancels its next meeting.

Debate occurred around whether Council should meet during or before the exam period, if a meeting is necessary. It was determined that a meeting was likely not necessary, and in the event that an urgent item needed Council approval an email vote would occur.

Council expressed unanimous support, so the Speaker will not call a meeting in April.

PARTISAN ACTIVISM IN SERVICES

Be it resolved that Council tasks Policy and Procedures Committee to develop procedural restrictions on partisan activism within Federation of Student’s services.

Councillor Velling and EngSoc B President Arnold.

Motion carries unanimously.
**Operational Oversight of Services**

*Be it resolved that* Operational oversight of the implementation of the student-run services by Campus Life Advisory Committee including, but not limited to, the development of metrics of success and an outline of the deliverables the services shall be undertaken and Policy and Procedures Committee shall develop procedures that reflect this.

*Councillor Velling and EngSoc B President Arnold.*

This motion was originally made earlier in the meeting.

*Motion carries unanimously.*

**Adjournment**

*Be it resolved that* Council adjourn until the next meeting.

*Councillor O’Sullivan and Councillor Velling.*

With no new business the meeting was called to adjourn at 4:12PM.

*Motion carries unanimously.*
# Student’s Council

25 Mar. 2018  
SLC 1120/1121 (The Multi-purpose Room)

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## Attendees

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## Expected Absences

N/A
Preliminaries
Adding items to the agenda requires a two-thirds vote, although new items of business can still be raised without needing that vote once the entire agenda is complete.

Call to Order
Be it resolved that the Speaker calls the meeting to order at 12:30 PM.

Note, the land that the University of Waterloo Resides on is Indigenous land.

Approval of the Agenda
Be it resolved that Council approve the agenda as presented.

Approval of the Minutes
The minutes of a meeting are the official record of what happened at that meeting, and contain the authoritative versions of the actions taken at the meeting. If there are significant reservations about the minutes, the approval may be dispensed with, and the minutes will be returned at the subsequent meeting for approval.

Approval of the Minutes
Be it resolved that Council approve the minutes of the February meeting as presented.

Reports
Motions arising directly out of a report, including to adopt recommendations in the report, may be considered immediately after the report without having to wait until later in the meeting. No action is required to receive a report. If Council decides to adopt or accept a report, then it is endorsing the entire report and not just the recommendations.

Executive Reports
Each executive will highlight key aspects of their written reports in an oral report that lasts no longer than 2 minutes, to be followed immediately by a question period lasting no longer than 10 minutes per executive.
1. President
2. Vice President, Internal
3. Vice President, Operations and Finance
4. Vice President, Education

Special Orders
A special order is an item of business that will take precedence over all other business at the designated time for the special order. As it suspends the normal rule that each item must be disposed of before another can be brought up, setting or removing a special order requires a two-thirds majority vote unless originally included in the agenda.

Presentation from the Associate Director of Health Promotions

General Orders
A general order is an item of business that is ordered to be taken up at a meeting. Time limits to discussions indicate the point at which the Speaker will end the discussion unless Council directs otherwise.
Discussion on student concerns on Campus Dentist – Seneca Velling

Discussion on removing minutes older than 5 years from the FEDS website – Elizabeth O'Sullivan

WHEREAS mascots are the embodiment of the collective identity and brand of an institution, and

WHEREAS there is significant student desire for our official mascot and branding to incorporate a goose, and

WHEREAS the Waterloo community at large has come to view geese as an unofficial symbol of the University of Waterloo, including through Snapchat filtering and the sale of plush goose stuffed animals, now therefore,

Be it resolved that the mascot of the Federation of Students shall be a Goose; and

BIFRT the Council shall create an ad hoc “WaterFowl Mascot Committee”, to be chaired by the VP Student Life or a representative thereof, which shall during a one (1) year period determine naming, design, and style of the Feds Mascot through student submission; and

BIFRT this committee shall hold a survey of students for the naming of said goose, from which Council shall choose a name of the top contenders; and

BIFRT Council tasks the Executive to work with the University to make a goose the official university mascot. -Seneca Velling

BIRT that Council approves the creation of an equity student-run service looking to meet the unmet needs of racialized students and address racism on campus. – Antonio Brieva

New Business

Any Councillor may raise any item of concern during new business. Generally, long discussions without a specific motion before Council should be avoided, and are technically against the rules of procedure. If a Councillor has any questions about the procedure, form, or content, they should ask the Speaker.

