



MINUTES OF FRI, OCT 23 AND SAT, OCT 24

PRESENT

SHAWNA DUNCAN	01 CFA (FRIDAY)	SANDY BANNIKOFF	12 CCFA
ELIZABETH CARMACK	01 CFA (SATURDAY)	JUSTIN WILSON	14 LFA CO-CHAIR
LISA BOURQUE BEARSKIN	02 TRUFA	EVELYN VOYAGEUR	16 NICFA
NICHOLETTE PRINCE	03 FACNC	SHARON MCLIVOR	19 NVITEA CO-CHAIR
LOUISE SALDANHA	04 DCFA	MAÏ YASUÉ	24 QUFU
SEEMA AHLUWALIA	05 KFA	MANDY NA'ZINEK JIMMIE	NRFC LOCAL 19
SMOKII SUMAC	06 CORFA	SHIRLEY ACKLAND	FPSE EXECUTIVE LIAISON (FRIDAY)
SHIRLEY ANNE HARDMAN	07 UFVFSA	BRENT CALVERT	FPSE PRESIDENT (SATURDAY)
SHERRY MATTICE	08 VIUFA	NICOLE SEGUIN	STAFF REPRESENTATIVE
SHEREE RONAASEN	11 AWU		

REGRETS

FRANCES GREENSLADE	09 OCFA	DEREK KNOX	17 TRUOLFA
ELIZABETH FERGUSON	10 SCFA	NEDRA MCKAY	19 NVITEA
SUZANNE TOUAHRIA	15 VCCFA	VACANT	21 ETEA

ACKNOWLEDGEMENT OF TERRITORY

We acknowledge that what is now known as British Columbia is located on the traditional territory of First Nations' Peoples. Please take a moment to acknowledge and reflect on the specific traditional territory on which you are physically located. FPSE's office is located on the unceded lands of the Coast Salish peoples, including the territories of the x̣ṃəθkwəỵəm (Musqueam), Səḷílwətaʔ/ Selilwitulh (Tsleil-Waututh) and Skwxwú7mesh (Squamish) Nations.

AGENDA

1. QUORUM CHECK

2. OPENING PRAYER, INTRODUCTION OF WISE ONE OR ELDER

EVELYN SAID AN OPENING PRAYER.

3. AGENDA CHECK

4. ORIENTATION DOCUMENTS

- 4.1 DRISC WORKPLAN LETTER 2020/21 **ITEM A**
- 4.2 DRISC TERMS OF REFERENCE **ITEM B**
- 4.3 COMMITTEE GUIDE **ITEM C**
- 4.4 CONSENSUS-BASED DECISION-MAKING **ITEM D**
- 4.5 DRISC WAYS OF BEING AND KNOWING **ITEM E**

- A) PROPOSAL: THAT DRISC RECOMMEND THIS DOCUMENT, AND THE CONSENSUS-BASED DECISION GUIDE, BE ADDED TO THE FPSE COMMITTEE GUIDE

ADDENDUM: RESOURCES CIRCULATED VIA CHAT:

