

BOARD MEETING AGENDA

Students' Union Okanagan of UBC, Local 12 British Columbia Federation of Students
Board of Directors Meeting, February 3rd, 2022, Virtual

18:15 Call to Order

Directors Present

President (meeting chair)	Tashia Kootenayoo
Vice-President Finance & Operations	Muhammad Waseem
Vice-President External	Ahmed Ahmed
Vice-President Internal	Shiven Vinod Khera
Vice-President Campus Life	Jakson Pashelka
Director at Large	Cade Desjarlais
Director at Large	Kai Rogers
Director at Large	Priscilla Uribe
Director at Large	Jaanvi Shah
Faculty of Creative & Critical Studies Representative	Laavanya Prakash
Graduate Studies Representative	Kirthana Ganesh
Faculty of Arts and Social Sciences Representative	Megan Johnston
Faculty of Applied Science Representative	Sam Diab
Faculty of Management Representative	Josie Leung
Faculty of Health & Social Development Representative	Grace Halpin
Faculty of Science Representative	Leoul Woldemariam
Faculty of Education Representative	Serena Slonowski
Senate Caucus Student Representative (<i>ex-officio</i>)	Dylan Rogers

Directors Absent

Board of Governors Representative (<i>ex-officio</i>)	Shola Fashanu
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Staff Present

General Manager	Jason Evans
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1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA AND REVIEW OF MEMBERSHIP

22/02/03.01

/

Be it resolved that the agenda be adopted.

3. ADOPTION OF MINUTES FROM PREVIOUS MEETINGS

22/02/03.02

/

Be it resolved that minutes of the meeting held January 20th, 2022 be adopted.

22/02/03.03

/

Be it resolved that minutes of the emergency meeting held January 27th, 2022 be adopted.

4. PRESENTATIONS

4.1 RBC

4.2 Proposed Regulation Amendments

4.3 January Executive Reviews Report

5. OLD BUSINESS

5.1 Media Fund Committee

22/02/03.04

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Whereas the Media Fund Committee recommends the approval of the Phoenix Newspaper's proposed budget for the 2021/2022 academic year

Be it resolved that the Board of Directors ratify their recommendation and release the remaining funds requested in the Phoenix Newspaper's proposed budget for the 2021/2022 academic year.

6. EXECUTIVE REPORTS

7. COMMITTEE BUSINESS

7.1 Executive Committee

22/02/03.05

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Be it resolved that minutes of the meeting held January 11th, 2022 be adopted.

22/02/03.06

/

Be it resolved that minutes of the meeting held January 31st, 2022 be adopted.

7.2 Finance Committee

7.3 Policy Committee

22/02/03.07

Khera/

Be it resolved that minutes of the meeting held January 14th, 2022 be adopted.

22/02/03.08

Khera/

Be it resolved that the Finance Regulations amendments be adopted as attached.

22/02/03.09

Khera/

Be it resolved that the proposed house-keeping regulations amendments be adopted as attached.

7.4 Campus Life Committee

7.5 Campaigns Committee

7.6 Oversight Committee

22/02/03.10

Rogers/

Be it resolved that minutes of the meeting held February 2nd, 2022 be adopted.

22/02/03.11

Rogers/

Be it resolved that the January Executive Review report be adopted as presented and attached.

7.7 Graduate Student Committee

22/02/03.12

Ganesh/

Be it resolved that minutes of the meeting held December 17th, 2021 be adopted.

22/02/03.13

Ganesh/

Be it resolved that minutes of the meeting held January 21st, 2022 be adopted.

22/02/03.14

Ganesh/

Be it resolved that the Graduate Student Committee honoraria be disbursed as follows:

Nibirh Jawad	\$100.00
Rina Chua	\$100.00
Anne Claret	\$100.00
Vikas Kumar	\$100.00
Emily Comeau	\$100.00

7.8 Electoral Committee

22/02/03.15

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Whereas the Advocacy and Governance position on the Electoral Committee is vacant, and whereas a full Electoral Committee is necessary for a properly facilitated election,

Be it resolved that Mike Ouellet be appointed to the electoral committee to fill the vacancy.

8. REPORT ON UNIVERSITY RELATIONS

8.1 Board of Governors

8.2 Senate

8.3 Other University Committees

9. NEW BUSINESS

9.1 Capital Building Referendum

22/02/03.16

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Whereas the 2020-2021 Board of Directors approved the Students' Union of UBC Okanagan engage in development planning and organizing for a capital building project

And whereas the University approved in the Executive one phase the concept of the building on the Okanagan campus,

And whereas the 2021-2022 Board of Directors allocated funds and resources towards the capital building project

And whereas the SUO capital building project requires the student body directive to continue forward,

Be it resolved the Board of Directors approve the referendum question and preamble as attached be presented to membership on the 2022 Electoral ballot.

9.2 In-Camera

22/02/03.17

Kootenayoo/

Be it resolved that the meeting be held in-camera.

10. INFORMATION ITEMS

11. ADJOURNMENT

BOARD MEETING MINUTES

Students' Union Okanagan of UBC, Local 12 British Columbia Federation of Students
Board of Directors Meeting, January 20th, 2022, Virtual

18:07 Call to Order

Directors Present

President (meeting chair)	Tashia Kootenayoo
Vice-President Finance & Operations	Muhammad Waseem
Vice-President External	Ahmed Ahmed
Vice-President Internal	Shiven Vinod Khera
Vice-President Campus Life	Jakson Pashelka
Director at Large	Cade Desjarlais
Director at Large	Kai Rogers
Director at Large	Priscilla Uribe
Director at Large	Jaanvi Shah
Faculty of Creative & Critical Studies Representative	Laavanya Prakash
Graduate Studies Representative	Kirthana Ganesh
Faculty of Arts and Social Sciences Representative	Megan Johnston
Faculty of Management Representative	Josie Leung
Faculty of Health & Social Development Representative	Grace Halpin
Faculty of Science Representative	Leoul Woldemariam
Faculty of Education Representative	Serena Slonowski
Senate Caucus Student Representative (<i>ex-officio</i>)	Dylan Rogers

Directors Absent

Faculty of Applied Science Representative	Sam Diab
Board of Governors Representative (<i>ex-officio</i>)	Shola Fashanu

Staff Present

General Manager	Jason Evans
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Members Present

Chief Returning Officer	Noah Saini
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1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA AND REVIEW OF MEMBERSHIP

22/01/20.01

Ahmed/Desjarlais

Be it resolved that the agenda be adopted.

3. ADOPTION OF MINUTES FROM PREVIOUS MEETINGS

22/01/20.02

Ahmed/Desjarlais

Be it resolved that minutes of the meeting held December 15th, 2021 be adopted.

Carried

Shah arrived at 18:09

4. PRESENTATIONS

4.1 RBC

Due to technical issues the RBC representative was unable to connect to the zoom call. As such the presentation was moved until the next scheduled Board of Directors meeting.

5. OLD BUSINESS

22/01/20.03

Rogers/Pashelka

Be it resolved that the amendments to the regulations be adopted as attached and presented.

Rogers motivated the Finance, Elections and Oversight committee amendments.

Khera spoke opposed to the motion and noted these regulations were not considered by the Policy Committee.

Rogers countered the Policy Committee was recommending the regulations.

Kootenayoo interjected with a Point of Information for the Board, clarifying the Policy Committee reviewed the amendments in their last meeting and failed to come to a consensus on recommendation due to lack of quorum and was requesting the Board review the regulations.

Ahmed spoke against the regulations as they were not recommended by the Policy Committee.

Desjarlais argued if these regulations should be considered all together as there were numerous significant amendment proposals.

Kootenayoo asked the Board if Directors would prefer the Elections regulations be considered separately.

22/01/20.04

Ganesh/Desjarlais

Be it resolved that the Elections regulation amendments be considered separately from the proposed policy changes.

Rogers provided a presentation on the regulation amendments.

Ganesh noted Rogers presentation clarified issue of what changes were being proposed.

Not Carried

The discussion returned to motion three (3).

The motion was not carried.

6. EXECUTIVE REPORTS

7. COMMITTEE BUSINESS

7.1 Executive Committee

7.2 Finance Committee

22/01/20.05

Waseem/ Desjarlais

Be it resolved that minutes of the meeting held December 16th, 2021 be adopted.

Carried

22/01/20.06

Waseem/Rogers

Be it resolved that minutes of the meeting held January 13th, 2021 be adopted.

Carried

22/01/20.07

Waseem/Khera

Whereas the Finance Committee reviewed the per diem for directors under the conferences and travel section of the regulations and recommended the following changes:

Breakfast per diem to Eighteen dollars (\$18 CAD)

Lunch per diem to Twenty dollars (\$20 CAD)

Be it resolved that the Board of Directors amend the regulation references to per diem to reflect this change.

Waseem motivated the Finance committee discussion on per diems, noting these amounts were reflective of cost three (3) years ago. He explained the Finance committee was asked to review all meal per diems and decided upon the amended amounts to account for inflation.

Carried

7.3 Policy Committee

7.4 Campus Life Committee

7.5 Campaigns Committee

7.6 Oversight Committee

7.7 Graduate Student Committee

7.8 Electoral Committee

22/01/20.08

Ahmed/Pashelka

Be it resolved that Abdullah Abusamak be appointed Deputy Chief Returning officer.

Saini motivated the process for recruitment and the candidates' qualifications for the role.

Carried

8. REPORT ON UNIVERSITY RELATIONS

8.1 Board of Governors

8.2 Senate

8.3 Other University Committees

9. NEW BUSINESS

22/01/20.09

Rogers/Kootenayoo

Whereas the budget for reimbursing clubs and course unions that purchase "climate-friendly food" has not been utilized, and whereas more than fifty percent (50%) of the academic year has passed and on-campus events are extremely limited,

and whereas Covid-19 continues to be a significant negative impact on the lives of our members,

Be it resolved that twenty thousand dollars (\$20,000) from the "climate-friendly food reimbursement" budget line be reallocated to The Pantry to assist in feeding students in need.

Waseem spoke to concerns of regulation and the motion being order and requested the motion be moved to the Executive Committee for further discussion.

Kootenayoo agreed and requested census from the Board of Directors.

Directors were in agreement and motion eight (8) was forwarded to the Executive committee for consideration and review.

Not carried.

22/01/20.10

Ahmed/Kootenayoo

Whereas VP External and President have drafted a letter to the UBC Okanagan Senate through the Student senate caucus requesting they put forward an advanced motion requesting the extension of the add/drop deadline without penalty and with full course refunds and a pause of financial holds until February 7th, 2022.

Be it resolved the Board of Directors approve the drafted letter as presented to be formally sent to the UBC Okanagan Senate and Student Senate Caucus.

Ahmed motivated to the Board, explaining that the Vancouver campus Senate had successfully passed a motion extending the drop/withdrawal deadline. He spoke to the urgency to pass and send this letter through the ex-officio SUO Senate representative to the Caucus.

Kootenayoo added the letter would be circulated on our socials as well.

Dylan Rogers, the Student Senate representative prefaced that the agenda committee for the Okanagan senate had already conveyed for the up-coming meeting. He explained that agenda itself had yet to be circulated and would follow up with relevant senate members to inquire on the plausibility of the motion for consideration.

Kootenayoo and Ahmed thanked Rogers for his willingness to bring the motion forward on behalf of students' on the Okanagan campus.

Carried

10. INFORMATION ITEMS

10.1 Pause on In-Person Learning

Desjarlais detailed the students concerns with the University response to Covid-19 and pause of in-person learning. He noted that the tuition engagement was not well-timed as it was asks students to pay more money for less access to education.

Ahmed overviewed the Executive committees' advocacy efforts to administration prior to January, discussing their request that UBC provide advance communication to students if they foresaw changes to the January in-person planning. He also shared the efforts to address student concerns on tuition and affordability since June.

