



Concordia Student Union - Council of Representatives
CSU Special Council Meeting
Wednesday, September 16, 2020
Via Zoom, 18h30

1. CALL TO ORDER

The chairperson calls the meeting to order at **18h33**.

We would like to begin by acknowledging that Concordia University is located on unceded Indigenous lands. The Kanien'kehá:ka Nation is recognized as the custodians of the lands and waters on which we gather today. TiohEá:ke/Montreal is historically known as a gathering place for many First Nations. Today, it is home to a diverse population of Indigenous and other peoples. We respect the continued connections with the past, present, and future in our ongoing relationships with Indigenous and other peoples within the Montreal community.

2. ROLL CALL

Council Chairperson: Caitlin Robinson
Council Minute Keeper: Michelle Lam

Executives present for the meeting were: Isaiah Joyner (General Coordinator), Sarah Mazhero (Academic & Advocacy Coordinator), Eduardo Malorni (Student Life Coordinator), Victoria Pesce (External Affairs & Mobilization Coordinator), Daniel Amico (Internal Affairs Coordinator), Manuella Simo (Sustainability Coordinator), Holly Mark-Hilton (Finance Coordinator), Malcolm Asselin (Loyola Coordinator)

Councilors present for the meeting were: Tzvi Hersh Filler (Gina Cody School of Engineering), Desiree Blizzard (Gina Cody School of Engineering), Anais Gagnon (Gina Cody School of Engineering), Paige Beaulieu (Arts & Science), Shaun Sederoff (Arts & Science), Christopher Vaccarella (Arts & Science), Marlena Valenta (Arts & Science), Ahmadou Sakho (Arts & Science), Margot Berner (Arts & Science), Lauren Perozek (John Molson School of Business), Matthew Benzrihem (Arts & Science), Diana Lukic (Fine Arts), Harrison Kirshner

(John Molson School of Business), S Shivaane (Arts & Science), Sarah Bubenheimer (Arts & Science), Zach Williams (Independent), Jeremy Deneault (John Molson School of Business), Jarrad Haas (Fine Arts), Chelsea Okankwu (John Molson School of Business), James Hanna (Gina Cody School of Engineering), Arieh Barak (Independent)

Executives absent for the meeting were: N/A

Councilors absent for the meeting were: Yasmine Yahiaoui (Arts & Science), Howard Issley (John Molson School of Business), Roman Zelensky (Arts & Science), Natalia Whiteley (Gina Cody School of Engineering)

Harrison Kirshner moves to excuse **Yasmine Yahiaoui**. Seconded by **Tzvi Hersh Filler**.

Motion passes.

Jeremy Deneault moves to excuse **Howard Issley**. Seconded by **Tzvi Hersh Filler**. Motion passes.

3. APPROVAL OF THE AGENDA

Margot Berner motions to move the consent agenda to after the presentations on the agenda. Seconded. Motion passes.

Margot Berner moves to approve the agenda. Seconded by **Harrison Kirshner**. Motion passes

4. PRESENTATIONS AND GUEST SPEAKERS

a) Students For Consent Culture (SFCC)

Margot Berner motions to allow the SFCC to present. Seconded. Motion passes.

Sophie Hough-Martin: I'm the outreach lead of SFCC, and I'm joined by Chantelle who is the co-chair of the organization.

Chantelle Spicer: I'm the national co-chair for SFCC. SFCC's origin roots from student action. Violence came to a head when there were three prominent cases that were brought forward by students, professors, and administration. When the university did not respond to the raising of student voices, 1000 students from McGill and Concordia walked out of class to protest against McGill's silence and Concordia's inaction. Education, outreach, and advocacy are our three portfolios.

Sophie Hough-Martin: I was the CSU GC 2 years ago. The work that I do now hones in on the advocacy and activism that I was doing in my undergrad. Concordia received the lowest grade from the Our Turn National Action Plan report card. This was a big blow to the administration and an affirmation to the students. In 2011, students in CGA & WSSA mobilized for the creation of SARC. In 2013, SARC opened. In 2014, Emma published a story detailing their sexual assault from a professor. In 2015, the English department students called for a university statement but received an HR meeting instead. That year SARC also started providing consent training. In 2016, the first sexual violence policy was adopted. In 2017, the university received its D- grade. That year Bill 151 was adopted by the national assembly. In 2018, Mike Spry's blog post went live detailing accounts that align with the "stories like passwords" essay. In 2018, Concordia circumvented article 32 of the accreditation act. SFCC wants to work with you.

Chantelle Spicer: We hope this is relevant to Concordia students. We want to have a partnership now and going forward. This can include the open secrets report, supporting the national framework, policy re-grading, training and education, as well as consultation. Our proposed funding is \$35,000 based on the previous precedent. This would be for consultation, reports & research, advocate training, and operational support. Grants do not offer funding for nonprofits to keep the lights on. This goes to help subsidize our labor and ensure that our resources can remain accessible to other student organizations who may not have as big budgets as the CSU.