- SKW'CHÁYS LAUNCHING CEREMONY [HTTPS://WWW.YOUTUBE.COM/WATCH?V=5UHQC47AQCO](https://www.youtube.com/watch?v=5uHQC47AQCO)
- FPSE.CA
- [HTTP://MAKEITFAIR.CAUT.CA/](http://makeitfair.caut.ca/)
- [HTTPS://WWW.FPSE.CA/SEARCH-PROFESSOR-PRECARIOUS-OCT-18-24](https://www.fpse.ca/search-professor-precarious-oct-18-24)
- [HTTPS://HISTORY.FPSE.CA/VIDEO](https://history.fpse.ca/video)
- [HTTP://WWW.SFU.CA/PUBLICSSQUARE/UPCOMING-EVENTS/2020-STERLING-PRIZE-CEREMONY-AND-LECTURE-WITH-TAMARA-STARBLANKET.HTML](http://www.sfu.ca/publicsquare/upcoming-events/2020-sterling-prize-ceremony-and-lecture-with-tamara-starblanket.html)
- [HTTPS://WWW.CBC.CA/NEWS/CANADA/EDMONTON/EDUCATION-EXPERTS-SLAM-LEAKED-ALBERTA-CURRICULUM-PROPOSALS-1.5766570](https://www.cbc.ca/news/canada/edmonton/education-experts-slam-leaked-alberta-curriculum-proposals-1.5766570)
- [HTTPS://DOCS.GOOGLE.COM/FORMS/D/E/1FAIpQLScsPQw3ZMDPLCrT-IVSPHWvSQRsQTNumVTDAmi6UHI00FLFNQ/VIEWFORM](https://docs.google.com/forms/d/e/1FAIpQLScsPQw3ZMDPLCrT-IVSPHWvSQRsQTNumVTDAmi6UHI00FLFNQ/viewform)
- [HTTPS://WWW.NIC.BC.CA/LIFE-AT-NIC/NIC-NEWS/NEWS/NIC-NURSING-STUDENTS-HOST-VIRTUAL-CNSA-REGIONAL-CONFERENCE/](https://www.nic.bc.ca/life-at-nic/nic-news/news/nic-nursing-students-host-virtual-cnsa-regional-conference/)

ACTION ITEM:

SEEK AND PROVIDE CLARITY REGARDING IF SOMEONE FROM THE HUMAN RIGHTS COMMITTEE SITS ON DRISC.

5. INFORMAL ROUNDTABLE DISCUSSION

COMMITTEE MEMBERS INTRODUCED THEMSELVES AND HELD AN INFORMAL ROUNDTABLE DISCUSSION.

6. ADOPTION OF THE MINUTES OF FEBRUARY 21 & 22, 2020

ITEM F

MINUTES APPROVED BY CONSENSUS.

7. BUSINESS ARISING

CLARITY AROUND CARRYING OVER BUSINESS FROM ONE MEETING TO THE NEXT

DISCUSSION REGARDING WHETHER TO USE ROBERT'S RULES, NOT CARRY ITEMS FORWARD, OR PROACTIVELY CARRY OVER. COMMITTEE IN CONSENSUS TO **PROACTIVELY CARRY ITEMS FORWARD**.

7.1 ITEMS CARRIED OVER FROM THE 2019/20 DRISC MEETING CYCLE:

- a. REPORT OUT FROM REGIONAL GATHERINGS SUB-COMMITTEE
COMMITTEE MEMBERS: DAWN SMITH (FORMER LOCAL 12 REP), SHELLY JOHNSON (LOCAL 02), ELIZABETH FERGUSON (LOCAL 10), NICHOLETTE PRINCE (LOCAL 03)

SHIRLEY ANNE HARDMAN (L07), MUKWA MUSAYETT SHELLY JOHNSON (L02) AND NATALBAN NICHOLETTE PRINCE (L03) MET OVER THE SUMMER. LANGARA HELD THE FIRST INDIGENOUS IN THE ACADEMY/RED IN THE ACADEMY EVENT. SHIRLEY ANNE HARDMAN (L07) ATTENDED AND SPOKE ON THE PANEL. THERE ARE GOING TO BE MORE OF THESE EVENTS. CNC HAS NOT PLANNED A DATE YET. RED IN THE ACADEMY IS PAUSED WHILE WAITING FOR RESEARCH ETHICS APPROVAL. RED IN THE ACADEMY IS A PROJECT MEANT TO COLLECT STORIES ABOUT WHAT IT MEANS TO BE INDIGENOUS IN THE ACADEMY. SHELLY, AS RESEARCH CHAIR AT TRU, WOULD HELP UNDERTAKE RESEARCH WITH FACULTY AND STAFF TO TELL THEIR STORIES.

KEEP ITEM AS REGULAR AGENDA ITEM FOR THIS YEAR.

- b. SSHRC PROCESS UPDATE

SHELLY WILL HAVE TO SPEAK TO.

- c. 10 COUNTER PRODUCTIVE BEHAVIOURS OF WELL-INTENTIONED PEOPLE

Note: Committee follows consensus model.

