



**UNIVERSITY COLLEGE LITERARY AND ATHLETIC
SOCIETY
AGENDA OF THE TENTH MEETING OF COUNCIL
11:00AM ON NOV 13TH, 2016 AT CROFT CHAPTER
HOUSE**

Attendance

Core Exec

PRESIDENT

Ramsey Andary

VICE-PRESIDENT

Daman Singh

FINANCE

Snow Mei

Executive

EQUITY AND OUTREACH

Chimwemwe Alao

LITERARY AND CREATIVE ARTS

Ryan Hume

UNIVERSITY AND ACADEMIC AFFAIRS

Aidan Swirsky

SOCIAL

Francesca Campos (Skype)

SERVICES

Victoria Kourtis

SPIRIT AND COMMUNICATIONS

Sylvia Urbanik

OFF-CAMPUS

Abby Godden

Representatives

UPPER YEAR

Sameer Rai

Felipe Vicencio-Heap

Jonathan Liang

MIDDLE YEAR

Paul Schweitzer

Michelle Beyn

Sara Mandia

FIRST YEAR

Anushka Kurian

Thomas Pender

Minli Chen

Danielle Stella

MENTAL HEALTH COMMISSIONER

Martha Beach Bartel

SUSTAINABILITY COMMISSIONER

Tisha Hasan

Michelle Zhong

UTSU Directors

EX-OFFICIO NON-VOTING

Ryan Hume

Chimwemwe Alao

Staff

SPEAKER
SECRETARY

Eric Schwenger
Nicole Gumapac

Guests

DEAN OF STUDENTS
STUDENT LIFE COORDINATOR
ORIENTATION CO-CHAIR
ORIENTATION EXECUTIVE
CASA REPRESENTATIVE

Melinda Scott
Meng Lim
Julia Davis
Amanda Tallon

Not in Attendance

ATHLETICS
MIDDLE YEAR

UTSU VOTING

Abbey Kachmar
Albert Hoang
Catherine Zhou
Mira El Hussein

1. **Call to Order**

The meeting is called to order at 11:14 AM.

2. **Land Acknowledgement Statement**

Chimwemwe reads the land acknowledgment statement.

3. **Introductory Statements**

Ramsey apologizes for behaviour from the last meeting and if Council members felt dismissed. He clarifies that this was not his intention and apologizes if it came off this way, and hopes that for future meetings, everyone is on good terms. As Speaker, Eric clarifies that everyone's voices must be heard, that everyone has a vote and that everyone is seen equally by the Speaker. Eric asks everyone to use Robert's Rules in order to ensure that people's voices are heard. As avenues for addressing concerns, Eric states that any concerns can be brought up to Core Executive, as well as the Office of the Dean of Students, especially Meng, the Student Life Coordinator.

4. **BIRT the agenda be approved as amended (Singh/Andary).**

BIRT that Council cancel the Orientation Honoraria agreement with the Office of the Dean of Students. (Godden/Vicencio-Heap)

Daman reminds Council that substantive motions like these should be submitted with enough notice beforehand so that they are on the agenda, but states that he already spoke to Abby beforehand. Melinda asks if discussion item can be moved to Reports section. Abby responds that an Orientation Executive is coming in and may not be able to make it that late. Daman says that the Cognitive Science Student Union will come in during the budget process and planned their day around that.

Melinda responds, stating that they also planned their day around the meeting, but is willing to stay for the entire meeting. Eric states that the item can be tentatively introduced after reports, but if the orientation executive is not present, they can readjust the order in the agenda.

MOTION PASSES.

MAIN MOTION PASSES.

5. BIRT the minutes for the October 30th meeting be approved (Singh/Andary)

MOTION PASSES.

6. Reports

a. President

Ramsey reads his report.

CASA Representative enters the room.

b. Vice-President

Daman reads his report.

c. Finance

Snow reads her report.

d. Athletics

Sameer reads the report on Abbey's behalf.

e. Equity and Outreach

Chim reads his report. Daman asks if someone can Skype Francesca in; Felipe volunteers.

f. Literary and Creative Arts

Ryan reads his report.

Snow leaves the room at 11:42 AM. Amanda enters the room at 11:43 AM.

g. Mental Health Commission

Tisha reads her report.

h. Off-Campus

Abby reads her report.