10.2 January Executive Reports

Rogers provided an update to the Board that the Oversight Committee had begun the Trimester Executive review process. He explained an on-going issue with late report submissions on behalf of the Executives, noting that only four(4) of five trimester reports had been submitted with one (1) being insufficient in its' completion. Rogers sought consultation from the Board of Directors, on providing feedback to the review and reporting process to ensure accountability for Executive Directors.

Waseem asked questions about the goal review reports and spoke to the effort and time he placed into his trimester report.

Rogers noted Waseem was not the Executive in question. However, this discussion was not based on one example but a reoccurring theme of Executive directors failing to submit timely or adequate reports. He reemphasized that these reports were established for ensuring accountability to the membership. Again, Rogers requested feedback from the Board on the process.

Waseem suggested that the process should be more centered on improving performance than providing disciplinary action for failure to submit reports or review documents.

Kootenayoo encouraged the Board of Directors to engage with the review of the Executive reporting. She explained these timesheets, reports and reviews have been a topic of discussion for the last three (3) years but clearly there was a need to continue to revise this process.

Rogers explained that he has sought the feedback of the Executive committee members without response.

Waseem added he desired a meeting between the Executive and Oversight Committee.

Ahmed motioned for adjournment as the meeting was exceeding time.

22/01/20.11

Ahmed/Kootenayoo

Be it resolved that the meeting be adjourned.

Carried

11. ADJOURNMENT

Meeting adjourned at 20:10

EMERGENCY BOARD MEETING MINUTES

Students' Union Okanagan of UBC, Local 12 British Columbia Federation of Students
Board of Directors Meeting, January 27th, 2022, Virtual

Called to Order at 18:02

Directors Present

President (meeting chair)	Tashia Kootenayoo
Vice-President External	Ahmed Ahmed
Vice-President Internal	Shiven Vinod Khera
Vice-President Campus Life	Jakson Pashelka
Director at Large	Cade Desjarlais
Director at Large	Kai Rogers
Director at Large	Priscilla Uribe
Director at Large	Jaanvi Shah
Faculty of Creative & Critical Studies Representative	Laavanya Prakash
Graduate Studies Representative	Kirthana Ganesh
Faculty of Arts and Social Sciences Representative	Megan Johnston
Faculty of Applied Science Representative	Sam Diab
Faculty of Health & Social Development Representative	Grace Halpin
Faculty of Education Representative	Serena Slonowski

Directors Absent

Vice-President Finance & Operations	Muhammad Waseem
Faculty of Management Representative	Josie Leung
Faculty of Science Representative	Leoul Woldemariam
Senate Caucus Student Representative (<i>ex-officio</i>)	Dylan Rogers
Board of Governors Representative (<i>ex-officio</i>)	Shola Fashanu

Staff Present

General Manager	Jason Evans
Communications Manager	Becca Evans
Well Pub Manager	Mike Ouellet

1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA AND REVIEW OF MEMBERSHIP

22/01/27.01

Rogers/Kootenayoo

Be it resolved that the agenda be adopted.

Desjarlais interrupted with an objection to procedure.

Kootenayoo ruled the point was not taken.

Carried

3. ADOPTION OF MINUTES FROM PREVIOUS MEETINGS

4. PRESENTATIONS

5. OLD BUSINESS

6. EXECUTIVE REPORTS

7. COMMITTEE BUSINESS

7.1 Policy Committee

22/01/27.02

Khera/Desjarlais

Be it resolved that the Elections regulations be amended as attached.

Khera reviewed the process undertaken by the Policy committee to review the Elections regulations. He discussed the committee used the Electoral reports from the Spring and Fall 2021 elections to inform the proposed changes. Khera explained the inquiries into requiring criminal record checks was not found inadmissible in the electoral process. He added further research into the plausibility of this background check in the Code of Conduct may be undertaken by the policy committee.

Carried

22/01/27.03

Kootenayoo/Rogers

Be it resolved that Elections regulation Seventeen (17) clause C be amended to include candidates for Executive Director positions (President, Vice-President Internal, Vice- President External, Vice-President Campus Life, Vice-President Finance) provide proof of being fully vaccinated against Covid-19, with exemptions being granted by the Electoral Committee in limited circumstances, pursuant to the BC Human Rights Tribunal, and Chief Medical Health Officer.

Be it further resolved this regulation shall cease to be in effect pursuant to the rescinding of government covid-19 health orders.

Kootenayoo motivated the motion and spoke to the operational and logistical challenges posed with Executive Directors being unable to travel or attend to in-person functions and oversee the day-to-day in person responsibilities required in the roles of Executive Directors. She motivated that the UBC Thrive program had improved vaccination percentages in the university community at large and that testing was a resource available to those on campus to attend in-person activities but did not cover responsibilities of Executives jobs that are subject to Provincial and Federal health mandates.

Evans provided clarification that the Executives are required to be in office per SUO policies. He further explained they are required to represent and advocate for students on behalf of the SUO Board of Directors at in-person functions such as but not limited to conferences and other meetings with university administration, Provincial government and external organizations.

Desjarlais was in opposition to the motion, explaining his concerns that it would limit students' participation. He expanded on personal experiences with Covid-19, noting his mother's role as a front-line worker. He argued that vaccines are an important health measure but this mandate was not in the purview of the SUO to enforce. Desjarlais questioned the purpose of the motion to benefit the SUO. He argued that all students pay fees that entitle them to all services and operations of the SUO. He encouraged Directors to reconsider the motion based on the implications it could impose on students experiences.

Khera opposed the motion and noted that the Policy Committee did not recommend the regulations amendment. He noted that he is fully vaccinated and believes in vaccines themselves, but argued that this was not the responsibility of the Board to oversee.

Ahmed inquired about whether the Board of Director had the power to enact the regulation.

Ouellet was in favor of the motion and noted that from his attendance as a guest, the Policy Committee was in agreement to recommending this motion to the Board of Directors. He suggested that the Board of Directors was elected with the responsibility of making decisions such as this. Ouellet reminded the Board of Directors, that they voted unanimously to mandate that new employees of the Union provide proof of full- vaccination, adding that it would severely impact unionized staff to be unable to meet with their Executive partners. He expanded on his personal experience, arguing that as the staff mentor to the Vice- President of Campus Life it would make his role difficult to navigate if the Executive could not attend the events to oversee their logistics and be front facing for students.

Ganesh did not state a position on the question. Instead, she reminded the Board that they have been voting on contentious and important subjects throughout their terms.

Shah spoke in opposition to the motion. She discussed her personal experiences with Covid-19 and status of vaccination. Shah argued the importance of students being able to engage with the students' union in all aspects.

Evans provided a point of information to the Board that Canadian political parties had required candidates of their organizations to be fully-vaccinated to ensure they were able to fulfil their duties and represent their constituents.

Desjarlais rebutted that the candidates were provided adequate time to be vaccinated prior to the election period.

Kootenayoo made a call for the speakers list as the debate was extending past the allocated time.

Saini did not state a position on the question. He requested the Board of Directors make a timely decision that would allow him as CRO to advise the student body and prospective candidates.

Diab opposed the consideration of the motion as he believed it to be untimely. He explained that the Elections regulations cannot be amended in February and March, and there was not significant time to notify membership of the requirement. Diab explained that he wished amendments would have been brought forward earlier.

Rogers was in favor of the motion. He explained this regulation amendment was provided to the Board at a prior meeting but the Board had tabled election amendments as a whole for consideration guiding a review from the Policy committee. He noted that the Policy committee had not met in over a month and not in time for the deadline. Rogers expanded that limitation of in-person attendance would hinder an Executives performance, from an Oversight chair perspective. He provided a personal experience with the 2020-2021 Executive team, where the entire year was virtual. Rogers detailed the hardships of an Executive director being unaccountable for hours and the impact it had on the Executive as a team.

Kootenayoo motivated that this regulation was being proposed to from an organizational perspective. She acknowledged the value of differing perspectives and clarified this was not a decision of personal or moral judgement. Kootenayoo argued the Board as an employer has the agency to address risks to ensure the SUO can function to the best of its abilities to provide quality in-person services and advocacy for students.

Kootenayoo called the question.

Rogers second

The call to question was carried.

The motion carried.

7.2 Electoral Committee

22/01/27.03

Saini/Rogers

Be it resolved that Joshua Milliken be appointed as Deputy Returning Officer.

Saini overviewed the process for applications for the DRO position to the Board. He detailed a multiple interview process that included input from the UBC registrar.

Carried

8. REPORT ON UNIVERSITY RELATIONS

8.1 Board of Governors

8.2 Senate

8.3 Other University Committees

9. NEW BUSINESS

10. INFORMATION ITEMS

11. ADJOURNMENT

Meeting adjourned at 19:12

Rising from the Ashes: Our Vision for *The Phoenix*,

September 1, 2021 - May 1, 2022

Executive Summary

We are beyond excited to share our proposal and budget for UBC Okanagan's student-led newspaper, *The Phoenix*. We have a world-class campus and we want to deliver the paper that our students deserve. We call our vision "Rising from the Ashes" because it features bold new initiatives, including a return to circulation as a physical paper, on-campus events, a physical space to create a presence and establish the newspaper as an institution, as well as the development of new media outputs.

The Phoenix serves the students of the UBC Okanagan campus and believes strongly in the role of the press as a voice for democracy, debate, and community. *The Phoenix* is open to all UBC Okanagan students who wish to contribute and participate in the creation of content as well as the sustainability of the newspaper. To this end, in addition to seeking to obtain a physical office space as we return to campus, *The Phoenix* will incorporate a section for both academic and creative volunteer submissions to enable diverse representation from all students.

In order to truly represent the diversity of our campus, *The Phoenix* endeavours to address a wide range of topics including, but not limited to, reconciliation on campus, post-pandemic futures, student wellbeing, environmental collapse, and cultures of anti-racism.

We hope you are as excited for the future of *The Phoenix* as we are! Our students deserve to fully benefit from the multifaceted platform of the student paper. As such, we hope to deliver this excellent vision to our campus in order to best serve our entire student body!

New Initiatives and Incorporating Feedback

We hope to return to a print format in Winter Term 2. However, before we can make that leap, we need to first establish a strong structure, team, and culture within *The Phoenix*. Last term, we contacted SUO executives to gain insight on how to improve *The Phoenix*. With this SUO feedback, we created a poll to see which suggested forms of media students would be most interested in. These new changes are a direct result of SUO input and our general student body survey. Upon approval of our proposed budget, *The Phoenix* will work toward implementing the following new media outputs, while continuing to serve as a voice for campus life and news:

- SUO and UBCO Governance (Senate/BoG) Spotlights
- Student Academic Publishing (with diverse faculty representation)
- UBCO Sports Highlights Videos (assuming a return to spectator events)
- Student Spotlights (creatives, activists, community leaders, etc.)
- Professor Profiles
- Guest Speaker Events
- Video Interviews

Budget

This budget is informed by past approved budgets for *The Phoenix* as provided by the SUO Finance Manager. In order to implement improvements and successfully operate as a student newspaper with an organized internal structure, dedicated team, and hard-working culture, we propose allocating the Student Media Fund accordingly:

Staff				Cost Bi-Weekly	
Editor in Chief*				\$250	
Managing Editor*				\$225	
Media & Web Publisher				\$200	
Sports Videographer & Photographer				\$200	
Graphic Designer				\$200	
Writer/Editor: Campus Life				\$200	
Writer/Editor: Opinions				\$200	
Writer/Editor: Arts & Culture				\$200	
Writer/Editor: Science & Technology				\$200	
Writer/Editor: Features				\$200	
				\$2,075 (bi-weekly)	
Honoraria				\$33,200 (16 pay periods)	
Printing Costs					
Production				\$2,000	
Printing				\$5,000	
(Subtotal)				\$7,000	
Events					
Guest Speaker Conferences				\$500	
Professional Consultants				\$500	
Event Costs				\$500	
Hiring/Training Costs*				\$500	
(Subtotal)				\$2,000	
Miscellaneous					
CUP Fees				\$215	-215
Website Hosting				\$250	
Equipment				\$500	\$715
(Subtotal)				\$965	+215
Grand Total				\$43,165	

The Phoenix recognizes the importance of social and cultural diversity on our campus. To that end, it pays staff as it has always done because it recognizes that this is the best way to attract individuals from diverse backgrounds including those from historically marginalized groups. While *The Phoenix* is in good standing now, it is important to acknowledge that there was a history of poor fiscal management within *The Phoenix* in the past.

