Federation of Students’ Council Agenda

Regular Meeting

Online Meeting

Chair: Abbie Simpson  Secretary: Alana Guevara

Until further notice, all meetings will be held fully online through the Microsoft Teams platform. All students are welcome to connect to the meeting in order to listen or participate; connection information to be distributed in advance through the Council mailing list or may be requested by contacting speaker@wusa.ca

ATTENDANCE

Please convey regrets to the Speaker of Students’ Council at speaker@wusa.ca.

Attendees:

- Simpson, Abigail (Abbie) (President)
- Hunte, John (Deputy Speaker)
- Gondosiswanto, Evelyn (Assistant Secretary)
- Guevara, Alana (VP Operations and Finance)
- Town, Megan (VP Education)
- Abouelnaga, Nada (VP Student Life)
- Jolicoeur-Becotte, Marie
- Fatima, Aiman
- Couzens, Nathanial (President, AHSUM)
- Ghuwalewala, Vidyut
- Singh, Jaineet
- Yanez, Jairo
- Dragusin, Rebecca
- Couzens, Nathanial (President, ASU)
- Yang, Eumin (Edward)
- Souza, Angela
- Hallen, Frances
- Ma, Joseph
- Von Friedl, Kat (President, EngSoc A)
- Casale, Matthew (President, EngSoc B)
- Yang, Edward
- Ye-Mowe, Stephanie
- Dhillon, Jaskaran
- Shi, Victoria (President, ESS)
- Schwarze, Matthew
• Bhandal, Harleen (MathSoc designate)
• Dong, Catherine
• Sharma, Kanan
• Ukrani, Mahaveer Jai
• Zhu, Karl
• Chau, Brian
• Azam, M. Sikandar
• Dosen, Nick
• Bruto, Mark
• Macci, Sumayyah
• Roxas, Nikka (Niks) Ysabella

**Expected Absences:**

• Ahmed, Mehida

• Benson, Carly (Designate, SciSoc)
• Chen, Jason
• Helka, Amanda Nicole
• Sedik, Marco (Designate, SoPhS)
• Ahmed, Mehida
• Ikeno, Victoria (Vicky) (Designate, RASC)
• Leo, Shanelle
• Hymers, Meaghan (Designate, SJUSU)
• Recchia, Jule
• Easton, Benjamin (Chair of the Board)
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1 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.

1.1 Call to order

Be it resolved that the Speaker calls the meeting to order at 10:30 AM.

1.2 Territorial Acknowledgement

Pursuant to Federation Policy 50, Indigenous Engagement and Inclusivity, the Federation of Students’ Council acknowledges:

The University of Waterloo is on the traditional territory of the Neutral, Anishnaabeg, and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River.

1.3 Ratification of Society and Pro Temp. Designates

Pursuant to Policy 55, Society Presidents and Designates on Council, the selection of a designate or appointment of a pro tempore councillor to fill a temporary vacancy by a constituency Society must be ratified by the Students’ Council at the first regular meeting following such selection. Ratification may not be unreasonably withheld by Council.

Whereas the Mathematics Society has selected Vincent Macri to fill a vacant seat on the WUSA Council for the remainder of the governing year; then

Be it resolved that Council ratifies Vincent Macri as Pro Tem. Councillor for the Mathematics constituency for the Winter 2021 term, as selected by the Mathematics Society.

1.4 Approval of the Agenda

Be it resolved that Council approve the Agenda, as presented.

The Speaker assumes the motion to adopt the Agenda, as presented or amended

2 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.

No minutes have been received for approval at this time.
3 ITEMS FOR ADOPTION BY CONSENT

In accordance with Council Procedure 9, items on the consent agenda will be considered in gross, without debate or amendment. Items will be moved from the consent agenda to the regular agenda upon the request of any member. The purpose of the consent agenda is not to suppress debate but to allow Council to quickly consider and approve uncontroversial items.

No items have been placed on the consent agenda.

4 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.

4.1 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. The written reports can be found in Appendix A.

1. President (Abbie Simpson)
2. Vice President of Operations and Finance (Alana Guevara)
3. Vice President of Education (Megan Town)
4. Vice President of Student Life (Nada Abouelnaga)
   (a) O-Team Compensation Review

4.2 BOARD OF DIRECTORS REPORT

The Chair of the Board (Benjamin Easton) will highlight key aspects of their written report 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. Please see Appendix B for the written report.

4.3 REPRESENTATIVE REPORTS

To be delivered orally or in writing by Councillors or the Constituency Caucus. Any questions relating to the report or any other matter may be asked following the oral report. Submitted reports can be found in Appendix C.

1. Applied Health Sciences Caucus
2. Arts Caucus
3. Engineering Caucus
4. Environment Caucus
5. Mathematics Caucus
6. Science Caucus
7. Cambridge
8. Kitchener
9. Stratford
10. St. Jerome’s
11. Renison

4.4 Officers of Council Reports

To be delivered orally. Any questions relating to the report or any other matter may be asked following the oral report. The individual whom typically fills a role shall give the report of that role.

1. Speaker (Abbie Simpson)
   
   (a) The report of the Speaker was included as a part of the President’s report.
   
   (b) New meeting dates:
       
       i. February regular: February 14th, 2021
       ii. March regular: March 21st, 2021

2. Deputy Speaker (John Hunte)

3. Secretary (Alana Guevara)

4.5 Standing Committees or Commissioners Reports

To be delivered orally or in writing by the Committee chair or Commissioner. Any questions relating to the report or any other matter may be asked following the oral report.

4.5.1 Report of the Policies & Procedures Committee

Whereas the December regular Council meeting heard the first reading of the following policy, which subsequently had no changes made; then

Be it resolved that Council approves the following policy, as attached in Appendix D:

1. Policy X: PART

Submitted By: President Simpson and Deputy Speaker Hunte.
4.5.2 **Report of the Education Advisory Council**

**Be it resolved that** Council gives leave for the first reading by the PPC of the following policies, as attached in Appendix D:

1. Policy 47: Gender-Based and Sexual Violence Prevention and Response

Submitted By: *Vice-President, Education Town.*

5 **Business Arising from the Minutes**

*Business arising from the minutes is business carried on to a meeting from a previous meeting.*

There is no business arising.