Sophie Stone: The way that complaints are handled at Concordia is that the member bringing the complaint has to bring the whole case to the hearing. If they're a survivor, that's a whole other workload for them to be doing. They have to bring all the evidence and arguments. Officially, a student advocate just means any member of the Concordia community. There are only the student advocacy and the CSU advocacy center who are familiar with the hearing structure. A lot of the work is being done by usually other students

Nicole LeBlanc: I'm the coordinator of the campaigns department. I cannot stress enough how beneficial this would be to the campaigns department. I would argue strongly in favor of this motion. Concordia has yet to fulfill any of the demands that the CSU issued in regard to sexual harassment. This would benefit the campaigns department as I'm the only full-time staff. SFCC has the capacity that we don't have. This collaboration is going to allow the CSU to do something that the CSU strives to do every day, which is maintained and foster collaborations with other universities.

Walter Chiyan TOM: I am the supervising lawyer at the CSU Information & Legal Clinic. We service students that have problems, people don't come to us if they don't have a problem, to begin with. When we talk about survivors of sexual violence, the unfortunate reality is that many that come to us don't go forward with their complaints. No one wants to be a victim. As a

frontline service worker, I meet with victims of sexual violence. In one year, we had nine cases of harassment and sexual violence. You have international students that come to us in despair about the possibility of what to do with their file, especially if they come from a country where the authorities aren't people they would go to. When there are complaints against the university, they do one of three things. They try to drag out the process, they deny the situation exists or that there are systemic issues, they destroy the victim. It's important to have the support of SFCC on our side. Expertise and advocacy are what we need. We are dealing with frontline cases, and what we need is the expertise from the research that SFCC does, support from training, advocacy, consulting for the best practices. We receive training from SARC but they only provide preventative consent training.

Margot Berner sponsors the following motion from SFCC. Seconded by **S Shivaane**. Motion passes.

BE IT RESOLVED that the Concordia Student Union Council approve a renewable annual grant of \$35,000 to Students For Consent Culture Canada for three (3) years;

BE IT FURTHER RESOLVED that the renewal of such grant is contingent on SFCC Canada presenting their work and the partnership each year at the first September meeting of the Council.

BE IT FURTHER RESOLVED the budgetary impact of this motion is \$35,000 for 2020-2021.

Margot Berner: I'm in the English program and have been working on the ground with survivors and advocates, and students who were terrified to go to class. There's no way to overstate what a game-changer it was for students across Canada to have that report come out. Students are the ones who know what students need and what needs need to be addressed in instances of sexual violence. The work that SFCC has been doing has continued to exceed expectations. This is such a vital project, the fact that they're still coming to student unions to get funding is a testament to their commitment to listening and working with students, and continuing this work in a powerful way. \$35,000 is nothing when it comes to how useful this is for students to come. This is a problem we've been struggling to address at Concordia for so long, so please support this. This is one of the most important things that you may do on council. Students deserve to have these resources

Tzvi Hersh Filler: We keep going on about the policy not being standalone, Bill 151 explicitly states the policy needs to be independent. It's nice that we want to go through the protest root, but the obvious method here is to provide a lawyer's letter that would come from our lawyer fund

Holly Mark-Hilton: We don't have a 10M lawyer fund

Sophie Hough-Martin: In terms of the letter, what we focus on is student advocacy. That could include protests as well as other things. I appreciate that you're pointing out the lawyer's letter as an option, and is something I recommended to the previous GC. If the CSU wants to pay for a legal letter, they're more than welcome to. We're asking for your support and for you to have access to our resources. We'll help you understand the context and the framework

Walter Tom: We're beyond lawyer's letters, with all due respect. There's an actual recommendation that Concordia has refused to comply with. What we're asking for is for the expertise. We're dealing with frontline services. This isn't funding for people to go out with picket signs, this is about funding research and resources

Tzvi Hersh Filler: I'm not sure why we aren't also doing the lawyer's letter. The \$150/hr for 100 hours strikes me as a bit much.

Sophie Hough-Martin: It's based on the standard equivalent rate for consulting. We're offering you access to a large team's worth of experience that spans law students, people who have experience with the institution and legal frameworks for that price, not just for one person.

Walter Tom: Once again, you have to understand that we're facing the University. You'd be shocked by the financial resources that they put into defending these policies. \$150/hr doesn't come close to how much Concordia pays their lawyers, who are being paid by you and your fees.

Lauren Perozek: It's horrifying to learn about the inaction from the University. I'm in full support and hope that my fellow councilors will as well. Mathew Kaminski brought forward a similar motion and we were all in agreement that we should have an initiative like this. Here we have a group that does have an initiative and is better qualified to take on the administration.

Harrison Kirshner: This is necessary. Hearing as a student about the inaction of the administration when it comes to sexual violence and assault on campus, it hurt me. This presentation shows us that we can help rectify this situation and build a safer community for our students. Regarding the \$35,000, what budget line would this come out of, and whether we have room for this initiative?

Holly Mark-Hilton: This would be from sexual violence funds, so this is accounted for

Sarah Mazhero: This would be beneficial for survivors, and one of the smartest moves to deal with Concordia administration. This would also help me in my position, especially since survivors have reached out to us. This would help the union to be able to fund this.

Isaiah Joyner: The reason why we need this initiative is that this is a tangible way to foster a survivor-centered culture

Matthew Benzrihem: It says there's a 3-year grant but renewed every year? Can you clarify?

