

COUNCIL PACKAGE

NOVEMBER 25TH, 2018

PREPARED BY: MAGGIE BUNBURY - DEPUTY CHAIR

Table of Contents

- 1. Agenda.....3
- 2. Students' Union Representative Council meeting minutes from November 4th, 2018.....4-13
- 3. Students' Union President Report - Rebecca Mesay.....14-15
- 4. Vice President Academic Report - Tiffany MacLennan.....16-18
- 5. Vice President Finance & Operations Report - Tega Sefia.....19-20
- 6. Vice President Activities & Events Report - Sean Hopkins.....21-23
- 7. First Year Student Representative Report - Mary Bailey.....24
- 8. Education Student Representative Report - David M. Lewis.....25
- 9. Science Student Representative Report - Bryan Fedchun.....26
- 10.Arts Student Representative Report - Lucas Middleton.....27
- 11. Board of Governors Student Representative Report - Cecil VanBuskirk.....28
- 12. Students of African Descent Representative Report - Summer Upshaw.....29
- 13. Missing Reports.....30
- 14. Finance & Admin/Student Services Update31-40
- 15. St.FX Students' Union Strategic Plan 2018-2021 Draft.....41-53

Agenda

Students' Union Representative Council
November 25th, 2018 3:00pm
Council Chambers

1. Call to Order
2. Roll Call
3. Mi'Kmaq Acknowledgement
4. Opening Remarks of the Chair
5. Approval of Agenda
6. Approval of Minutes
7. Constituency Reports
8. Business Arising
9. Executive Reports
 - President, Ms. Rebecca Mesay
 - Vice President Academic, Ms. Tiffany MacLennan
 - VP Finance and Operations, Mr. Tega Sefia
 - VP Activities and Events, Mr. Sean Hopkins
 - VP Residence Affairs, Ms. Kallie Ross
 - VP External Affairs, Ms. Clancy McDaniel
10. Student Union General Manager Report
11. Committee Reports
12. Special Reports to Council:
 - Auditors report on Students' Union Financial Statements 2017-2018
 - Finance & Admin/ Student Services Update November 25, 2018
 - WUSC Society Presentation.
 - St.FX Students' Union Strategic Plan 2018-2021 Presentation
13. Old Business
14. New Business:
 - Motion to Approve the Financial Statements 2017-2018
 - Motion to reappoint the auditing services of Grant Thornton from 2019-2023
 - Motion to approve 2018-2021 St.FX Students' Union Strategic Plan.
15. Closing Remarks of the Chair
16. Adjournment

STUDENTS' UNION COUNCIL MEETING MINUTES



Date: November 4th, 2018

Time: 3:00pm

Call to Order

Meeting called to order at 3:00pm by Chair Tanaka Chikwavaire.

Roll Call

In Attendance

David M. Lewis – Education Student Representative
Summer Upshaw – Students of African Descent Representative
Happiness Bhoke John – International Student Representative
Caelan Peters – Business Student Representative
Tega Sefia – Vice President Finance & Operations
Rebecca Mesay – President of the Students' Union
Kallie Ross – Vice President Residence Affairs
Clancy McDaniel – Vice President External Affairs
Lucas Middleton – Arts Student Representative
Bryan Fedchun – Science Student Representative
Mary Bailey – First Year Student Representative
Emma Crilly – Board of Governors Student Representative

Absent with Regrets

Sean Hopkins – Vice President Activities & Events
Cecil VanBuskirk – Board of Governors Student Representative
Iffat Sohi – Equity Student Representative

Opening Remarks of the Chair

Jack resigned. Read his resignation letter.

Approval of the Agenda

Caelan – Motions.

Happiness – Seconds.

Tiffany – Course evaluation people may not show up.

Motion passes 10-0-0.

Approval of the Minutes from October 14th

Lucas – Motions.

Bryan – Seconds.

Motion passes 10-0-0.

Constituency Reports

Bryan Fedchun – Science Student Representative

- Apologized for showing up late to the AGM. Cited miscommunications.
- Plan of action is to reduce online assignments such as Mastering Physics/Moodle. Has been meeting with professors and students.

Tiffany – I have some committees that tackle online assessments so come to me.

Lucas Middleton – Arts Student Representative

- Committee on Studies met.
- Senate Library Committee met.
- Went to the Students' Union Sexual Violence Forum.
- Bylaw met twice.
- Met with Sean R. about the strategic plan.

Mary Bailey – First Year Student Representative

- Had one visitor so far.
- Been trying to plan an event called the 2000s Dance Party. In talks with Cody McGregor.
- Got approved to have a \$50 DCB prize at the event.
- Residence events underway soon hopefully.

Sean R. – May want to work with Sean H. He can help you with the ERC form.

Summer Upshaw – Students of African Descent Representative

- Collaborating with the BLACC society.
- Hosted their second *Issa Vibe* event.
 - Had a great turnout.
- Organizational Review Committee met.
- Informal meeting was had with a couple equity representatives about the Diversity Engagement Centre.

Emma – Huge kudos.

Happiness Bhoke John – International Student Representative

- Immigration Services of Canada stopped by to inform international students about rules for immigrating to Canada after they finish school.
- Events revolved around Know Your Rights week.
- Had a barber come to cut peoples hair.

David M. Lewis – Education Student Representative

- A lot of closing gatherings with the education students.
- Had a family dinner at the INN.
- Education Society worked grilled cheese at the INN during Halloween.
- Had one academic concern brought up which is in the process of being resolved. Met with Tiffany and the Chair of Education.
- Finishing up with Building Bridges.

Caelan Peters – Business Student Representative

- Interviewed another librarian.
- Met with Brad Long about the Schwartz Advisory Board.
- If any other faculties want to start an advisory board get in touch.

Emma Crilly – Board of Governors Student Representative

- Been a busy couple of weeks.
- Had Board of Governors meetings last week. Great discussions.
- Met with Bylaw and Policy Committee.
- Quick investment meetings for Board of Governors.
- University is working hard to rectify and work towards a better Sexual Violence Prevention policy.

Business Arising

None.

Executive Reports

Rebecca Mesay – President of the Students’ Union

- Bylaw and Policy Committee met.
- Attended a Bloomfield Committee meeting.
- Informal meeting with the equity student representative, education student representative, and the students of African descent representative.
- Been reaching out to the Indigenous Student Society regarding the indigenous student representative position on council and that positions vacancy.
- Cultural competency training is being set up before a councilor is brought to the table.
- Out of office at the beginning of the week.
- CASA – federal policy is in its amendment period.
- Students NS – advocacy week.
- Attended Kevin Fraser memorial.

Tiffany MacLennan – Vice President Academic

- Report is locked in computer.
- Hosted the open forum on Sexual Violence.
 - It was pretty well attended.
- Spent a lot of time compiling info from that meeting and will be sending that out.
- Meeting with Dr. MacDonald’s team about the findings from the forum.
 - Very quick and receptive.
 - Moving forward the StFX open forum is tomorrow at 5:15pm.
- A lot of splits going on with sexual violence stuff.
- Sexual Violence Prevention Committee met several times since the last meeting.
- Went to senate library. No new university librarian has been chosen.
- Went to the senate Student Course Evaluation Committee meeting.
 - Working on a poster campaign for this.
- November 30th – Senate is hosting an open forum about Student Life. 9am.
 - Meet your Senate will also be happening.
 - In the MacKay room.

Tega Sefia – Vice President Finance & Operations

- Report is also locked in computer.
- Been meeting with committees.
- Budget and Finance Committee
 - Things have been moving slowly.
 - Don’t have a councilor and just got recently got a student at large.
- Bloomfield Committee
 - Kevin’s Corner.
 - Talked about renovations and new office spaces.
- Attended forum for sexual violence.
 - Turn out was great.