6 **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.*

6.1 **Honorary Lifetime Membership Committee**

**Whereas** The President is focusing on other matters related to COVID and transition; then

**Be it resolved that** Council suspends the Honorary Lifetime Membership Committee for the 2020-2021 governing year.

Submitted By: *President Simpson*

6.2 **Detention of Hong Kong Youth Activists**

**Whereas** the UW Alumni for Hong Kong & Waterloo Lion Rock Spirit have requested WUSA issue a statement on the detention of Hong Kong youth activists in China; then

**Be it resolved that** Council directs the executive to issue a statement to this effect.

Submitted By: *President Simpson, Councilor Hunte*

6.3 **Knock Out Interest**

**Whereas** the British Columbia Federation of Students (BCFS) runs a campaign called “Knock Out Interest” which successfully eliminated interest on the provincial portion of student loans in British Columbia; and
**Whereas** they are now advocating for the elimination of interest on the federal portion of student loans; and

**Whereas** WUSA does not have a policy stance regarding interest on student loans; then

**Be it resolved that** Council believe that, due to the government’s low borrowing rate, the federal government should not charge interest on student loans; and

**Be it further resolved that** Council recommends that WUSA sign on to the BCFS Knock Out Interest campaign

*Note for councillors: Please view the campaign website for more information on the campaign so you can participate in the discussion [https://www.knockoutinterest.ca/](https://www.knockoutinterest.ca/)*

### 6.4 University Guidelines for 3rd Party Learning Resources

*Note: The Vice President, Education is expecting to receive a copy of the current draft of the guidelines prior to Council. Discussion will center around some of the changed proposed therein.*

### 6.5 Temporary Adjustment to Elections Procedure

**Whereas** COVID-19 is impacting candidates’ ability to safely campaign in person; and

**Whereas** we are currently in a provincial lockdown until the end of January;

**Whereas** the Elections and Referendum Committee and the Chief Electoral Officer approved temporary changes to the Elections and Referendum Procedure, as found in Appendix A; then

**Be it resolved that** Students’ Council approves temporary changes to the elections and referendum procedure, as found in Appendix; and

**Be it further resolved that** temporary changes to procedure will expire on May 1st, 2021.

### 7 New Business

*Any Councillor may raise any item of concern during new business by proposing a motion or topic of discussion. A two-thirds (2/3) majority vote is required for consideration of the item to proceed.*

### 8 Announcements

*Any Councillor may make an announcement not exceeding 1 minute in duration, which may be followed by up to 2 minutes of follow-up questions. No motions may be introduced from an announcement.*
NEXT MEETING

The next regular meeting of Council is scheduled for February 14th, starting at 10:30AM, on Microsoft Teams.

9 ADJOURNMENT

Be it resolved that the Speaker adjourns the meeting no later than 4:30PM.
Appendix A - Executive Reports

President

Abbie Simpson

17 January 2020

Waterloo Undergraduate Student Association
Formerly known as Federation of Students, University of Waterloo
1.0 Monthly Summary

- Nominations for the 2021 General Election will close on November 20th. I have worked with my elections staff (CRO and ERO) to prepare and wrap up any closing items for the general election.
- Began working with the external equity consultant to review documents and prepare staff for consultations.
- Working on the creation of a Human Resources Policy manual and the Organization Wide Code of Conduct, as well as any policy relating to harassment, respect in the workplace, etc.
- Worked with UWBASE and Counseling Services to ensure student representation on the hiring panel for the new Black Student Support Counselor.
- Worked with VP Education Town on compassionate grading discussions and communications. We continue to meet with the University to express gaps in current processes.
- Worked with the VP Student Life to recommend 5 students to the President’s Anti-Racism Taskforce and the 5 working groups.
- Attending Buildings and Properties to support the recently approved Bomber Space Lounge Plan.
- Completed final transition steps for the purchase of the Imprint

1.1 Summary of University Committee Meetings

1.1.1 University Senate and Board of Governors
These bodies have not met since our last meeting. I will provide updates at the February meeting of Council.

1.1.2 Committee on Student Mental Health (CoSMH)
Over the past month I have met with both working groups (Recommendation 12 and 14) to discuss student concerns and accountability. This committee will wrap up in April and I will continue to push to ensure recommendations which are labelled “complete” continue to be monitored by the University and have individuals or units accountable for continuous execution.

1.1.4 Undergraduate Student Relations Committee (URSC)
On December 10th the committee met to discuss concerns regarding the Athletics Fee, students on non-degree terms, classification of part-time and full-time students during fully online terms, and had a discussion on thoughts for the Winter term.

1.1.5 Wellness Collaborative Advisory Committee
This body has not met since our last meeting.

1.1.6 President’s Advisory Committee on Environmental Sustainability
This committee will resume for the Winter in March. No updates at the moment.

1.2 Student Representative Reports
1.2.1 Climate Energy Working Group (CEWG)
Student Representative: Guy Brodsky
We had a presentation about the Walter Fedy study on reducing the campus's carbon footprint, and had some good discussion about building sustainability measures, and I was pleasantly surprised to see the consultants list a Green Revolving Fund as one of the identified options for improving sustainability.

There's also a great Life-cycle Costing tool that the Sustainability Office is building which I've been told should be available relatively soon in the new year - might be too late for the PAC expansion but I'm sure it'll be useful for analyzing cost and sustainability aspects of any new building or storefront purchases.

Note: Thank you Guy for representing students on this Committee!

1.2.2 President’s Anti-racism Taskforce (PART)
The following students were appointed to the President’s Anti-racism Taskforce:

- Safety Working Group - Arsh Maira Muhammad Muhyiddin
- Educational Environment and Development of Leaders - Tiana Zhao
- Health and Mental Health Strategy - Chinonso Uchechi Ekeanyanwu
- Professional & Academic Development & Mentorship - Betty Qin
- Race, Culture, and Ethnicity Awareness - Fatima Awan

2.0 Speaker report
John Hunte, Deputy Speaker, will chair Council meetings for the remainder of the term as I work behind the scenes to assemble agendas, respond to emails, and begin revising Council transition for the upcoming governing year. This is to accommodate the new commitments Deputy Speaker Hunte has taken on for the Winter term while still ensuring I can manage the Council workload. If you have any concerns about this arrangement, please email pres@wusa.ca.

4.0 Committee and Commission Updates

3.1 Policy and Procedures Committee
This Committee has not met. The Committee will meet later in January to discuss outstanding policy and committee member commitments.

3.3 Committee of Presidents
This Committee has not met since the last Council meeting.

3.4 Student Accessibility Commissioner
Vicky has worked to put out the Student Accessibility survey. If you have not done so already, please fill out the survey and share it with your friends and constituents.
Vice President, Operations & Finance
Council Report

Alana Guevara
January 17th, 2020
1.0 Monthly Summary

Hey everyone, welcome back! I hope you all had a great holiday!

If anyone ever has any questions, comments, or concerns, please do not hesitate contact me via email (vpo@feds.ca), or Teams.

2.0 Bomber Space

The Lounge proposal was presented and approved at our January board meeting. The working group has begun formulating a funding proposal and we are scheduled to have conversations with the university about it this month.

3.0 SLC/PAC Expansion

The SLC/PAC expansion is still scheduled to open in January 2021. Our SLC Management team is working hard to have all our systems and processes ready for the building to be open.

4.0 GRT

The GRT Agreement is suspended for the Winter 2021 term as it was in Fall 2020. The EasyFare Go cards and the $300 term passes will be available for purchase at the Turnkey desk again.

5.0 Winter 2021

This term has a lot in store. I’m excited to bring a few items to committees and then council for information/approval. I hope to put everything in a great place and set the next VPOF up for success.
Vice President, Education
Council Report

Megan Town
January 2021
1.0 Monthly Summary

1.1 General

Happy new year!