Snow re-enters the room at 11:44 AM.

i. Services

Victoria reads her report.

j. Social

Francesca reads her report. *Paul leaves the room at 11:48 AM.* Daman asks Francesca when shirt sales will begin for the pub crawl; Francesca responds, saying the 21st.

k. Spirit and Communications

Sylvia reads her report.

l. Sustainability

Michelle reads her report. *Paul re-enters the room at 11:53 AM.*

m. University and Academic Affairs

Aidan reads his report.

n. UC Follies

Ramsey encourages everyone to attend Dogfight and states that his first musical last year was Legally Blonde, and that he loved it. The Follies say there will be a discount to all UC Students who attend.

o. UCRC

Daman states that they will be un-ratifying Colin as president. Aidan asks if anyone has been chosen as President. Daman says no.

p. UTSU

Chim elaborates on the UTSU Town Hall on Anti-Blackness, stating it was not the greatest but was more constructive in the latter half. Ramsey asks for clarification about open UTSU positions. Chim states there are open positions for Vice-President External, General Equity Directors and Humanities Directors.

q. Student Life Coordinator

Meng reads her report. Meng adds that for commissioners, small meetings can be held in the Alumni Lounge, but between 9 AM to 5 PM, the Alumni Lounge must be kept as a quiet study space, or reserved beforehand with Meng.

r. Orientation

Abby clarifies that she is only reading the Co-Chair portion of the report, but encourages everyone to read the Executive portion as well. Abby also extends her thanks to the Lit, especially Core Exec. Abby also thanks Meng and Scott for their support during the summer. Julia clarifies that

information from the verbal report were not necessarily included here, but can be accessed by all of Council. Abby also submitted a report to Central Student Life that is open for to all of Council. Abby reads the report.

Danielle, a first-year representative, said that orientation week was such a memorable experience and thanks Abby and Julia for making it one of the best weeks of her life. Anushka, also a first-year representative, says she is sorry for the negative experiences that they went through, but says that for the frosh, it was an amazing experience for every frosh and reassures them that it was amazing. Sameer says that in these reports, you tend to remember the more stressful times in spite of the good times, but it would have been ideal to not have had this stress happen in the first place. Melinda prefaces her responses by saying she is not here to debate the Orientation Co-Chairs or to respond to a list of grievances. Melinda states that she is glad that experiences of the first years was positive and that this was the core goal for Orientation. Melinda states that there was substantial conflict during the planning and execution processes of Orientation Week – in her 14 years of work, she has never encountered this type of conflict before. Melinda thinks both the UC Lit and the Dean of Students should be reflecting in order to make improvements in the future. There were misunderstandings and miscommunications between the dons, roles of the Office of Student Life, Orientation Executives, and others. Melinda is proud to have had a positive working relationship with Orientation, and hopes that the Office never have this kind of conflict again.

7. BIRT Council cancel the Orientation Honorarium Agreement with the Office of the Dean of Students (Godden/Rai).

Abby states that the agreement with the Office is not for the benefit of Orientation as a whole; she does not believe that the positives of the Honorarium Agreement outweigh the negatives. Abby and Julia believes that for the most part, the interactions were positive, but believes that without the agreement, it would have been a much smoother process. Melinda goes over the history behind the Office of the Dean of Students and the relationship they have with the Lit in supporting Orientation Week. Prior to this year, Orientation Coordinators were paid a minimal amount for their work: it was basically a volunteer position with a tremendous amount of responsibility. Last year's executive team and this year's Orientation Co-Chair positions asked the Office of the Dean of Students for support in order to make the position more financially accessible to more UC students. They offered housing and residence for the summer. The expectations for the Orientation Co-Chairs were identical to this year for the past five years; they expected that the Dean of Students have regular meetings and oversight over equity, inclusivity, accessibility and other positions in order to ensure that the needs of the first year students are met from those perspectives. The differences for this year from the perspective of the Office of the Dean of Students was the approach from the Co-Chairs; the Office acts in an advisory capacity while the Co-Chairs should have discussed things with the UC Lit. The impact of annulling the agreement and not accepting money from the Office of the Dean of Students would not affect anyone from this year, but rather, next year's Orientation Co-Chairs. Melinda states that you could take it from other areas of the Lit budget, raise the costs for UC Orientation Registration, or other places.