Adjournment

Adjournment scheduled at 3:00pm
Acknowledgments

Some recognition of effort is required for the past and current officers of Student’s Council, as their hard work has led to vast improvements to the efficiency and efficacy of this body, including in the improvements made in the construction of this agenda and the attached minutes. The following members in particular have devoted an extraordinary amount of time and effort to the cause of amplifying discussions on student issues and improving the clarity of debate:

- Alexander Wray (Speaker, 2016-2017), for his efforts to run concise and productive meetings.
- Andrew Clubine (Speaker, 2014-2015), for his efforts in introducing transparent procedure to the operations of Council.
- Sacha Forstner (Secretary, 2016-2017), for his efforts in bringing the operations and decisions of Council to the at-large student population.
Jill Knight
Vice President Internal Report

March 2018

Federation of Students
University of Waterloo
Societies:
- We had our third and fourth Committee of President’s meeting for the term
- Topics on the agenda included
  o Special Guest – Andrea Kelman – Chief of Staff, President’s Office
  o Special Guest – Tony Munro – Waterloo International
  o Planning of Live Band Karaoke at the Bomber
  o Society’s feedback on Student Mental Health
  o Elections & Transition
- We will be hosting a societies transition event for the incoming and the outgoing presidents to share their experiences, network with other societies on and off campus and share best practices
- We are working with Orientation to include more of a faculty society presence during this transition period for students
- The Society’s Relation Commission has been posted on the Feds.ca website and interviews will be taking place next week
- I attended the final Society of Pharmacy Students meeting and continue to look for opportunities to visit or connect with the other satellite campuses

Wellness:
- Branding for these days continues to develop (we have been working on signature events & campaigns, key works & brand voice, primary logos, social media templates and more)
- The volunteer ambassador position continues to be developed as another leadership opportunity Feds will provide students
- Looking to launch in May 2018

Overall Updates October/November:
- IAC has been continuing to meet weekly
- Wrap Up Week happened this past week. Some events included
  o Healthy snack cart
  o Massages
  o Warrior Wind Down
  o DIY Energy Bits
- Volunteer Appreciation is taking place on March 26th. We will be having free food, awards handed out and time for volunteers to network with each other.
- Cultural Caravan happened on March 8th with 9 performers and over a couple hundred in attendance in person and through the live stream.
- PACE Meeting we reviewed the consultation process with equity seeking groups (developed outcomes and action items) and discussed services for transgendered students on campus
- Equity Service – Antonio and myself have been working on the proposal. Please see the attached document within the agenda for more information
- OUSA General Assembly was held at Laurentian University
  o Transfer Credits, Mature Students and Health & Wellness were the three papers discussed

If you have any comments, concerns, complaints or compliments about campus life (or anything about the university and Feds) feel free to reach out!

vpin@feds.ca | @uwFedsVPI | SLC 1104
Executive Report

1) Month Summary
2) Current Projects / Initiatives

Month Summary

The Bombshelter:
- Express menu has launched with consistent seating times under 30 minutes during lunch time to ensure greater convenience for students! We will continue to ensure the menu is updated frequently to keep items new and relevant for students.

International News:
- Nothing New to Report

Campus Bubble/Bento:
- Nothing New to report

Feds Used Books:
- Hours will be reducing during the summer months to ensure effectiveness for students in the most efficient manner. Hours are TBD however these hours will be reduced during the slower months in July and August.

Current Projects/Initiatives

2.A Legal Survey
The legal survey was completed and I will be presenting preliminary findings to council during this meeting

2.B Employment
Feds is continuously looking to hire new students each term and as Spring term approaches we urge councillors to let their students know of the many opportunities Feds has to offer. Stay tuned for a Spring 2018 Job Fair!

