

# MINUTES

Board of Directors Meeting # 16  
March 27, 2024 – 6:00 pm  
Microsoft Teams



## Attendance – March 27, 2024

<b>Board of Directors</b>			
<b>At-Large Representatives (Elected)</b>		<b>Present / Regrets</b>	<b>Arrived / Departed</b>
Jonah Greenhut	College of Arts	Present	
Vacant	College of Arts		
Daniel Spinner	College of Biological Science	Absent	
Nour Kashlan	College of Biological Science	Present	
Jake Levy	College of Engineering and Physical Sciences	Present	d: 7:02pm
Nate Broughton	College of Engineering and Physical Sciences	Present	
Mason Friebe	College of Social and Applied Human Sciences	Absent	
Reem Salloum	College of Social and Applied Human Sciences	Present	
Mauricio Fernandez	Gordon S. Lang School of Business and Economics	Present	
Daniel Neiterman	Gordon S. Lang School of Business and Economics	Absent	
Bella Litvak	Ontario Agricultural College	Regrets	
Hillary Schneider	Ontario Agricultural College	Present	d: 7:12pm
Noam Einy	Ontario Veterinary College	Absent	
Vacant	Ontario Veterinary College		
<b>Member College Government Representatives (Appointed)</b>		<b>Present / Regrets</b>	<b>Arrived / Departed</b>
Sophie Hughes	College of Arts Student Union	Regrets	
Natalie Wilkinson	College of Biological Science Student Council	Present	d: 7:19pm
Abdul Rafe Khan	College of Engineering and Physical Sciences Student Council	Present	
Rachel Marcus	College of Social and Applied Human Sciences -Student Alliance	Present	
Vacant	Lang Students' Association		
Taylor Legge	Student Federation of the Ontario Agricultural College	Present	
Vacant	Central Veterinary Student Association (OVC)		

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<b>Student Organization Representatives (Appointed)</b>		<b>Present / Regrets</b>	<b>Arrived / Departed</b>
Samantha Scott	Indigenous Student Society (ISS)	Regrets	
Chikaima Ifezue	Guelph Black Students Association (GBSA)	Absent	
Jayden Khan	Guelph Queer Equality (GQE)	Present	
Danielle Callaghan	Guelph Resource Centre for Gender Empowerment and Diversity (GRCGED)	Regrets	
Joshua Ivan Jacinto	International Student Organization (ISO)	Present	
Krishna Ratnarajah	Interhall Council (IHC)	Absent	
Naomi Amayaevbo	Guelph Campus Co-op	Present	a: 7:00pm
Eknoor Walia	Ontario Public Interest Research Group	Absent	
Marcus Aldred-Ganhao	Student Senate Caucus	Present	
Simran Kalra	Board of Governors	Present	d: 7:19pm
<b>Executive (Ex-officio, Non-voting)</b>		<b>Present / Regrets</b>	<b>Arrived / Departed</b>
Shaima Alam	President	Present	
McKenna Williams	Vice President Student Experience	Present	
Bawneet Singh	Vice President Academic	Present	
Samar Tariq	Vice President External	Present	

<b>Staff</b>	<b>Position</b>
Cameron Olesen	Chair
Colleen Bovay	Policy & Transition Coordinator
Nikki Tu	Scribe

<b>Guest</b>	<b>Affiliation</b>
Shelleanne Hardial	Student Experience
Samuel Skelhorn	In-Coming Board Chair

*Note: If a Member arrives after the Call to Order, their arrival time (a) is shown above.  
 If they leave before Adjournment, their departure time (d) is shown.  
 If no time is shown in the column, they were present for the entire meeting.*

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## Summary of Resolutions

### 16.2 Adoption of the Agenda

#### 16.2.1 Approve the Agenda

**MOTION:** That the agenda for the CSA Board of Directors Meeting # 16 on March 27, 2024, be approved as printed and distributed.

**Motion Carried**

**MOTION TO AMEND:** that the agenda be reordered so that **item 16.11.3: Suspension of Policy Appendix G: Electoral – Section 2.15.1** and **item 16.11.1: EDI Workshop – Dismantling Everyday Racism** are moved to just after **item 16.4.1 Introductions**.

**Motion Carried**

**AMENDED MOTION:** that the agenda for the CSA Board of Directors Meeting # 16 on March 27, 2024, be approved as amended with:

- The reordering of the agenda so that **item 16.11.3: Suspension of Policy Appendix G: Electoral – Section 2.15.1** and **item 16.11.1: EDI Workshop – Dismantling Everyday Racism** are moved to just after **item 16.4.1 Introductions**.