- Drive U hiring
 - Hired 5 drivers over the past week.
- Going to meeting with Superstore. Been over a month since our contract kicked in. Want to review what's going wrong and right.
- Campus Buying Committee was supposed to meet but was cancelled.
- Going to be working with the Student Food Resource Centre. In the past, have had random donations from town businesses. Around Christmas we want to organize Christmas food hampers. Have been working with the Human Nutrition Society and department. Want to make sure these hampers are something of significance. Looking for support from anywhere. Hopefully will be out before exams.

Kallie Ross – Vice President Residence Affairs

- Been pretty quiet.
- Sub-executives have been coming to me instead of emailing due to internet problem.
- Few informal meetings

Clancy McDaniel – Vice President External Affairs

- Report is locked in computer.
- Have done a couple of interviews about a new suite of mental health applications online. These apps will help with the burden of counselling services on campus. Targeted for minor mental health problems.
- In Halifax for SNS business.
 - Went to the Waves of Change program. Had an advisory meeting and will be revamping the scenarios in the program. There were issues of racism within the scenarios as they were depicting people of colour and queer people. Going to be having a full day meeting to rewrite the scenarios.
 - Met with the Department of Health and Wellness and the Department of Labor and Education regarding international student MSI. Will be looking at that in the future.
 - Have our official advocacy week this week. Topics of discussion are: mandatory statistic reporting around sexual violence on campus, looking to introduce a targeted free tuition program where students between different income brackets will be able to get tuition bursaries, looking for more investment within the co-op program, also looking to better discrimination in the co-op process, NSCC loan forgiveness, MSI for international students.
- Attended dinner with the RT Honorable Brian Mulorney.
- Met with the admin about the results of the sexual violence forum.
- Helped Tani (SFRC coordinator) with Trick or Eat.
- Had a meeting with Colette Robert.
- Had a call with the University of Manitoba's Student Union.
- Had a call with CASA around membership.

Students' Union General Manager Report

- Kevin's Corner
 - Kevin Fraser was the Director of Food Services for Sodexo and passed away suddenly this summer. His family reached out to set up a fund. Kevin's Corner will be a specific corner in our Food Resource Centre for students to grab snacks going

- to and from class. Will also be bringing snacks around campus. Want to establish a sustainable fund. This initiative is now taking place. Really exciting.
- We're insured!
 - Should consider cyber insurance for next year.
- Movember
 - Fundraiser for men's mental health and wellness. Want everyone to participate.
 - StFX has a Movember Facebook page.
 - Move challenge
- November 15th – bringing in the Halifax Social Group to the INN. Will be talking about mental health and wellness.
- Movember radio station takeover on November 19th with Sean H.
- Polar bear dip on November 25th.
- Julianne will be in the office tomorrow but will be heading out for the rest of the week.
- Public thanks to Pharmasave for offering cashback to students due to the internet outage.
- Had Imaginus come through.

Committee Reports

Bylaw and Policy - Emma

- Met to discuss the Council Procedural Policy. Will be presented later today.
- Going forward we will be looking at new topics.
- Rebecca – in our first few meetings we talked about student advocates and are currently doing research on it.

Organizational Review – Summer & David

- Meets every Tuesday afternoon.
- Last meeting focused on what's important to prioritize for the year.
- We discussed a few issues such as the vacancy of an indigenous representation on council and student advocate positions.
- Discussed ways to increase interest in the indigenous student representative position on council and how we can reshape our structure to accommodate the future representative.
- Student advocate – discussed their importance.
- Sean R. – Trying to create three different pillars. Terms of reference across the board need to be looked at. The structure of council is also being looked at. Also talked about going to referendum for fee increases for the Students' Union. Have also discussed some tough recognition of the amount of full time student enrolment. Will be facing some tough budget things in the future if we don't look at them now. Also looking at revamping a few places. Been throwing around a lot of ideas.
- Lucas – Can you clarify student advocate?
- Summer – Sorry I meant students at large .

Budget and Finance - David

- Met a couple times.
- Now have a student at large.
- Waiting on a councilor.

Campus Affairs - Mary

- Talked about Trick or Eat.
- MacIsaac roof damages.
- More study spaces.
- House charities.
- Summer – What happened in MacIsaac?
- Kallie – Isolated incident. A group of people damaged the ceiling in one of the lounges. Nothing to be worried about.

Special Reports to Council

Council Procedural Policy Presentation – Presented by Tanka and Lucas

- Friendly discussion.
- Chair of Council Tanka Chikwavaire goes through the policy.
- Quorum is 2/3 majority.
- Policy can be found in the November 4th Council Package.
- Tiffany – I would like to see a review date and an expiration date for this policy.
- Emma – What are the times for these?
- Sean R. – Review is after three years and expiration is after five.
- Lucas – There is a stipulation in the bylaws where you can't review a policy after a certain time when it is passed.

Emma – Moves to adopt and replace the Council Procedural Policy under the acknowledgement that there will be friendly amendments to punctuation and grammar.

Caelan – Seconds.

Discussion:

Caelan – When will this be live?

Tanaka – When you vote it will be live.

Motion passes 10-0-0.

Discussion of the AGM

- Open discussion involving the AGM.
- Sean R. – We did not have quorum when we started the AGM on Monday. Per the bylaws the AGM should not have taken place. Instead we went ahead with the meeting as a special

council meeting. As it stands this was not an AGM. Quorum is currently 37 students. You all must decide whether to have another AGM and bring back in the auditor. If we are going to have another AGM everyone must take responsibility with getting people to the AGM.

Recommendations:

- Stop calling it an AGM (nobody knows what it means).
- More ownership within our organizations to get people there.
- Incentives is not the problem. There needs to be something on the agenda that will pull students in. No one will come for financial statements. Have to brainstorm ways to get student interest.

Lucas – I don't think we should count the motions that we made during that meeting because we did not have quorum and it would be done in bad practice. I think we should vote on these motions again at a regular council meeting or a special council meeting. What we did is not allowed as it goes against at least six of our bylaws.

Emma – I want to echo that. We need to be sticking very strongly and strictly to our bylaws. I agree that another AGM will not work. Maybe our roll for this year should be designing what a new "AGM" will look like for next year.

Caelan – I think an AGM is completely misaligned with student interest. It's a waste of our time and student time.

Sean R. – I think part of the education around AGMs is why we do them and the importance of them. This is the one opportunity where all the elected officials are in one place along with other Students' Union members (i.e., students). This opportunity allows students to ask questions, and vote. While I agree the terminology around AGM is obsolete it is still important in continuing with this practice.

David M. – Do we as councilors understand the importance of an AGM? Maybe we should have a meeting during training or something about the importance of an AGM before our term starts.

Caelan – I think there should be AGM training during councilor training. Why is the AGM the only time that we vote on finances?

Rebecca – Under provincial legislation nonprofit organizations are required to have an AGM when presenting financial statements to the board membership. In terms of ideas for the AGM I echo what Sean says about the term "AGM". I think we should spin it next year and advertise it as a broader opportunity for students to vote on what council does. Students are able and allowed to come to council every week but most folks don't come unless there are certain issues being discussed. We could make this opportunity a time for students to provide feedback on contentious issues.

Tanaka – How does everyone feel about a Special Council Meeting to pass the financial statements?

Emma – Is that allowed under bylaw?

Sean R. – I think if that was ever called into question we could show that we attempted to do this through an AGM.

Tanaka – The only thing that may be a potential problem is finding a date.

Lucas – Does it have to be on a Sunday?

Emma – Could we potentially get the INN?

Sean R. – You could also have it as an item on the November 25th meeting.

Discussion:

Tiffany – I think doing something at the INN would not be worth it at this time. Might be a good idea moving forward with other items. I think having it on the agenda for the next council meeting would be great.

Sean R. – So your options are special council meeting or putting it on the agenda for the next council meeting.

Happiness – I'm good with putting it on the agenda for the next council meeting.

Tiffany – I move to put the two motions from the previous AGM on to the November 25th council agenda.

Summer – Seconds.

Motions passes – 10-0-0.

Old Business

None.

New Business

None.