2.C Budget Procedure
I have been working diligently with Budget Committee to create and define a new budget procedure that is efficient and that supports accurate data driven projections based off of accurate previous years actuals (may be able to have this ready in time)

2.D Exec Transition
We are working diligently to transition the new executive into their roles to mitigate knowledge loss and to ensure they have the knowledge to hit the ground running in the spring term. We are excited to transition the new team as they are eager to create positive change at UW.
Feds Mr. Goose Mascot Motion

WHEREAS mascots are the embodiment of the collective identity and brand of an institution, and

WHEREAS there is significant student desire for our official mascot and branding to incorporate a goose, and

WHEREAS the Waterloo community at large has come to view geese as an unofficial symbol of the University of Waterloo, including through snapchat filtering and the sale of plush goose stuffed animals, now therefore,

Be it resolved that the mascot of the Federation of Students shall be a Goose; and

BIFRT the Council shall create an ad hoc “WaterFowl Mascot Committee”, to be chaired by the VP Student Life or a representative thereof, which shall during a one (1) year period determine naming, design, and style of the Feds Mascot through student submission; and

BIFRT this committee shall hold a survey of students for the naming of said goose, from which Council shall choose a name of the top contenders; and

BIFRT Council tasks the Executive to work with the University to make a goose the official university mascot.
**Name of Equity Service: TBD**

**Key term:**

*As defined by A Better Way Forward: Ontario’s 3-year anti-racism strategic plan*

Racialization and racialized “refers to the process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life” (Commission on Systemic Racism in the Ontario Criminal Justice System, 1995). Racial categories are not based on science or biology but on differences that society has chosen to emphasize, with significant consequences for people’s lives. People can be racialized not only based on skin colour but also other perceived characteristics such as their culture, language, customs, ancestry, country or place of origin, or religion as is the case with islamophobia and antisemitism.”

**Background and Precedence**

The need for services designed to meet the trauma-informed needs of racialized students on campus is not new. However, in November 2017, an article published by Vice News, *University Asks Black Student to Prove Minorities Exist on Campus*, further highlighted the daily experiences and challenges of racialized students on campus, and our UW community’s continuing shortcomings in acknowledging their lived experience and meeting their needs. Although the Federation of Students believes that it is the university’s responsibility to address the unique challenges of all marginalized students on campus, as an organization, we feel it is time and our mission to meet those needs now until the university is able and willing to do so. As a result, since the February 11th Council meeting, Jill Knight (VP Internal) and Antonio Brieva (President) have gone through a consultation process with student clubs/groups that represent racialized students to develop a research-informed proposal that ensures we are effectively meeting the needs of racialized lived experiences.

Equity-seeking services are not unique to our organization. In fact, it is common practice among student associations in the postsecondary sector to develop and create these type of equity-seeking services when their home institutions are unable to meet the needs of all students. The proposed service for racialized students would join a list of equity-seeking services that have a proud, long and rich history in the organization, including: GLOW, Women’s Centre, the Food Bank, ICSN, SCI and MATES. A service for racialized students would allow Feds to become more intersectional in its service-delivery approach.

Beyond our own history of addressing unmet needs of marginalized students, other student associations in the province have created student-run services to meet the needs of racialized and other marginalized groups on campus. For example, Ryerson Students’ Union created, funds and operates a student-run service called “Racialised Students’ Collective” that works with “Ryerson’s community to eliminate racism and xenophobia both on and off campus” through education and advocacy initiatives. At Laurier, The Diversity and Equity Office houses the student-run group Black Student Association (ABS) that focuses on spreading “awareness about the experience of students of colour to the campus with the goal of ensuring all members of the Laurier community are well-informed and have a fulfilling university experience”. These examples show there is precedent set, by these other student-led campus groups in the
post-secondary sector, for student associations to have a role in addressing the needs of marginalized, racialized minorities on campus.

Membership and Evidence for Need

The mission of this student-run service (as stated below) is to address the unmet needs of racialized students on campus. However, this service is open to all undergraduate students to access and volunteer in.