Sophie Hough-Martin: The \$35,000 is for each year individually.

b) Budget Presentation

Holly Mark-Hilton: Since the last motion, you asked Fincomm and I to give explanations to variances over \$5000 which we have done. We will be discussing the operational budget, the fee levy, CSU's services, CSU's clubs, the consolidated budget

Operational budget: To make up for remote work, the CSU has made cuts to our operational budget of \$15,333

Fee levy: There is no variance recorded in the CSU's fee levy

The CSU's services: The LIC's budget has a variance of \$638 compared to the last fiscal year. HOJO's budget has a variance of \$+20,061 due significantly to the decrease in salaries and benefits. The advocacy center's variance of \$-18,729 is primarily due to the unconfirmed negotiations with the GSA.

The CSU's clubs: Since club's salaries were moved to the operational budget, the club's budget increased

Consolidated budget: The bottom line of the CSU's consolidated budget results in a breakeven of \$37,532

Lauren Perozek: For the student life committee, was anything taken out of that budget line? Are there still 40,000 there?

Holly Mark-Hilton: Yes, nothing has been modified

Tzvi Hersh Filler: The finance coordinator made a comment on the fee levy referendum coming up, can they elaborate?

Holly Mark-Hilton: Please ignore that, that was a mistake

Harrison Kirshner: I want to speak in favor of this budget, a lot of time was put into this and there were a lot of conversations in regards to it. I hope we can approve this because I don't know how much longer we can go without a budget

Nicole LeBlanc: Was anything adjusted for campaigns?

Holly Mark-Hilton: The budget proposed is the normal one, so no one's budget lines are being touched, it's exactly what we budgeted for in May

Isaiah Joyner motions to approve the 2020-2021 budget. Seconded by **Harrison Kirshner**. Motion passes.

c) Fee Levy Review Update

Eduardo Malorni: I brought forward the six recommendations that the previous GC made to the admin. The administration informed us that Fall 2020 would not be possible, and also informed me that a few of the recommendations will not be followed. Their goal is to have the online opt-out system in the MyConcordia portal, specifically the financial/account section of the student center. For security reasons, the University will only link to other web pages on the Concordia domain to prevent security issues. Currently, no fee levy has a webpage on the Concordia Domain. This is a problem because all fee levies agreed that they wouldn't have enough room to properly show off their services in a paragraph, and wanted the outbound link. This is problematic because the popup will only provide a "one-liner" for fee levies to showcase their work. The university also said that they will only provide one legal large agreement covering all groups just explaining that by opting out, the student will lose services. The fee levy originally wanted to have a legal agreement for **each** group. Due to students being able to modify their classes up until the DNE deadline, and therefore the amount they will pay for each fee levy, the opt-out period will occur after the DNE deadline. The administration stated that they will provide a membership list as opposed to a list of those who opted out to all fee levy groups. Due to not keeping track of who opted out in the above, they will not be able to provide a total amount to the fee levies that they have lost due to opt-outs per semester. The university agreed that the opt-out period should be a maximum of five days long. The administration does not have the fine workings of how this system will work yet. For the current opt-out period, it will be done by the fee levies during Sept 22-26. The fee levies have updated their opt-out process.

Harrison Kirshner: It's good that you're bringing this forward as there is clearly stuff that is lacking and is inadequate for the fee levies. For the summer, the fee levies were doing opt-outs by email. Will that also be the case?

Eduardo Malorni: The fee levies are creating a form for students to fill out.

Margot Berner presents the following motion. Seconded by **S Shivaane**. Motion passes.

BE IT RESOLVED that the discussion be tabled until the second October RCM

BE IT FURTHER RESOLVED that the CSU be mandated to stand firm on the recommendations for online opt-out and that fee levies be included in meetings with the administration as per council's March council resolutions

Margot Berner: The least we can do for the fee levies is give them time to digest this, we don't want to consult the people who are involved and then ignore that consultation.

Tzvi Hersh Filler: Can you argue for an alternative to the University not allowing external links?

James Hanna: Three lines aren't enough and there are simple solutions to not wanting outside links to their server. We should go back to the administration. We can't accept these proposals from the administration.

Matthew Benzrihem: We need to stand firm that the opt-out option be integrated on MyConcordia

Harrison Kirshner: It doesn't have to be done on the MyConcordia website. If they aren't willing to accept these recommendations, maybe we can come to a consensus where the opt-out is done on the CSU website

Arieh Barak: I agree that the students should know about the fee levies before they opt-out, but they shouldn't be informed at the last minute. Fee levy groups should inform students about what they do before the deadline

Eduardo Malorni: I agree, these groups provide a lot to students and it's important that students learn about these services earlier. This is why I included a lot of the fee levy groups in the orientation events

Tzvi Hersh Filler moves to add the following to the motion. Seconded by **Matthew Benzrihem**. Motion passes.

BE IT FURTHER RESOLVED that the SL coordinator not be mandated to argue with the administration over issue #4a

Tzvi Hersh Filler: Certain students would feel targeted by having their name on a list of those opting out. It would make more sense to provide a list of students who are members, rather than a list of those who aren't.

Tzvi Hersh Filler motions to extend the discussion by five minutes. Seconded by **Ahmadou Sakho**. Motion passes.

Lauren Perozek: The administration agreed to provide the list of people opted out or opted in?

Eduardo Malorni: They would provide a list of those opted in

Francella Fiallos (CJLO): We have completed a form that students can fill out. It's comprehensive and straightforward. It includes information about each fee levy group. Students will have the chance to upload their timetable and their student ID. We feel like this is the best approach for students to make an informed decision.

Matthew Benzrihem motions for a ten-minute recess. Seconded by **Harrison Kirshner**. Motion passes.