**Motion Carried**

### 16.11 Business

#### 16.11.1 EDI Workshop – Dismantling Everyday Racism

##### (a) Speaking Rights

**WHEREAS** CSA Rules of Order Section 3.3 states that visitors shall be allowed to speak following a motion to extend speaking rights;

**BE IT RESOLVED** to extend speaking rights to Shelleanne Hardial, Cultural Diversity Advisor, for an EDI Workshop on Dismantling Everyday Racism;

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**AND FURTHER** to extend speaking time from 10 minutes to 1 hour and thirty minutes for this presentation.

### **Motion Carried**

#### **16.11.3 Suspension of Policy Appendix G: Electoral – Section 2.15.1**

*Note: Bylaw 4 – Policy of the CSA, Section 2.3 states that the suspension of policies, or a section of a policy, must be submitted and included in the Board package for review prior to the Board meeting. All suspensions require a one Board meeting notice, and a two-thirds majority vote at a meeting of the Board.*

*Notice of this motion was provided at the Board meeting on March 20, 2024.*

**WHEREAS** CSA Policy Manual Appendix G – Electoral, Section 2.15.1 states that the Election Schedule shall include a minimum of five (5) business days for each of the following elections periods: nominations, promotion and signature verification, campaigning, and voting;

**WHEREAS** the CSA will be running a Spring By-Election to fill all four executive positions as executive quorum was not met in the Winter 2024 General Elections;

**WHEREAS** the Spring By-Election will extend to the end of exams if each elections period is given five (5) business days;

**BE IT RESOLVED** that the CSA Board of Directors suspend Appendix G – Electoral, Section 2.15.1 of the CSA Policy Manual for the duration of the CSA Spring 2024 By-Election.

### **Motion Carried**

### **Motion Carried**

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## Agenda – March 27, 2024

<b>16.0</b>	<b>Call to Order</b>	
<b>16.1</b>	<b>Land Acknowledgement</b> Member Jayden Khan	
<b>16.2</b>	<b>Adoption of the Agenda</b> 16.2.1 Approve the Agenda 16.2.2 Declarations of Conflicts	
<b>16.3</b>	<b>Ratifications and De-Ratifications</b>	
<b>16.4</b>	<b>Comments from the Chair</b> 16.4.1 Introductions and Pronouns	
<b>16.5</b>	<b>Approval of Past Minutes</b> 16.5.1 Meeting # 15 – February 28, 2024	
<b>16.6</b>	<b>Executive Committee Minutes</b>	
<b>16.7</b>	<b>Executive Updates</b> 16.7.1 President – March 27, 2024 16.7.2 VP Student Experience – March 27, 2024 16.7.3 VP Academic – March 27, 2024 16.7.4 VP External – March 27, 2024	
<b>16.8</b>	<b>Director Reports</b>	
<b>16.9</b>	<b>CSA Service Update and Report</b>	
<b>16.10</b>	<b>Committee Updates and Reports</b> 16.10.1 Summary of Committee Appointments 16.10.2 SEIF Committee Minutes # 4 – February 7, 2024 16.10.3 PBRC Minutes # 8 – February 9, 2024 16.10.4 Finance Committee Minutes # 1 – January 10, 2024 16.10.5 Finance Committee Minutes # 2 – January 24, 2024 16.10.6 Finance Committee Minutes # 3 – February 13, 2024 16.10.7 PBRC Minutes # 9 – March 6, 2024 16.10.8 PBRC Update re. Executive Officer Accountability	
<b>16.11</b>	<b>Business</b> 16.11.1 EDI Workshop – Dismantling Everyday Racism 16.11.2 Winter 2024 General Elections: Ratification of Results 16.11.3 Suspension of Policy Appendix G: Electoral – Section 2.15.1 16.11.4 CSA Events Report 16.11.5 Notice: Amendments to CSA Rules of Order Section 6 re. PBRC 16.11.6 Notice: Amendment to CSA Rules of Order Section 3 re. PBRC	

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	16.11.7 Appendix G and Bylaw 2 Update to Include Ongoing Voter Verification 16.11.8 Appendix G and Bylaw 2 Update to Quorum 16.11.9 Notice: Amendment to Appendix C re. PBRC 16.11.10 Notice: Amendment to Appendix J re. PBRC 16.11.11 Appoint Statement Making Committee 16.11.12 Proposed Additional SEIF Deadline 16.11.13 Notice: Amendment to Appendix A Section 3.3.4	
<b>16.12</b>	<b>New Business</b> 16.12.1	
<b>16.13</b>	<b>Announcements</b>	
<b>16.14</b>	<b>In Camera Session</b> 16.14.1	
<b>16.15</b>	<b>Adjournment</b>	

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## Minutes – March 27, 2024

### 16.0 Call to Order

The meeting was called to order at 6:20 pm.