Closing Remarks

Going to have to open an election for the position of Graduate Student Representative. Will be providing updates on that.

If anyone would like to sit on the Budget and Finance Committee as a representative, please let me know.

Sean R. – Would that be for the remainder of the year or until the graduate student representative comes on board?

Tanaka – This will be an interim position.

Adjournment

Emma – Motions.

Lucas – Seconds.

Motion passes 10-0-0.

Meeting adjourned at 4:40pm





STFX STUDENTS' UNION FOR STUDENTS, BY STUDENTS

Office of the **President**

Name: Rebecca Mesay

To: StFX Student Council

Re: Report to Council (November 2018 (up to Nov. 22nd))

Committees

For the X Ring Committee the committee has been meeting on a need-be basis for the purpose of processing requests for exception. The overview of various members of the committee has now shifted to planning the X Ring Ceremony itself. In the third week of November, we met with the Ceremonial Officer, Janet Stark, to solidify the candle bearers, speakers, and guest speaker.

The Bloomfield Committee met to discuss different projects the university and the Students' Union would like to partner to improve the accessibility of the building and the services being provided in future years.

Organizational Review Committee has continued to meet on a regular basis. The focus of the last several weeks has been internal with a particular lens on the positions of the representative council.

External Affairs

The Canadian Alliance of Student Associations' (CASA) Federal Policy Committee continued to meet on a bi-weekly basis. Seeing as CASA Advocacy Week is going to be held at the end of the month, therefore these meetings were intended to update the committee on the progress of the various policies as well as to engage home office in Ottawa on progress.

The CASA Equity, Diversity, and Inclusion (EDI) Committee has also been meeting regularly. The committee has been working on a survey that will go out to the whole membership to gather information on pre-existing organizational gaps.

The Vice President External, Clancy McDaniel and I were part of provincial advocacy week from Nov.5-9th where we advocated to government through our organization, Students' Nova Scotia (SNS). These meetings were with members of Labour and Advanced Education (LAE) including Minister Labi Kousoulis, the Association of Atlantic Universities (AAU) and Council of Nova Scotia University Presidents (CONSUP) and members of NDP, Liberal, and Conservative parties.

Internal Affairs

I had a meeting with the Equity, Students of African descent and Education student representatives, Iffat Sohi, Summer Upshaw, and David Lewis respectively, to discuss the Diversity Engagement Centre. The discussion focused on understanding the purpose of the center and its potential impact on students who identify within certain demographics.

On the first weekend of November, the Vice President Finance and Operations, Tega Sefia, attended an event celebrating the life of Kevin Fraser, the former Manager of Sodexo. During the event there was the official announcement of Kevin's Corner wherein a portion of Student Food Resource Center would be allocated to providing nutritious snacks for students.

The Students' Union had council during the weekend of November 4th.

The University's Forum on Sexualized Violence was held on November 5th, I was away at Advocacy Week however VP MacLennan and other members of the Executive Team were in attendance.

I had a meeting with the International, Equity, and Students of African Descent representatives, Bhoke John, Iffat Sohi, and Summer Upshaw respectively, alongside Kelsey Jones, the Coordinator of African Descent Affairs, to discuss accommodations for International students during the upcoming winter break. We had a follow-up meeting the Director of Ancillary Services, Bob Hale, to advocate on behalf of students.

Executive

In the third week of November, I met with VP Ross and Students of African Descent representative, Summer Upshaw, to discuss House Hockey Cup Appeals.

VP Ross and I had a meeting with VP MacLennan to help in her efforts to promote the Fall Reading Week Survey.

Rebecca Mesay, President

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Glossary:

Student Nova Scotia (SNS): is an alliance of Nova Scotia post-secondary student associations. It gives students a united voice in Nova Scotia, helping set the direction of post-secondary education by researching challenges, identifying solutions, and creating the political space needed for these solutions to happen.

Canadian Alliance of Student Associations (CASA): is a national voice for Canada's post-secondary students. Established in 1995, CASA is a non-partisan, not-for-profit student organization composed of student associations from across Canada. It represents undergraduate, graduate and polytechnic associations. At its core, CASA advocates on behalf of post-secondary students to the federal government. When Canada's leaders make decisions affecting our post-secondary education system, they turn to CASA for solutions.



STFX STUDENTS' UNION FOR STUDENTS, BY STUDENTS

Office of the **Vice President Academic Affairs**

Name: Tiffany MacLennan
To: StFX Student Union Representative Council
Re: Report to Council (November)

Committees

The **Sexual Violence Prevention Committee** met on November 2nd to discuss the findings from the Sexual Violence Climate Survey. On November 21st, these findings were presented to the broader community.

The 2nd **Senate** meeting of the year happened on November 5th. During this meeting, reports were given from the President of the University, the VP Advancement, the registrar, and Academic Planning and Priorities.

- There was many questions for the VP Advancement about the new marketing campaign they have started for the Schwartz Business Program – mostly due to the fact that all of the people used were white (two out of three were older males) and that within the advertising, you cannot see the faces of the models.
- *Academic Planning and Priorities* (a committee that I sit on) brought two motions forward – to approve the framework for non-credit certificates and to add the registrar as a permanent members of the APP committee. Both motions passed.

The **Senate Steering Committee** met on November 16th to create the agendas for the December and the January Senate meeting. The reason two agendas were approved at this meeting is because the January Senate meeting is on the first day back after the holiday break and there would not be another opportunity to approve this agenda.

On November 19th, the first **Committee on Studies – Science** meeting happened. This was a two hour meeting which discussed changes of Introductory Chemistry (currently CHEM 100 and CHEM 120) into two three credit courses and the implementation of new computer science courses to StFX. These proposals will be brought forward to Senate at the December meeting. A formalized process for different procedures in the Nursing Department will also be sent to Senate.



External Affairs

None

Internal Affairs

On November 2nd, I had a meeting with Dr. Richard Isnor, VP Research and Graduate Studies, to discuss how his position impacts students and discussions about student opportunities.

On November 4th, I attended the Students' Union Representative Council Meeting. At this meeting, a committee that I sit on (*the Senate Student Course Evaluation Committee*) was supposed to present on the importance but due to the internet outage, members of the committee did not receive the time for the meeting.

On Monday, November 5th, I attended StFX University's Community Forum on Sexualized Violence.

On Friday, November 9th, I had a meeting with the registrar about the academic calendar if a fall reading week was introduced to StFX. The registrar is currently drafting different options for a Fall Reading Week.

On Thursday, November 15th, I met with Sandy MacIntosh, the Residence Life Manager, to discuss any concerns that he may have had about a fall reading week proposal – Sandy supported a fall reading week proposal and believed that it would not interfere with how Residence Life currently operates.

On Friday, November 16th, I met with Dr. Kevin Wamsley to discuss any concerns that he may have had about a fall reading week proposal – Dr. Wamsley supported a fall reading week proposal.

On Friday, November 16th, I met with Mr. Andrew Beckett to discuss any concerns that he may have had about a fall reading week proposal from a Student Services point of view – Mr. Beckett supported a fall reading week proposal and believed it would be beneficial to students.

On November 13th, I released a forum for students to sign up as volunteers for the Fall Reading Week campaign. Students could submit an application for 2 different options (or both). The options were: 1) BECOME A PART OF THE



VOLUNTEER TEAM - Becoming a part of the volunteer team will require you to volunteer some of your time to help with promotion of a fall reading week survey at different locations on StFX campus. This is a great volunteer opportunity for someone who is outgoing and is comfortable approaching other students to fill out the Fall Reading Week Survey. We need volunteers who can commit 2(+) hours over seven days for this project **AND/OR 2) COMMIT TO PROMOTE THE FALL READING WEEK SURVEY** - This is a commitment to help raise awareness about the Fall Reading Week survey/campaign by sharing the information on your various social media platforms.

Between November 18-20th, I hosted 7 different meetings for the members who signed up to volunteer. 67 people signed up to volunteer, ~40 attended the meetings that happened for volunteer information and the rest were provided information via email.