THE RESOURCE [HTTPS://THEBODYISNOTANAPOLOGY.COM/MAGAZINE/TEN-COUNTERPRODUCTIVE-BEHAVIORS-OF-WELL-INTENTIONED-PEOPLE/](https://thebodyisnotanapology.com/magazine/ten-counterproductive-behaviors-of-well-intentioned-people/) .WAS SHARED DISCUSSION CLOSED.

- d. MANDATORY ANTI-RACISM AND ANTI-BULLY TRAINING FOR ADMIN

NOT DISCUSSED. *ADD TO NOVEMBER AGENDA.*

- e. TABLED MOTION

FPSE MUST DEVELOP STRATEGIES AND TAKE ACTION FOR PROMOTING INDIGENOUS AND NON-WHITE MEMBERS TO STAFF AND EXECUTIVE POSITIONS WITHIN OUR ORGANIZATION, INCLUDING TRAINING, CONFERENCE, TRAVEL AND ORGANIZATIONAL MEMBERSHIP OPPORTUNITIES, AND TIME OFF FROM WORK IN LIEU OF THIS SERVICE WORK.

DESIRE TO REVISE AND EDIT.

IS THERE A LOCAL COMPONENT?

BRING THIS MOTION BACK TO NEXT MEETING FOR DISCUSSION WITH RESOLUTIONS UPDATE.

TABLED MOTION:

FPSE BE DIRECTED TO COLLECT INFORMATION ON THE DEMOGRAPHIC MAKEUP WITHIN OUR POST-SECONDARY INSTITUTIONS IN EXECUTIVE, FACULTY AND STAFF.

MOTION

WHEREAS IT IS KNOWN THAT RACIALIZED PEOPLE ARE UNDERREPRESENTED WITHIN POST-SECONDARY INSTITUTIONS; THAT

FPSE BE DIRECTED TO COLLECT INFORMATION ON THE DEMOGRAPHIC MAKEUP OF THE FPSE EXECUTIVE, FPSE LOCAL EXECUTIVES, AND FPSE STAFF.

APPROVED BY CONSENSUS.

- f. PROPOSED ADDITIONS TO DRISC WORKPLAN FOR 2020-21:

NOT DISCUSSED. *ADD TO NOVEMBER AGENDA.*

- i. CREATE AWARENESS AND UNDERSTANDING OF CURRENT INDIGENOUS ISSUES AND THE EMOTIONAL IMPACT OF LABOUR OF INDIGENOUS AND RACIALIZED WORKERS IN DOING THIS WORK.
- ii. FACILITATE RESEARCH INITIATIVES REGARDING INDIGENIZATION/ DECOLONIZATION/ RECONCILIATION.

- g. SPECIAL INDIGENIZATION PROJECT PROPOSAL

NOT DISCUSSED. *ADD TO NOVEMBER AGENDA.*

BROADCAST A WEBINAR WHERE A SPEAKER IS HOSTED BY A DRISC MEMBER AND ALL FPSE LOCALS ARE INVITED TO PARTICIPATE.

SUGGESTED SPEAKER: GLEN COULTHARD, UBC | SHIRLEY ANNE HARDMAN (L07) WILL ASK HIM IF HE'S INTERESTED AND ANY COST.

TBD: DATE AND TOPIC

7.2 NVITEA: INDIGENIZATION IN BARGAINING | UPDATE

SHARON GAVE AN UPDATE. RATIFIED AT 100%. DESCRIPTION OF BARGAINING PROCESS, GAINS MADE IN COLLECTIVE AGREEMENT (STAFF PD, JOINT INDIGENIZATION COMMITTEE HALF AND HALF UN AND ER)

Note: Committee follows consensus model.

ACTION ITEM: SMOKII SUMAC (L06) WILL DRAFT STATEMENT OF RECOGNITION FOR SHARON MCIIVOR (L19) REGARDING HER LEADERSHIP DURING BARGAINING.