5. CONSENT OF THE AGENDA

Margot Berner: Can someone confirm that the only motion passed in fincomm is the reallocation of money from the external budget line?

Holly Mark-Hilton: We decided that it would be the 20% scenario until after the summer, but that's no longer relevant. We also had fincomm orientation

Margot Berner: For the policy committee, was the only thing that passed the format of the positions book?

Sarah Mazhero: Yes it was just that

Margot Berner motions to approve everything in the consent agenda. Seconded by **Tzvi Hersh Filler**. Motion passes.

6. APPOINTMENTS

a) **Senate JMSB & Fine Arts**

Sarah Mazhero: I have candidates here for these seats. Samantha is the representative of fine arts. I have two candidates for JMSB, Harvin and Safwan.

Samantha Leger: I'm entering my 5th year in fine arts. I'm interested because I have experience with the Concordia administration and student groups. I understand how decisions are made in the administration. I'm looking forward to getting further involved and creating a better community

Safwan Hye: I'm entering my fourth year at JMSB in accounting and BTM. I've been involved in the Concordia community. I've been part of CSU clubs, ENCS, and JMSB associations. All this experience has given me the chance to work with others from different perspectives. I was recently elected President of JSBA, and work closely with faculty and dean of students, and other parties. I understand this is a time commitment, but I have experience doing juggling work

Harvin Hilaire: I'm in BTM and marketing. I've been involved with the Haitian Student Association. I'm on the Board of CASA. I have experience with the procedure. I'm working with a group of black leaders in the community to create a task force and black caucus. I want to give as much value to the school as possible and gain experience. I'm always listening, at events, and can bring value to the Senate

Lauren Perozek: We had Senate seats appointed last council meeting, are these new seats?

Sarah Mazhero: Yes these are new seats. The previous members dropped out due to the time commitment. I've reached out to those involved in the community to see if they're interested in these positions.

Margot Berner moves to approve the Fine Arts applicant as the Senator. Seconded by **Harrison Kirshner**. Motion passes.

Tzvi Hersh Filler motions to enter closed sessions. Seconded by **Howard Issley**. Motion passes.

Matthew Benzrihem motions to enter open sessions. Seconded by **Arieh Barak**. Motion passes.

b) Loyola Committee

Malcolm Asselin: Loyola is closed but we're working on online events!

c) Finance Committee

Holly Mark-Hilton: We are overseeing the budget and ensuring that the CSU is fiscally responsible

Marlena Valenta nominates themselves to the committee. Seconded.

Tzvi Hersh Filler nominates **Arieh Barak** to the committee. Seconded.

Marlena Valenta: I'm not on any other committees, I'm good with numbers and intelligent. I'm interested, want to learn and contribute more

Arieh Barak: I rescind my nomination.

Isaiah Joyner: Motivating for Marlena, she is not on a committee currently and every counselor should have a chance to be on one

James Hanna motions to appoint **Marlena Valenta**. Seconded by **S Shivaane**. Motion passes

d) Sponsorship Ad Hoc Committee

Victoria Pesce: This committee tries to find ways to fund the CSU other than with fee levies

Zachary Williams nominates themselves. Seconded by **Tzvi Hersh Filler**.

Zachary Williams: It's a challenge to find sponsorships in this climate, and I'd like to see the CSU partner with co-ops

Tzvi Hersh Filler motions to appoint **Zachary Williams** to the Sponsorship Committee. Seconded by **S Shivaane**. Motion passes.

7. RETURNING BUSINESS

a) Anti-Sexual Harassment Initiative

Margot Berner motions to table this indefinitely. Seconded by **S Shivaane**. Motion passes.

Lauren Perozek motions to table all returning business to the next RCM. Seconded. Motion passes.

8. NEW BUSINESS - SUBSTANTIVE

a) Antisemitism Training

Matthew Benzrihem, Christopher Djesus Vaccarella, Arieh Barak present the following motion. Seconded. Motion passes.

WHEREAS the CSU has a history across multiple mandates of anti-semitism.

WHEREAS multiple Councillors (Jewish and non-Jewish) feel deeply uncomfortable and are concerned with the treatment of Jewish councilors.

WHEREAS many members of the Executive and the Council have shown a lack of understanding about the Jewish people and the history of antisemitism.

BE IT RESOLVED that all CSU Executives be mandated, and the Council be highly encouraged to take training on antisemitism.

BE IT FURTHER RESOLVED that the Internal Affairs Coordinator be in charge of handling the details of this training for the 2020-2021 academic year. In the years following, it may be handled by any Executive

BE IT FURTHER RESOLVED that the Concordia Chabad Rabbis be the first choice for this training. Yisroel Bernath or Yehoshua Berkowicz are the Concordia Chabad Rabbis in the 2020-2021 academic year.

BE IT FURTHER RESOLVED that in the event that the Concordia Chabad Rabbis cannot attend, their advice is to be taken on who the executives should hire for the training.

BE IT FURTHER RESOLVED that in the event that the recommendations of the Concordia Chabad Rabbis cannot attend, the role of the trainer must be given to a person who is either a fully recognized Rabbi within the Greater Montreal Jewish community, someone who is a widely recognized expert on Judaism, or someone with a graduate degree in a widely accepted Judaic studies program.

BE IT FURTHER RESOLVED that the budgetary impact of this motion be limited to \$500.