Not much time has passed since our previous council meeting so I have relatively few updates to provide. I had originally asked my AVPs to provide their fall term reports for the January meeting. However, with start of term busyness and the rescheduling of council, they were not able to complete them in time. The reports will be provided at the January council meeting. If you have any questions about the work of my AVPs I would be happy to take them.

In other exciting news, I got a new foster dog. Shameless plug for my doggy Instagram @ourhavenfosters if you want to see lots of pictures!!

1.2 Communications

- Exec photoshoot for holiday cards and additional promotional materials
- WUSA holiday card

2.0 Projects & Goals

2.1 Teaching and Course Quality in Response to COVID-19

The survey results are now available online!

2.2 WUSA Town Halls

No significant updates since my last report. Discussions with full-time staff are ongoing regarding what town halls will continue to look like.

2.3 Student Research Program

No significant updates since my last report.

2.4 Expanding Research Capacity

As of writing this, our new Research Coordinator and co-op student have started work. I will be working with the Research Coordinator to transition the co-op student to their purview on an ongoing basis.

2.6 External Advocacy

UCRU’s advocacy committee has set its priorities for the winter term. We will be writing a policy paper on mental health to aid federal advocacy in the future. We will also be expanding on our lobby briefs for international students and student financial aid. On an
individual basis, we had finished preparing a brief on international student concerns for Minister Mendicino. However, following the announcement about post-graduation work permits, we need to revise the brief prior to sending it. Side note: we are pleased to see this announcement as it aligns closely with what we spoke to Minister Chagger about last year!

2.7 Student Safety Committee

With the reschedule of the council meeting, I have yet to kick-start the safety committee in the new year. My apologies and stay tuned for updates.

2.8 Additional goals

With the university’s reluctance to implement additional CR/NCR options for students, we have launched a campaign encouraging students to file a petition if they have been affected by extenuating circumstances. I’ve been working to prepare materials, collaborate with CAPS and speak with students.

3.0 Key Meetings

I invite questions on details about any of these meetings.

3.1 WUSA

- Meeting to discussion VPEd priorities in the winter term
- Meeting with new communications staff
- Research staff onboarding
- Calls with students to discuss academic policy cases
- Indigenous student relations discussion
- Peer support training discussion

3.2 University

- CEE Anti-Racism Student Working Group discussion
- Co-op C3 working group
- Touchbase with Aldo Caputo on WUSA’s government advocacy
- USRC
- Meetings on compassionate grading (CR/NCR)
- Learning resource guidelines working group
- SSAC
- Senate Undergraduate Council
- Meeting with Dave DeVidi
3.3 External

- MPP David Piccini, Parliamentary Assistant to the Minister of Colleges and Universities
- Minister Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion
- OUSA Steering Committee
- OUSA Racial and Religious Equity policy paper think tank
- MPP Belinda C. Karahalios

4.0 Committee Termly Summary

4.1 Education Advisory Council

EAC meeting minutes can be viewed here.

EAC did meet a 3rd time in the fall term but it appears that I was in vacation-brain mode and neglected to take minutes. During a brief meeting at the beginning of December, the committee approved the Sexual Violence Prevention and Response policy to go to council and discussed consultation questions for two of OUSA’s policy papers on two policy papers, Racial and Religious Equity and Student Health and Wellness.

This committee has conducted significant work on policy renewal and also serves as an issue-identification and feedback body.

Policies were developed by AVPs or the SRPA and reviewed by EAC. Those worked on this term included:

- Policy 27/44: Local Transit
- Policy 22: Plagiarism Detection Systems and Intellectual Property
- Policy 33: Student Discipline
- Policy 11: Academic Cost Recovery
- Policy 47: Sexual Violence Prevention and Response

The committee also provided feedback on issues arising such as:

- Fall term concerns
- Teaching and Course Quality
- OUSA’s COVID-19 policy draft
- OUSA policy paper consultation

4.2 Co-op Students’ Council

CSC meeting minutes and slides can be viewed here.
I was unable to attend most CSC meetings due to conflict with other meetings. If you have questions about any of the proceedings, please let me know and I can pass them along to my AVP who chairs the meetings.
Vice President Student Life
Council Report

January 2021

Prepared by: Nada Abouelnaga

Waterloo Undergraduate Student Association
Formerly known as Federation of Students, University of Waterloo

wusa.ca
200 University Ave W, Student Life Centre, Room 1116, Waterloo, ON N2L 3G1
1.0 General Update

1.1 Services

General
- Most services are working on final hiring for volunteers and organizing training
- MATES training is complete, and they have 35 vols and execs this term
- Incoming Coordinator Training occurred last week
  - Two-day training to transition folks from Volunteers to Part-Time Staff
- Food Support will be continuing on campus support through hampers at Turnkey
- New WSP Commissioner has started and will be working directly with the clothing project and campus compost as well as advocacy efforts

Events/Programs/Campaigns
- Co-op Connection has a Magician scheduled for Jan 25th as a beginning of term event for all virtual areas combined
- RAISE is starting their Peer Mentor program this term. Also working to finalize their Xchanges Conference details

1.2 Clubs

General
- Meeting with Marketing to work on initiatives for the upcoming term and details on Clubs & Societies Community
- Continuing 1 on 1 checkins with clubs to get a pulse on how they have been doing since going virtual and to see how we can best support going forward
- Finalizing training dates/details
- Updating/figuring out Clubs Important dates
- Clubs Support Team – setting up applications, looking through them and interviewing in the next week or two
- Getting the Clubs Mailing List updated to include current execs to ensure everyone gets the information needed
1.3 Special Events

General
- Special Events Coordinator is hosting the Cultural Caravan kick off meeting later this week with Marketing Specialist, Tanya
  - Have all of the Pop Culture Night trivia questions set up with videos/GIFs/Images in the trivia platform; working on finalizing trivia document for the host and meeting with him later this week to go over all details
- Kierra is finalizing training session for Peer Leaders for “The One Where You Meet New People” event – training is Wednesday evening
- Fuckup Night speakers are finalized
  - final event outline for rehearsal to be put out later this week
- Kierra is working on all of the other loose ends before Welcome Week next week

Events/Programs/Campaigns
- Highlights of Winter Welcome Week:
  - We’re bringing back the popular Tik Tok Dance Tutorial, this time with a Beyonce theme!
  - We’re providing a low key, low stress way for students to meet new people with help from OCC and our Orientation leaders at a sign-up only event on Tuesday (with a nod to Friends: The One Where You Meet New People)
  - Myself (Nada) and our Student-Run Service Coordinators are putting together videos for the @yourwusa IGTV for a virtual Services Fair
  - For those who have a competitive streak, we’ve got Sex Toy Bingo, Pop Culture Trivia Night and Take a Deal
  - For those interested in career-relevant advice, we’ve got a new slate of local business leaders sharing their stories with another F*** Up Night
  - And, finally, for those who would like some new tools to draw on during another virtual term, we’ve got a workshop facilitated by the experts at Shift Collab, on Dealing With Roommates During Isolation

All event details can be found here: [https://wusa.ca/get-involved/welcome-week](https://wusa.ca/get-involved/welcome-week)

1.4 Orientation

General
- O-Team interview happening over the next 7 days
- O-Team Compensation Review Report (see Appendix A)
2.0 Key Meetings

3.0 Committee updates
   3.1 Internal Administration Committee
   3.2 Campus Life Advisory Committee

4.0 Appendices (see below)
Appendix A

O-Team/FOC Appreciation and Compensation Survey Summary
Prepared by: Becky Wroe, Orientation & Member Transitions Manager, WUSA

Purpose
The Waterloo Undergraduate Student Association (WUSA) Students’ Council, tasked WUSA’s Orientation staff to determine if the current model of appreciation and compensation for the Waterloo Orientation Team (previously Federation Orientation Committee or FOC) was appropriate.