We are confident in our new leadership and moving forward, *The Phoenix* is committed to continuing to rectify past challenges and have already made steps to strengthen the relationship between *The Phoenix* and the SUO so that we can best serve the student body.

Prioritizing a financially responsible budget, our proposal outlines our plans to restructure *The Phoenix*. This fiscally responsible budget will allow necessary restructuring, enable new initiatives, and support our return to a printed paper.

***The Phoenix* Terms of Reference:**

1) *The Phoenix* will be in full control of its own internal structure, content production, succession plan, and hiring process. This is in accordance with:

BYLAW XVI –STUDENT MEDIA FUND

112

Only accredited Student Union based media outlets in good standing shall be eligible for student media fund funding, subject to the following:

- a. applications for the Student Media Fund must demonstrate financial need, and, if requested, fully disclose the applicant's previous year's finances;
- b. eligibility for funding shall not be contingent on editorial stance and/or content;
- c. under no circumstances may the Student Union dictate to, restrict, censor, or impose any conditions not directly relating to financial management on a media outlet funded by the Student Union;

2) The Phoenix is committed to hiring practices that promote Equity, Diversity, and Inclusion.

3) The staff of *The Phoenix* will be paid accurately and on-time in accordance with the approved budget: 16 pay periods bi-weekly; beginning September 1st, 2021 and ending May 1st, 2022.

4) In accordance with completion of point 3), and contingent upon the successful hiring and training of a new staff team, *The Phoenix* will publish content on a weekly basis during its pay periods established in point 3).

5) *The Phoenix* reserves the right to refuse content and/or advertising if it deems that this material violates UBC's commitment to a respectful environment:

<https://hr.ubc.ca/sites/default/files/wp-content/blogs.dir/14/files/UBC-Statement-on-Respectful-Environment-2014.pdf>

Conclusion: We look forward to delivering a robust, active, and engaged campus newspaper that reflects the diversity of our student body, provides a range of opportunities for student involvement, facilitates cross-campus communication, and shares our passion for campus life at the dynamic and ever-growing UBCO campus.

THE PHOENIX NEWS MEDIA ENGAGEMENT REPORT

January 26, 2022.



Success Snapshot

Success Snapshot

Compared to last year, this year, between October, 2021 and January, 2022 we achieved the following:

New Followers

220

Increase of
> 16%

Accounts Reached

~ **7650**

Increase of
> 445 %

Engagements

This includes sharing,
DM-in, Saving, etc.
Increased by

315%

Success Snapshot

Last Term, we achieved the following:

Stories Shared :

263

Story Views :

36,034



Posts Shared

38

Post Views :

22,394

Some Interesting Insights

Last Semester, we decided to focus our attention towards engaging our existing followers and then pursuing growth.

We did so by a variety of stories and posts, but more importantly keeping in mind that we are student-centric and give emphasis to community resources, student opinions, and feedback.

We had meaningful communication with a variety of students that reached out to us. We also had success working with many student associations for promotional purposes. Further, we also sought to focus the various resources available at UBCO and tried to connect students to these resources.

In our surveys we did get a lot of feedback on these systems in place, their pain-points and how they can serve students better. We then used this feedback to tailor our posts and to voice student opinions and share this feedback with the stakeholders of the given resource.



Some Interesting Insights

Professor Experiences Survey : 60% of students said they have felt uncomfortable with things the professor has said in a classroom setting. All the experiences shared were quite concerning and totally unacceptable.

Safety Survey:

28% of students said that they don't feel safe on campus. 18% said have used Safewalk by Campus Security, but their experiences were not positive. They report feeling uncomfortable and questioned. Some reported having to wait long times for help and inconsistency in the response.

BC Floods Survey: 70% of students reported that they or someone they know was negatively impacted by the BC Floods. We were able to connect these people to SUO's financial supports which was a great help to this demographic.

Midterm Break Survey: 60% of students reported their Midterm Break did not go well, this was followed up for an opinion piece where some people mentioned the break could have been timed much better. 70% reported they or someone they know were affected by flooding - resources



Some Interesting Insights

DRC Feedback Questions :

Students mentioned lack of support and accommodation for disabilities. They mentioned having to go through multiple barriers to access help and ultimately still receive inadequate support. Most of them were simply given some extra time, but felt there was a lack of other resources that could help.

Reporting Unsafe Incidents:

We covered situations on Academy Hill where women were approached by strange men. Further, more students reached out and reported being in similar situations where they were followed or harassed. We covered these reports in depth and asked people to access supports in place and spread awareness about this issue.

Community Focused Articles:

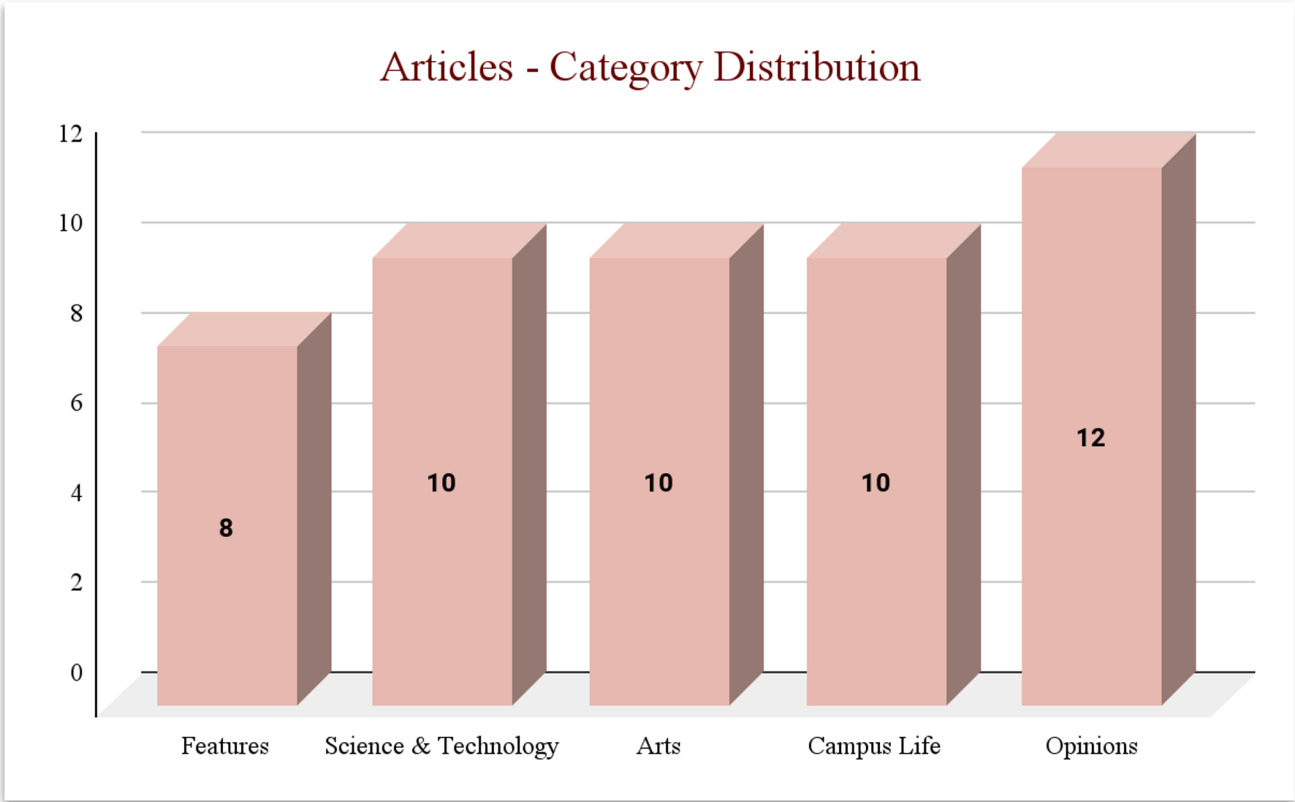
There were many articles by our Arts Editor and Features Editor that put into focus various community resources and indigenous organizations in focus. These articles emphasized on highlighting organizations that can use support and also ones that can offer support to the students.

E.g. <https://www.thephoenixnews.com/posts/committing-to-truth-reconciliation-after-truth-reconciliation-day>
<https://www.thephoenixnews.com/posts/the-circle-of-ubuntu-exhibition-and-the-ubuntu-conference>



Articles in Review

Total Articles = 50



Thank You

The Phoenix – Term 2, 2022 Budget Approval Document



Contents:

- 1 – Proposed Budget
 - 2 – Summary of Term 1 Achievements (*analytics, media output, etc*)
 - 3 – Plans for the Future
-

1 – Proposed Budget

Staff	Cost Bi-Weekly	
Editor in Chief*	\$250	
Managing Editor*	\$225	
Media & Web Publisher	\$200	
Sports Videographer & Photographer	\$200	
Graphic Designer	\$200	
Writer/Editor: Campus Life	\$200	
Writer/Editor: Opinions	\$200	
Writer/Editor: Arts & Culture	\$200	
Writer/Editor: Science & Technology	\$200	
Writer/Editor: Features	\$200	
	\$2,075 (bi-weekly)	
Honoraria	\$33,200 (16 pay periods)	
Printing Costs		
Production	\$2,000	
Printing	\$5,000	
(Subtotal)	\$7,000	
Events		
Guest Speaker Conferences	\$500	
Professional Consultants	\$500	
Event Costs	\$500	
Hiring/Training Costs*	\$500	
(Subtotal)	\$2,000	
Miscellaneous		
CUP Fees	\$215	-215
Website Hosting	\$250	
Equipment	\$500	\$715
(Subtotal)	\$965	+215
Grand Total	\$43,165	

The full budget proposal is attached in the email and a screenshot of the relevant section is provided here for convenience. We are seeking the approval of the second half of the budget.

There is one revision I am requesting, which is to remove the “CUP Fees” and place them in the “Equipment” section. The money budgeted initially for the CUP Fees was unnecessary. The choice to move the funds over to the Equipment section is motivated by a need for newspaper stands, staff lanyards, etc.