DISCUSSION

STATEMENT THAT WARNS COLLEAGUES ABOUT HOW DOING ANTI-RACISM WORK CAN THEN BE TARGETED FOR DISCIPLINE. IMPACT AND CONSEQUENCES OF DOING ANTI-RACISM WORK.

MOTION

THAT DRISC DEVELOP A POSITION STATEMENT ON THE IMPACT OF CURRENT ANTI RACISM EFFORTS WITHIN BC POST SECONDARY INSTITUTIONS ON NON-WHITE AND INDIGENOUS PEOPLE. THIS STATEMENT WILL BE DRAFTED BY SMOKII SUMAC (L06), SEEMA AHLUWALIA (L05), LOUISE SALDANHA (L04)

APPROVED BY CONSENSUS.

7.3 DRISC NEWSLETTER/Written Reports

FOR CLARITY AND SAFETY, DRISC VERBAL REPORTS ARE NOT RECORDED IN THE MEETING MINUTES. WRITTEN REPORTS AND NOTES WILL BE INCLUDED IN MEETING MINUTES; THESE CAN BE CIRCULATED IN ADVANCE OF THE MEETING OR AFTER THE MEETING, UNTIL THE MINUTES HAVE BEEN ADOPTED. MINUTES ARE PROVIDED TO THE COMMITTEE AND TO THE FPSE PRESIDENTS' COUNCIL.

IN SPRING 2020, THE COMMITTEE REACHED CONSENSUS THAT A WRITTEN REPORT FROM EACH LOCAL WOULD BE HELPFUL IN TRACKING LOCAL CONDITIONS. THREE FORM QUESTIONS WERE APPROVED:

- LOCAL (UNION) INFORMATION
- MILESTONES
- NEW HIRES/ NEW PROGRAMS

THIS NEWSLETTER FORM CAN BE [FOUND HERE](#) (LINKED). AFTER THE FIRST MEETING HAS OCCURRED, DRISC REPRESENTATIVES ARE ENCOURAGED TO PROVIDE LOCAL INFORMATION ONE WEEK IN ADVANCE OF THE COMMITTEE MEETING SO THAT THE REPORTS CAN BE COMPILED AND CIRCULATED IN THE MEETING PACKAGE.

NO FURTHER DISCUSSION.

7.4 AGM 2020 UPDATE

BRENT GAVE AN UPDATE ON AGM 2020.

QUESTIONS, DISCUSSION ABOUT AGM, RESOLUTIONS, BUDGET APPROVED.

HOW CAN WE KEEP THE STATUS QUO DURING PANDEMIC JUST DIGITAL. CAN'T WE USE THIS YEAR AS EXCAVATION TO BOTH KEEP THINGS RUNNING AND DOING INDIVIDUAL REPORTING. DOING PERSONAL ANTI-RACISM WORK, REPORTING OUT ON WHAT IS HAPPENING AT INSTITUTIONS. TRYING TO SEE THIS AS AN OPPORTUNITY.

CATASTROPHE IS OPPORTUNITY FOR CHANGE. EVERYONE NEEDS CHANGE. WHO ESTIMATES THAT YOUNG HEALTHY PEOPLE RECEIVE VACCINE FALL 2022. COULD BE A LONG TIME ONLINE.

DIFFICULT TO GENERATE MOMENTUM. DIFFICULT DISCUSSIONS HERE – CONVERSATION ABOUT JOYCE.

SPECULATION AT PC ABOUT BUDGET SURPLUS. DRISC SHOULD LET PC KNOW THAT DRISC IS THINKING ABOUT SURPLUS COMING FROM DRISC MEETINGS. AS OPPOSED TO IT BEING SPENT ON SOMETHING ELSE. WOULD LIKE COMMITTEES TO HAVE SOME SAY IN HOW MONEY IS SPENT.

LOTS OF THINGS ON TABLE THAT COST MONEY – ANTI RACISM TRAINING. COULD COME UP WITH IDEAS. WOULD BE GOOD TO HAVE SOMETHING ON TABLE RATHER THAN NOTHING.

Note: Committee follows consensus model.