Melinda recommends targeting the core misunderstandings between the Office and the Co-Chairs through a memorandum of understanding to eliminate conflict in the future. Melinda would like to ask for a note of written understanding to go forward with this because the Office is not prepared to enter Orientation next year based on the interactions from this year. Felipe's original question was to look at the original text, but there is none; Felipe questions whether it is a productive use of the Lit's time to vote on a non-existent agreement. Ramsey directly responds, saying that it is possible to create an agreement later. Abby comments that Melinda's statement, that the "expectations of the Orientation Coordinators' role is identical", is misleading, as for a number of meetings, the Office stated things like, "as we are working closer with Orientation this year...". This has the implication that the responsibilities are not identical. Daman clarifies that they agreed to enter the relationship with administration to have \$4,000 total for the two co-chairs as well as a residence room; there was no written memorandum, but it was kept in good faith. The agreement would have been kept each year and you would not be able to opt-out unless stated otherwise. Daman continues to say that regardless if the motion passes or fails, it would fall to the Core Executive's responsibility to hash out the agreements. Ramsey motions to amend the motion that regardless of the outcome of the motion, that the Lit create a memorandum of understanding. Eric asks if this is friendly; Abby would rather separate this amendment from the main motion. Julia admits that she was more enticed with the position due to the increase in financial subsidy with the Office of the Dean of Students; however, both Julia and Abby were constantly reminded that they were paid by the Office of the Dean of Students, to the point where Julia felt that it was used as a bargaining chip. Julia would have gladly given up the \$2,000 after this experience. She understands that this affects the accessibility of the position, but is willing to brainstorm different ways for this and does not feel that it is worth the mental health of the Co-Chairs to accept this money from administration. Melinda wishes to further stress how this affects the accessibility of Co-Chairs. Melinda asks that Council tease apart the causal relationship between the salary and the role of the Co-Chairs. Melinda states that the majority of the grievances raised to the office were about dons eating or around the miscommunication or misinformation around situations; this is not related to the salary being paid. She states that the Office has a responsibility to ensure that Orientation is safe, inclusive and happens in the first place; in the course of every Orientation Team, there is a significant amount of support that goes into Orientation Week that is not just student-run, but is presented by the outside world as run by the entirety of University College and the University of Toronto. Melinda brings up how there were things added in the Orientation Kits last year that needed to be addressed by media, parents and other members of the community; thus, Melinda says that the Office of the Dean of Students are still being held accountable. Regardless of what Council decides for Orientation Coordinator salary, the college still must (emphasis on must) take an oversight role for Orientation, especially for first year students.

Felipe motions to call the question; Thomas asks for clarification on what council is voting for; Eric clarifies that this is to end discussion.

BIRT Council call the question (Vicencio-Heap/Schweitzer).

MOTION FAILS.

Abby clarifies that the agreement created a conflict of interest between supporting the executive team, one of the primary roles of the Coordinator, and the interests of the Office of the Dean of Students. Orientation Coordinators need to be able to represent student voices, but cannot do that as effectively when straddling the interests between the two parties (i.e. the Office and the Students). Abby believes that we must be working “by the students, for the students” and that the “for the students” portion is lost when working more heavily under the Office of the Dean of Students. Sameer agrees that admin should be given oversight and that there should be a separate discussion about a written memorandum rather than one being kept in good faith. Sameer speaks about his experience from last two years as orientation executive. He speaks about his experience for Open Mic Night last year and this year. He felt that as an exec, there was an overarching feeling that they would be told that the event would be cut as opposed to last year, where the decision fell on his shoulders only. Melinda responds, saying that the Office’s perspective was that there would be no such additional control. She clarifies that to say that the funding of salary for Orientation coordinators would trickle down to allow two extra students to participate during Open Mic Night was not a conversation or in the mind of any staff on sight that night. That night was stressful on all sides. As described, it was requested that all residence dons leave during the meal and that all residence dons leave during Open Mic Night that all staff members that were not requested to work that night, did work that night. Melinda believes that we are conflating challenges with Orientation this year with the payment and salary for Orientation Coordinators. If there was an agreement around roles and responsibility, Melinda stresses that there is no reason to punish anyone. The support that is most critical for Orientation is for access to spaces, promotion, welcome sessions, AV and having a full time staff available during labour day weekend, rather than salary. Melinda believes that these are the things that need to be most considered; funding is present to support Orientation as opposed to be a lever to control orientation. Melinda clarifies that the Coordinators are not elected; they are staff members because they are hired, thus people turn to elected members, such as Core Executive, as opposed to staff members. Daman responds to finding the money elsewhere; it would be optimistic to expect that this money comes from any form of revenue. He states that it would not be fair to place it on students’ fees; he clarifies that this is not a motivation for or against Abby’s motion. Aidan asks for clarification from the Core Executive: When would this decision be need to be addressed relative to the co-chair application hiring timeline? Daman responds that this is the last possible meeting to have this discussion. Aidan states discontent with the timeline as there is a lot of confusion between the two parties and there is enough time for Council to properly discuss things. Chim states that he is a third party who did not engage with Orientation at all this year, but emphasizes the accessibility for Co-Chairs being able be downtown every day to do their work properly. He asks for a written agreement so that these disagreements don’t arise in the future. Sameer echoes Aidan’s discontent. *Anushka leaves at 1:24 PM.* Felipe feels that regardless of what Council votes here, he feels that a written memorandum should be given. Julia responds that the housing was helpful for Orientation Coordinators, but the catch was that the housing ends when the summer residence term ends in mid-August, i.e. where the