To prove the need for this service we’re using national, provincial and regional data because there is limited collection of race and other demographic data on campus and the broader post-secondary sector to understand the experience of racialized and other marginalized students on campus. According to the latest Statistics Canada census, about one in four Canadians is a racialized, visible minority. If we are to translate this to campus, this service’s mission, which all students can participate in and access, will address the unmet needs of at least approximately 8,000 students. The Service’s advocacy and education pillar will advocate to the university to address this data need/gap to capture issues around representation, barriers to service, racial discrimination, the student experience and retention of racialized students.

A Better Way Forward: Ontario’s 3-year anti-racism strategic plan defines “systematic racism” as “an institution or set of institutions working together creates or maintains racial inequity. This can be unintentional, and doesn’t necessarily mean that people within an organization are racist. It is often caused by hidden institutional biases in policies, practices and processes that privilege or disadvantage people based on race. It can be the result of doing things the way they’ve always been done, without considering how they impact particular groups differently”. The Toronto District School Board, which is one of the few school boards in the province that collects self-disclosed racial data, found that dropout rates among black students have remained around 40 percent in our public schools since the 1990s. Publicly-assisted, post-secondary institutions, including the University of Waterloo, are part of a set of educational institutions (primary and secondary schools) that reproduce under-representation and these type of barriers that inhibit the success of racialized folks on campus.

Often times we look at our campus in isolation from the broader community it operates within, and from the broader society it recruits from to convince ourselves that the problems and injustices don’t exist here. However, according to Statistics Canada, the tri-city region (Kitchener, Waterloo, and Cambridge) ranks third out of 34 census metropolitan areas for the highest reported rate of race-related hate crimes in Canada. These incidents are definitely also happening to racialized students on campus and in the broader community — which they are expected to call home for the next 4-6 years of their lives — and having negative effects.

A trauma-informed approach recognizes the term “minority stress” which refers to personal stress from the experience and internalization of discrimination. The stress affects students satisfaction, level of isolation and overall experience with campus. Therefore, this service would be part of our efforts to address the broader learning environment through a racialized lens, which refers to elements and activities that take place outside the classroom — spaces, clubs, services and societies that determine and help encourage overall student success — that can be enhanced and created to eliminate barriers preventing racialized students’ sense of belonging and success.
Although all three pillars of the service try to address different aspects of the broader learning environment, the service’s peer-to-peer service-delivery pillar will look to address the need for access to peer-to-peer support services to address how racialized students are disproportionately and uniquely affected by mental health concerns and illness. Recommendation #28 of the President’s Advisory Committee on Student Mental Health (PAC-SMH) showcases the research that highlights the real need to increase mental health service supports (including peer-to-peer support services — Recommendation #10) for marginalized and disproportionately affected (explicitly stated racialized students).

Considering University of Waterloo’s international, undergraduate student population is at around 20 percent, the need for this service will only continue to grow when we look at the intersection of international students and racialization.

Vision:
Eliminate xenophobia and racial inequity on campus in all its forms and the broader UWaterloo student experience, while addressing underrepresentation of racialized students in the post-secondary sector and creating a culturally-inclusive campus.

Mission
This Service works to partner with the University of Waterloo and the Federation of Students to acknowledge the impacts of racism with care, use an anti-oppression approach to dismantle systematic barriers that limits the success and experiences of affected students on campus.

Objectives/pillars of service/ goals

1. Education and Advocacy:
   - Work closely with the University of Waterloo Equity office to ensure their goals encompass BOTH diversity and equity strategies for racialized students:
     - Create an on-campus working group that will work on developing anti-racism strategies and policies using an intersectional lense focused on building an inclusive community.
     - Advocate and establish a formal means to collect demographic data with specific metrics.
     - Encourage meaningful and progressive dialogue about race by establish racial justice on campus.
   - Advocate anti-racism, anti-oppression and or sensitivity training for administrators, faculty, staff, and students.
   - Advocate and work in collaboration with the Office of Human Rights, Equity and Inclusion to establish formal reporting mechanism for incidents of racism and xenophobia on campus, the community and University of Waterloo sanctioned events.