2 – Summary of Term 1 Achievements (1/3)

An entire presentation summarizing our Term 1 Analytics has been prepared by our Media & Web Publisher and is attached to the email. **Highlights of the presentation** are screenshotted below for convenience:

Success Snapshot

Compared to last year, this year, between October, 2021 and January, 2022 we achieved the following:

New Followers

220

Increase of
> 16%

Accounts Reached

~ **7650**

Increase of
> 445 %

Engagements

This includes sharing,
DM-in, Saving, etc.
Increased by

315%

Stories Shared :

263

Story Views :

36,034



Posts Shared

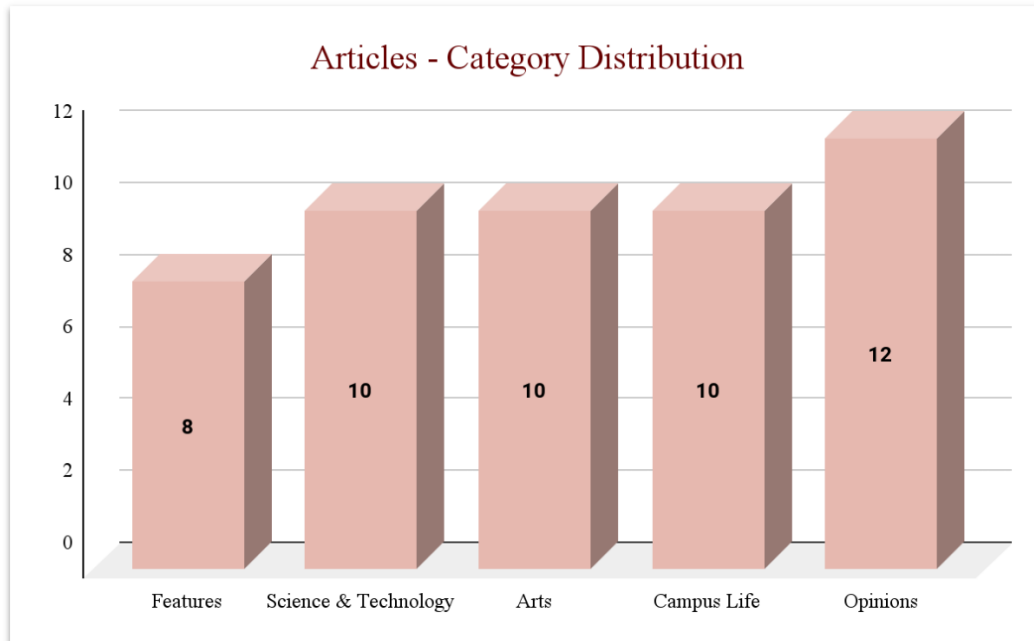
38

Post Views :

22,394

2 – Summary of Term 1 Achievements (2/3)

Total Articles = 50



Our articles range from 800-2000 words and take on issues that are important to students and our UBCO community. In addition to significant social media growth, I would like to highlight some of the articles we have written over the past term:

- *The Sin in the Smile: Tackling Toxic Positivity* By Brandon Koo
- *Jewels of Hope: Offering a Sustainable Way to Help Marginalized Women in the Community* by Rachel Pickard
- *An Ode to Being Lonely Over the Holidays* by Jonathan Van Eslander
- *Unsung Heroes of Campus: The Sunshine Staff* by Madeline Grove
- *UBCO Students are Suffering Amid Recent Flooding* by Luz-Marina Roberts
- *Decolonizing our Syllabi: A Conversation with Dr. David Jefferess* by Luz-Marina Roberts

2 – Summary of Term 1 Achievements (3/3)

- *This Friday: Open Night Mic at The Well* by Rachel Pickard
- *Student Staff Series: Priscilla Uribe, SUO Director at Large* by Madeline Grove
- *Different and the Same: Autism at University* by Volunteer Contributor: Rose Caron
- *Science has a Diversity Problem. Two UBCO Students are Making a Difference* by Jonathan Van Eslander
- *A Lot of Your Social Media Activism Was Performative* by Luz-Marina Roberts
- *SUO's Sustainable Benefits for Student Associations* by Madeline Grove
- *Committing to Truth & Reconciliation After Truth & Reconciliation Day* by Rachel Pickard

This selection of articles demonstrates the breadth of conversations and topic The Phoenix is interested in. I urge you to read some articles and see the great writing of our staff writers!

In addition to these articles, we have an excellent graphic designer and photographer who are adding content to every article. Our management team and Media & Web Publisher make all of The Phoenix's success possible.

In addition to releasing 50 articles this past term, The Phoenix has been extremely active on social media, releasing everything from UBCO Heat highlight reels to timely alerts warning students about dangerous activity near campus.

We have seen significant growth in both the quantity and quality of all our media.

3 – Plans for the Future

Short Term:

We plan to release the first issue of our printed newspaper upon the return to in-person learning on the week of February 7th. Once print is up and running, we will be able to ramp up our media output, given our current backlog of articles waiting to be published due to this delay.

In addition to other marketing strategies, we hope to arrange an event at The Well to promote the first issue of our print newspaper and foster student-engagement. We will be heavily marketing this long-awaited release.

We will also be incorporating advertisements within this first issue (and future issues). Gaining significant revenue from advertisements may not be an immediate goal, but we see great value in these attempts to make The Phoenix more self-sufficient.

Long Term:

We hope to collaborate with other UBCO news sources such as the UBC Okanagan Recreation Newsletter and the UBCO Life Newsletter. Ideally, the Phoenix will remain a distinct media outlet, but also become a platform that helps facilitate these other news sources.

With ample marketing and engagement on campus, The Phoenix strives to be a talked-about newspaper that all students are engaged with and interested in. I fully believe our transition to print will be transformative for The Phoenix's outreach and growth. **We hope to become an integral resource for students and a big part of the UBCO community.**

EMERGENCY EXECUTIVE COMMITTEE MEETING MINUTES

Students' Union Okanagan of UBC
Executive Committee Meeting, January 11th 2022, Virtual

15:05 Call to Order

Committee Members Present

President (meeting chair)

Tashia Kootenayoo

Vice-President Internal

Shiven Vinod Khera

Vice-President External

Ahmed Ahmed

Vice-President Finance & Operations

Muhammad Waseem

Committee Members Absent

Vice-President Campus Life

Jakson Pashelka

Staff Present

General Manager

Jason Evans

1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA

22/01/11.01

Ahmed/Khera

Be it resolved that the agenda be adopted.

Carried

3. PRESENTATIONS

4. OLD BUSINESS

5. NEW BUSINESS

5.1 In-Camera

22/01/11.02

Ahmed/Khera

Be it resolved the meeting be held in camera

The meeting moved in-camera at 15:50

16:08

6. INFORMATION ITEMS

6.1 In-Person Event Programming

Evans discussed the University pause on in-person classes and its impact on the Students' Union programming for second-term.

6.2 Food Insecurity

Evans brought to the Executives attention a direct student request for support addressing food insecurity beyond the Pantry, in the form of a grocery gift card.

The Executive directed Evans to purchase a gift card up to \$150.00 to a grocery store such as Superstore or Save-On.

Evans discussed the importance of researching additional services for the Pantry such as grocery cards available if requested and second-hand clothing options. Khera, Ahmed and Evans will discuss with international programs and services about the service they offer to see the procedures the SUO could adopt.

7. ADJOURNMENT

Meeting adjourned at 16:09

EXECUTIVE COMMITTEE MEETING MINUTES

Students' Union Okanagan of UBC
Executive Committee Meeting, January 31th 2022, Virtual

16:03 Call to Order

Committee Members Present

President (meeting chair)

Tashia Kootenayoo

Vice-President Internal

Shiven Vinod Khera

Vice-President External

Ahmed Ahmed

Vice-President Finance & Operations

Muhammad Waseem

Vice-President Campus Life

Jakson Pashelka

Committee Members Absent

Staff Present

General Manager

Jason Evans

1. ACKNOWLEDGEMENT OF TERRITORY

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2. ADOPTION OF AGENDA

22/01/31.01

Waseem/Pashelka

Be it resolved that the agenda be adopted.

Carried

3. PRESENTATIONS

4. OLD BUSINESS

5. NEW BUSINESS

6. INFORMATION ITEMS

6.1 Art on the Line

Kootenayoo explained the Visual Arts Course Union hosts an annual event called "Art on the Line" which showcases the work and supports student artists from UBC Okanagan. She reviewed the SUOs previous contribution to the event and requested input from the Executive on tickets.

The Executive agreed to purchase three (3) tickets for the event.

6.2 Student Association Lockers

Khera and Evans provided an update that the Student Association lockers were be installed and would be ready for use upon the return to campus.

6.3 WUSC

Kootenayoo report on the WUSC contract, and the expiration of the contract and fee collection. She explained that the 2020-2021 Executive had attempted numerous times to contact the local chapter of WUSC, without success. Furthermore, Kootenayoo reviewed the timeline for a new contract and referendum.

Ahmed spoke to the importance of WUSC and ensuring this was a program UBC and the SUO continued to provide.

Khera agreed.

Waseem noted that the Executive should work on the WUSC contract with a timeline for a new referendum in April.

The Executive agreed.

6.4 RoundTable

Khera provided an update on the Food Insecurity gift-card program. He shared that he developed a procedure for collecting student information aligned with the IPS procedures for a similar program.

Evans explained that there would be further discussion with staff to oversee the long-term

capacity of the SUO to provide the service.

Waseem stated the Pantry should allocate five thousand dollars (\$5,000. CAD) from their budget to pilot the service.

The Executive was in agreement.

6.5 In Camera

22/01/31.02

Kootenayoo/Waseem

Be it resolved that the meeting be held in-camera.

Carried

The meeting moved in to camera at 16:20

The meeting moved out of camera at 16:33

7. ADJOURNMENT

The meeting adjourned at 16:33

POLICY COMMITTEE MEETING MINUTES

Students' Union Okanagan of UBC
Policy Committee Meeting January 14th 2022, Virtual Call

Meeting called to order at 15:06

Committee Members Present

Vice-President Internal (meeting chair)
Director at Large
Director at Large
Director at Large (guest)

Shiven Vinod Khera
Kai Rogers
Jaanvi Shah
Cade Desjarlais

Staff Present

General Manager
Membership Outreach Coordinator
Well Pub Manager (guest)

Jason Evans
Izzy Rusch
Mike Ouellet

Committee Members Absent

Faculty of Applied Science Representative
Student at Large

Sam Diab
Nolan Schmeackle

1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA

22/01/14.01

Rogers/Shah

Be it resolved that the agenda be adopted.

Carried

3. NEW BUSINESS

3.1 Elections Regulations

Committee discussed election regulations at large. Committee discussed regarding having a criminal check for prospective student leaders before elections as well as only allowing fully vaccinated individuals.

Khera expressed that although he is in support of vaccines and encourage vaccines fully, however in a union environment where we collect union fees, we cannot not let students run elections. Khera opposed the vaccine mandate.

Rogers proposed for the vaccine mandate and the committee voted to take the recommendation to board for further dialogue.

3.2 Graduate Student Committee

Graduate student committee regulations regarding structure role and composition were formed.

The committee invited the graduate student rep and after hearing from all parties proposed regulations.

3.3 House keeping changes

Khera discussed the removal of pay reduction policies in the regulations.

Rogers asked the committee to leave the regulations as is since there was already a legal team working in progress to see if the regulations were breaking any code or not. The committee could not vote due to quorum.

3.4 Off Campus Policy

This business could not be discussed due to exceeding time limit for the committee meeting.

4. ADJOURNMENT

Meeting adjourned at 17:05

Finance Committee Regulation 3

Definition Additions

L. "credit card" refers to a credit card issued by an authorized credit card association existing for the purpose of obtaining money on credit for auditable Student Union expenses.

M. "credit card association" means (i) Visa; (ii) MasterCard; (iii) American Express Travel Related Services Company; (iv) any other organization or association that hereafter contracts to authorize, capture and settled Transactions effected with Credit Cards issued or sponsored by such organization or association and any successor organization or association to any of the foregoing.

N. "card-holder" shall refer to the permanent UBCSUO staff member approved to be issued with the organization credit card.

Amendments to Sub-sections

"Credit Cards"

35 The intended use of a business credit card is to limit and reduce cash reimbursements and cash transactions for out-of-pocket expenses, and the use of cheques.

36 A credit card can be issued to one permanent UBCSUO staff member withstanding clause thirty-seven (37) of these regulations and in accordance with procedures established by the Finance Manager and the Executive Committee in consultation with the General Manager.