RACISM IN HEALTHCARE – CAN DO SIMILAR THING IN POST-SECONDARY. FIRST THING IS TO EDUCATE OURSELVES IN HOW IT EXISTS, WHAT IT LOOKS LIKE. KIND OF WORK TO DO IS FIRST AND FOREMOST IN OURSELVES. ANTI-RACISM TRAINING IN-HOUSE, BEGIN WITH DRISC, THEN OTHER COMMITTEES, THEN PC ABOUT WHAT RACISM LOOKS LIKE AND THAT IT HAPPENS. NVIT ONLY INDIGENOUS PUBLIC PSI IN BC BUT BATTLE TO LOOK AT ANYTHING TO DO WITH INDIGENIZATION. "THE ACTUAL FOUNDATION OF RACISM IS NOT IGNORANCE AND HATE, BUT SELF-INTEREST" – IBRAM XENDI
DISCUSSION OF MASS RESIGNATIONS OF EDUCATORS AT U OF SASK.

POINT ABOUT OPPORTUNITY TO LEARN AND CHANGE LANGUAGE.

POINT ABOUT HOW SAFETY IS SOMETIMES ONLY OFFERED IN RECIPROCATION FOR ASSIMILATION.

WAY FORWARD: CALL GOVERNMENT WHEN SPEAKING OUT OF BOTH SIDES OF MOUTH (EDI FRAMEWORK AND MAKING INDIGENOUS PEOPLE HOMELESS ON THEIR OWN LAND).
ACKNOWLEDGE COMPLICITY IN SYSTEM.

ACTION ITEM:

CIRCULATE DRISC RESOLUTIONS THAT WERE PASSED AT AGM (AND PERHAPS STATUS UPDATE).

8. CO-CHAIR REPORTS

CO-CHAIR REPORTS GIVEN DURING ROUNDTABLE DISCUSSION.

9. EXECUTIVE LIAISON REPORTS

EXEC LIAISON REPORT GIVEN DURING ROUNDTABLE DISCUSSION.

10. GROUP PHOTO | ZOOM SCREENSHOT

GROUP PHOTOS WERE TAKEN.

11. FPSE AGM 2021

11.1. AGM 2021 | CALL FOR WORKSHOP SUGGESTIONS, GENERAL COMMENTS
NOT DISCUSSED. *ADD TO NOVEMBER AGENDA.*

12. DISCUSSION: IMPORTANCE OF UNDERSTANDING INDIGENOUS WORLDVIEW

NOT DISCUSSED. *ADD TO NOVEMBER AGENDA.*

13. PLAN FOR NEXT MEETING(S)

THAT FPSE FUND DRISC SUCH THAT THE COMMITTEE WILL HOLD FIVE MEETINGS FOR 2020-2021, ONE OF WHICH WILL INCLUDE A FACILITATED DIALOGUE OF CULTURE AND WORLDVIEW. APPROVED, FPSE AGM JUNE 2020.

2020/21 DRISC MEETING DATES

- a) NOVEMBER 27 & 28, 2020

AGENDA ITEMS TO BE INCLUDED ON THE NOVEMBER DRISC AGENDA:

- IDEAS FOR HOW UNSPENT TRAVEL FUNDS ALLOCATED FOR DRISC MEETINGS COULD BE SPENT (SUPPORT WELLBEING OF INDIGENOUS BIPOC EDUCATORS, ETC.)
- RESOLUTIONS UPDATE FROM 2019/20 CYCLE, STATUS, AND ANY OUTSTANDING DRAFT MOTIONS
- THAT THE TRACKING SHEET ABOUT CA DEMOGRAPHIC INFO BE COLLECTED, AND STATUS OF IT BEING COLLECTED AT LOCALS BE REVIEWED

Note: Committee follows consensus model.

- b) JANUARY 15 & 16, 2021
- c) FEBRUARY 26 & 27, 2021
- d) MARCH 12 & 13, 2021

FPSE AGM MAY 17-20, 2021

14. CLOSING CIRCLE / ADJOURNMENT

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KG/T:CTTEE\DRISC\AGD\DRISC201023AGD-NS-DRAFT