2. Peer to Peer Support:
   - Occupy a physical space on campus in the Student Life Centre to hold drop-in hours in which students can attend to speak privately about their experiences on campus with a trained peer volunteer.
- Provide mentorship to first-year students and allyship training to all students of the University of Waterloo.

3. **Events and Community Building/Outreach:**
- Develop an inclusive, physical space where students feel comfortable voicing concerns.
- Take initiative to support and interact with equity-seeking groups on campus that address racism, xenophobia and/or the ways in which they intersect.
- Develop rapport with the Wilfred Laurier diversity and equity office, particularly the Laurier Association of Black Students that operates as a service under their Diversity and Equity office within the university.

**Implementation Plan**

Upon approval from the necessary governing bodies, the Equity service will officially open during the Winter 2019 term. Prior to this, during the Spring and Fall 2018 terms, two coordinators will be selected and trained. While the coordinators are starting, they will be playing an integral role of consulting students during the final development and implementation stage of this service. The $1.00 fee that passed at the General Meeting will provide the campus Life Department team with the necessary resources to assist with all the student-run services as we seek to effectively and successfully on-board this service.

The log-term vision/strategy of this service is to build a formal resource-sharing partnership with the Equity Office and/or other campus partners. This is consistent with our organizational belief that it is the financial and social responsibility of the university to meet the needs of all marginalized students on campus. It is imperative to take advantage of the Spring and Fall terms to develop relationships with campus partners such as the Equity Office, Student Success Office and Campus Wellness — these departments will be paramount to the service’s success and future growth on campus.

The internal structure and operations of the service will be consistent with the structure of our other student-run services. During the implementation process, the student service coordinators will begin to develop events, explore peer-to-peer support training programs, advocacy campaigns, and many more activities for the larger student body. It is crucial for the service’s success to have a solid timeframe dedicated to this development to ensure that all other aspects of onboarding a service are achieved.

The Campus Life Advisory Committee, with the guidance of the VP Internal, will oversee the implementation of the new student-run service (including and not limited to metrics of success as determined in conjunction with the Campus Life team and the service coordinators). The VP Internal will provide monthly updates to Council on the progress of the service’s implementation.

**Bylaws, Policies and Procedures**

The new service will be created following proper procedure. In order to implement fully, a budget will be sent for consideration during the next fiscal year budget planning process. As well, our council procedures will be updated in the Spring 2018 term to reflect the addition of this new service.
Marketing and Promotion
As with all services, marketing and promotion will be provided based around the activities and programs planned by the Equity Service. These include: Social Media and web presence (Facebook, Twitter, website) as well as in-person promotions in order to reach all of our intended audiences. With the two terms factored in for implementation, we are giving enough time to create a brand for this service from the beginning.

Office Space
We are currently exploring and taking inventory of any available spaces to meet the needs of the service. There is no clear timeline as to when the service will have a space, however, the expansion of SLC will open up the pool of possible spaces.

Example Budget
During the infancy of this service, a lot of the budget will go towards outreach and marketing efforts. Along with marketing, budget will be allocated for volunteer appreciation, general office, special events/projects to name a few. Below is an example of how the budget could be for this service. Note ALL these numbers are hypothetical and that this is subject to change since budgets are created by the service coordinators with assistance from the Service Manager. As well, they are seen and passed by other groups of students. The student-run service’s budgets are made publicly available on the Feds website and this service will be consistent with the budgets of other equity-seeking services.

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List of Sources Consulted


http://www.rsuonline.ca/racialised-students-collective

https://www.ontario.ca/page/better-way-forward-ontarios-3-year-anti-racism-strategic-plan

https://www.ousa.ca/blog_365_days_of_black_education


https://studentlife.uoguelph.ca/sites/uoguelph.ca.studentlife/files/public/Supporting%20the%20Needs%20of%20Black%20Students%20at%20the%20University%20of%20Guelph%20-%20Report%20of%20Findings.pdf

**Name of Equity Service: TBD**

**Key terms**
*As defined by A Better Way Forward: Ontario’s 3-year anti-racism strategic plan

**Racialization and racialized** “refers to the process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life” (Commission on Systemic Racism in the Ontario Criminal Justice System, 1995). Racial categories are not based on science or biology but on differences that society has chosen to emphasize, with significant consequences for people’s lives. People can be racialized not only based on skin colour but also other perceived characteristics such as their culture, language, customs, ancestry, country or place of origin, or religion as is the case with islamophobia and antisemitism.”