The context of the discussion at Student’s Council was related to equitability for the responsibilities performed and accessibility of the opportunity. Initial discussions also suggested that a modification in compensation may further incentivize applicants for the role.

Current Appreciation and Compensation Model in Use
The model currently in use for the Waterloo Orientation Team (O-Team) is as follows:

- **Formal Appreciation:**
  - A year-end gift valued at $90
  - A year-end appreciation dinner\(^1\)
  - Invitation to each WUSA Volunteer Appreciation event in the calendar year (Winter, Spring, and Fall)

- **Compensation:**
  - $1000 is paid in the fall term following Orientation and the completion of tasks and a transition document\(^2\)

- **Other:**
  - The uniform of an O-Team member includes a vest to be worn during Orientation to identify these volunteers in the event of emergencies. This vest has become a status symbol, and is recognized by O-Team members as an appreciation item, despite its function being otherwise.
  - All travel for any Orientation training deemed to be mandatory to attend in-person will be reimbursed, assuming all reasonable research has been done to find the most affordable option.
  - The O-Team is subdivided into 7 subcommittees, each additionally responsible to a different department of the University (e.g. the Environment subcommittee is responsible to both the Faculty of Environment and to WUSA). As a result of this coreporting structure, each subcommittee may receive additional, but not always equal, appreciation from the other department they report to.

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\(^1\) No equivalent appreciation was offered to the 2020 O-Team due to budget constraints

\(^2\) Throughout the document the term “honorarium” is used. That is the term often used in Orientation; however, due to Payroll requirements, the payment is issued as an hourly payrate over two weeks, and is taxed.
Determining a Need for Review

To determine the need for a review of the current appreciation and compensation structure, the FOC/O-Team Compensation and Appreciation Survey was created and sent to the members of FOC/O-Team from Orientation 2018, 2019, and 2020 for their anonymous input. The response rate was 46% (40 respondents of 87 recipients). The following is a summary of the results of the survey.

What team were you a member of?
This question was asked to be able to determine if there were any statistical anomalies related to the experiences of the 2020 O-Team members, being required to modify all plans in the final months to accommodate a virtual Orientation.

- Responses:
  - 2018: 11
  - 2019: 16
  - 2020: 15
  - No answer: 1

- Anomalies and observations:
  - UWaterloo email addresses were used for distribution of the survey. The lower response rate for the 2018 team may have been a result of alumni no longer checking their UWaterloo emails.
  - The answer tally (43) is caused by some respondents having been a member of the committee for multiple years.

Were the responsibilities you held in the FOC/O-Team role similar to other leadership roles you have held on campus (paid or volunteer)?
This question was asked to have insight for research to be conducted to determine equitability of appreciation and compensation compared to other roles.

- Responses:
  - Yes: 19
  - No: 21

If “Yes” to Question 2, what other roles on campus did you hold that provided comparable responsibilities to that of the FOC/O-Team role?

- Responses included:
  - Faculty-specific Student Associations/Groups
  - Orientation Coordinator and Orientation Leader
  - Volunteer for Open House events; Ambassador
  - Programming portion of Donning; Event planning for Residence Council
  - Work with a Student Engagement department during Work Study terms
  - Special events student managers (specific mention of AHS Fun Run)
  - WUSA Club Executive
  - Athletics Coordinators
If “No” to Question 2, please share what you found to be especially unique about the role.

• Responses included:
  o The amount of leadership experience gained
  o Wider range and high level of responsibilities and leadership, more responsibility interacting with stakeholders
  o More hours needed and requires juggling things o More independence
  o I’ve learned more skills as FOC than any other role or job I’ve had o Most of the training was unique (from training for other roles) and interesting o Opportunity to lead meetings
  o The amount of planning, the time involved, the workload, the availability o Immediate responsibility over personnel
  o Positive experience but very sudden realization of trust placed upon me to succeed at tasks
  o Responsibilities impact a large scale of students
  o More rewarding, responsibilities needed more guidance than others
  o Responsible for far more direct reports and high-risk events than any other student-led opportunity I’ve seen
  o Required a greater understanding and critical evaluations of event planning o The need to understand the model to best foster development/growth for Orientation leaders and incoming students o Opportunities for personal development (conferences and workshops) o Substantial and long-lasting collaboration with others (across all faculties) o More responsibilities and time taken to planning each leader retreat and
  o Orientation, with more meetings and more trainings o The time commitment, mental commitment, creativity of the position, rewarding accomplishment at the end

What do you think is fair compensation/appreciation for the FOC/O-Team role?

Of the 40 respondents, 19 said they felt the compensation they received was fair for the responsibilities they had.

The other comments and suggestions related to alternate appreciation and compensation models are as follows:

• Increased honorarium, noting that it shouldn’t be taxed since it isn’t a paid position (various amounts suggested, ranging from $1500 - $4000)3
• Payment of optional leader swag fee for branded clothing beyond provided t-shirt • Tuition deduction

3 As I understand allowances from Payroll, any amount exceeding $500 in a calendar year is taxable, as deemed by the University’s HR department
Consider CPI increases every year based on the current model (respondent indicated they felt the current model was fair)

Cover mileage for non-mandatory travel, and providing Orientation Week accommodation for students who are on co-op terms outside of Waterloo in the fall

Consider a paid rate for training and meetings, and an additional honorarium for tasks accomplished outside of those hours; alternatively, paid for Orientation Week and honorarium for earlier terms of the cycle

Consider lowering the honorarium and providing a bonus if specific objectives are achieved, incentivizing the hope for students to create and implement improvements to programming and planning aspects

Consider additional discount opportunities to offset the closure of most locations in the SLC due to construction, etc., and explore similar discounts for students on other campuses

More professional development and volunteer appreciation (more swag)

If moving to a paid model, ensure the “fun” aspect of the position is not lost – many applicants seek the role for the experience throughout the year, not simply for creating Orientation

One respondent indicated they had to withdraw from another volunteer role due to a mandatory date for the role - consider that if it remains as a “volunteer role” to be more flexible to those with other commitments; one also identified withdrawing from a part-time role due to the time commitment

Monthly minimum stipend

A modification of the pay structure and the responsibilities could see the position improve, and could allow for a smaller team

Free coffee at iNews for the full time (not just Orientation)

Be conscious of the impact of shifting the role to part-time employees – this may cause a loss of some of the independence that is so valued in the position.