On November 20th, I attended the Campus Affairs Committee to discuss with the members the importance of sharing this survey to their houses.

On November 20th, members of the Executive Team helped to cut business cards with the survey link and do some other promotional stuff.

On November 21st, the Fall Reading Week campaign was launched. The goal of this campaign was to have 1000 students fill out the survey over the span of seven days, however 1000 students filled out the survey in less than three hours! The campaign will still be going for the rest of the week.

On November 22nd, I am hosting Science Against Sexualized Violence with the X-Chemistry society. My self and Pablo Scrosati will be facilitating a Waves of Change Bystander training directed for science students.

During the month of November, I regularly attended weekly Executive Team Meetings.

Tiffany MacLennan
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Office of the Vice President Finance and Operations

Name: Tega Sefia

To: StFX Student Council

Re: Report to Council (November 2018)

Committees

- **Budget & Finance Committee:** We finally have a complete committee, with all members actively participating.
- **Campus Buying Committee:** We are yet to have our first meeting.

Internal Affairs

- **Honorariums:** I have sent out copies of the honorariums sheet to members of the Executive team, Chair of Council, Xaverian Weekly, and CFXU to reconcile the names and positions of every sub-exec and councilor for first semester payments.
- **Superstore Sponsorship:** I met with Superstore to discuss the following:
 - The possibility of increasing the number of food scholarships offered to STFX Students. They are open to it and hope to get some feedback from the Students' Union on the impact of the current bursaries.
 - They are willing to help with providing reusable bags for packaging the Christmas Hampers (more info below).
 - Come January 2018, we will be starting up Drive U Delivery Service for online deliveries made on student discount Tuesdays. This will prove very valuable as students are able to make orders on Tuesdays, get discounts and also receive free rides to pick up their groceries (especially in the winter months).
 - Lastly, there will be a publication article from an external media company, coming up in February 2019. This will be about the new paths that are opening up for food insecurity on university campuses. It will highlight the importance of building working relationships with grocery stores. The focus will be on STFX Students' Union, being one of the first in the Maritimes to successfully run a scholarship that addresses food insecurity.

Sub-Executives:

DriveU: We had our first Drive U meeting. These meetings will be held bi-weekly to cover scheduling, receive feedback from the employees, as well as foster relationship building.

Student Food Resource Centre: We have commenced sign-ups for the Christmas hamper program. A part of it will be going towards students. However, the majority of the donations will be going towards Seniors in the Antigonish community. The specific organization has yet to be decided upon.

Tega Sefia, Vice President Finance & Operations

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STFX STUDENTS' UNION FOR STUDENTS, BY STUDENTS

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Office of the **Vice President Activities & Events**

Name: Sean Hopkins

To: StFX Student Council

Re: Report to Council (November 2018)

Committees

Student Orientation Committee (SOC): The Student Orientation Committee did not meet for the month of November.

Event Risk Committee (ERC): Met with the committee on a weekly basis to review all risk assessment forms. We have not seen many issues come up within the committee nor in the forms themselves. One incident caught our attention and the issue was brought to the Society Review Committee. We also have finally set our regular meeting times for Thursday afternoon (better late than never).

Society Review Committee (SRC): The committee met on Friday, November 16 to speak with the StFX Peer Support Society and communicate our issues with them being a campus society. It was a great conversation and a lot of good points were made. Ultimately we had to suspend them from being a campus society but would help advise them one how to continue to have a place on campus, as many institutions across the country have a similar service/program.

Equity Advisory Committee (EAC): Met with the Equity Advisory Committee on Thursday, November 15 to discuss issues that have coming up as of late. We discussed things such as the use and future of the Diversity Offices Space on 4th Floor Bloomfield, problems with the Office of Internationalization, and how we can best represent our Indigenous students now that we do not have and Indigenous student representative on council.

External Affairs

This month, external affairs has been mainly focused around booking for upcoming events. These include:

- **Movember:** working with the Movember Foundation to organize our Movember campaign here at StFX.
- **Halifax Social Network:** Worked with them to help host some of our
- **Talent Source:** Booking acts for upcoming events (Graduation, Frost Week and X-Ring).
- **Jeff Jacobson Agency:** Working to book SickBoy podcast for a live show during Frost Week.
- **APA Agency:** Talking with an agent here to work out details for a HUGE concert that may happen in the last week of classes next semester. Nothing is confirmed yet as we are trying to work out the bands schedule, but if it happens, this will be the biggest show in StFX history.
- **Glow Parties:** booked different props and photo booths for X Ring and Frost Week.

- Darwin Events Group: working with them to book pipe and drape for X-Ring and Two Year's Eve.
- Feldman Agency: working out concert announcement dates, graphic proposals, and finalizing contract details such as ticket pricing, and meet and greet packages.
- X Infused: speaking with this company to inquire about infusion packages that we could potentially bring in for Frost Week.

Internal Affairs

I continue to meet weekly with Cody McGregor and Michelle Campbell, our Bar Manager and Marketing and Communications Manager respectively, to plan our events at the Golden X Inn. As it stands now, our events for the year are complete but we continue to go through them consistently to ensure there are no mistakes.

I meet often with Julieanne Mattie and Sean Ryan to work out X Ring ticketing details. Sales are going very well. A larger issues we are looking to tackle for future is ticket reselling/scalping. As it stands now, we have no definitive process for handling the reselling of tickets other than reporting to the judicial offices at the university. I am currently in the works of drafting a Students' Union Ticket Policy which I hope to be implanted before Convocation tickets go on sale.

November campaign went very smoothly and we had a month filled with various events.

Inn events:

- One Month 'til X Ring;
- Social Network North;
- Catalina Wine Mixer;
- Splash for the Stache;
- Last Class Bash;
- And more.

Figuring out logistics for multiple events that are going to be happening in Frost Week. The calendar of events is nearly complete and now I am just working on the booking processes for each event. Schedule and headliner to be announced over the winter break.

Sub-Executive

Entertainment Coordinators: Not much has happened with these sub-executives as I have not hosted an event in which I needed their services this month. I have spoken with Riley Milford who has agreed to work the X-Ring Super Sub with me. I will be debriefing him ahead of time once we get closer to the event.

Society Coordinator: Working to schedule weekly meeting with Tyler as simple check ins to see how I can better support him with Societies. I have also asked him to provide me with a list of all Societies who will be working coat check/grilled cheese at our events for the rest of the semester. We still have a few empty spots left to fill but it looks good so far. Tyler also sat with me at the Society Review Committee.

O-Crew Co-Chairs: Worked with the Kristyn and Sarah to organized the Orientation Crew Banquet. It went very well and the attendance was great, however I will be making the recommendation to limit the speech length for committee awards, as were went over time by nearly an hour.

Sean Hopkins, Vice President Activities & Events

su_activ@stfx.ca

W: 902-867-2220

C: 403-891-2907

First Year Student Representative Report - Mary Bailey

Since the last council meeting, I have been attending my office hours and been active on my Facebook page as usual. I have continued to plan the 2000s Dance Party event with Cody McGregor and Sean Hopkins. We are hoping for the event to take place on January 12th, during Frost Week. Some details still in the works. Hoping to do a time capsule activity for first years, which would entail me setting up a booth at a specific location at various times, and first years could come to me and write a letter (or email me a letter) to their future selves and then they go into a time capsule and they get them back in three years, around the time most current first year students would graduate. I have yet to fill out an ERC for this, but the idea is in the works. I am hoping that councilor residence visits will happen at some point. Hopefully going to put up posters in residences with my office hours on them. I am also thinking about putting a suggestion box somewhere on campus, either meal hall, the sub, or in residences. I will continue to try and think of new, creative, event ideas going forward and I will continue to seek out opinions of my constituents.

Education Student Representative Report - David M. Lewis

Since the last meeting, I have been inactive within the Students' Union. The Education in class semester ended on November 7th. Since then my constituents have all disbursed around the province to do their 6-week practicum.