**Background and Precedence**

The need for services designed to meet the trauma-informed needs of racialized students on campus is not new. However, in November 2017, an article published by Vice News, *University Asks Black Student to Prove Minorities Exist on Campus*, further highlighted the daily experiences and challenges of racialized students on campus, and our UW community’s continued shortcomings in acknowledging their lived experiences and meeting their needs. Although the Federation of Students (hereafter, “Feds”) believes that it is the university’s responsibility to address the unique challenges of all marginalized students on campus, as an organization our mission is to meet those needs until the university is able and willing to do so. As a result, since the February 11th Council meeting, Jill Knight (VP Internal) and Antonio Brieva (President) have gone through a consultation process with student clubs/groups that represent racialized students to develop a well-researched proposal that ensures we are effectively meeting the needs of racialized students.

Equity-seeking services are not unique to our organization. In fact, it is common practice among student associations in the postsecondary sector to create these types of equity-seeking services when their home institutions are unable or unwilling to meet the needs of all students. The proposed service for racialized students would join a family of such equity-seeking services that have a proud, long, and rich history in the organization, including: GLOW, the Women’s Centre, the Food Bank, ICSN, SCI and MATES. A service for racialized students would allow Feds to become more intersectional in our service-delivery approach.

Beyond our own history of addressing unmet needs of marginalized students, other student associations in the province have created student-run services to meet the needs of racialized and other marginalized groups on campus. For example, Ryerson Students’ Union funds and operates a student-run service called “Racialised Students’ Collective” that works with “Ryerson’s community to eliminate racism and xenophobia both on and off campus” through education and advocacy initiatives. At Wilfrid Laurier University, the university’s Diversity and Equity Office houses the student-run group Black Student Association (ABS) that focuses on spreading “awareness about the experience of students of colour to the campus with the goal of ensuring all members of the Laurier community are well-informed and have a fulfilling university experience”.

These examples show there is precedent set, by other student-led campus groups in the
post-secondary sector, for student associations to have a role in addressing the needs of marginalized, racialized minorities on campus.

**Membership and Evidence for Need**

The mission of this student-run service (see Mission section) is to address the unmet needs of racialized students on campus. However, this service shall be accessible by all undergraduate students and offer equal volunteer employment opportunities.

Due to lack of available data on race and other demographics on the University of Waterloo campus and in the broader post-secondary sector, the Federation of Students employed national, provincial and regional sources to understand the experience of racialized and other marginalized communities on campus. According to the latest Statistics Canada census, nearly one in four Canadians is a racialized, visible minority. If we were to extrapolate this data set to Waterloo’s campus, this service’s mission will address the unmet needs of a minimum estimated 8,000 students. The service will advocate to the university to address this data gap to capture issues regarding representation, barriers to service, racial discrimination, the student experience and retention of racialized students.

A Better Way Forward: Ontario’s 3-year anti-racism strategic plan defines “systematic racism” as “an institution or set of institutions working together [to create or maintain] racial inequity. This can be unintentional, and doesn’t necessarily mean that people within an organization are racist. It is often caused by hidden institutional biases in policies, practices and processes that privilege or disadvantage people based on race. It can be the result of doing things the way they’ve always been done, without considering how they impact particular groups differently”. The Toronto District School Board, which is one of the few school boards in the province that collects self-disclosed racial data, found that dropout rates among black students have remained around 40 percent in our public schools since the 1990s. Publicly-assisted post-secondary institutions, including the University of Waterloo, have historically and continue to perpetuate under-representation and the type of barriers that inhibit the success of racialized individuals in education.