Consider other appreciation for increased morale throughout the year, such as WUSA gift cards or vouchers for text books, etc.

Consider more events as a group

Move more of the tasks to the supervisor (FTS) positions and retain the volunteer role

Be conscious of calls for increased budget requests if this is moved to an hourly wage but 100s of other Orientation positions are not paid at all and have minimal indications of physical appreciation shown to them

Ensure there is an opportunity for additional appreciation for years that food-related and in-person appreciation cannot occur

Consider a bursary for low-income students who are selected for the position to ensure they are able to commit an equal amount of time to the rest of their team without feeling additional stress.

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Are you aware of anyone who would have been interested in taking on the FOC/O-Team role if it had been a paid position?

- Responses:
  - Yes: 17
  - No: 9
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Is there anything else you would like to share?

- Sentiments shared included:
  - Encouragement to the decision-makers that if the position changes to paid that the motivation for applying changes from students who want to serve in a high leadership role, to receiving money.
  - One person indicated they would have felt more pressure and less authenticity in a paid role.
  - Some very positive comments about the experience they had as FOC/O-Team.
  - Appreciation for WUSA to look into the compensation increase opportunities within Orientation.
  - If the role is moving to paid, consider opportunities for further engagement in the fall term – many previous FOC and O-Team have experienced some degree of depression related to the abrupt ending of the position’s responsibilities after Orientation. If that’s not possible, establish some offboarding activities to smooth the transition back to “normal”.
  - We are a member-based not-for-profit and should promote volunteerism for the betterment of our student community. Consider also that during Orientation, the OTeam/FOC does less mental and physical work on average then Coordinators and leaders who are not paid. Be careful not to make the “people in charge” stereotypical management who are out of touch with the volunteer experience and the needs of their leaders.
  - The advantage of this role being considered “volunteer” is that there are more freedoms for creativity and how various situations are handled, creating a truly student-driven Orientation. Shifting to paid would cause less independence and potentially more strict instructions from staff management.
Conclusion and Next Steps
Every year, including the 2021 hiring cycle, the Orientation Advisory Committee receives at least twice as many applications from eligible, qualified students as there are positions available. As such, there is no need to modify compensation in order to incentivize interest in the role.

To address the lack of increase in compensation in several years, the Orientation & Member Transitions Manager will propose a budget that allows for an incremental increase in the payroll amount for O-Team members reflective of the Consumer Price Index for inflation. The effect of this increase on the compensation of the 2021 Waterloo Orientation Team will be reliant on available funding, as both financial compensation and volunteer appreciation are traditionally funded from the Orientation Fee. Due to the ongoing COVID-19 pandemic, the Orientation Fee was $0 in fall 2020.

Finally, to address accessibility of the role to low-income students, the Orientation & Member Transitions Manager recommends the creation of a bursary or a grant that a student could indicate their eligibility for at the time of application to the Waterloo Orientation Team. Should Students’ Council support this recommendation, the Orientation Advisory Committee, with the support of the Vice President, Student Life and the Director of Student Engagement, will undertake the work of securing funding for this grant, establishing eligibility, and designing an application system that prevents bias during the hiring phase.
O-Team/FOC Appreciation and Compensation Survey Summary
Prepared by: Becky Wroe, Orientation & Member Transitions Manager, WUSA

Purpose
The Waterloo Undergraduate Student Association (WUSA) Students’ Council, tasked WUSA’s Orientation staff to determine if the current model of appreciation and compensation for the Waterloo Orientation Team (previously Federation Orientation Committee or FOC) was appropriate.

The context of the discussion at Student’s Council was related to equitability for the responsibilities performed and accessibility of the opportunity. Initial discussions also suggested that a modification in compensation may further incentivize applicants for the role.

Current Appreciation and Compensation Model in Use
The model currently in use for the Waterloo Orientation Team (O-Team) is as follows:

- **Formal Appreciation:**
  - A year-end gift valued at $90
  - A year-end appreciation dinner¹
  - Invitation to each WUSA Volunteer Appreciation event in the calendar year (Winter, Spring, and Fall)

- **Compensation:**
  - $1000 is paid in the fall term following Orientation and the completion of tasks and a transition document²

- **Other:**
  - The uniform of an O-Team member includes a vest to be worn during Orientation to identify these volunteers in the event of emergencies. This vest has become a status symbol, and is recognized by O-Team members as an appreciation item, despite its function being otherwise.
  - All travel for any Orientation training deemed to be mandatory to attend in-person will be reimbursed, assuming all reasonable research has been done to find the most affordable option.
  - The O-Team is subdivided into 7 subcommittees, each additionally responsible to a different department of the University (e.g. the Environment subcommittee is responsible to both the Faculty of Environment and to WUSA). As a result of this co-reporting structure, each subcommittee may receive additional, but not always equal, appreciation from the other department they report to.

¹ No equivalent appreciation was offered to the 2020 O-Team due to budget constraints
² Throughout the document the term “honorarium” is used. That is the term often used in Orientation; however, due to Payroll requirements, the payment is issued as an hourly payrate over two weeks, and is taxed.
Determining a Need for Review

To determine the need for a review of the current appreciation and compensation structure, the FOC/O-Team Compensation and Appreciation Survey was created and sent to the members of FOC/O-Team from Orientation 2018, 2019, and 2020 for their anonymous input. The response rate was 46% (40 respondents of 87 recipients). The following is a summary of the results of the survey.

What team were you a member of?
This question was asked to be able to determine if there were any statistical anomalies related to the experiences of the 2020 O-Team members, being required to modify all plans in the final months to accommodate a virtual Orientation.

- Responses:
  - 2018: 11
  - 2019: 16
  - 2020: 15
  - No answer: 1

- Anomalies and observations:
  - UWaterloo email addresses were used for distribution of the survey. The lower response rate for the 2018 team may have been a result of alumni no longer checking their UWaterloo emails.
  - The answer tally (43) is caused by some respondents having been a member of the committee for multiple years.

Were the responsibilities you held in the FOC/O-Team role similar to other leadership roles you have held on campus (paid or volunteer)?
This question was asked to have insight for research to be conducted to determine equitability of appreciation and compensation compared to other roles.

- Responses:
  - Yes: 19
  - No: 21

If "Yes" to Question 2, what other roles on campus did you hold that provided comparable responsibilities to that of the FOC/O-Team role?

- Responses included:
  - Faculty-specific Student Associations/Groups
  - Orientation Coordinator and Orientation Leader
  - Volunteer for Open House events; Ambassador
  - Programming portion of Donning; Event planning for Residence Council
  - Work with a Student Engagement department during Work Study terms
  - Special events student managers (specific mention of AHS Fun Run)
  - WUSA Club Executive
  - Athletics Coordinators
If “No” to Question 2, please share what you found to be especially unique about the role.