Since I am also in practicum, I have been unable to meet with any of my committees. I am unavailable from 7am to 4pm every day. I am still available through email if anyone needs to contact me.

I will resume full throttle in the new semester.

#SorryNotSorry

Science Student Representative Report - Bryan Fedchun

Since last council meeting, I attended the committee on studies. New and modified classes were passed with minor correction to be revised by senate. I have also met with biology, physics and chemistry societies to check in on tutorial progress. I was hoping to develop ways to increase student's attendance at tutorials. It has come to my attention that individual tutoring resources are scarce. To solve this issue, I believe the free tutorials will very beneficial to my constituents. Therefore, we have been increasing the awareness of the tutorials. Unfortunately I did not have any constituents visit my office hours over the past few weeks. Moving forward I am hoping to attend some tutorials, so I can reflect on ways to improve the event.

Arts Student Representative Report - Lucas Middleton

My constituency has been fairly quiet since the last council meeting. None of the University committees that I sit on have met, and so I have only been involved in Union business of late. There are however several University committee meetings coming up; Senate on December 4th and an Academic Priorities and Planning committee meeting is being scheduled for sometime during the exam period. There is also a special senate meeting on November 30th that is an open forum on student life, I would like to encourage all Council members to attend, even if they are not senators.

Within the Union I have been added to the Budget and Finance committee until a new Graduate Representative can be elected. We have met once in person since the last meeting and discussed several society allocation forms. The Bylaw and Policy committee has also met weekly to discuss the revisions of the bylaw manual – this project will be a huge undertaking, but I am confident we can do it well and it will be worth it.

Outside of Union committees I have also attended the Unmasking Masculinity events hosted by the StFX English department, as well as the StFX Sexual Violence Climate Survey Report this past week. The issues surrounding sexual violence on campus are on their way to being acknowledged and resolved, but our work is not done yet.

If there are any questions or comments on my report please do not hesitate to ask.

Board of Governors Student Representative - Cecil VanBuskirk

Over the last two weeks Emma and I have seen a lot of growth and development both as BoG reps and as leaders on campus. I personally have been focusing a lot of going to as many forms and information sessions about sexual violence as possible to try and become more knowledgeable to help serve my constituents to the best that I can. In addition to this, the last two weeks have presented opportunities to grow our network. Emma and I on this last Monday launched “What’s your dilemma with Cecil and Emma” with this week’s topic being: Wellness. In the coming weeks leading up to Christmas, Emma and I look to cover Academics, and Athletics as topics as well. Hopefully this will create more action up on the fourth floor, as I am still trying desperately to reach my quota of 1 student in the councillor’s office a day.

In the coming weeks I am looking forward to continuing our campaign, and learning more about sexual violence and how to resolve it. With an upcoming board meeting on December 5th, I will soon be approached about committee meetings and I will continue to inform our students of important developments as soon as they happen! As I continue to grow into this role as a Councillor I will always look for more ways to grow and represent my constituents to the best that I can. If anyone has any suggestions on how I can improve how I represent you, please give me a call or shoot me a text!

Sincerely,
Cecil VanBuskirk
Board of Governors Student Representative
506-608-5038
x2016mqk@stfx.ca

Students of African Descent Representative - Summer Upshaw

BLACC Society:

Since attending last council meeting, the BLACC Student Society has held its second General Meeting as well as hosted its second #IssaVibe event; BLACC Coffee: Same Roots Different Soil. The objective of this event was to foster an environment in which students could come and engage in open dialogue about issues that directly affect the BLACC community. Attendees were also encouraged to express their thoughts, opinions and perspectives on culturally relevant issues such as self-identification, cultural appropriation and many more relevant topics. Feedback from the event suggested a strong sense of shared values amongst group members as well as common opinions on what it's like to live in a predominately white society. The General Meeting provided the opportunity to inform committee members of our upcoming event this month, which includes our third #IssaVibe event, Zumba. I've also been in communication with the Senior Producer for Social Justice Radio at CFXU, Natalie Krieger, as she has expressed interest in collaborating with the BLACC Student Society to gain insight from a more diversified perspective on relevant societal issues that impact our campus on a daily basis.

Org Review:

Organizational Review Committee has met twice since last council meeting. Continuing on from the past few weeks' initiatives, we've been reaching out to fellow universities, gaining feedback on one of our main pillars; Student Union fee increases, as it pertains to future potential upgrades throughout our campus community as well as addresses the issue of honorarium adjustments for executive members. The suggested direction of action was to ideally increase student union fees to a maximum rate of \$100, which would be done incrementally over a 3-5-year period, to essentially match the increase in minimum wage and to better accommodate the compensation structure of the executive team. Another topic of discussion was review of executive and representative positions on council, particularly the introduction of an LGBTQ2S+ Rep. With that, I was assigned the task of reaching out to Breanna O'Handley and Robert Chatterton to discuss the potential of this proposal.

Equity Committee:

Equity committee has met once this month; some agenda items included chair appointment, in which we felt it was appropriate to hold off on selecting due to the absence of International Rep. As a committee, we're also continuing to pursue the potentiality of introducing an Indigenous Rep. to council as there are obvious advantages that come along with this, but it is clear that structural review needs to be done to ensure our institutional practices align with those of Indigenous individuals. The Diversity and Engagement centre was the core of our discussion. Conversation remained centred around conflict of space, and suggestions on how to better accommodate both students and student advisors within these spaces so that we remain accountable and provide a service to students that aligns with its intended purpose.

Missing Reports

- Vice President Residence Affairs - Kallie Ross
- Vice President External Affairs - Clancy McDaniel
- Equity Student Representative - Iffat Sohi
- International Student Representative - Happiness Bhoke John
- Board of Governors Student Representative - Emma Crilly
- Business Student Representative - Caelan Peters

Finance & Admin/ Student Services Update

November 25, 2018

2017-18 Operating Results

Budget – (\$749,000)

Actual – (\$2,140,700)

Major contributing factors:

- Full time tuition fees \$1.5 million less than budget
- Part-Time and other fees higher than budget
- Facilities Management over budget by \$485,000 largely due to repairs & maintenance costs
- Athletics over budget by \$450,000
- Write-off of bad debts \$440,000 greater than budget
- Residence Occupancy lower than budget

2018-19 Operating Budget

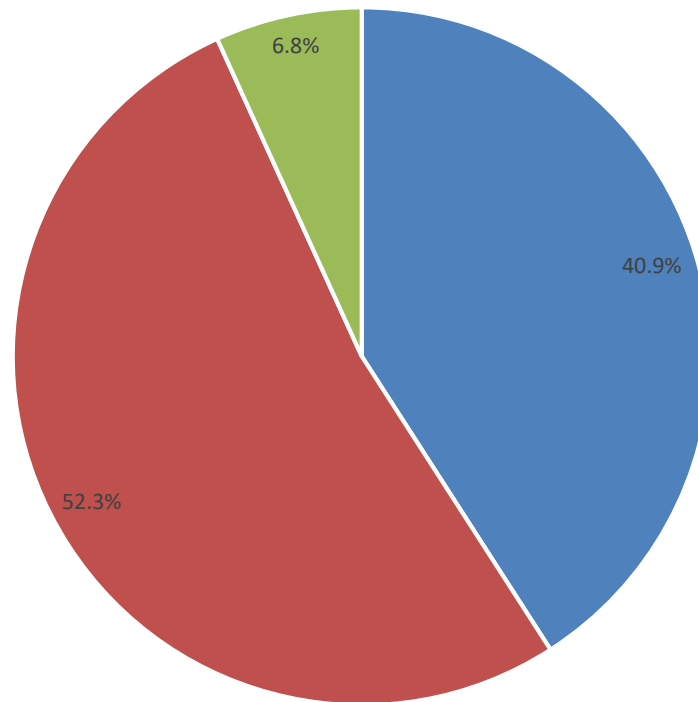
Budgeted Operating Deficit - (\$3,200,000)

Key Assumptions:

- Government Operating Grant – 1% Increase
- Enrolment – Flat (linked to Strategic Enrolment Plan using 95% of forecast)
- Student Fees
 - Tuition increase of 6%; Other fees increasing 3%
 - Ancillary Fees – Room rentals increasing 1.3%; meal plans increasing 3.8%
- Salaries – Linked to increases of Collective Agreements (1.5-1.75% economic adjustment; steps within grids range from 2-3%; employees at top of grid receive economic adjustment only)
- Residence Occupancy – 96% (Lane is coming off line, MacIsaac is being brought back online).