Often when campus environments are viewed in isolation from the broader community in which they operate, and from the society whence they recruit, it is difficult to see that the same problems and injustices do exist on campus. According to Statistics Canada, the tri-city region (Kitchener, Waterloo, and Cambridge) ranks third out of thirty-four metropolitan areas in recent census data for the highest reported rate of race-related hate crimes in Canada. Waterloo is not sheltered from these incidents: racialized students on campus and in the broader community have experienced these occurrences. For undergraduate students who are expected to call Waterloo home for the next 4-6 years of their lives, this has substantially negative effects.

A trauma-informed approach recognizes the term “minority stress” which refers to personal stress from the experience and internalization of discrimination. The stress affects students’ satisfaction, level of isolation and overall experience with the campus community. Therefore, this service would be part of our efforts to address the broader learning environment through a racialized lens, which refers to elements and activities that take place outside the classroom — spaces, clubs, services and societies that
augment overall student success — that can be enhanced and created to eliminate barriers that prevent racialized students’ sense of belonging and success.

While the service objectives outlined below try to address different aspects of the broader learning environment, the proposed peer-to-peer service-delivery pillar shall strive to address the need for access to peer-to-peer support services by racialized students, who are disproportionately affected by mental health concerns and illnesses caused in part by unique racial or ethnic injustices experienced. Recommendation #28 of the President’s Advisory Committee on Student Mental Health (PAC-SMH) showcases the need to increase mental health service support (including peer-to-peer support services — Recommendation #10) for marginalized students.

Considering University of Waterloo has an international, undergraduate student population of approximately twenty-four percent (24%) according to student headcount data from the 2017 academic year, the need for this service will likely continue to grow as national and provincial demographics shift to greater ethnic and racial diversity. This positions the service at the intersection of international and racialized students.

Vision

1. To eliminate xenophobia and racial inequity on campus in all its forms and enhance the broader UWaterloo student experience.
2. To address the unique challenges faced by underrepresented racialized students in the post-secondary sector and creating a culturally-inclusive campus environment.

Mission

This Service works to partner with the University of Waterloo to acknowledge and address the impacts of racism, using an anti-oppression approach to dismantle systematic barriers that limit the success and affect the experiences of students on campus.

Objectives/Pillars of Service/Goals

1. Education and Advocacy:

- Work closely with the University of Waterloo Equity office to ensure their goals encompass both diversity and equity strategies for racialized students by:
  - Creating an on-campus working group that will develop anti-racism strategies and policies focused on building an inclusive community;
  - Advocating and establishing a formal means to collect demographic data with specific metrics.
- Encourage meaningful and progressive dialogue about race by establishing racial justice on campus.
- Advocate anti-racism, anti-oppression, and sensitivity training for administrators, faculty, staff, and students.
- Advocate and work in collaboration with the Office of Human Rights, Equity and Inclusion to establish formal reporting mechanism for incidents of racism and xenophobia on campus, the community, and University of Waterloo sanctioned events.
2. **Peer-to-Peer Support:**
- Occupy a physical space on campus in the Student Life Centre to hold drop-in hours in which students can attend to speak privately about their experiences on campus with a trained peer volunteer.
- Provide mentorship to first-year students and allyship training to all students of the University of Waterloo.

3. **Events, Community Building, and Outreach:**
- Develop an inclusive, physical space where students feel comfortable voicing concerns.
- Take initiative to support and interact with equity-seeking groups on campus that address racism, xenophobia, and their intersection.
- Develop rapport with the community and other post-secondary diversity and equity groups/services, particularly the Wilfrid Laurier University Diversity and Equity Office.

**Implementation Plan**

Upon approval from the necessary governing bodies, the equity service will officially open during the Winter 2019 academic term. Prior to this, during the Spring and Fall 2018 terms, two coordinators will be selected and trained for day-to-day management of the service. During the final development and implementation stages of this service, selected coordinators will consult with at-large students regarding ….