### 16.1 Land Acknowledgement

Member Jayden Khan delivered the following land acknowledgement:

I would like to start with a land Acknowledgement before we get into our board meeting. It is important that we recognize the rich history and culture of Indigenous Peoples in Canada. The University of Guelph resides on the ancestral lands of the Attawandaron, Haudenosaunee, Anishinaabe, and the treaty lands of the Mississaugas of the Credit.

As we all might not be in Guelph, we must acknowledge that regardless of where we are, the land we reside on is ancestral to Indigenous People. My parents had the privilege of immigrating to Canada, as such I am very fortunate to have the privilege to have access to basic necessities such as clean water, and to be a consumer who contributes to the waste affecting our environment.

Thus, we should recognize the significance of the Dish With One Spoon Covenant which speaks to our responsibility to steward and sustain the land in which we live, study and work, ensuring that the dish is never empty. To combat my privilege and actions, I try to express my gratitude for the land by more consciously consuming and working towards reducing my carbon footprint and waste.

Furthermore, I acknowledge the enduring presence and resilience of Indigenous Peoples, especially against the erasure of Two Spirit and LGBTQ+ identities in Indigenous societies due to colonization. One of Guelph Queer Equality's, and the general LGBTQ+ community's tenets is to stand against colonialism and uplift the voices of minorities including Indigenous voices.

Lastly, I would like to echo that our reflection does not end here, we need to listen and respect Indigenous voices, always continuing to educate ourselves.

### 16.2 Adoption of the Agenda

#### 16.2.1 Approve the Agenda

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**MOTION:** That the agenda for the CSA Board of Directors Meeting # 16 on March 27, 2024, be approved as printed and distributed.

**Moved:** Jake Levy  
**Seconded:** Jonah Greenhut

**Motion Carried**

**MOTION TO AMEND:** that the agenda be reordered so that **item 16.11.3: Suspension of Policy Appendix G: Electoral – Section 2.15.1** and **item 16.11.1: EDI Workshop – Dismantling Everyday Racism** are moved to just after **item 16.4.1 Introductions**.

**Moved:** Jonah Greenhut  
**Seconded:** Jake Levy

**Motion Carried**

**AMENDED MOTION:** that the agenda for the CSA Board of Directors Meeting # 16 on March 27, 2024, be approved as amended with:

- The reordering of the agenda so that **item 16.11.3: Suspension of Policy Appendix G: Electoral – Section 2.15.1** and **item 16.11.1: EDI Workshop – Dismantling Everyday Racism** are moved to just after **item 16.4.1 Introductions**.

**Motion Carried**

### 16.2.2 Declarations of Conflicts

Members Wilkinson, Broughton, Kalra, and the VP Academic declared a conflict of interest due to the ongoing by-election.

### 16.3 Ratifications and De-Ratifications

No ratifications or de-ratifications were considered.

### 16.4 Comments from the Chair



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The Chair reminded everybody to type speakers list in the chat if you wish to join the current debate that we're having or you're able to type volunteer if there's a position to volunteer to tonight when we get to those items. Otherwise, if you're looking to raise a point of order, a point of information, a point of parliamentary procedure or a point of personal privilege, please raise your hand.

### 16.4.1 Introductions and Pronouns

Each member provided their name, pronouns, and role on the Board.

## 16.11 Business

### 16.11.1 EDI Workshop – Dismantling Everyday Racism

#### (a) Speaking Rights

**WHEREAS** CSA Rules of Order Section 3.3 states that visitors shall be allowed to speak following a motion to extend speaking rights;

**BE IT RESOLVED** to extend speaking rights to Shelleanne Hardial, Cultural Diversity Advisor, for an EDI Workshop on Dismantling Everyday Racism;

**AND FURTHER** to extend speaking time from 10 minutes to 1 hour and thirty minutes for this presentation.

**Moved:** Jonah Greenhut

**Seconded:** Nate Broughton

#### **Motion Carried**

Shelleanne Hardial, Cultural Diversity Advisor, requested for everyone to turn on their cameras for a more interactive experience. If there are any questions, please feel free to drop in the chat or reach out after the presentation.

She supports and advises black and racialized students and student groups. She also connects students with meaningful resources. Shelleanne Hardial tailors meetings to students' needs so that she is meeting them where they are. She also assists students with navigating their experience, students might find that they have a conversation with a professor or with another colleague that did not sit well with them or walked away feeling

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like there was just something about that experience that they can't really place or name or label.

Policies, legislations, and laws are created by people who may hold unconscious bias. These policies may reflect prejudices that will in turn become systemic racism, perpetuating the cycle of racism.

