

Policy 236 Review Committee Meeting

Friday, November 06, 2020

2:30pm – 3:30pm

Virtual via Zoom

Attendees: Bryanna Anderson, Kyle Baillie, Kara Bertram, Rebekah Bracket, Jas Braich, Anna Cook, Rajdeep Dhaliwal, Martha Dow, Emily Eglsaer, Stephen Gaspar, Shawn Johnston, Jessica Levesque, Greg Mather, Amanda Morrison, Lisa Moy, Maureen Murphy, Zoe Strazza, Carol Suhr, Tamzen Trowell, Rebecca Wassef, Chantel Watt, Christine Zapisocki

Regrets: Sarah Kopan, Betty Peters, Mary Saudelli

Minutes

- **Welcome & Introductions** (Chair: Kyle Baillie)
 - Territory Acknowledgement was presented as well as an acknowledgement of the Missing and Murdered Indigenous Women and Girls' commission.
 - Introductions were made around the table.
 - It was noted that there is a location app and website to find one's individual Indigenous territory for land acknowledgements. Link below:

https://land.codeforanchorage.org/?fbclid=IwAR09isOurtkk_xL-gVf-HypDr-8-is_cNLFJQEDOXKSYuT8fbKry-Scw1rw

- **Why We Are Here**
 - Legislative changes in 2016 required post-secondary institutions to have a Sexualized Violence and Misconduct Policy act and review that act every three years. Link below:

https://www.bclaws.ca/civix/document/id/complete/statreg/16023_01

 - UFV's current policy 236 (Prevention, Education, and Response to Sexualized Violence) was created in 2017 and it is time for it to be reviewed.
 - The review process and how much change (if any) is up to the review committee.

- **Discussion to Identify Group Guiding Principles**
 - The question, “How do we want this work to occur?” was raised to the committee in order to brainstorm guiding principles and expectations from each other.
 - The resources discussed and reviewed were the Terms of Reference (TOR), the Jewish Community Centre of Greater Ann Arbor and the CACUSS Committee Guiding Principles. (These can be found on the Policy 236 MS Teams group under “Files” – “Committee Guiding Principle Samples.docx.” If you do not have access or need a reference, please email Amanda.Morrison@ufv.ca).
 - The following guidance points were brought forth:
 - An “Accessible and Inclusive” guidance point from the CACUSS resource
 - That committee staff all be prepared for the meetings and come with ideas to contribute.
 - Create guiding principles that are more specific (more like the Jewish Community Centre resource than the vagueness of the CACUSS resource).
 - A policy of respect to be included to share opinions and ideas; being mindful to word and phrase oneself carefully in order to be sensitive to the unknown pasts of others.
 - A defined principle in regards to clarity and productivity of meetings such as reflecting action points at the end of a meeting and in the minutes.
 - Adding guidance for potential situations when feeling stuck. This process could include review of the current process followed by revision and decisions.
 - Adding a process in regards to conflict; suggested to add discussing the points of conflict at following meeting.
 - A discussion ensued regarding recording the meetings by audio and/or film. The discussion points are as follows:
 - Concerns that that recording could hinder an open environment for vulnerability and privacy.
 - Concerns for those that wish to remain anonymous.
 - If recorded, why and where would the information would be stored?
 - Benefit of recording to could be to those that miss the meetings, had an accessibility issue or if there was a specific need for recorded documentation.
 - Suggestion that no recordings should take place if one member felt uncomfortable with recording for any reason.
 - Since meeting minutes are recorded, it is possible that there is no need for video/audio recordings.
 - Some ideas on how to vote were:
 - Typing in the chat.
 - Raising a hand.
 - Anonymously via polls on Zoom.
 - Voicing concerns to the committee; abstaining from sharing opinions could then be a vote for “no”.
 - If there was a 50/50 split on a decision, a further discussion should take place while being mindful that some individuals may need to take time and reflect.
 - Create broad and concrete guidelines in regards to consensus voting.
 - A more organic process with no voting, only conversation and discussion.
 - No voting, only discussion with a strive for consensus

- Ability to change how voting occurs at another point if necessary
 - Possibility that a conversational type structure be put in guidelines should it be needed
- **ACTION:** Kyle and Amanda will create some guidance points for next meeting ready members respond to
- **Review of the Terms of Reference (TOR)**
(see TOR draft attached)
 - These “rules of engagement” include items such as purpose, scope of policy, term, governance, scheduling of meetings, resources etc.
 - Term: The review of the policy and any changes are to be due by Fall 2021. It was noted that this a conservative approach but it may be a long process due to the online environment of the pandemic, the possible need to gather more information and the possibility of consultations and approval from the Board of Governance, Senate, Legal and/or Human Resources department.
 - Thoughts around scheduling were undecided. Once every six weeks was suggested and once a month thought to be too short. Scheduling will depend on how much involvement the committee would enact (more for reviewing literature, wording and research).
 - In regards to “Selection” and “Membership” in the TOR, membership should include a broad range of skillsets and identities but also not be too large that productivity is impeded.
 - **ACTION:** All members to reflect on membership for additions/concerns.
 - **ACTION:** Kara to find international student.
 - **ACTION:** Rajdeep to send Kara the contact information for an international student interested in joining the committee
 - **ACTION:** All members to review the TOR and note any changes and suggestions.

Discussion on Process (time permitting)

- **ACTION:** All members to review the Process Draft and methods for next meeting.

Resources and Articles to Add

- Not discussed due to time restraints.

Adjournment

- Next meeting: Monday, November 23, 2020 (11am to 12pm) via Zoom