The $1.00 fee approved by the March General Meeting will provide the Campus Life Department staff with the necessary resources to assist with continued operation of all the student-run services during the on-board this service. The long-term vision/strategy of this service is to build a formal resource-sharing partnership with the University of Waterloo Equity Office and other campus partners. This is consistent with our organizational belief that it is the financial and social responsibility of the university to meet the needs of all marginalized students on campus. This vision is consistent with Council requirements for service “approval-in-principle” tasking the negotiation of future resource sharing arrangements for Feds’ equity, diversity, and inclusivity services with the University. It is imperative to take advantage of the Spring and Fall terms to develop relationships with campus partners such as the Equity Office, Student Success Office and Campus Wellness — these departments will be paramount to the service’s success and future growth on campus.

The internal structure and operations of the service will be consistent with the structure of our other student-run services. During the implementation process, the student service coordinators will begin to develop events, explore peer-to-peer support training programs, advocacy campaigns, and other activities targeting the larger student body. A solid timeframe dedicated to this development is crucial for the service’s success to ensure that all other aspects of service onboarding are achieved.

The Campus Life Advisory Committee (CLAC), with the guidance of the VP Internal, will oversee the implementation of the new student-run service (including and not limited to the development of metrics of success and an outline of the deliverables the service shall be assigned). Any such decisions by the committee shall be made in consultation...
with the Campus Life team and the service coordinators. The VP Internal will provide monthly updates, prepared in conjunction with CLAC, to Council on the progress of the service’s implementation.

**Bylaws, Policies and Procedures**
The new service will be created following proper procedure and shall be subject to any changes thereof instituted by Council. To ensure full implementation of the service, a budget will be sent to the Budget Committee and Vice President Operations & Finance for consideration during the next fiscal year budget planning process. As well, Council procedures will be updated in the Spring 2018 term to reflect the addition of this new service.

**Marketing and Promotion**
As with all services, marketing and promotion will be provided based around the activities and programs planned by the Equity Service. These include: social media and web presence (including, but not limited to Facebook, Twitter, and website) as well as in-person promotions to reach all intended audiences. A two term implementation timeline will provide sufficient time to create a brand for this service.

**Office Space**
We are currently exploring and taking inventory of any available spaces to meet the needs of the service. Thus far, no clear timeline has been established as to when the service will have a space, however, the expansion of SLC provides additional possibilities.

**Example Budget**
During its infancy, the majority of the service's budgetary expenses shall be appropriated for outreach and marketing efforts. Along with marketing, budget shall be allocated for volunteer appreciation, general office supplies, and special events/projects. Below is a projected budget outline for the first operational fiscal year of the service. NOTE: ALL included values are estimates and subject to change as budgets will developed by the service coordinators with assistance from the Service Manager. Final budgetary figures will be presented in the Federation of Students budget to the Budget Committee. Budgeting for this service shall be consistent with the budgets of other equity-seeking services. Service budgets shall be made publicly available on the Feds’ website.
Budget Outline:

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<tr>
<th>Expenses</th>
<th>Budget 18/19</th>
<th>Actual 18/19</th>
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<tbody>
<tr>
<td>General Office/Supplies</td>
<td>$ 250.00</td>
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</tr>
<tr>
<td>Volunteer Appreciation</td>
<td>$ 1,080.00</td>
<td>$</td>
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<tr>
<td>Telephone</td>
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<tr>
<td>Photocopying</td>
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<tr>
<td>Ent/Promo/Meetings</td>
<td>$ 150</td>
<td>$</td>
</tr>
<tr>
<td>Volunteer Training</td>
<td>$1,000.00</td>
<td>$</td>
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<tr>
<td>Special Events</td>
<td>$3,500.00</td>
<td>$</td>
</tr>
<tr>
<td>Events</td>
<td>$ 2,500.00</td>
<td>$</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 8,805</strong></td>
<td><strong>$</strong></td>
</tr>
</tbody>
</table>

List of Sources Consulted


http://www.rsuonline.ca/racialised-students-collective

https://www.ontario.ca/page/better-way-forward-ontarios-3-year-anti-racism-strategic-plan

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https://studentlife.uoguelph.ca/sites/uoguelph.ca.studentlife/files/public/Supporting%20the%20Needs%20of%20Black%20Students%20at%20the%20University%20of%20Guelph%20-%20Report%20of%20Findings.pdf