37 All Directors including ex-officio members on the Board of Directors are prohibited from being issued, being in possession of or using UBCSUO credit card.

38 The Students' Union permanent staff member issued the UBCSUO credit card shall be subjected to the following:

- a. providing the requested personal information at the time of issuance;
- b. Ensuring the proper safekeeping and appropriate use of the card;
- c. refraining from giving the card to another individual;
- d. supplying receipts and explanations for all credit card transactions;
- e. monthly review of transactions through issuing banks online portal and if applicable, immediately following up with the credit card association on any questionable transactions;
- and
- f. being responsible for all transactions that go through the credit card under their name and thus must retain all receipts for audit purposes;

39 All credit-card transactions must be pre-approved expenses pertaining to within the Students' Union annual budget.

40 Failure to submit a receipt without reasonable cause may result in disciplinary action such as but not limited to the cardholder being personally liable for the expense.

41 Not withstanding regulation forty (40) if a receipt has been lost or misplaced, the cardholder must explain through written submission to the VP Finance and Finance manager ,the purpose of the transaction for which the receipt has gone missing and explanation for the missing receipt. The mention submission shall require approval from the General Manager which will be indicated through their signature.

42 Any use of the credit card for expenses of a personal nature will result in disciplinary action as deemed by the Board of Directors.

43 If the cardholder is found to have misused the credit card for unauthorized transactions such as but not limited to the following, they will be legally liable for the expenses:

- a. Expenses of a personal nature;
- b. Expenses made without pre-approval from the General Manager;
- c. Expenses not pertaining to official Students' Union business, its activities and any of its sub-organizations such as student associations; and
- d. Illegal drugs, paraphernalia, or other prohibited items listed under the Code of Conduct of this regulation

44 If the cardholder loses the credit card they may be subjected to disciplinary action as deemed by the Board of Directors.

45 The Finance manager shall oversee the following:

- a. reviewing all credit card transactions on a monthly basis;
- b. reviewing and providing recommendations to the Board of Directors in all cases of credit card misuse including those resulting in disciplinary action; and
- c. verifying authorized transactions and scheduling payment in accordance with the terms of the credit card contract.

46 The VP Finance with the recommendation of the Finance Manager may cancel a credit card at any time provided advance notice is given the Executive Committee.

47 If any director, staff member or the cardholder are found to be in violation of this regulation the office of the VP Finance may on a first violation issue a warning.

48 If any director, staff member or the cardholder are found to be in violation of this regulation the office of VP Finance may on a second violation suspend a credit card for up to three (3) months.

49 If any director, staff member or the cardholder are found to be in violation of this regulation the office of VP Finance may on a third violation suspend a credit card for up to six (6) months.

50 For major offence violations involving expense sums greater than hundred and fifty dollars (\$150.00 CAD) there may be an investigation by the Finance Committee with recommended disciplinary action to the Board of Directors.

51 Any UBCSUO credit card shall remain secured on the Students' Union premise unless otherwise pre-authorized by the General Manager.

OVERSIGHT COMMITTEE MEETING MINUTES

Students' Union Okanagan of UBC
Oversight Committee Meeting, February 2nd 2022, Virtual Call

17:00 Call to Order

Committee Members Present

Director at Large (Chair)
Director at Large
General Manager

Kai Rogers
Priscilla Uribe
Jason Evans

Committee Members Absent

Director at Large
Student at Large

Cade Desjarlais
Fatima Al-Roubaiai

1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA

3. PRESENTATIONS

4. OLD BUSINESS

5. NEW BUSINESS

5.1 Complaint

Members discussed a complaint received, Evans provided information regarding the complaint. It was unanimously determined that the complaint did not contain accurate information, therefore, no further action will be taken.

5.2 Executive Reviews

Members discussed the executive reviews, and looked over the final report to the board of directors. Minor changes were made, and the report was unanimously approved.

6. INFORMATION ITEMS

7. ADJOURNMENT

SUO Oversight Committee

Executive Review Report – January, 2022

OVERVIEW

The Executive Reviews are conducted in accordance with Regulation IV, Section 48:

The Oversight Committee shall conduct three reviews of each Executive Director. The Committee shall review the executive reports and meet with all staff partners and other relevant individuals to assess the performance of each Executive in relation to Appendix A of this Regulation and their established Executive goals. These Reviews shall occur:

- a. during the June Oversight Committee Meeting;
- b. during the September Oversight Committee Meeting; and
- c. during the January Oversight Committee Meeting;

Reviews are scheduled to reflect the Executives’ initial goal planning, goal progress, and overall performance. **This report covers the period of September 30, 2021 – January 1, 2022.**

PROCESS

The Oversight Committee followed review procedures laid out in 2020-2021. The Oversight Committee Chair led the review process by requesting executive goal reports ahead of scheduling individual review meetings. Guiding questions for each review were formulated based on executive reports, SUO team member feedback, and Oversight Committee members’ observations. Oversight Committee members were randomly assigned executives to review. Committee members summarized review notes into this report.

TIMELINE

Executives Notified of Review Process	January 10, 2022
Progress Report Submission Deadline	January 18, 5 PM, 2022
Individual Executive Review Meetings	Jan 20-Feb 1, 2022
Final Report Submitted	Feb 2, 2022

REVIEW OVERVIEW

Each review followed a similar structure, while the content and focus of each review differed slightly. Members of the Oversight Committee asked unique questions pertaining to stated goals,

perceived challenges, and successes to date, as well as one standardized question: Please rate yourself on a scale of 1-10. Executives were also asked questions relating to their overall performance. Responses to the questions were written down by the committee member leading the review and Jason Evans, shared with the Oversight Committee, and used to create this report.

NEXT STEPS

For the most part, each Executive’s review went well. Most Executives took the constructive criticism and feedback given during the last review, and implemented it. Many Executives struggled with navigating covid, however, they persevered and were able to accomplish great things. The Oversight Committee has major concerns with one Executive, and no concerns with the others. We would like to thank this year's Executive team for their cooperation throughout the review process.

EXECUTIVE SELF RATING - SCALE OF 1-10

	June 2021	September 2021	January 2021
President	7.5	8	10
VP Finance	7-8	8	9
VP External	7.5-8	7.5	7-8
VP Internal	8	8	8.5
VP Campus Life	6-7	7.5	8

SUO PRESIDENT - TASHIA KOOTENAYOO

OVERALL REVIEW SUMMARY

After three years in the SUO, Tashia has demonstrated an unparalleled understanding of this union, how we operate, and how we can best advocate for students. Tashia’s report was able to succinctly communicate her goals, improvements, and what she has achieved. Tashia’s broad focus is not a detriment to her effectiveness, rather, it displays her capabilities, and internal desire to constantly advocate for those in need. Tashia has made significant improvements in delegating her work to ensure that she does not burn out, and recognizing when she has reached her max workload. Tashia has done a good job in managing the unfilled roles of the General Manager at the start of her presidency, and the Advocacy and Governance coordinator soon after. Tashia’s professional understanding of how to best manage and lead a team has grown exponentially. The Oversight Committee would like to thank Tashia for her years of service, and guiding hand this year, and we’ll be watching for where her future takes her.

SUO VP FINANCE & ADMINISTRATION - Muhammad Waseem

OVERALL REVIEW SUMMARY

Muhammad has taken a very methodical, measured approach to the office of Vice President Finance and Administration. Muhammad's report was an accurate description of his performance, and could be used to determine his performance. His stewardship and carefulness with student money is a virtue this union will continue to need in the future. Muhammad spoke to leaving a legacy of process in his role, so that future VP Finance and Admin executives will be able to execute their responsibilities in a similar fashion. Muhammad has taken constructive feedback through a collaborative lens, and was keen to demonstrate his improvements. While covid, unfortunately, canceled Muhammad's plans for an all clubs and course union conference, the groundwork completed for that event has solidified the SUO's relationships with our partners both on and off-campus. Muhammad's year has been a successful one, and the union is in a good financial place, given the uncertainty of the world. Muhammad could improve on cross-channel communication so that his office and its intricacies are clearer to those working alongside him in other portfolios. The Oversight Committee is grateful to Muhammad, and hopes that his career is as successful as his time at the SUO.

SUO VP EXTERNAL - Ahmed Ahmed

OVERALL REVIEW SUMMARY

Ahmed has continued to be a positive presence within the SUO. His passion, coupled with an analytical approach, has allowed Ahmed to be successful despite covid, and the lack of a staff partner. Ahmed's report was of high quality and communicated his activities over the past few months well. Ahmed has made good progress in creating an internal procedure for how we run campaigns, and utilized that structure throughout the five different advocacy campaigns he has run this year. Ahmed has also focused on building and maintaining critical relationships with UBC that will pay dividends in the future. Ahmed could work on leveraging other staff, and their knowledge, more often, to help decrease his workload. The Oversight Committee thanks Ahmed for his hard work, and hopes to see him further his passions in life.

SUO VP INTERNAL - SHIVEN VINOD KHERA

OVERALL REVIEW SUMMARY

Shiven's report displays little quantifiable progress on any of his goals this past term. When comparing his September report and January report, it is clear that Shiven reused his September report, copying the majority of it. Looking past the report, multiple issues with Shiven's performance this past term are apparent. It is difficult to accurately measure Shiven's performance due to his limited reporting, and due to several action items reported being under the portfolio of different executives. Other than launching Plant Forward Mondays, the Oversight

Committee is unable to determine what progress Shiven has made since September. The Plant Forward Mondays campaign has been successful in meeting its aims. Shiven abandoned goal number two of a comprehensive policy review, stating his intention to prepare the next VP internal for that role. Shiven has come up with lots of big ideas, but Shiven has not demonstrated adequate follow-through or reporting on most of these big ideas, or his portfolio. The Oversight Committee hopes that Shiven reflects on his time at the SUO so that he may find success in other areas.

SUO VP CAMPUS LIFE - Jakson Pashelka

OVERALL REVIEW SUMMARY

Jakson has made significant improvements since his last review. Jakson's efforts and dedication to the SUO are well above the minimum requirements, and represent the greatest improvement by an Executive Director since the Oversight Committee began reviewing Executives two years ago. Jakson's report marks a large improvement over his first report, and fairly describes his progress. Jakson has worked closely with his new staff mentor, Mike Ouellet, to work around the struggles he has faced due to the pandemic. The Campus Life portfolio was most affected by the pandemic, but since September, Jakson has made a concerted effort to do his best for the SUO. Jakson has grown into this role in a mature and productive way. Jakson has confronted constructive criticism with an open mind, and took real steps to implement the necessary changes. Jakson could continue to improve his communication within the SUO, such as prioritizing replies to important emails, and making his presence in meetings more known. The Oversight Committee is pleased to have worked alongside Jakson this year and wish him all the best in his future endeavors.



Executive Review Progress Report – January, 2022

The purpose of this report is to provide an update on the status of your term goals. These updates will aid the Oversight Committee, as well as the Board, when reviewing the progress of each individual executive board member.

Name: TASHIA KOOTENAYOO

Date Submitted: JANUARY 19TH, 2022

*Please submit this along with the original PDF copy of your initial goals report from the start of your term.