Racism is a phenomenon that maintains or exacerbates avoidable and unfair inequalities in power, resources, or opportunities across racial, ethnic, cultural, or religious groups in society. It creates a dynamic with power, and it favours one group over the other in terms of power, resources, or opportunities. Racism is not a black or white concept, there are various forms such as internalized racism and horizontal racism.

Race is a social construct, in the era of enslavement and colonization, it started with a group of people who wanted something and created a standard to marginalize others. Racism has real negative consequences for racialized individuals. In the 21<sup>st</sup> century, racism has not disappeared, it has become covert. There is a higher percentage of Black people being unemployed as well as them being incarcerated. White silencing exists when there is a dismissal of a racialized person's story.

We all hold implicit or unconscious bias; our brain takes about 2 to 40 million bits of information per second. To make sense of so much information, the brain creates unconscious bias. For example, if the Chair has conducted a presentation with 99% great feedback with 1% negative feedback, he may focus on the 1%. This is called negativity bias. Primacy bias can be explained in a hiring process. Primacy bias is going to say to you the first candidate did exceptionally well, and so if you don't know primacy bias and really keep it in check, candidate two and candidate three will now be compared to candidate one because primacy bias is saying the first candidate did so well.

When social media glamourizes Black men as dangerous or criminals, unconscious bias forms. We need to lean into the discomfort of recognizing unconscious bias of certain people and acknowledge it. When someone shares their story, we need to exercise empathy, understanding, and curiosity to properly support people.

Shelleanne Hardial hopes this information will be spread past the Central Student Association. True change occurs when we can show up authentically in all spaces that we occupy.

When someone says, "Where are you really from?" the underlying assumption is that you do not belong here. The impact on the individual can be isolation.

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When someone says, “Why can you not take your own notes?” the underlying assumption is insinuating that something is wrong with you or that you are not special. The impact on this individual is that it negatively affects someone’s self-esteem and worth. Disabilities can be invisible and visible, when someone questions why someone cannot take their own notes, this discourages them from accessing student accommodation.

When someone says, “Your name is too hard to pronounce” it makes someone feel like an outsider. This form of microaggression enforces Western ideology and standards while belittling other cultures.

Anti-racism is an active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes so that power and resources are redistributed and shared equitably within your space. Allyship is an active, consistent and arduous practice of unlearning and reevaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group now critical or authentic. Being an ally is not an identity you can claim, it is conferred. It is shown through actions and acknowledged by racialized communities.

Bystander Antiracism is action taken by a person or persons not directly involved as a target or perpetrator to speak out about or to seek to engage others in responding, either directly or indirectly, immediately or later against interpersonal or systemic racism. We need to confront the perpetrator, ask clarifying questions, support/check in with the victim who experienced racism, report the incident, recruit active bystanders, and seek assistance.

A few practice scenarios were presented where the board members had to identify the microaggression and respond in a supportive manner for the marginalized individual. Shelleanne Hardial thanked everyone for their participation and hopes that we can all employ anti racism in our daily lives, beyond this Executive space.

### **16.11.3 Suspension of Policy Appendix G: Electoral – Section 2.15.1**

*Note: Bylaw 4 – Policy of the CSA, Section 2.3 states that the suspension of policies, or a section of a policy, must be submitted and included in the Board package for review prior to the Board meeting. All suspensions require a one Board meeting notice, and a two-thirds majority vote at a meeting of the Board.*

*Notice of this motion was provided at the Board meeting on March 20, 2024.*

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**WHEREAS** CSA Policy Manual Appendix G – Electoral, Section 2.15.1 states that the Election Schedule shall include a minimum of five (5) business days for each of the following elections periods: nominations, promotion and signature verification, campaigning, and voting;

**WHEREAS** the CSA will be running a Spring By-Election to fill all four executive positions as executive quorum was not met in the Winter 2024 General Elections;

**WHEREAS** the Spring By-Election will extend to the end of exams if each elections period is given five (5) business days;

**BE IT RESOLVED** that the CSA Board of Directors suspend Appendix G – Electoral, Section 2.15.1 of the CSA Policy Manual for the duration of the CSA Spring 2024 By-Election.

**Moved:** Shaima Alam, President  
**Seconded:** Jonah Greenhut

The President motivated that this section of policy needs to be suspended for the spring by-election so that we can shorten some of the required elections periods in order to leave time for the outgoing Executives to transition the new Executives before the term ends.

**Motion Carried**

Quorum was lost at 7:19pm and the meeting adjourned.

<b>Approved by the Board of Directors</b>	<b>Date: June 5, 2024</b>
Signed: _____ Cameron Olesen Board Chair	Date: _____
Signed: _____ Colleen Bovay Policy & Transition Coordinator	Date: _____