Matthew Benzrihem: I don't think we will ever spend up to \$500. The Rabbis are some of the nicest people. Jews are a Semitic people, not European. You can say they have white privilege, but they are Semitic people. Judaism is not a mass religion, and not in the same category of Christianity or Islam. They should be thought of as a people group and as a religious group.

Margot Berner: The idea that all Judaism can be traced back to Semitic people is incorrect

Victoria Pesce: You keep saying that "the executive team does not know", that's a bold accusation to make. Why is it just executives and not the whole council?

Matthew Benzrihem: I cannot mandate councilors, but I can mandate executives since their employees

Victoria Pesce: Training is important and all of the council should be forced to do this

Lauren Perozek: Did you talk to Daniel at all about adding this to his mandate?

Matthew Benzrihem: I did and he recommended this

Tzvi Hersh Filler: I cannot confirm there is an antisemitism problem. I don't think the training will help but I'll begrudgingly support it

James Hanna motions to table everything under New Business - Substantive to the next meeting. Seconded by **Shaun Sederoff**. Opposed. Motion fails

VOTE:

4 YES

12 NO

3 ABSTAIN

Lauren Perozek: There are no contentious motions left, we can get through them fast. Can we get some work done and get through new business?

Lauren Perozek motions to table

Margot Berner: I need to call an SCM.

Harrison Kirshner: We have important agenda points that I think we should get passed

Tzvi Hersh Filler: There is potential for certain items to become contentious.

Jarrad Haas: Can we make a motion where we table any agenda point if it gets contentious?

Diana Lukic: There are important motions, including a training motion coming up

Anais Gagnon: It's already late and we should be having these discussions with more time allotted and a fresh mind.

Isaiah Joyner: To show respect to everyone's thoughts and opinions, let's do the other training motion, go to announcements, and then adjourn.

b) CSU Sexual Violence Policy & Code of Conduct

Margot Berner presents the following motion. Seconded by **Lauren Perozek**. Motion passes. *WHEREAS* the CSU was mandated by Bill 151 “An Act to prevent and fight sexual violence in higher education institutions” to create an enforceable sexual violence policy.

WHEREAS in the Policy Committee Meeting on March 27th, 2019 the CSU Sexual Violence Policy was approved and then was passed at the April regular council meeting with the aim of it then being sent through a referendum in the 2019 byelections but this was not done as there were concerns about the enforceability of the policies.

WHEREAS the 2018-2019 annual report passed by the membership stated that:

“Since the CSU Code of Conduct and Sexual Violence and Safer Spaces Policy were passed by Council, there remains only two things to do. First, hire a third-party ombudsperson to act as a neutral party of referral for the Judicial Board. Second, we need to have a referendum in October 2019 to codify the two policies as annexes within the CSU By-Laws so that they supersede the standing regulations and are non-optional for all representatives within the CSU.”

WHEREAS CSU the legal team has confirmed that making the policy an annex of the bylaws would allow for enforceability of the policies.

WHEREAS the section “Amendments to By-laws” specifies that these amendments “amendments may be in force and in effect only until the end of the term of office during which they are enacted unless they have been confirmed by a simple majority of a quorum of the members voting in a referendum.” (21.2)

BE IT RESOLVED that a special council meeting be called on September 23rd 2020 by the General Coordinator to vote on adding the Code of Conduct and Sexual Violence and Safer Space Policy to the CSU bylaws as annexes with references to these annexes added in relevant sections of bylaws.

BE IT FURTHER RESOLVED that a referendum question on the subject be added to the 2020 CSU byelections

BE IT FURTHER RESOLVED that the Policy Committee be tasked with reviewing the bylaws and suggesting the small changes necessary to incorporate these annexes into the bylaws in a coherent way.

BE IT FURTHER RESOLVED that the question sent to referendum at the 2020 byelections be as follows:

*“With the aim of confirming the CSU Code of Conduct and Sexual Violence and Safer Spaces Policy enforceability and increasing representative accountability,
Do you agree to add the CSU Code of Conduct and Sexual Violence and Safer Spaces Policy to the CSU bylaws as annexes and for the sake of consistency add to the bylaws relevant references to these annexes?”*

BE IT FURTHER RESOLVED that the referendum question includes a link to the proposed bylaws with the proposed changes highlighted or otherwise emphasized.

VOTE:
15 YES
2 NO
1 ABSTAIN

LAUREN PEROZEK VOTES YES
CHRISTOPHER DJESUS VACCARELLA VOTES YES
HARRISON KIRSHNER VOTES YES
JEREMYA DENEALT VOTES YES

Margot Berner: We just agreed to pay SFCC \$35000 for three years. Currently, we do not have an enforceable sexual violence policy. This was supposed to be resolved last year but there was confusion over putting the sexual violence policy and code of conduct would make it legally enforceable, however, we have confirmation from the lawyers that it would make it enforceable. We've had SFCC look it over, and it's horrifying that this hasn't been in our policy yet. To change the bylaws, we need to call an SCM. Let's hold people accountable for sexual violence now and then send this to a referendum. If anyone is going to try to nitpick about legality, it's been gone over by the lawyers and a national student movement against sexual violence, and they all say it's fine.

Tzvi Hersh Filler: The motion is to call a referendum and an SCM?

Chairperson: In the bylaws, it says that any vote to alter the bylaw must be done with $\frac{2}{3}$ vote at an SCM, and then passed in a referendum

Tzvi Hersh Filler: It's phrased to send to a referendum now

Margot Berner: We can say that it's adopted until the referendum

James Hanna: This is out of order. JB said changing bylaws need to be done at SCM.