Goal	Current Progress Made	Work to be done
1. Food Insecurity Programming	<ul style="list-style-type: none"> <li style="text-align: center;">- - We have hired one student staff. - We expanded our outreach with campus partners, such as UBC recreation and the library! - We have achieved more space for the Pantry. - Expanded our programming to include gift-card to align with more choice model which promotes humility in food insecurity. 	<ul style="list-style-type: none"> - 2022/23 planning - Proposal for Food Hub, motion to the Board - Agreement with Student Wellness on Food hub
2. Student Rights Campaign	<ul style="list-style-type: none"> - This goal has been interesting as the University has agreed to policy and resource changes that speak to student rights. - Held follow-up meeting with DVC and AVP. 	<ul style="list-style-type: none"> - Letter Drafting for formal commitment - Listening Sessions with Students
3. SUO of UBC Equity	<ul style="list-style-type: none"> - Met with BCFS, UBCO Equity, SVPRO and other stakeholders for consultation - Reviewed strategic planning with Jason Evans 	<ul style="list-style-type: none"> - RFP - Policy Audit

	-Made bylaw changes to allow for an action plan and removal of short term strategic planning.	
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Overall Reflection (200 words or less for each):

1. Describe your two greatest accomplishments this past term?

- A. I am very proud of the out-come of advocacy efforts, I led to the Board of Governors. First, there needs to be guidance for the next President and VP External of what these presentations are and planning for the organization (statistics, survey etc) to help shape them. Thankfully, I was able to find a live recording of former President, Ali Poostizadehs presentation and access the draft SUO student experience survey as starting points. From there, I underwent research into the areas students were most concerned about and was assisted by a director, the Advocacy and Governance Coordinator and the BCFS. Using all of the resources available, I was able to establish asks that were aligned with work currently being undertaken and vet the presentation with the AVP of Students. The presentation has resulted in changes for accessibility on our campus. There is a working group being established to audit accessibility and provide the framework for the development of a cross-campus taskforce meant to address disability accommodations and accessibility as a whole. UBC is currently working to establish bursaries available for 2022-2023 for students with accessibility concerns that are currently only offered to those at the Vancouver campus.
- B. The establishment of a UBC Okanagan Open Editorial around Indigenous Knowledges arising out of a successful event I created which was the Indigenous knowledges and its intersection with Open. This event was live-streamed with attendance from those in the post-secondary sector across North America. A result from this event is continuation of the conversation by the establishment of the editorial which will be focused on this subject. This is huge for Indigenization efforts! It is my hope this will have a positive impact on our Indigenous community at UBC Okanagan.

2. Describe your two greatest challenges this past term? (follow-ups below as applicable for each)

- A. The scope of my third goal has progressed differently and been reshaped since the last report. Upon more research and consultation with UBC and other community partners, there raised the question of what is the purpose of a JEDI audit? Those engaged in these types of audits explained that they can often result in unattainable recommendations or lack of framework for recommendations. Additionally, the more internal research I did with our bylaws for the Annual General meeting flagged to me that our policies require a review. So, I felt it was more important to hire a firm to review these through a JEDI lens, then we can work with a firm to develop out a strategic framework for the 3-5 year strategic plan that is being developed. I will work with Jason in the coming weeks to develop out the call for RFP for the policy and a timeline that will set the next President to continue this goal with the strategic plan.
- B. Teamwork has been the second greatest challenge this past term. In my September review, I flagged that I was worried of being overwhelmed with responsibilities outside my role and not sure how to overcome that. This gap continued with the departure of the Advocacy Governance Coordinator which is a huge staff support in my university relations and all of my committees (the

Board included). Before their departure, I tried to get as much collaborative work done on the Annual General meeting. However, I felt for a bit there was a lot of knowledge gap and failure to transfer that. By this I mean, if I was a brand-new Executive who was in charge the AGM- I may have failed to execute this requirement for the society. Here, I was successful because I reached out to my fellow directors and staff to help aid in the event. I do think I struggled to do a lot on my own that perhaps could have been a shared work load... but there was internal issues there. I overcame it ultimately, due to staff and directors stepping up to help and willingness to learn.

3. Reviewing your three goals above, describe what you aim to have completed by April 2021.

It is my hope to have a clear plan created for the Pantry for 2022-2023 by April.

For the SUO Equity goal, it is my hope to have completed the Policy review and a firm selected for the strategic plan framework.

4. What are you most looking forward to this upcoming term?

I am looking forward to assisting my fellow Executives in their initiatives and ensuring the organization is well positioned for the incoming Board of Directors. Goal wise, I am excited to hopefully achieve a commitment through a term of agreement with the SUO and UBC to establish a Food Hub together.

5. Anything else you'd like to share about this past or upcoming term?



Executive Review Progress Report – JANUARY, 2021

The purpose of this report is to provide an update on the status of your term goals. These updates will aid the Oversight Committee, as well as the Board, when reviewing the progress of each individual executive board member.

Name: Muhammad Waseem

Date Submitted: 18/01/22

*Please submit this along with the original PDF copy of your initial goals report from the start of your term.

Goal	Current Progress Made	Work to be done
Completion and implementation of 2021-2022 Budget	<ul style="list-style-type: none"> • Have closely been monitoring the budget • First quarter budget presentation to board 	<ul style="list-style-type: none"> • Discussions to amend budget if school goes online for the full semester
Career Fair	<ul style="list-style-type: none"> • Booking location for career fair • Working with careers to establish date and plans surrounding the career fair • Compiling a list of companies that are being targeted for the career fair • Weekly meetings with UBC careers 	<ul style="list-style-type: none"> • Continued meetings and final planning for career fair • Start advertising the career fair to students through faculties and social media
All Clubs & Course Union Conference	<ul style="list-style-type: none"> • Setting date for event • Connecting with external partners for events and compiling list • Worked with VP internal, GM and Administrative Assistant to create event team 	<ul style="list-style-type: none"> • Event has been cancelled due to campus being closed to 7th February • This event was planned to take place on January 22nd because it needed to happen early in the semester to be successful but due to restrictions on in person events and the uncertainty around our return

	<ul style="list-style-type: none"> • Discussed marketing with communications coordinator • Sent out an email to student associations 	to campus we as a team chose to cancel this event
VP Finance Transition Report	<ul style="list-style-type: none"> • Working on questionnaire for executives to understand struggles 	<ul style="list-style-type: none"> • Asking Executives about the transition experience and potential improvements • Asking staff partners about potential improvements to the transition process • Working with Jason on continuity plan • Starting transition earlier

Overall Reflection (200 words or less for each):

1. Describe your two greatest accomplishments this past term?

The 2 accomplishments I am the proudest of from this past term are student association funding and the progress we have made on the career fair. The student association funding was a learning process and really gave us a perspective on the problems student leaders face. Whereas in the past the main concern of student leaders would be funding, this year I found myself having conversations with many student leaders about possible avenues of increasing engagement. The pandemic has really created a disconnect between SUO student associations and the membership.

The career fair has been a unique challenge as it has never been done before by the SUO. We have developed a great relationship with the student experience office, and they have been extremely supportive as a partner on this initiative. The career fair was an idea that was in my campaign from last year so to have a scheduled date and invitations to employers going is a huge accomplishment for me and the team.

Both these initiatives will continue in the new year. I had hoped to be able to do this round of student association funding for an in-person semester but unfortunately that is not what happened. I believe the online semester will really hurt our engagement this term and we will have to find a way for reengage out membership this year or this will become an even bigger issue next year.

2. Describe your two greatest challenges this past term? (follow-ups below as applicable for each)

I would have to say that my two greatest accomplishments were my biggest challenges this year. Student association funding has been done differently by every VP Finance in the past and so I had to take the best parts of everyone's process and try to adapt it to mine. We have created a process that is relatively easily repeatable and will be detailed in my transition report to the next VP Finance. The career fair planning has also been a challenge because of the initial ambiguity of the challenge but we have slowly been able to fill in all the missing pieces and continue to do so.

The most challenging thing about my role as an executive this year has been trying to implement our plans with all the restrictions we have faced. It is very demotivating at times to have to cancel events or pivot at the last minute. The ACC was one of my main goals this year that I was really looking forward to hosting, I had hoped to be able to use the event to jumpstart our student associations for the second term, but I haven't received more than a few funding applications because of the new restrictions.

a. If resolved, how did they get resolved?

The career fair and student association funding challenges were resolved by creating a team and having the proper support systems to succeed. Being able to reach out to the previous VP Finance and having an amazing staff partner really helped. I have also developed a very successful working relationship with our VP internal and having his support and perspective on these initiatives has really made my job a lot easier.

b. If not, will this challenge still be a challenge this upcoming term and how will you approach it? COVID restrictions and online classes are still very much up in the air, and we have no definite answers. We have already pivoted on the career fair and are taking it to a fully online event. At this point new regulations are not a surprise, and we have the experience at this point to pivot and adjust as needed.

3. Reviewing your three goals above, describe what you aim to have completed by April 2021.

I am sad that we had to cancel the ACC, but I firmly believe that all my other goals will be accomplished before the end of my term in April. I know the next steps that need to be taken and I plan to make significant progress on my uncompleted goals in the next few months. The budget has been approved and we are headed to the last quarter of the year. The career fair is moving forward and will be the first event of its kind hosted by the SUO on March 17th. The executive transition reports are the next item on my to do list and I hope to provide updates and procedures for the plan by early next month.

4. What are you most looking forward to this upcoming term?

To be completely honest I was looking forward to a fully in person semester and have lost a lot of my motivation for the upcoming semester. This is something that has come up in my discussions with other execs and we're disappointed to see the semester start in this manner. I am still looking forward to hosting this career fair and am excited to help the new exec transition on so that they can continue to help the SUO in its growth and progression.

5. Anything else you'd like to share about this past or upcoming term?

I'm proud of what the team has been able to accomplish, and I hope that if we can return to some form of in person activities before this semester is over to engage with the students.

The work of the finance committee has been tremendously rewarding, the investments that were made this year and the good engagement with the investment manager have been a success. I think this has been a stronger year in that regard as in past years the VP Finance did not have these reports to the Board.

I also think that despite being online, from the large volume of SA reimbursements and payments we have been processing, there seems to be quite a lot of activity, so compared to the prior year, I would say that SA's are active.



Executive Review Progress Report – September, 2021

The purpose of this report is to provide an update on the status of your term goals. These updates will aid the Oversight Committee, as well as the Board, when reviewing the progress of each individual executive board member.

Name: Ahmed Ahmed

Date Submitted: January 18, 2022

*Please submit this along with the original PDF copy of your initial goals report from the start of your term.

Goal	Current Progress Made	Work to be done
Mental Health Campaign	<p>The mental health campaign is a local campaign. The campaign aims to fill in the missing gaps and raise awareness on mental health resources by connecting the counsellors to students on campus on a friendly platform</p> <p>Progress made was:</p>	<p>List steps that were listed in your plan that still need to be completed, or any future steps that have been changed from your original plan due to any changes in goal or complications.</p>
	<p>1) Met various times with UBC (health and wellness) to promote the campaign and work with them to have a solid list of diverse counsellors in the Okanagan area (more than 100 counsellors)</p>	<p>1) Work to be done is the work we are currently doing. In the online presence of learning, working with communications coordinator to share and market the campaign as much as we can.</p>
	<p>2) Created the campaign plan, the involves 3 different stages and consulting health and wellness, suo staff, other execs and directors and campaigns committee</p>	<p>2) Working on stage 3 of updated wait times of counsellors</p>

	<p>3) Created the campaign assets, documents, name, slogan, account.</p> <p>Challenge was we didn't have an communications coordinator.</p> <p>Challenge overcome in November.</p>	
	<p>4) Executed stage 1 of the project, soft launching the name of the campaign, the goal of the campaign and the theme of the campaign, doing a social media give away on the campaign. At the same time, working on stages 2 and 3 of the campaign</p>	
	<p>5) Executed stage 2 of the campaign, having an updated list of the counsellors in the Okanagan area. Diverse counsellors who speak different languages. Creating a user-friendly quiz for students to use in order to ease the process as much as we can.</p>	
	<p>6) Working right now with communications coordinator to market the campaign in our (online capacity) as much as we can</p>	
<p>Increase partnerships and sponsorships</p>	<p>My goal was to keep a good relationship and increase SUO presence with all local (UBC) and external departments including and not limited to: UBC admins, Faculty deans, UBC departments, Commercial companies and BCFS</p>	
	<p>1) I noticed weak relationship between SUO and faculty deans, so we worked hard that whenever there is a chance we meet and greet with faculty deans with the faculty advisors.</p>	<p>Keep working on those partnerships and sponsorships</p> <p>Make sure to document those partnerships so the next vp external know them well.</p>