work gets the heaviest. Abby was homeless for a couple of days because she couldn't stay in residence and couldn't find a place to live, but Julia states that there is a move during the most hectic time of Orientation planning. *Felipe and Francesca leave at 1:26 PM. Snow leaves the room at 1:26 PM.* Julia clarifies that she is not suggesting that Orientation cancel all relations with the Office of the Dean of Students; rather, she would like to cancel the financial agreement so that Coordinators have more autonomy. *Snow re-enters the room at 1:28 PM.* Ramsey clarifies that regardless of the outcome of this motion, Orientation will still work as closely as possible with the Office of Student Life.

BIRT Council vote by secret ballot (Singh/Rai).

MOTION PASSES.

Francesca re-enters via Skype at 1:34 PM.

MAIN MOTION FAILS.

BIFRT the ballots are destroyed (Singh/Hume).

MOTION PASSES.

BIRT Council take a 10-minute recess (Liang/Mei).

MOTION PASSES.

The meeting recesses at 1:45 PM. Felipe re-enters the room at 1:53 PM. The meeting resumes at 1:55 PM.

8. BIRT the budget be opened for amendments (Andary/Rai)

MOTION PASSES.

Felipe, Martha, Ryan, Paul, Minli and Chim re-enter the room at 1:58 PM.

BIFRT that the following increases be made:

Funds Available be increased by \$4,170 (Andary)

More funds from Luxarte; Snow adds it to summer funds, so prior numbers will be left since \$1,000 gets recollected in the summer budget.

Line 106 (All-Night Fung) be increased from \$2,000 to \$3,000. (Andary)

Ramsey motivates that the budget was originally \$2,000 but would like to re-increase to \$3,000 due to outstanding expenses from last year.

MOTION PASSES.

Line 606 (Poetry Slam) be increased from \$50 to \$600 (Hume)

Ryan says that at last budget meeting, there was an initial collaboration, but would like to reinstate the \$600 as originally proposed.

MOTION PASSES.

Line 801 be increased from \$3,000 to \$3,300 (Campos)

Francesca says that the \$300 deposit is needed in order to reach the \$1,000 minimum; if it is reached, the Lit receives the deposit back.

MOTION PASSES.

Line 114 (Diabolos Finance Assistant Honorarium) be increased from \$0 to \$500 (Andary).

Ramsey forgot to budget for this originally. It is a \$750 honorarium, with the \$250 from the summer already paid out, and the \$500 for the others.

MOTION PASSES.

Line 103 (Elections Coordinator Honorarium) be increased from \$500 to \$600 (Andary).

A small bonus is given for any by-elections.

MOTION PASSES.

Line 504 (Charity Drag Show) be increased from \$37.65 to \$437.65 (Alao).

Financial support will be given for Winterfest, and Chim is also looking into providing more drink tickets or subsidizing costs for performers. Ryan adds that for Winterfest Battle of the Bands, Winterfest will cover the balance if they do not have enough money, because they have a contingency fund.