Chairperson: Sending things to a referendum doesn't need to be done at SCM, only changing bylaws.

James Hanna: Those bylaws imply a referendum after you change them. I don't want to be discussing bylaw changes at 11:44 PM

Margot Berner: We're only discussing if we're sending this to a referendum

Chairperson: We can adopt a bylaw and never have a referendum on it. It's a loophole

Harrison Kirshner: I support this motion. I believe we're working on something like this in Policy. I want to make sure we aren't overlapping here

Sarah Mazhero: This is something we were working on, and I support this motion to have an SCM to send to a referendum. It's important to hold others accountable, and I've vocalized that. You have my full support.

James Hanna motions to table this to the next RCM in October. Seconded by **Tzvi Hersh Filler**. Motion fails

VOTE:

0 YES

14 NO

2 ABSTAIN

LAUREN PEROZEK VOTES NO

Isaiah Joyner: In theory, the SCM would have to be separate from every other item we're tabling

Harrison Kirshner: Is this applicable for future councils as well?

Margot Berner: The policies are in place but we were confused about the enforceability of it, so they weren't sent to referendum. So it would be applicable for future councils

James Hanna: The policy as it stands is not only an imperfect policy, there are glaring holes in it. This is beyond the fact that the policy committee is trying to integrate this. We don't have any of the aforementioned legal and JB opinions in front of us and I'd like to see it. I don't think we should be giving third party organizations veto power over councilors. There's a desire to make things happen quickly before the job is actually finished. I can't vote to send these policies as written to the referendum because they are unfinished and there are unaddressed issues. This should've gone through policy first before being sent right away to a referendum

Margot Berner: These have gone through the policy committee

Eduardo Malorni: I believe that the policies have passed but now need to be enforced. People are able to say that people are guilty but we can't do anything about it. Last year people asked for my help and I couldn't do anything about it to hold people accountable because they weren't

enforceable. That was one of the toughest things I had to do last year, to not be able to help them. That's not right

Sarah Mazhero: As someone who has dealt with SVAC as well, this is not something that can be tabled until October. We need to make both of these policies enforceable to hold people accountable. We are trying to hold the university accountable, so we need to hold ourselves accountable as well. The lawyers have given their point of view, this needs to happen by November and that will be my #1 priority.

Tzvi Hersh Filler: Real mechanisms from the university and government exist to keep people accountable. The fact that we want to create our own policies is dangerous because we're distracting people by saying this is something that can help when it can't. Instead, we should be sending people to the actual mechanisms in place. This motion itself is also very punitive.

Sarah Mazhero: To say to use the university mechanisms is problematic

Tzvi Hersh Filler: The policy is overly punitive, and designed to eliminate two people on the council in particular. I cannot confirm that, but it would eliminate councilors. We cannot send this to the referendum knowing it's flawed

Matthew Benzrihem: There are policies about punishment for missing training, can we make the punishment consistent with the others?

Eduardo Malorni: We just want whatever these policies are to be enforceable.

Tzvi Hersh Filler: Are we discussing theoretical or an actual policy? The one that would eliminate the four counselors?

James Hanna: Would this motion be sending the policy as it exists now to the bylaws and referendum? Or whatever is approved by the policy committee

Margot Berner: The current policy approved is the one going to byelection. The policy is looking at updating the sexual violence policy and code of conduct, that takes a while and in the interim, we need to have functional sexual violence, according to Bill 151. This policy does not have to stay this way forever. When the policy is finished going over everything they can send the edits to the referendum. I don't think they'll be done by byelection, so until then we need functional policies to deal with sexual violence complaints.

Yasmine Yahiaoui: Sexual harassment prevention training is a good way to make everyone feel safe. The fact that we're arguing about this right now is sad. Students vote for us and we need to take this seriously. If I were a student listening to this, I would think this is sad. This should be taken seriously and if you refuse to take this training, how are you going to represent students? You're not here to be representing yourself. Think about the students. In Concordia, if you don't take the sexual harassment training there are punishments

Margot Berner: I hope we can vote on this soon. This is important, and I hope that I'm not understating how many rounds of approval this policy has gone through. They've been looked at by multiple national associations. This has been a huge chunk of my life, and I hope it isn't inappropriate to say how deeply hurtful it is to see people find ways to nitpick this. Survivors deserve better than this and empty promises from the CSU. I understand the concerns and they can be addressed by the time of the next general election.

Isaiah Joyner: This shouldn't be a discussion. We're trying to make this enforceable. It's tiresome. We're trying to make a safer space for survivors, but right now we can't do anything because of policy. Some of us are coming back here to make sure issues like this are resolved. What policy *is* perfect? We need to start somewhere, and this seems like a good place to start.

Victoria Pesce: How do you want us to tell the administration to hold themselves and their professors accountable when we're not even holding our colleagues accountable? Doing nothing is worse than doing something imperfectly

Sarah Mazhero: It's sad and disappointing that some of you are thinking about petty stuff and letting every survivor down, and letting the CSU mandate down. People have been going through this trauma for so long and we're neglecting them by not showing any support, just like the University. We're elected to help students, vote the right way.

James Hanna motions to exhaust the speaker's list. Seconded. Opposed. Motion fails.

