

**Staff Association Area Reps Meeting
Minutes of February 8, 2018**

Present:

Andrea Rose Santi
Andrew Urschel
Brian Dietrich
Jenny Conroy
Kathleen St. Laurent
Murielle Landry
Philip Demsey
Paula Ann Zahra
Robyn Landers
Saja Al-Biladi
Shannon Taylor
Steve Bradley
Jackie Serviss
Lawrence Folland
Michael Herz

Annette Dietrich
Terry Labach
Bill Baer
Guests:
Catherine Bolger
Carrie MacKinnon
Jordan Hennessy
Bonnie Taylor
Jennifer O'Brien
Marianna Denses-Kittel
Raquel Miller
Jeremy Steffler
Online:
Cassandra Bechard
Edward Chrzanowski

Emily West
Jason Gorrie
Murray Zink
Sandra Landy
Susan Oestreich
Teresa Wilson
Agata Antkiewicz

1. Presentation by Amanda Cook, Sexual Violence Response Coordinator

Amanda's role is to provide support and guidance for next steps, for both survivors and accused, and for those who've received disclosure and want guidance. Policy 42 is about prevention and response to sexual violence and handles cases without necessarily involving police etc. Training just came out last week. It's on LEARN. All members of the university are encouraged to try it (though it's not mandatory). Feedback is welcome. Data are collected on incidents for statistical purposes.

Q: How do you support both accuser and accused?

A: We provide impartial resource guidance for next steps. Would never meet with both parties at the same time.

Q: When does an incident become sexual violence and not something lesser?

A: It's determined by the receiver. Always respect boundaries and seek consent before any physical contact.

Q: What happens if an incident occurs when Amanda is not available?

A: Resources are on the web site, and there is another person to fill in.

Q: What about verbal assault?

A: It's all assessed case-by-case.

Q: How are the collected data used?

A: Provincial government wants basic stats. Amanda wants to track information helpful to her role: did the incident involve staff/faculty/student, was it on or off campus, etc. No clear plan yet for releasing any of the data but it's important to do so in some fashion.

Q: Questions about frequency of incidents often come up from prospective students and parents. What should we say?

A: Reasonable answer is that it happens on all campuses and we do have a strategy to deal with it. Mechanisms are being put into place to help.

Q: How do we compare to other universities in terms of how UW responds?

A: Amanda's counterparts communicate regularly. Some schools are further along than others. Working on an awareness week to be scheduled at the same time at all universities.

Q: Does UW have a zero-tolerance policy? What would be the expected outcome of using SVRC services?

A: Not in those terms. Outcome depends on what the person is asking for and wants to discuss. Investigations can involve Policy 71.

Q: Did you get a file of open cases or previous records when you started?

A: There were some cases underway at the time. Information gathering was inconsistent.

Q: What's your background?

A: MSW from Laurier. Nine years at a child and youth mental health agency.

Q: Where are you located?

A: Bottom of old Needles Hall, but will be moving to COM, which is why it hasn't been published yet.

Q: After an investigation, does the Dean have full discretion about action?

A: Yes, though encouraged to consult. Outcome is reported to survivor.

Q: Any cards or flyers that could be available for students to pick up?

A: Not yet, but definitely intend to produce some.

2. Approval of Minutes of January 11, 2018 Area Reps Meeting

Approved.

3. President's Report

There have been lots of good conversations arising from staff compensation lunch and learn sessions. Will use these to guide PACSC.

PACSC has started negotiations. Send any topics of concern. You may wish to review the faculty agreement to see what it sparks.

The next MOA meeting is scheduled for March 5.

Bill is participating in the Excellence Canada group and the Bridging to 2025 group.

Welcome to Charles Boyle, new area rep from Engineering.

Thanks to Danielle Jeanneault for being vice-chair of Area Reps and chairing the outreach committee. Shannon Taylor volunteered to be her successor and was accepted with thanks.

4. Outreach report – Shannon Taylor

There are several new members on the outreach subcommittee who were unable to attend the recent meeting so nothing to report from that yet. Still following up with many area reps who

did not respond to earlier request to confirm or drop their participation.

5. Lunch and Learn follow-up

Bill was asked to talk more about the staff compensation lunch and learns.

Many staff wanted equity review, but that was not part of the compensation review. Some staff want vacation increase sooner. Some wanted to know why we used 50% rather than 60% (or other) as comparative point. There is interest in a health and wellness program. Clarifications were given about midpoint of job value versus actual average salary and why it is done that way. Lots of concern about the performance appraisal process. Faculty now have their performance appraisal every other year -- can staff change to that too? Lots of concern about normalizing job descriptions and USG levels. Better parental policy, e.g. lack of a daycare. The question about monthly versus bi-weekly salary arose again. Concern about why load isn't considered in job evaluations: because it's about the job description or role, and the volume of work is not a factor in job description. High load means there should be more positions for that role, not a higher USG level.

6. Policy updates

The Policy 33 survey is not closed yet. Reminder again to please complete it.

Policy 42 will be reviewed soon. Might be best to come to the UWSA first if you have questions about a sexual harassment issue, since Amanda's office is part of the Administration and reports to them.

Chair: Bill Baer

Minutes: RBL