2018-19 Operating Budget

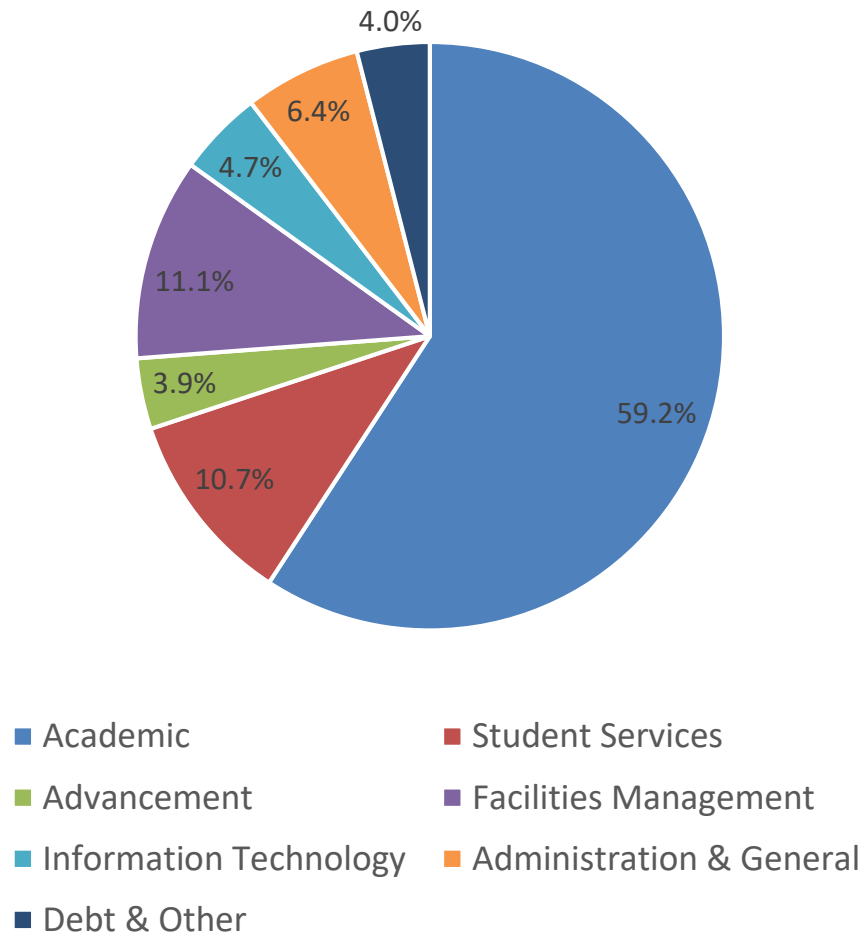
- Operating Revenue - \$80,728,000



■ Government Grants ■ Tuition and Fees ■ Endowment & Other

2018-19 Operating Budget

- Operating Expenses - \$83,479,000



Finance & Budget

- Working with Province on Operating Grant funding review
- New resources approved for Advancement Office to increase fundraising activities
 - Funded through Endowment Fund earnings
- Comprehensive Fundraising Campaign being initiated

Capital Projects: Xaverian Commons

Timelines:

- Mulroney Hall
 - Construction commenced - June 1, 2017
 - Completion Date – June 1, 2019
- Nicholson Tower
 - Construction commenced - May, 2018
 - Completion Date – March, 2019
- Centre for Innovation in Health
 - Contract award – February/March, 2019
 - Construction – May, 2019 – December, 2021

Capital Projects: Other

- Health & Wellness Facility
 - Phase 1 – Main Gym (2017)
 - Phase 2a – Stadium Bleachers/Therapy Space (2018)
 - Phase 2b – Varsity Locker Rooms (2019)
 - Phase 3a – Public Change Rooms (2022?)
 - Phase 3b – Fitness Centre (2022?)
 - Phase 4 – other facility upgrades – funding dependent
- Bloomfield Centre
- Power & Sommers roof replacement
- Physical Science roof replacement

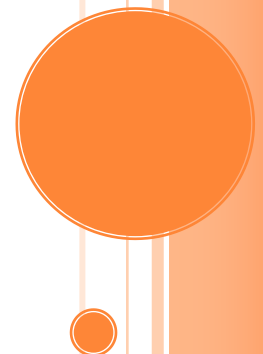
Student Services

- Sexual Violence
- Residence Changes
 - Cameron & MacKinnon Hall
 - Maclsaac Hall
- Living Learning Communities
- Manager of Student Experience
 - Diversity Engagement Centre
- Cannabis Policy

QUESTIONS?

ST.FX STUDENTS' UNION
STRATEGIC PLAN
2018-2021

DRAFT – PENDING APPROVAL
BY ST.FX STUDENTS' UNION
REPRESENTATIVE COUNCIL



PILLAR ONE: COMMUNICATION

Introduction

The St. Francis Xavier University Students' Union is a student led organization that provides services and advocacy for the students of St.FX University. The Union has been providing services and advocacy to students since its incorporation in 1965. In an effort to formalize an avenue that guarantees momentum towards an overarching direction for the organization, the Union routinely undergoes a lengthy review of its services, advocacy, and structure. A strategic plan is developed that will guide the organization for the following three-year period. Position turnover is both one of the assets and limitations of student government. The strategic plan helps to provide future student leaders with consistent goals and objectives.

The 2018-2021 Strategic Plan development process began in May of 2017. The purpose was to identify the methods that the organization would use to evaluate its services, practices, affiliations, and advocacy efforts. Two surveys were created whose objectives were to solicit feedback from both the general student body and those directly involved in the Students' Union. Both surveys were circulated to students in February of 2018. The feedback obtained from these surveys directly informed the directives outlined in this document. The Strategic Planning Committee would like to acknowledge all of the students that took the time to complete the surveys. Without this feedback from our members, the organization would not be able to grow or challenge our future leaders to innovate alongside the Union's guiding principles.

Student feedback identified communication, student consultation, and increased and sustainability of the Students' Union as key priorities. These create the guiding pillars for the plan. Following each pillar, overarching areas are identified for future Executive teams to consider when creating and/or improving the Union's practices. The objective is not to be prescriptive with the recommendations, but to provide possible avenues and highlight possible barriers to success.

Strategic Planning Committee Members:

Annie Sirois, Students' Union President & CEO (co-chair)

Jessica Fullerton, Students' Union Chair of Council (co-chair)

Sean Ryan, Students' Union General Manager

Rebecca Mesay, Students' Union Vice-President Residence Affairs

Bry Crabbe, Graduate Student Representative Councillor

Lucas Middleton, Bachelor of Arts Student Representative Councillor

PILLAR ONE: COMMUNICATION

The St.FX Students' Union recognizes the importance of communicating effectively with our membership. It is vital that students be informed of the work completed by the Union, upcoming events, as well as the advocacy efforts done by our external lobby groups. The objective of this pillar is to review the design and functionality of current marketing and communications methods. The accessibility of Union information will be assessed to ensure that the organization is maintaining a high degree of transparency and accountability to the membership.

Item 1: Marketing

In 2016, the Union moved the position of Vice-President Communications into a full-time Communications and Marketing Manager Role. The Marketing Office, now overseen by the Manager, is responsible for carrying out Union's communications. The objective is to ensure that the Marketing Office is consistently producing quality materials for the membership that are innovative and accessible to all students. The Union has the potential to be the lead marketing provider in Antigonish and to export its services to local businesses.