- Responses included:
  - The amount of leadership experience gained
  - Wider range and high level of responsibilities and leadership, more responsibility interacting with stakeholders
  - More hours needed and requires juggling things
  - More independence
  - I’ve learned more skills as FOC than any other role or job I’ve had
  - Most of the training was unique (from training for other roles) and interesting
  - Opportunity to lead meetings
  - The amount of planning, the time involved, the workload, the availability
  - Immediate responsibility over personnel
  - Positive experience but very sudden realization of trust placed upon me to succeed at tasks
  - Responsibilities impact a large scale of students
  - More rewarding, responsibilities needed more guidance than others
  - Responsible for far more direct reports and high-risk events than any other student-led opportunity I’ve seen
  - Required a greater understanding and critical evaluations of event planning
  - The need to understand the model to best foster development/growth for Orientation leaders and incoming students
  - Opportunities for personal development (conferences and workshops)
  - Substantial and long-lasting collaboration with others (across all faculties)
  - More responsibilities and time taken to planning each leader retreat and Orientation, with more meetings and more trainings
  - The time commitment, mental commitment, creativity of the position, rewarding accomplishment at the end

What do you think is fair compensation/appreciation for the FOC/O-Team role?

Of the 40 respondents, 19 said they felt the compensation they received was fair for the responsibilities they had.

The other comments and suggestions related to alternate appreciation and compensation models are as follows:

- Increased honorarium, noting that it shouldn’t be taxed since it isn’t a paid position (various amounts suggested, ranging from $1500 - $4000)³
- Payment of optional leader swag fee for branded clothing beyond provided t-shirt
- Tuition deduction

³ As I understand allowances from Payroll, any amount exceeding $500 in a calendar year is taxable, as deemed by the University’s HR department
- Consider CPI increases every year based on the current model (respondent indicated they felt the current model was fair)
- Cover mileage for non-mandatory travel, and providing Orientation Week accommodation for students who are on co-op terms outside of Waterloo in the fall
- Consider a paid rate for training and meetings, and an additional honorarium for tasks accomplished outside of those hours; alternatively, paid for Orientation Week and honorarium for earlier terms of the cycle
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- Be conscious of the impact of shifting the role to part-time employees – this may cause a loss of some of the independence that is so valued in the position.
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Chair of the Board of Directors
Report to Students’ Council

Benjamin Easton

17 January 2021
1.0 Meetings of the Board

8 December 2020 Special Meeting

The Board discussed legal counsel received relating to WUSA social media and student-run services.

5 January 2021 Regular Meeting

The Board approved the Bomber Lounge Plan conditional on a funding plan being returned to the Board by the end of Winter 2021, in addition to discussions on vaccination for WUSA staff & volunteers and services & social media. The Board also approved a reallocation of our reserve investment accounts to ESG funds.

2.0 Attendance at Board Meetings

All voting members of the Board were present at the December Special and January Regular Meetings.

3.0 Closing

As always, please do not hesitate to contact me with questions or concerns at any time at chair@wusa.ca.
APPENDIX D - OTHER REPORTS

POLICY TEMPLATE

**Policy Title:** President’s Anti-Racism Task Force  
**Policy Number:** TBD  
**Policy Class:** Advocacy  
**Policy Category:** UA  

<table>
<thead>
<tr>
<th>Effective Date: [DATE]</th>
<th>Approval Date: December 6th, 2020</th>
<th>Last Revision Date: November 30th, 2020</th>
<th>Review Year: 2023</th>
</tr>
</thead>
</table>

**Sponsor:** Vice President Abouelnaga (FY 2021) and President Simpson (FY 2021)  
**Attachment:** None  
**Responsible Bodies:** Executive Committee  

**Key Words:** equity, anti-racism, university committees, BIPOC student representation

**POLICY STATEMENT:**
The Waterloo Undergraduate Student Association believes that students should be included in decision making processes to ensure quality student experiences. WUSA will commit to working with the University to ensure PART runs with student interests and needs in mind while prioritizing safe, inclusive student involvement. We believe that for this committee to move forward in the best interests of students, the University should allow the Equity Office to have oversight and student leaders must be prioritized in consultation and dialogue.

**PURPOSE:**
This policy will set advocacy direction for any work related to the President’s Anti-Racism Task Force (PART) and any student involvement needed to advance items arising from PART.

**DEFINITIONS:**
*President’s Anti-Racism Task Force (PART)* – A task force created by the President of the University of Waterloo (“President”) to consult and execute all items relating to tackling systemic racism, anti-Black racism and anti-Indigenous racism on campus in response to calls to action from Black and Indigenous students, faculty and staff over the Spring 2020 term.

*BIPOC* – Refers to Black, Indigenous, People of Colour.

*Community Collaborative* – A forum of over 40 BIPOC volunteers brought together for broad consultation on the initiation and development of PART.

*Equity Office* – Department of the University’s Human Rights, Equity, and Inclusion Office.

*Equity Data Working Group* – A University of Waterloo working group tasked with the collection of race-based data.
without the person’s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

**Sexual Assault** – Coerced sex through threats, intimidation, or physical force, forcing unwanted sexual acts, or forcing sex with others. *(taken from OUSA gender-based and sexual violence policy paper glossary)*

**Sexual Harassment** – Means engaging in a course of vexatious comment or conduct against an individual because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably known to be unwelcome, or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the individual and/or the person knows or ought reasonably to know that the solicitation is unwelcome. *(taken from UW Policy 42 definitions)*

**Sexual Violence Prevention and Response** – Sets of measures that seek to prevent sexual violence, or provide resources to help survivors in the aftermath of sexual violence or harassment. Such measures can include, but are not limited to: education, built design, bystander awareness training, pursuing cultural shifts, provision of mental and physical healthcare, points of contact for survivors of sexual violence or harassment, and accommodations for those affected by sexual violence or harassment.

**Disclosure** – The act of sharing information on an incident of gender-based and/or sexual violence for the sake of receiving support. Disclosure does not mean a formal report has been recorded.

**Reporting** – The act of sharing information on an incident of gender-based and/or sexual violence through the University of Waterloo’s Sexual Violence Complaint procedures with the intention to address the issue and/or pursue legal action.

**SCOPE & EXEMPTIONS:**
This policy applies to anyone advocating to the University on behalf of the undergraduate student body as a whole regarding gender-based and sexual violence prevention and response strategies. This includes executives, commissioners, and at-large undergraduate senators.

**POLICY COMMUNICATION:**
The policy will be posted on the Corporation’s website and internal network drives. The Executives and all advocacy staff will be advised of the new policy via distribution by the President, or a designate.
POLICY:

Beliefs

1. WUSA believes that all approaches to Gender-Based and Sexual Violence Prevention and Response should be survivor-centric, trauma-focused, and recognize the intersectional nature of Gender-Based and Sexual Violence;

2. The campus environment should be one that deters Gender-Based and Sexual Violence, where conversations on Gender-Based and Sexual Violence Prevention and Response are normalized and;
   a. WUSA believes if such discussions are normalized, survivors would feel more comfortable disclosing and reporting incidents which would hold more Gender-Based and Sexual Violence aggressors accountable.