VOTE:
9 YES
9 NO

Tzvi Hersh Filler motions to split the articles individually. Seconded by **Roman Zelensky**. Motion fails.

VOTE:
2 YES
14 NO

Tzvi Hersh Filler: Both sides seem to be talking AT each other and are looking at different parts of the policies. We should split the policy.

James Hanna motions to vote on Section 2 separately. Seconded by **Arieh Barak**. Motion fails.

VOTE:

3 YES

14 NO

1 ABSTAIN

James Hanna: The contentious bits are in this section. It sets a bad precedent to give a third party exclusive discretion on whether or not to count a training, where the punishment is that the counselor has to resign.

Harrison Kirshner: Let's pass this now so that we can talk about this at another date

Tzvi Hersh Filler: That is idiotic

Isaiah Joyner motions to table the rest of the agenda except for announcements. Seconded. Opposed.

c) Committee Diversity

S Shivaane presents the following motion. Seconded by **Diana Lukic**. Motion passes.

WHEREAS CSU committees lack racial and gender diversity;

WHEREAS issues concerning the union in regards to Finance, Loyola, Sponsorship benefit from diverse perspectives;

WHEREAS on July 8th, Council approved a previous iteration of this motion for Appointments, Policy, External and Student Life committees.

BE IT RESOLVED THAT the remaining seats on Finance, Loyola, and Sponsorship be restricted to gender non-conforming students, women, Black, Indigenous, and students of colour, as well as students within the LGBTQ+ community.

S Shivaane motions to add the following. Seconded. Motion passes.

BE IT RESOLVED THAT notwithstanding SR 17, a 5th seat new added onto the Policy Committee

BE IT FURTHER RESOLVED that that seat also be limited to the groups in the motion.

S Shivaane: All the councilors on the policy committee are men, aside from Sarah. that committee would benefit from gender diversity

Tzvi Hersh Filler: This motion is out of order as it violates Article 10 of the Quebec Charter of Human Rights and Freedom. This motion itself states that someone of a certain gender or race cannot nominate themselves

Harrison Kirshner: When you look at what the PM and Government of Quebec did when they were elected, they committed to a 50/50 gender cabinet.

Tzvi Hersh Filler: There's a difference between that and saying a group cannot apply. In one scenario you're barring a group from applying, whereas in the other you're saying that a certain group would have an advantage

Lauren Perozek: Does this council stand for diversity? We should keep that in mind.

Jeremy Deneault: We all want diversity, Lauren

S Shivaane: I suggest the counselor looks up the definition of discrimination in regards to this.

Margot Berner: This came up in council two years ago. Is anyone in this council going to sue the CSU for not having more men on the policy committee?

Isaiah Joyner: We have to pay our lawyers for every legal opinion they give. I don't see why we need a legal opinion to make this happen when we have the ability to do so. I don't think anyone wants to sue the CSU over this appointment. Given the political climate and systemic barriers that people face, we want to give people opportunities. We already see this in practice, like in the PMs cabinet

Marlena Valenta: There are systemic things that deter POC and women from certain fields, the fact that we're going to stop people from participating based on a moral or legal dilemma is wrong. What's the point in fighting against this?

Margot Berner: Is policy committee working on sexual violence and gender diversity policy?

Sarah Mazhero: Yes, we are fully committed to that

Matthew Benzrihem motions to amend the motion to the following. Seconded by **Harrison Kirshner**. Motion passes

BE IT RESOLVED THAT the policy committee seat be limited to gender non-conforming students and women.

Margot Berner: Your heart is in the right place, but sexual violence policies also affect those who are marginalized by society. Gender nonconforming people also face sexual violence

Tzvi Hersh Filler: I'm not saying we should exclude people, I'm saying the opposite. There is not a single Hasidic counselor on those committees.

Harrison Kirshner: I respect you, but if governments can do it why can't we?

Tzvi Hersh Filler: The government does not put out job postings saying that people who are not part of a specific group cannot apply

Harrison Kirshner: If I want to become a member of parliament, I have to be a certain category and right now they are prioritizing POC and gender minorities. If they can do it, why can't we?

Tzvi Hersh Filler: I agree we should do our research and send this to lawyers. The keyword you use is prioritized, which isn't here

Daniel Amico: You can't discriminate against a White man. There is a reasonable limits clause in the Charter, you can test reasonable limits by using the Oakes test. It tests if you can not withstand a Charter right reasonably. This is basic Charter 101, you can't say one thing about the Charter but not understand the whole thing

Ahmadou Sakho: I'm a member of the Policy Committee, I think it's important to have more women in the committee. We're not all experts, seeing the challenges that will come, especially with the byelections coming up, the new policies, it's important to have a powerful voice and valid opinions that would help us make the best decisions. I would vote yes for this motion and encourage you to do so

Isaiah Joyner motions to exhaust the speaker's list. Seconded by **Harrison Kirshner**. Motion passes.

Tzvi Hersh Filler motions to table discussion to consult the lawyers for a legal opinion about this motion. Seconded. Motion fails.