Possible methods to develop marketing efforts:

- Survey international students to better understand what communication methods are most effective for them
- Convert all Marketing Office positions from honorariums to per hour wages to better ensure that all materials are being published by their deadlines
- Look to utilize advertising screens within Bloomfield Center and expand to other buildings on campus and in the community
- Standardize and brand Students' Union services and events
- Establish relationships with co-op office to engage students taking marketing classes

Potential barriers to developing marketing efforts:

- Financial constraints
- Burdening the Marketing Office personnel with too many tasks
- Lack of tools to accomplish projects
- Lack of training/skill set for specific projects

Item 2: Student Awareness

In order to represent students effectively, the Union must be aware of students' positions on current topics, so that discussion, and decisions can be informed. According to the survey data, most students are unaware of who their representative councillor is, or what function the representative councillor serves.

However, this does not reflect interest. Many students are interested in giving their input on Union affairs, and students are searching for a way to do so. By increasing student awareness of the Union, the decisions it makes, and the representatives available to each constituency, the Union will be more efficient in its representation of its members.

Possible methods to increase student awareness:

- Prioritize the awareness of essential services the Union provides to students – advocacy efforts, better marketing of reports.
- The increased promotion and streaming of Council Recap videos following each representative council meeting.
- The creation of Councillor emails and acquiring a list-serve update and conduct outreach directly with their constituencies.
 - I.e. su_bog@stfx.ca or su_business@stfx.ca
- Consider short introductory videos of councillor positions at the commencement of their term.
- Consider ensuring all students are aware of the location of their personal voting information on Election days.

Potential obstacles to increasing student awareness:

- Students' Union's reliance on the University's IT system
 - Which would be used to setup councillor emails
- Timely updates of the website
- Students dissatisfaction with overwhelming number of emails from representatives
- Confidentiality of students
 - Providing a St. Francis Xavier University student with contact information of their entire constituency.
- Students' Union's reliance on the University's Registrars office
 - Which would be used to create councillor list-serves

Students' dissatisfaction with overwhelming number of emails from representatives

Item 3: Accessibility of Information

To ensure adequate communication is maintained with the Union membership, information released by the Union shall be accessible for all members. This information shall be distributed through the various Union channels of communication (the Union website and social media sites). Based on survey results from the general membership, it is evident that students require more frequent updates regarding Union content, reports and advocacy efforts. The objective of this item is to ensure that the collective membership is informed on Union proceedings and can access all information effectively.

Possible methods to increase the accessibility of information:

- Frequent website updates and Facebook postings
 - Executive reports
 - Constituency Reports
 - Council Minutes
- Releasing the Council Packages on the website
- Timely release of Union hiring positions and nomination forms

Potential obstacles to increasing the accessibility of information:

- Layout of the website does not always support accessible information
- Lack of use of the University List-serve (currently only allowed usage for Election, and Health and Dental Plan Opt Out information)
- Timing of information release and internal resources

Pillar Two: Student Consultation

The Students' Union represents all full and part time students at St. Francis Xavier University. Our legitimacy is established through the ability to accurately reflect and represent views of the membership. The support of the membership is critical, and members should feel an affiliation to the organization. To continue to garner this support, we must reflect the interests of our members through engagement between the Union leaders and those they represent, and be transparent in our discussions and decisions.

Item 1: Event Diversity

The Students' Union will continue to look for opportunities to provide events that reflect the current cultures and styles of the day. The Union will also look to partner with the various internal and external groups to share resources, and experience to build community on our campus.

Possible methods to increase event diversity:

- Continue to tweak current events for orientation week to highlight all the various groups within our campus and Antigonish communities
- Look for opportunities to continue to integrate the currently separate International Student Welcome Week and Orientation Week
- Partner with societies to utilize The Inn for community events
- Engage students early in the year to inquire about events they would like to see
- Make ERC training more available so non-society affiliated groups can host events

Potential obstacles to increasing the accessibility of information:

- Lack of finances to bring in multiple speakers or artists for events
- Space continues to be an issue while large construction projects continue on campus
- Timelines and sharing information so that events can be properly organized
- Lack of human resources to execute multiple events

Item 2: Student Representative Council

Following the results of the St.FX Students' Union Strategic Plan General Survey, it is evident the majority of the membership is not informed of who their Student Representative are and do not feel adequately represented by their representatives. Within the General Survey, despite responses primarily being reactive to the University Avenue residents and pursuant discussions in the 2017-2018 academic year, members expressed their dissatisfaction with their current student representatives. This dissatisfaction was based on their lack of outreach with constituents and advocacy on council. The Students' Union recognizes the importance of the Student Representative Council to conduct outreach with constituents, in order to place an informed vote on behalf of their constituents. The Student Representative Council should create an effective method to inform constituents and engage these members during consultation.

Furthermore, the Union acknowledges the importance to ensure the Student Representative Council members are equipped with the tools to succeed within their position. The objective is to introduce a Council procedure that is comprehensible and implement a training schedule that will improve councillor participation.

Possible methods to improve the Student Representative Council:

- Increase the number and involvement of Student's-at-large on Union Committees.
- Create a formal consultation process/mechanism for all Student Representative Councillors to utilize (adjusting the process/mechanism to their respective constituents).
- Improving Council Training sessions to increase the overall productivity and effectiveness of Council.

- Promote better transition within these high turnover positions.
- Look into live stream options for council
- Move AGM date and promote the importance of attendance (bylaw change)
- Develop new council procedure that allows for more engagement

Potential barriers when improving the Student Representative Council:

- Current terms of reference and office hours for councillors
- Lack of applications and vacancies for representative positions
- Current make up of council (number of positions)
- Bylaw revisions

Item 3: Advocacy for Student Issues

The Union acknowledges that it has an obligation and important role to play in being an advocate for redressing a variety of student issues. These can include but are not limited to socio-economic barriers to university, mental health and wellness, sexualized violence, and campus accessibility. The aforementioned issues affect each student differently and the Union needs to be accommodating to that reality in their practices.

Possible methods to advocate for student issues:

- Collaborate with existing university and town resources
- Utilize the External Affairs Advisory Committee (by conducting outreach) to identify student issues that can be championed through Students Nova Scotia and the Canadian Alliance of Student Associations

Potential barriers when advocating for student issues:

- Those who face systemic barriers to accessing post-secondary education can feel that their Union does not reflect them, and are therefore more reluctant to provide feedback because they do not feel empowered to do so

Item 4: Student Representation and Diversity

The Union recognizes it has an obligation to represent and provide services to all of its membership. It is clear from the survey results that there is a demographic who is receiving a greater benefit from their membership than others. The Union's objective is to increase the diversity of those holding positions within the organization and better support student representing of the voices of historically marginalized members of the St.FX community.

Possible methods to increase student representation and diversity:

- Provide more support to the Equity, International, Students of African Descent, and Aboriginal Student Council Representatives by:

- Create connections between the Union and the Mi'kmaq and historic African Nova Scotia communities surrounding Antigonish
- Collaborating with the students of African descent and Aboriginal descent coordinators, as well as the Gender & Sexual Diversity advisor and International Student advisor
- Provide equitable compensations for its volunteers and student leaders for the purpose of decreasing financial barriers to involvement
- Advocate and support reconciliation within the Students' Union and the university, by introducing and recognizing Indigenous knowledge systems and their role in improving the governance of the Union through consensus decision-making.

Potential barriers to increasing student representation and diversity:

- Push-back from those within the membership who have disproportionately benefited from the Union's status quo
- University and Students' Union resource allocation
- Historically difficult/resistant to challenge the status quo

Item 5: Transparency

The Union continues to fulfil its obligation of effectively representing the voices of students to all relevant stakeholders. Executive and councillor reports are published on the website monthly, and oral reports are provided at the Student Representative Council bi-weekly. Despite these efforts, the survey results indicated that transparency was one of the core values the Union least embodies. Further analysis of the report shows that this stems largely from the recent decision to support the university's decision to change Cameron and MacKinnon hall to fully co-ed residences. Regardless of the reason, it is crucial that the membership feels that their representatives and those making operational decisions are informed of both students' wants and needs.