	<p>2) We met with faculty advisors to increase online schooling, we met also to send communication pieces to students after flooding</p>	
	<p>3) Increased partnership with Health & Wellness like never before by mental health campaign</p> <p>4) Increased partnership with student experience office by doing EXPO event in collaboration with them</p> <p>Overall, I feel satisfied that the increased presence with the internal departments at UBC, makes us an integral organization on campus.</p>	
	<p>5) Even though in person sponsorships was out of question and impossible, due to restrictions. We made sure to keep good relationships with commercial businesses like never. Through the deal app, your vp external office was able to reach to a lot of businesses in Kelowna and securing business deal with them.</p>	
<p>Advocacy work & Social Justice work</p>	<p>1) Ran 5 different campaign for 5 different topics that matters to students to pressure local, provincial and federal governments to work on them</p> <p>Campaigns were</p> <ol style="list-style-type: none"> 1) OER Campaign 2) Truth and Reconciliation Campaign 3) Fairness for International student Campaign 4) Federal Election campaign 5) Mental health campaign 	<p>Social Justice campaigns (SAAM), BLM</p> <p>Advocating for Direct investigations office in UBCO.</p>

	<p>Campaigns were in person and thousands of petitions were signed.</p>	
	<p>2) An active member in student affordability task force. As a student voice working with VP Students, UBCV. VP students, UBCO. Office of provost, Registrar and AMS vp external. On a biweekly basis, your VP external was advocating for a more affordable student life in every way. Advocating for a more affordable housing, food, costs of educations and against tuition fees increases.</p>	
	<p>3) Part of the climate change 2030 UBC plan and advocated for more efficient transportation on campus. Also met with BC Transit for the same reason</p>	
	<p>4) In every situation where possible, we met with VP students and office of provost and UBCO Principal to advocate for more online and hybrid models for students, for technology bursaries, for early communication pieces for students, for alternatives for students who couldn't make it to campus. This situation has occurred couple of times</p> <ol style="list-style-type: none"> 1) September (When covid cases were rising) and the housing crisis was in Kelowna 2) After BC Flooding when roads were closed 	

	3) At the end of the first semester when omicron variant occurred	
	5) Advocating for housing options for students after the housing crisis (UBC now has its own platform for rental apartments)	

Overall Reflection (200 words or less for each):

1. Describe your two greatest accomplishments this past term?

My greatest accomplishment was always advocating of students needs. Whenever, I hear my colleagues on campus talking about something they don't like on campus, I tend to bring it up as early as I can to admins and start working on it. So, my greatest accomplishments are always bringing your concerns forward in a timely manner so that it's dealt with on the spot. I feel that being in my position is a responsibility and bringing forward your concerns is one of my most important tasks.

The second accomplishment is the mental health campaign, connecting some simple dots like creating a platform where students can easily connect with their preferred counsellor is such a step, I take a lot of pride in. The campaign aims to ease your process when you are facing difficult times and I like the campaign because ,when I am in difficult time, the only thing I'd appreciate most is an easy process to find the resources that could help me navigate my life.

2. Describe your two greatest challenges this past term? (follow-ups below as applicable for each)

The greatest challenge as always was covid. Covid clearly and directly affected our plans. Covid was just always there with its uncertainty. I wanted to have a bigger scale EXPO, I wanted to have more in person campaigns, I wanted to be able to host my sponsors in the courtyard, unfortunately, I wasn't able to. My second challenge was that all the employee positions I deal with in my work wasn't stable as well. Sarah my staff partner resigned and as you know, execs depend on their staff partners in some of the work, The communications coordinator position was vacant for the longest time, leaving me without someone to help me with my campaign's assets. Finally, Roger Wilson, health and wellness director has resigned, leaving me alone in the mental health campaign. Wait, is it just a coincidence, that everyone who works with me resign?

a. If resolved, how did they get resolved?

b. If not, will this challenge still be a challenge this upcoming term and how will you approach it?

Yes, it is definitely a challenge, I try to cover up as much as I can and ask for help when suitable.

3. Reviewing your three goals above, describe what you aim to have completed by April 2021.

I aim to complete the work above. I aim to continue doing what I am doing and for the first goal to execute stage 3 and work on it till April 30 then, document all the steps so the next vp external is well aware.

I aim to increase the partnerships with UBC departments and other students' societies till the end of my term.

I aim to have another deals app competition, I aim to increase the advocacy work on the provincial, federal, and local governments and I finally aim to work on students matters as they appear throughout the semester

4. What are you most looking forward to this upcoming term?

The in person aspect after FEB7 so at least we can host some in person events! I looking forward to increase awareness of the mental health campaign and definitely looking forward for all the advocacy meetings and working with equity and inclusion office

5. Anything else you'd like to share about this past or upcoming term?

Thank you, Stay Safe my friends!



Executive Review Progress Report – January, 2021

The purpose of this report is to provide an update on the status of your term goals. These updates will aid the Oversight Committee, as well as the Board, when reviewing the progress of each individual executive board member.

Name:

Date Submitted:

Goal	Current Progress Made	Work to be done
Food Insecurity Programming	1-Bi-weekly meetings with Gary Hartung to establish a relationship with food services (Food services will donate all their leftover food to the Pantry Covid allowing) 2-Planned out sponsorship for the Pantry (EXPO) (If Expo is not cancelled) 3- Met with the city of Kelowna to launch a food share program on the UBCO campus (Fridge) 4- Platform set with food services to openly negotiate to include SUO businesses back on the meal plan.	1-Launch the shared fridge program in February Mid (If we can still do it) 2-Collaborate with the leftovers club when Covid allows
Comprehensive Policy Review	Goal to be dropped	1- Transition to make this goal successful for the next VP Internal. 2- Find ways to help students through bursaries/scholarships with those funds given the ongoing Covid-19 pandemic.
Climate Friendly Campus	1-Started Plant Forward Mondays	1-Partner with SUO businesses on Plant forward Mondays.

	<p>2-Established a team including volunteers, professors, students to work on Plant forward Mondays</p> <p>3-In contact with facilities to bring composting facilities to residences</p> <p>4-Brought forward "Climate Friendly" reimbursement policy.</p> <p>5-Meeting regularly with health and wellness to promote healthy eating and mental health awareness on campus.</p>	<p>2-Establish a deeper connection with UBCO food services and the SUO.</p>

Overall Reflection (200 words or less for each):

1. Describe your two greatest accomplishments this past term?

2 greatest accomplishments of the past term have been the planning and launch of plant forward Mondays as well as the complete launch of the climate friendly reimbursement for all student associations. The plan for reimbursement is one of a kind and UBCO is one of the first campuses to implement such a policy in all of western Canada.

Another achievement has been the advocacy for international students and their food security need through IPS's international pantry.

Plant forward Mondays is a special campaign that has been rolled out as a collaboration between the SUO and UBC food services to spread awareness about how climate friendly food options have a much needed positive impact on our climate as well as our health. The campaign aims to educate our student body on climate friendly food options as well as help take much needed direction towards adopting this lifestyle! Although we couldn't launch everything as per plan due to Covid, it's great to have the basis all set up for the next VP Internal to easily implement them.

2. Describe your two greatest challenges this past term? (follow-ups below as applicable for each)

Covid-19 has been a huge challenge to launch the campaigns successfully. However the base structure has been established which is great and I am looking forward to the little time left in my term to promote these campaigns.

3. Reviewing your three goals above, describe what you aim to have completed by April 2021.

Reviewing all 3 goals Climate friendly reimbursement plan, plant forward Mondays as well as greater food security will all be completed by April 2022

4. What are you most looking forward to this upcoming term?

Like stated above, I am Looking forward to in person campaigns and looking forward to help create bigger impact in the upcoming semester.

5. Anything else you'd like to share about this past or upcoming term?

Thanks for your great support! Very grateful!



Executive Review Progress Report – January, 2022

The purpose of this report is to provide an update on the status of your term goals. These updates will aid the Oversight Committee, as well as the Board, when reviewing the progress of each individual executive board member.

Name: Jakson Pashelka

Date Submitted: January 22th, 2022

*Please submit this along with the original PDF copy of your initial goals report from the start of your term.

Goal	Current Progress Made	Work to be done
<p style="text-align: center;">Hot-desk w/ Volunteering Program</p>	<ul style="list-style-type: none"> -Established a functioning relationship with UBC (health and wellness, recreation, EIC, SvPRO) through the attendance in campus programmers' meetings. -Volunteering orientation was held and promoted through socials -Had great turnout of volunteers able to participate in event set-up, campaigns, and expo tabling. Some volunteers have moved on to become employed at the Hot desk. -Promotion of SUO related business has been relayed through the hot-desk several times, communication and a well-established relationship has blossomed as a result. 	<p>The campus-wide impact of COVID-19 has seen a halt towards operation of the hot desk and volunteer program.</p> <p>Efforts must be made to ensure this relationship is preserved for the next board of directors to use this space as a promotional avenue for volunteers and general members.</p> <p>As it stands, the volunteering program has been designated to online comm. Channels and hope to see it evolve into regular meetings in the future. Continued transparency from the board is projected to increase overall engagement with the SUO.</p>

		<p>Reports originally stated to be submitted every trimester have not been completed, as insufficient and inconsistent data would render this to be useless towards the BOD. Instead, a final yearly report will be submitted to the BOD, showing the progress of volunteers for the student's union throughout 2021/22.</p>
<p>Cultured Harmonization Day</p>	<ul style="list-style-type: none"> -With the assistance of 4/5 executive, this event has been projected to take place in March pending pandemic restrictions. -Over the last few months, interested folks were surveyed towards a multitude of student associations who wanted to see this event happen -Meetings held with UBC were held to gain a perspective of the practicality to have such a cross-campus event -the format of the event was reviewed and safety plan and RPCC proposals have been submitted for review as well - A prospective event map has been created and is continually being updated 	<p>A safety plan must be accepted by UBC to go ahead with the event.</p> <p>An official request document is still needing to be drafted for SA's to submit their proposals for their participation.</p> <p>A maximum cap for # of SA's able to participate still requires attention.</p> <p>For the possibility of a liquor license for a location outside of the well could be requested by a SA at the earliest convenience.</p> <p>Incorporating third party sponsorships to offset some costs of event, at the discretion of the direct SA's involved.</p>
<p>Restructured Events Initiative</p>	<ul style="list-style-type: none"> -The support for on-campus resource centres was crucial for creating the foundation of this goal. -Everything has been laid out in terms of housing resources during well Wednesdays, frosh/recess, and any other on-campus events. -Considering the scope of the format of online learning, and the limitations of hosting in-person events, this goal has been reformatted to providing campus health and wellness, a journal article entry based upon a "party 	<p>In terms of implementing the program and testing its effectiveness, data has been extremely limited considering the SUO has not been able to facilitate a safe environment for partying during the pandemic.</p> <p>Continuing to monitor our off-campus housing (academy hill), and implementing marketing materials from SVPro and campus health to promote safe walk, help lines in spaces such as the KBC pub. So far has been a challenge to gain compliance with the manager of the pub to host these materials.</p>

	safe initiative". We have gained support from the 12 steps to recovery group to address students living and partying on campus on accessing resources provided by the student's union and university.	