3. Gender-Based and Sexual Violence survivors are never to blame, and aggressors in incidents of Gender-Based and Sexual Violence must be held accountable on the survivors’ terms.
   a. If survivors do not wish to report a case or pursue an investigation, their requests should be respected.

4. Students should have access to Gender-Based and Sexual Violence Prevention and Response support from the University of Waterloo regardless of where they are or what type of student they are (e.g. co-op student not in Waterloo region, exchange student).

Concerns

5. WUSA is concerned that the University is not doing enough to create awareness of Gender-Based and Sexual Violence supports and to educate students and staff on Gender-based and Sexual Violence Prevention and Response measures;
   a. Incoming first-year students receive little to no information during Orientation on Gender-Based and Sexual Violence Prevention and Response resources available to them both on- and off-campus;
   b. The Sexual Violence and Prevention and Response Office may be difficult to find due to its location on the edge of campus, and building design that may lead to the perception students are not supposed to enter and;
   c. Students may be unaware of the WatSAFE mobile app, in which they can use to call 911 and/or Campus Police in the event of an emergency.

6. Students may be concerned about the inability to remain anonymous when reporting incidents, while may be reason for an unwillingness to disclose or report incidents of gender-based and/or sexual violence;
   a. A lack of reporting means that aggressor(s) will not be held accountable, the student(s) who personally experienced the incident may feel unsafe within the University of Waterloo community, and other students are at greater risk for also experiencing incidents of GBSV.

7. There are areas on campus that are not as well-lit, creating higher risk for Gender-Based and Sexual Violence, especially at night;
8. Co-op students may work in poisoned workplace environments where they are at risk of incidents of gender-based and/or sexual violence, without being able to easily contact advisors or other supports, and;
   a. Working in a hostile work environment puts the co-op student in an uncomfortable position of wanting to report harassment or another incident, but they may not due to fear of harmful repercussions (such as not wanting to lose the experience they are meant to gain from the work term or risk receiving a bad evaluation from their employer).
   b. While there are resources available to support co-op students when they disclose or report an incident of gender-based and/or sexual violence, there are no measures set in place to hold the employer accountable and prevent future incidents from occurring.

9. At present, the University Policy 42 – Prevention of and Response to Sexual Violence primarily focuses on incidents of Sexual Assault that occur on campus, or are related to a class off-campus.
   a. This means that students or staff who are aggressors of Sexual Assault will not be held responsible for their actions if the incident does not occur on campus, even though their continued attendance/employment at the University threatens the safety of other University students and staff and compromises the campus environment.

10. The University should endeavor to make students more aware of Gender-Based and Sexual Violence resources available on campus, including the Sexual Violence Response Coordinators:
    a. The University should work to ensure students know how to access Gender-Based and Sexual Violence resources and/or know who to contact to learn more about Gender-Based and Sexual Violence resources, and understand the processes of disclosing and reporting incidents of Sexual Violence and;
    b. WUSA will advocate for more Gender-Based and Sexual Violence Prevention and Response support to be shared and discussed during Orientation, and provide suggestions for how to appropriately update Orientation material to include Gender-Based and Sexual Violence Prevention and Response resources.
    c. The University should work to increase awareness of GBSVPR resources students can use while on co-op, how they may access the resources already available when away from campus, and increase awareness of the designated co-op Workplace Harassment Advisors available for students.

11. The University should ensure all students and staff receive mandatory, well-grounded, and substantive sexual violence prevention and response education;
    a. WUSA will advocate for education and training for students and staff that is trauma-informed and survivor centric, in order to best support the University community.
12. WUSA will advocate for bystander intervention training being available on campus, where:
   a. Bystander intervention training involves learning what actions to take when an individual sees an incident of Gender-Based and/or Sexual Violence and prevent incidents from happening, spot the signs of an aggressor, as well as actions to help survivors after the fact.
   b. As a result of bystander intervention training, individuals should also know the most common signs of someone struggling due to an Incident and know the appropriate measures to help them and/or access resources.

13. The University should commit to eradicating the stigma associated with Gender-Based and Sexual Violence in order to better support survivors and make the campus environment more comfortable for discussions about Sexual Violence;
   a. The University should commit to normalizing having conversations about Gender-Based and Sexual Violence and the appropriate prevention and response measures and;
      i. In doing so, the University should recognize that individuals may feel uncomfortable and/or embarrassed sharing personal stories related to Gender-Based and Sexual Violence so no individual should be forced or pressured into speaking out.
   b. Any discussion related to Gender-Based and Sexual Violence should be survivor-centric and acknowledge the intersectional nature of Gender-Based and Sexual Violence, meaning each individual’s experience is unique.

14. The University should conduct periodic, thorough, and methodical campus safety audits;
   a. WUSA will advocate for a safer and more welcoming environment on University campus that deters Gender-Based and Sexual Violence.

15. The University should commit to conducting periodic surveys to investigate the student attitudes towards and experiences with sexual violence and response and;
   a. WUSA will advocate for the University to regularly collect feedback from students, the SVPR Office, and Health Services about current Gender-Based and Sexual Violence Prevention and Response strategies and supports to determine what areas may need work and;
   b. The University should continually work to improve existing Gender-Based and Sexual Violence supports based on feedback received from both students and Health Services.

16. WUSA will advocate for a University Code of Conduct for Students that will hold University of Waterloo students accountable even for incidents of Gender-Based and Sexual Violence that do not occur on campus or are otherwise outside the scope of the University of Waterloo’s Policy 42 – Prevention of and Response to Sexual Violence.

Recommendations

17. WUSA recommends that the University create greater awareness for Gender-Based and Sexual Violence resources;
18. WUSA recommends the University set up measures to hold co-op employers accountable when students report incidents of gender-based and/or sexual violence in the workplace;
   a. When a student reports an incident of GBSV in their workplace, WUSA recommends the University launch an investigation (should the student request it), and for the duration of the investigation, the employer should not be allowed to post new co-op positions for students.
   b. If an employer is found guilty of GBSV following an investigation, they should no longer be allowed to hire co-op students and/or face other repercussions based on the severity of the incident, in order to put the needs and safety of co-op students first.

19. To help facilitate conversations about Gender-Based and Sexual Violence and create a safe space for survivors to share their experiences if they so choose, WUSA recommends the University start a support group for Gender-Based and Sexual Violence survivors through Campus Wellness;

20. To create a safer campus environment, WUSA recommends the University invest in measures on campus that help prevent Gender-Based and Sexual Violence including but are not limited to the following and;
   a. Ensuring all areas of campus are well-lit and visible at all hours;
   b. Placing more Emergency Towers across campus and;
   c. Investing in rape kits and ensuring they are accessible in multiple locations across campus (i.e. Sexual Violence Prevention and Response Office, Health Services, Needles Hall).