Possible methods to increase transparency:

- Strategize with the Communications and Marketing to improve the student body's overall awareness of Union internal affairs
- Use of social media and Union website to provide better access to more information

Potential barriers to increasing transparency:

- Student apathy to Union affairs
- Lack of trust in the Union and its representatives

Pillar Three: Increased Capacity and Sustainability

The Students' Union recognizes the necessity of having sufficient resources to enable and support future initiatives and projects. In order to continue to support and advocate on behalf of students, the Union must evaluate its current capacity to ensure sustainability for the organization. The primary restraint on the Union is resources (physical and monetary) as well as lacking building autonomy. The objective is that the Union shall be able to sustain itself, increase its capacity of services and job opportunities for the membership.

Item 1: Building Autonomy

The Union acknowledges that most other student associations in Canada have a designated space and/or building that provides central access to the resources and services offered to students. There is growing demand to see this shift occur at St.FX. Achieving greater building autonomy is important for the growth and efficiency of the organization, as well as the overall accessibility of the organization to students.

The Union should renovate existing spaces or create new spaces that address the needs of as many demographics in the student body as possible. The objective is to produce a physical environment that welcomes and encourages diversity, and which all students feel a sense of pride, ownership, and connection to. When negotiating greater building autonomy with external parties, the Union will need to take into consideration its capacity to expand both financially and in terms of resources (human resources, construction material, etc.).

Possible methods for increasing building autonomy:

- Renovate fourth floor lounge space to solidify a proper student lounge (particularly to address the lack of designated informal space for off-campus and international students to convene).
- Expand to the full fourth floor of the Bloomfield Centre and reallocate all Union personnel to existing and new office spaces.
- Conduct a student referendum for building renovations (redesign building to meet the needs and wants of all student).
- Work with the University to have the back half of the building accessible for students and visitors with mobility issues

Potential barriers to increasing building autonomy:

- Lack of existing ownership (office space is leased from the University for \$1 a year)
- (Until the Mulrone project is complete in 2019/2020) lack of existing spaces to relocate study space for students or administration office space that is currently housed in Bloomfield
- Desire for University personnel to be in Bloomfield Centre near Union services and resources

- Financial constraints for the Union

Item 2: Renovations

Student associations across Canada are facing increased requests from its membership for new services, updated technology, and more welcoming and multifunctional spaces. While the University continues to try and provide upgraded and new infrastructure to remain a leader in recruitment of students, faculty and research, the Union should also strive for continued upgrades to its spaces to meet the growing needs and expectations of its membership.

The Union will be engaging with the University in the coming year to evaluate all the office, meeting, study, and living spaces that could be available or built in the Bloomfield Center. This should not eliminate continued efforts to renovate current Union spaces as outlined in the *Lease Agreement*.

Possible areas for renovation:

- Golden X Inn
- Xaverian Weekly Offices
- Dedicated Health and Dental Plan Office
- Relocating the Student Food Resource Center to Bloomfield
- X Denn Consignment Shop

Potential barriers to renovations:

- Reliance on student referendums to finance projects
- Reliance on overtaxed University Facilities Management services as well as their inflated prices for services
- Sourcing affordable external vendors, architects, construction companies to complete the work

Item 3: Food services

Most post-secondary institutions across Canada have a food services contract with an external company. Many of these contracts either exclude the student organization from the contract or recognize them as a stakeholder in the agreements. The Union's objective is to be recognized as a stakeholder on any new food services contract or agreement, should the University renegotiate their current contract or enter into a new contract or agreement with the existing provider or a new provider.

Possible methods to improve food services:

- Have the Union be recognized as an independent entity from the University's food contract in order to enable the autonomy to solicit from external providers for contracted food services and to be exempt from restrictions put in place by the University's food service providers
- Renovate the Golden X Inn and explore the addition of a kitchen and food service area to enable it to provide its own food services
- Collaborate with the University's food service provider to support the Student Food Resource Centre and create additional food security programs

Potential barriers to improving food services:

- Resistance from the University and their food service provider to Union autonomy from contract
- Additional costs and resources to add and maintain a kitchen and food service for the Golden X Inn

Item 4: Students' Union Fee Evaluation

The St.FX Students' Union has one of the lowest student union fees in the country. With the rising cost of tuition, additional fees, and the cost of living, the Union recognizes it has an obligation to keep our fee as affordable as possible. The Union has been operating at its maximum capacity and may run risk of no longer providing the services and necessary improvements at its current rate.

In 2019, the Union will be at the end of the Student Representative Council's previous recommendation of a 3% increase to the Students' Union fee over five years. All Union positions—with the exception of the Golden X Inn, Info Desk, Drive U, and full-time staff—receive an honorarium pay that is a fraction of minimum wage in Nova Scotia. These volunteer positions are out of step in regards to financial compensation and have not had an increase since 2015.

Possible methods to evaluate the fee:

- Review the compensation structure for all volunteer positions within the organization to understand which roles need prioritization for wage increases
- Review compensation structures of similar student associations within the province and across Canada to provide the best recommendation to the Student Representative Council for compensation changes and office hour adjustments
- As identified in the survey as the most preferred option (65.5%), increase the Students' Union fee by \$10 each year for the next 5 years

Potential barriers to evaluating the fee:

- Burdening students with increased costs
- Failed Referendum

Item 5: Review of Terms of Reference for Union Positions

By 2022 The Students' Union will undergo a review of all the terms of reference outlined in the Bylaws. This review will focus on terms of reference for Executive, Council, Associate positions, Part Time staff and Full time staff.

This review must involve consultation with the current staff occupying these positions

Before any changes are made, the full bylaw and policy manual must be consulted to review where direct and indirect impacts may exist

Areas for review are outlined but not limited to: Job description, election or hiring practices, office hours, committee work, external responsibilities, compensation, and reporting structure.

Possible methods to review terms of reference:

- Line by Line review of the bylaws to highlight inconsistencies, lack of definition and out dated practices or positions
- Once review is completed, consult a lawyer or third party provider with a speciality for bylaws and non for profit regulations
- Submit all changes to Bylaw and Policy Committee, and then Council for review and adoption

Potential barriers to reviewing terms of reference:

- Timeline and breadth of changes
- Outstanding review of the Impeachment Bylaw Recommendations from 2017-18

Item 6: Review of by-laws and Council procedures

The Union recognizes its obligation to possess updated and thorough governing documents. As a not-for-profit organization, the Union understands the importance of reviewing its bylaws and addressing all ambiguities in the document. The objective is for the Union to review and revise the by-laws in their entirety. The St.FX Students' Union Bylaws will then be reviewed with legal consultation. The Students' Union bylaw's are not at the calibre they should be for an organization of this magnitude. Such a revision will increase transparency of the organization for its membership.

Possible methods to review by-laws and council procedures:

- Review by-laws with legal consultation
- Produce a individualized set of council procedures with legal consultation

Potential barriers to reviewing by-laws and council procedures:

- Time-consuming process and potential reluctance from members of Council to commit to the revision project

Section 3: Measurable

- Each Executive team create an annual plan, approved at the Annual General meeting, that is shaped around the strategic plan and their objectives
- An Annual Report: Year in Review be published by each President at the end of their term identifying the outcomes of the respective plan so that the next Executive team can identify what aspects of the strategic plan still need to be address/completed
- Yearly satisfaction survey to be presented at last council meeting of the year to highlight the impact of decisions made by the executive and council for consideration by the student leaders transitioning into the positions for the coming year
- Supported and successful referendum for increases to the Union fee and Building Renovation fee
- More diversified attendance at Union events