Overall Reflection (200 words or less for each):

1. Describe your two greatest accomplishments this past term?

- Connecting with student associations and aiding them in their events held in the Well. In collaboration with over 20 different student groups, most events held in the well were able to be hosted due to a strong partnership between associations. We were able to provide prizes for every student association and packed the house 90% of the time.
- Adding strong volunteers to our team. I felt like I was able to connect with students and gain their interest in student union matters. I am confident many will return as volunteers or even directors in the upcoming year. The program itself was thriving around the time of expo, and efforts will be directed towards adding these members to the board in the upcoming election.

2. Describe your two greatest challenges this past term? (follow-ups below as applicable for each)

- Covid. It is rather self-explanatory, covid impacted the overall quality and effectiveness of each event thrown and dampened spirits in terms of university student life.

(a.) N/A

(b.) I want to continue to provide valuable services through the online avenue of student life however, it will not be the same until in-person activities resume.

- Overall, engagement from students in tabling, elections and well events could always be better. Gaining attention from students to participate in online events is very difficult and will pose a challenge in the upcoming term.

(a.) Slowly gaining traction understanding the covid event format is unavoidable. Students have been chomping at the bit to get involved in any capacity they can. I will capitalize on the fact that students are antsy to participate.

(b.) Partnering with UBC Recreation and other on-campus partners to gain momentum off each other. A plan for Jan.29 was originally scheduled but had to be cancelled due to online classes.

3. Reviewing your three goals above, describe what you aim to have completed by April 2022.

- A strong membership of volunteers to get engaged and help engage general members to get involved in the SUO. I would hope to see more in-person activities be able to come life later in the term. At this point, I can implement Goal #3 and stake better relationships with on-campus partners.

REGULATION 1

Policy Committee

1. The Committee Shall meet at least six (6) times annually.

Regulation IV – Governance

23. The President, or person designated by the President, shall chair meetings of the Board of Directors

24. Subject to approval by the Board of Directors at the beginning of each meeting, the President or their designate may:

- a. determine the format of the Agenda; and
- a. prioritize the business of meetings of the Board of Directors.

25. At least seventy-two (72) hours in advance of a meeting of the Board of Directors, the agenda shall be:

- a. distributed electronically to every Director;
 - a. posted on the Student Union website; and
 - b. published in a prominent location on or about the Student Union office.

26. Any Director may require an item to be placed on the agenda for a meeting of the Board of Directors, provided that it is:

- a. received by the President or their designate at least five (5) days in advance of the meeting, whether electronically or in writing;
- c. endorsed by two other Directors; and
- d. relevant to the business of the Student Union, as determined by the President or their designate.

Executive Accountability/Disciplinary Process

43. The Oversight Committee may recommend disciplinary measures of Executive Directors to the Board of Directors on the following grounds:

- I. Failing to respond to official Oversight Committee communications and requests

45. All Complaints shall be brought forward to the Oversight Committee Chair

46. Complaints must include all evidence for the basis of the complaint. It is the responsibility of the complainant to provide sufficient evidence for an investigation to begin.

48. A complaint may be established as frivolous, vexatious, or without merit at the discretion of the Oversight Committee. Such complaints shall not be made, and repeated violations may lead to disciplinary action.

49. The Oversight Committee shall dismiss any complaint that:

- a. Does not violate SUO Regulations or Bylaws
- b. Is deemed to be frivolous or vexatious
- c. Lacks sufficient evidence for an investigation to begin
- d. Lacks sufficient merit

50. Notwithstanding Section 52, and in accordance with section 49, the Oversight Committee may dismiss complaints at its discretion.

51. Anyone who submits two or complaints that have been dismissed under sections 49 and 50 shall be barred from making further complaints to the Oversight Committee. The Oversight Committee Chair and General manager, may, at their discretion, overrule this regulation and allow subsequent complaints to be submitted. The Oversight Committee shall be informed of all decisions made.

52. The Oversight Committee shall investigate all complaints not subject to sections 49, 50, and 51, pursuant to the following guidelines:

- a. The Committee shall make every effort to resolve complaints in a manner that encourages cooperation, is fair to all parties, and is in the best interests of the SUO.
- b. The Oversight Committee shall meet with all relevant parties prior to rendering a decision.
- c. The Oversight Committee shall meet at least twice to discuss any complaint deemed legitimate.
- d. The Oversight Committee shall keep fulsome records of every complaint and investigation.

53. The Oversight Committee may recommend, to the Board of Directors approve, any of the following sanctions on Executive Directors who have engaged in behaviors outlined in section 43 of this Regulation:

- a. Issuance of a Reprimand;
- a. Reduction of pay or hours
- b. Reduction or suspension of compensation;
- c. Temporary or permanent revocation of powers and privileges; or
- d. A move for impeachment.

1. In this Regulation unless the context otherwise requires:
 - b. **A union member who is “Not in Good Standing” includes, but is not limited to any member found in violation of, and has been reprimanded for, academic misconduct or non-academic misconduct by the University of British Columbia; and, any member with a criminal record; and, any member found to be not in good standing by the SUO Board of Directors.**

Directors Not in Good Standing

1. Any Director that is found to be Not in Good Standing during their term shall be immediately suspended, and shall be brought forward to a General Meeting for removal from office.

GRADUATE STUDENT COMMITTEE MEETING MINUTES

Students' Union Okanagan of UBC
Graduate Student Committee Meeting, December 17th 2021, Virtual Call

Called to Order at 15:10

Committee Members Present

Graduate Student Representative

Student at Large

Student at Large

Student at Large

Student at Large

Student at Large

Kirthana Ganesh

Anne Claret

Nibirh Jawad

Vikas Kumar

Emily Comeau

Rina Garcia Chua

Committee Members Absent

Communications Manager

Becca Evans

Staff/Guest Present

Graduate Student Community Facilitators

Hammad Ahmad

1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA

3. PRESENTATIONS

4. OLD BUSINESS

4.1 Communications Plan Update

CoGS Winter Welcome Week

Ganesh requested suggestions for merch that can be created for the GSC. Following discussion, members decided on stickers, vinyl banner, and tote bags with the GSC logo on it. Ganesh agreed to work with Evans to have them ready by welcome week, and that she would let them know the tentative budget soon.

Ganesh created a poll for members to indicate availability for tabling.

4.2 Survey Update

Comeau updated the group that they had less than 10 responses. Members brainstormed ways to distribute it to increase response rate. Ganesh and Chua agreed to put up posters with a QR code around campus. Jawad agreed to post on the discord. Ahmad offered to post on the GSCF Instagram. Chua and Claret agreed to post on the grad student FB page, Ganesh agreed to draft the message for it.

4.3 Graduate student leave update, AVP + Dean meeting update

Ganesh and Comeau updated the group about the meeting with the AVP and the Dean of CoGS. Ganesh noted that she planned to hold a monthly meeting, preferably a recurring day and time, and invited any GSC members to join if they could.

5. NEW BUSINESS

6. INFORMATION ITEMS

6.1 Next meeting

Members agreed to maintain the same day and time for meetings in the following term.

7. ADJOURNMENT

Meeting adjourned at 16.40

GRADUATE STUDENT COMMITTEE MEETING MINUTES

Students' Union Okanagan of UBC
Graduate Student Committee Meeting, January 21st 2022, Virtual Call

Called to Order at 15:05

Committee Members Present

Graduate Student Representative
Student at Large
Student at Large
Student at Large
Student at Large
Student at Large

Kirthana Ganesh
Anne Claret
Nibirh Jawad
Vikas Kumar
Emily Comeau
Rina Garcia Chua

Staff/Guest Present

Graduate Student Community Facilitators
SUO Communications Manager

Hammad Ahmad
Becca Evans

1. ACKNOWLEDGEMENT OF TERRITORY

We would like to acknowledge that we are on the traditional, ancestral territory of the Okanagan Nation. We would like to recognize that learning happened in this place long before this institution was established. It's important that we understand that we are very privileged to be living, working, and learning in these territories that are not our own.

2. ADOPTION OF AGENDA

3. PRESENTATIONS

4. OLD BUSINESS

4.1 CoGS Winter Welcome Week and Merch updates

Due to the cancellation of the event due to Covid-19, Ganesh suggested that they look into organizing GSC's own tabling event in the future if possible. Mech has arrived for when we are able to use it.

Ganesh informed the group about cost of the merchandise purchased. Members formally approved a budget of \$900 for the same.

4.2 Survey Update

Same number of responses as before the break, will do another posting on social media. Members agreed to restart posting reminders on Discord, FB, Instagram, and the graduate student Canvas shell. Ganesh informed members that she would email CoGS so they could circulate the survey via email.

5. NEW BUSINESS

5.1 Student housing:

Jawad discussed stories of graduate students having a hard time finding safe and affordable housing, often being forced to leave homes due to disagreements with landlords. He noted that international students often are told they cannot cook, which is financially unsustainable for graduate students.

Chua agreed that the disparity in housing funding between the Okanagan and Vancouver campuses is so large, and finding housing is incredibly difficult. She also noted that UBC's budget allocation does not take into account this disparity, and the amount allocated for housing bursaries is very insufficient. She suggested the creation of a document with tips on finding housing in Kelowna, housing rights, renters' insurance, how to spot scams etc., collaborating with the GSCFs.

Kumar suggested that the university could offer some type of hostel type of accommodation to graduate students, especially international student for a short-term housing option. He suggested that the university should having housing especially for graduate students.

Ganesh agreed to speak with the VP External, and other executive members to see if anything is already in motion in terms of advocating for student housing in general.

Evans agreed to create a Housing Qualtrics Survey.

Ahmad left the meeting at 15:30

5.2 Funding for indoor rock-climbing event:

Jawad informed the group that the event is being planned for the second or third week of February, in corroboration with the GSCFs. He further requested potential funding for \$500. Members agreed to wait on approval until the results of an application for the Move UBC grant were released.

5.3 Student funding:

Kumar discussed the potential misuse of the International Doctoral Partial Tuition Award by supervisors. While it is termed an 'Award', it is simply a waiver on the additional tuition paid by international students *over* what domestic students pay. As such, since the minimum funding for PhD students is \$20000, members discussed instances where supervisors reduce the funding offered to students as they consider the IDPT as an award. Fulsome discussion regarding the rules and regulations around funding were held. It was decided that the renaming the IDPT as a 'waiver' and not an 'award' is the first step. Other suggestions for navigating this concern were discussed. Ganesh agreed to bring this topic up at the GSAC meeting, as well as with AVP students, Dean of CoGS, and with the SUO Ombudsperson.

Chua reiterated that the funding disparity in all areas between UBC Vancouver and Okanagan is an issue and needs to be amended. Members had a fulsome discussion about the recently released tuition survey by UBCO. The committee strongly opposed the move to potentially increased tuition for students.

5.4 By-law updates:

Ganesh updated the group about the discussion around the creation of regulations for the GSC as a standing committee. She provided members the document outlining the regulations, and requested members to consider possible mandates for the scope of the GSC.

6. INFORMATION ITEMS

7. ADJOURNMENT

Meeting adjourned at 16:55

Capital Project Referendum Question
AUTHORIZING THE BOARD
OF THE STUDENTS' UNION TO START THE WORK FOR THE
CAPITAL PROJECT

JANUARY 30, 2021

Do you authorize the Board of the Students Union Okanagan, to develop and create a plan for a building that will create well need space for students' activities?

Explanation: A "yes" vote will give the SUO the ability to develop a plan, a prototype and create a financial plan to make the capital project a reality. A "no" vote will prevent the SUO from developing and create plans need to develop a building.

The Cutting-edge facility will include but not limited to:

- Club spaces
- Student spaces
- Study spaces
- Recreation spaces
- Essential business spaces
- Religious spaces

If the voter wishes to vote in favor of the question, click yes "In favor of the question;" if the voter wishes to vote against the question, click no next to the words, "Opposed to the question."

In favor of the question - yes

Opposed to the question - no