21. WUSA recommends that the University considers drafting and implementing a Student Code of Conduct that sets a standard for student behaviour, thereby holding students accountable for their actions even when they act outside of the scope of Policy 42 – Prevention of and Response to Sexual Violence and other policies.

HISTORY:
This policy was originally approved in April 2017. PPC proposed amendments in February 2020 to reflect the new policy format as well as changes to the University’s Policy 42 – Prevention of and Response to Sexual Violence. These amendments were approved by Council on March 8, 2020. The Policy Statement and Purpose were updated on August 23, 2020.

COMPLIANCE AND ENFORCEMENT:
The Executives shall advance the aims of this policy in communications with University stakeholders as appropriate.

**APPENDICES:** None
APPENDIX E - GENERAL ITEMS

From: uw alumni <uw.alumni.petition@gmail.com>
Sent: Wednesday, December 2, 2020 4:22 PM
To: pres@wusa.ca; klbradsh@wusa.ca; exec@wusa.ca
Cc: waterloolionrockspirit@gmail.com
Subject: Re: A Petition to the Waterloo Undergraduate Student Association

Dear Abigail Simpson and the rest of the WUSA exec team,

We hope you had a fruitful time at the UCRU’s lobby week.

Just yesterday, another 155 parliamentarians from 18 countries have also spoken up. We hope WUSA would also join the likes of McGill University in issuing a statement of condemnation over the incommunicado detention of the twelve HK young activists.

Thank you for considering our request and we look forward to hearing from you soon.

Respectfully,

UW Alumni for Hong Kong & Waterloo Lion Rock Spirit

December 2nd, 2020

On Fri, Nov 27, 2020 at 10:35 PM uw alumni <uw.alumni.petition@gmail.com> wrote:

To the members of the WUSA executive board,
On humanitarian grounds, we, the undersigned, are petitioning WUSA to issue a statement of condemnation of the incommunicado detention of twelve Hong Kong youth activists who have been detained by Chinese authorities since August 2020.

From the 1960’s student-led movement against Brazilian military dictatorship to the recent student-led protests against Lukashenko’s administration in Belarus, universities have always been the rising grounds of opposing authoritarian regimes globally. It is also common, and almost a tradition, to see echoes of support between academic institutions and those who uphold universal human rights beliefs, wherever they may be.

The long running encroachment from the Beijing government against civil liberty in Hong Kong led to violent sieges of two university campuses last year. Thousands of canisters of tear gas, rubber bullets, and bean bag rounds were used against student protestors on their university campus.

Due to the COVID-19 pandemic this year and the imposition of a draconian National Security Law in July, the pro-democracy movement in Hong Kong have retreated. In place of headline-grabbing street clashes is the undercurrent of retribution under the new security law, which supersedes the established common law system that the people of Hong Kong are accustomed to.

Under the shadow of this ubiquitous law, many student activists have been arrested, a foreign judge in Hong Kong’s highest court has also resigned in protest, and opposition lawmakers have been ousted from the Legislative Council by political strong-arm tactics.
It is under this context that in late August of this year, twelve young Hong Kong activists aged 16 to 30 were allegedly fleeing from Hong Kong to self-ruled Taiwan by speedboat. Among the twelve youths, one was a Portuguese national and two held British National Overseas passports. During their journey, they were intercepted by Chinese coastal guards and were detained obstinately for the crime of “illegal border crossing”. They have since sunk into the opaque and politicized judicial system in mainland China where they were denied legal assistance from lawyers, visits from family members, and any form of contact from the outside world.

We, the undersigned, are current students and alumni of the University of Waterloo who share great concerns like many from around the world -- from parliamentarians in Canada and the UK to international campaigners such as Greta Thunberg about the detainment of these twelve young activists. We are alarmed by the rather muted response from the international community in regards to this dubious, if not entirely unjust matter perpetrated by a regime that holds great clout in global affairs. This is especially evident when juxtaposed against other recent social affairs that have provoked loud and clear reactions from many institutions around the world, including our alma mater.

We, representing current students and alumni of the University of Waterloo, respectfully petition WUSA to follow suit fellow student organizations in McGill University in issuing a statement of condemnation of the incommunicado detention of the twelve young activists, and the deterioration of civil liberty and fundamental rights in Hong Kong.

The situation in Hong Kong has grown increasingly dire in recent months and the government of Canada has already taken positive actions to aid Hong Kongers coming to Canada. Injustice anywhere is a threat to justice everywhere so we urge WUSA to do the same without hesitation.

Regards,
UW Alumni for Hong Kong
Waterloo Lion Rock Spirit
November 26th, 2020
Email: uw.alumni.petition@gmail.com; waterloolionrockspirit@gmail.com
References

15. https://wusa.ca/
Temporary Adjustments to Procedure for the Winter 2021 General Election

Due to the current situation of the Covid-19 pandemic, the following changes to elections procedures are suggested below:

- With the province in lockdown due to increased COVID caseload, it is deemed safest to have no in-person campaigning activities (on and off-campus);
- To ensure fairness to candidates living off-campus, it is deemed appropriate to not allow any form of poster advertising for campaigns on campus;
- With the current situation of Covid-19, it is absolutely crucial that candidates and other individuals follow health guidelines and stay safe. To ensure compliance to the recommended changes, a strict penalty of 11 demerit points will be applied to any candidate(s) violating these new changes. (11 demerit points to prevent the thought process of “I can afford to gain x demerit points).

The following suggested are reflected below:

M. Special Rules for the Winter 2021 General Election and By-election

1. No in-person campaigning activities (on or off-campus), including, but not limited to: posters, in-person events, any behaviour in contravention of public health guidelines in the Region of Waterloo and the Province of Ontario, and any behaviour in violation of the law.
2. Violating the in-person campaigning rule will result in 11 demerit points, which disqualifies a candidate or referendum committee from participating further in the electoral event.
   a. There will be no change to the appeal process and candidates and referendum committees may appeal in-person campaigning violations to the Elections and Referenda Committee.
3. In-person polling places may not open in the Student Life Centre, Society offices, or in any on-or-off campus building.
   a. Paper ballots will not be distributed for these electoral events.
   b. Polling clerks will not be hired for these electoral events.
   c. Members who are not on the list of voters approved by the CRO and could not successfully vote online, if they can show that they are members of the Federation of Students or a constituency thereof, will be added to the voters list by the CRO.

Proposed motion for approval:

Whereas, COVID-19 is impacting candidates’ ability to safely campaign in person; and
Whereas, we are currently in a provincial lockdown until the end of January;
Whereas, the Elections and Referendum Committee and the Chief Electoral Officer approved temporary changes to the Elections and Referendum Procedure, as found in Appendix A; then
Be it resolved that, Students’ Council approves temporary changes to the elections and referendum procedure, as found in Appendix A; and
Be it further resolved that, temporary changes to procedure will expire on May 1st, 2021.