MOTION PASSES.

Line 109 (Student Initiative Fund) be increased from \$1500 to \$1800 (Swirsky).

Aidan wants to ensure that money is available for students if they wish to use it.

MOTION PASSES.

Contingency be increased by \$580.30 (Singh/Andary)

Daman states that there anything from surplus should be moved to Contingency.

MOTION PASSES.

CASA will be requesting \$800 for two end of semester socials in supplement with \$500 from ASSU. End of semester socials are open to all students in the program as well as profs. They are also requesting \$300 for undergraduate conference to supplement other funding from ASSU. Felipe asks what the total funding is; CASA representative says it is \$1900. Aidan asks if the failed ASSU referendum would affect their funding. CASA says no. Daman clarifies that the referendum wouldn't have started taking place until next year even if it passed anyways. Ramsey further clarifies that CASA is a course union housed with University College, and that a small levy is set aside for UC course unions. Snow states that if anyone wants to see the breakdown, it is listed under Restricted Funds on the first page of the budget.

9. **BIRT Michelle Beyn be unratified from Hiring Committee (Singh/Beyn)**

Ryan and Danielle are nominated to fill the vacancy. Ryan states that he has been on Council for two years and that has been involved in the hiring process for the UTSU Execs, so he has experience there, as well as going through the Deputy Interview process. Ryan is also committed to equity and his presence on hiring committee would ensure that it is as objective and equitable as possible. Danielle states she would bring a fresh perspective; she would also look into bringing equality and equity in the hiring process. She has also brought Timbits to every meeting. Ramsey would like to know the candidates' availability as he chairs it. Danielle lives at Sir Dan's so she would be available on short notice. Ryan recently filled out the Doodle so specifics for his availabilities can be seen on that; he acknowledges that his work as a Commissioner and as a UTSU Director would make him less available, but he would be committed to the role. Ramsey emphasizes objectivity; how would candidates ensure that the application is being considered fairly, regardless of how well they knew the candidate beforehand? Ryan answers that being aware of biases and being upfront with the hiring committee is important. For something with Orientation Coordinator, since Ryan was an Executive before, he motivates for a blind hiring process (i.e. seeing the resume without the name) so it would be more objective. Danielle responds that because she is a first year student, she wouldn't know as many people and would not have pre-existing biases towards anyone being hired. She would focus on the candidates' qualifications.

Ryan and Danielle leave the room at 2:22 PM.

Felipe and Daman motivates to have a first year on hiring as it would open a position to first year students. Daman, however, also states that it is important that someone who had experiences with Orientation as an executive is valuable to evaluate capacity for Orientation Co-Chair. Aidan understands that having an executive is valuable, but that it would be good to have an outside perspective. Abby motivates for Ryan, stating that Orientation Co-Chair is so important in terms of adding a nuanced perspective. She states that Ryan's unbiased and grounded perspectives, especially with the equity perspective, is very important. Sylvia motivates for Danielle. Felipe echoes what Daman says, stating that he doesn't want to bar anyone from joining, and also emphasizes that Danielle does have experience, but they are experiences they are unfamiliar with.

**BIFRT Danielle Stella be ratified to Hiring Committee (Singh/Beyn).
MOTION PASSES.**

Ryan and Danielle re-enter the room at 2:31 PM.

10. **Other Business**

Sylvia reminds everyone about the list-serv. Chim asks that everyone takes the time for a two-minute acknowledgment before any large events. Ryan asks Sylvia about how to add things to the UC Blog. Sylvia states that it must be added through her email or through Delrina. Ryan thanks Sylvia. Daman states that they couldn't get a commission banner for this month because no contact was given. Daman asks everyone to set the date for the Commission meeting ASAP in order to have these advertisements out by December 1st. Daman and Ramsey will also be putting up details for the retreat later. Snow states that for anyone doing supervision, please double-check that the cheques are present and valid. Daman outlines the new procedure: They must bring in those cheques the day before.

11. **BIRT the following be adopted as the Quote of the Meeting.**

"It's 12 hours" by Felipe's computer.

MOTION PASSES.

12. **BIRT the meeting be adjourned (Singh/Beyn).**

The meeting is adjourned at 2:39 PM.

MOTION PASSES.