VOTE:

1 YES

18 NO

1 ABSTAIN

Sarah Mazhero: I think it's a waste of legal fees to pay for this. It's inevitable that they will say what Daniel said. We need to promote diversity and inclusion, it's questionable how it's being brought up yet again by a white person --- (INTERRUPTED)

Tzvi Hersh Filler: I don't identify as white

Sarah Mazhero: It's becoming disrespectful. Let's give opportunities to people and follow the same equity practices other corporations are following to battle systemic inequality. Let's not use the legal fees for this, they charge \$200 for an hour, let's use that for a sexual violence policy review or other important matters

Margot Berner: Can we add that the policy seat is prioritized for BIPOC, gender nonconforming, and women. Would this make Hersh feel better about being the CSU potentially be sued?

Tzvi Hersh Filler: Can a counselor who does not meet your criteria nominate themselves?

Margot Berner: Yes, if there are no other applicants

Tzvi Hersh Filler: How would this motion take effect? If someone does, then they'll be barred from applying based on their assigned characteristics. At any point in the meeting, can a councilor nominate themselves and have their nomination refused based on their race or gender?

Margot Berner: We would accept the nomination but prioritize others

Victoria Pesce: The annual campaign is BLM. Black lives have not been considered here. You don't need to identify as white to have white privilege.

Isaiah Joyner: I reached out to the LIC.

Walter Tom: The idea of affirmative action programs is to correct historical disadvantages. Often times, people don't understand the historical context of these programs and say it's reverse discrimination. The #1 criteria looked at is the person must be qualified. If there's a Black and White candidate that are both qualified, affirmative action would prioritize Black candidates based on their historical disadvantage

Tzvi Hersh Filler: Can we take a position where a person who does not identify as certain criteria can't nominate themselves to a committee? Would you still call that affirmative action, as it's not a basis of preference but barring someone?

Walter Tom: There has to be a linkage between the position and the groups being prioritized

Margot Berner: We're addressing policies of gender equity and sexual violence, that sounds like a linkage

Arieh Barak: I feel discriminated against by this council. You talk about diversity but then discriminate against me.

Sarah Mazhero: This isn't appropriate

Arieh Barak: I didn't mention you. We're talking about diversity, and there are many minority groups. I'm Latino but there are no Latino seats. That's discrimination

S Shivaane motions to exhaust the speaker's list. Seconded by **Victoria Pesce**. Motion passes.

Tzvi Hersh Filler: There is not a single Hasidic person on those committees. This motion wants to keep it that way

Sarah Mazhero: This is a disappointing discussion of "who has suffered the most". We should stand united, other movements have come about where minority groups are supported. Every meeting has to be a debate and that's highly problematic. Maybe more training needs to be done for certain people. Every meeting I come and every meeting I'm disrespected. This is about minorities coming together and advocating for issues.

Tzvi Hersh Filler motions to vote by secret ballot. Seconded. Motion passes.

d) LGBTQIA2+ Training

Diana Lukic presents the following motion. Seconded by **Harrison Kirshner**. Motion passes
WHEREAS Standing Regulations 212 states "The CSU commits to creating a campus environment free of discrimination, harassment and violence".

WHEREAS the Concordia Student Union Code of Conduct, which most Councillor and Executive members signed upon assuming their positions, does not allow under Prohibited Conduct 2.1.9 "Discriminating against or making discriminatory comments or remarks on the basis of race, colour, sex, gender identity or expression, pregnancy, sexual orientation, civil status or age in accordance with the Quebec Charter of Human Rights and Freedoms."

WHEREAS there have been incidents of transphobic behaviour and harassment on Council, such as the misgendering of transgender individuals and improper use of pronouns;

WHEREAS a lack of information on transgender and sexuality issues may lead to harassment/discrimination, even unintentionally, and further perpetuate heteronormative and binary thinking around gender and sexuality;

BE IT RESOLVED that the Executive team is tasked with coordinating a gender and sexuality diversity training with a focus on transgender issues, that encompasses topics such as terminology (such as transgender, non-binary, cisgender, etc.), the gender binary system, gender vs. sex, gender identity vs. expression, pronouns and how to use gender-neutral language, how to spot/what constitutes discrimination and harassment, as well as how to support transgender people and the rest of the LGBTQIA2+ community within the context of a professional environment;

BE IT FURTHER RESOLVED that this training last no less than one hour;

BE IT FURTHER RESOLVED the budgetary impact of this training will be taken from the council training budget line, 5117.

Diana Lukic: This is Paige's motion. This is coming from a place where gender minority and transgender issues have been ignored. There are a lot of challenges, especially because there is no centralized education about this and that can lead to misinformation and ignorance. This training would tackle these challenges and give us the correct and appropriate information. This is relevant to the CSU council since there have been instances of people being misgendered and transphobic comments. There is an evident need for this. This would set precedent for future CSU teams and create a more inclusive environment, and encourage other trans, gender nonconforming, and minority folx to join. We have dedicated ourselves to being a Next Generation university and this would fit well in that image.

Victoria Pesce: It's important to speak about the LGBTQ community since there is internalized homophobia. Thank you for bringing this motion.

Arieh Barak motions to adjourn the meeting. Seconded by **James Hanna**. Opposed. Motion fails

VOTE:

6 YES

12 NO

9. ANNOUNCEMENTS

Isaiah Joyner: We're going to getting a CEO for the new byelection

Jeremy Deneault motions to enter closed sessions. Seconded. Motion passes.

Tzvi Hersh Filler motions to enter open sessions. Seconded. Motion passes.

10. ADJOURNMENT

Isaiah Joyner moves to adjourn the meeting. Seconded. Motion carries.

Meeting adjourned on Thursday, September 17 at 12:45 AM.