



MINUTES OF FRI, NOV 27 AND SAT, NOV 28

PRESENT

SHAWNA DUNCAN	01 CFA	SANDY BANNIKOFF	12 CCFA
SHELLY JOHNSON	02 TRUFA	JUSTIN WILSON	14 LFA CO-CHAIR
NICHOLETTE PRINCE	03 FACNC	EVELYN VOYAGEUR	16 NICFA
LOUISE SALDANHA	04 DCFA	SHARON MCIVOR	19 NVITEA CO-CHAIR
SEEMA AHLUWALIA	05 KFA	LINDSAY MCINTYRE	22 ECUADFA
SHIRLEY ANNE HARDMAN	07 UFVFSFA	MAÏ YASUÉ	24 QUFU
SHERRY MATTICE	08 VIUFA	MANDY NA'ZINEK JIMMIE	NRFC LOCAL 19
NORAH BOWMAN	09 OCFA	BRENT CALVERT	FPSE PRESIDENT
ELIZABETH FERGUSON	10 SCFA	NICOLE SEGUIN	STAFF REPRESENTATIVE
SHEREE RONAASEN	11 AWU		

REGRETS

SMOKII SUMAC	06 CORFA	NEDRA MCKAY	19 NVITEA
SUZANNE TOUAHRIA	15 VCCFA	SHIRLEY ACKLAND	FPSE EXECUTIVE LIAISON
DEREK KNOX	17 TRUOLFA	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 x'məθkwəyəm (Musqueam), Səlilwətaʔ/ Selilwitulh (Tsleil-Waututh) and Skwxwú7mesh (Squamish) Nations.

1. QUORUM CHECK

BEGIN MEETING AT 4:14 PM

2. OPENING PRAYER, INTRODUCTION OF WISE ONE OR ELDER

EVELYN VOYAGEUR (L16) GAVE AN OPENING PRAYER.

ALL COMMITTEE MEMBERS RECOGNIZED THE TERRITORY THEY JOINED THE MEETING FROM.

3. AGENDA CHECK

AMENDED: ADDED 11.6.

APPROVED AS AMENDED BY CONSENSUS.

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**

ORIENTATION TO THE COMMITTEE WAS DISCUSSED. CONSENSUS WAS REACHED THAT ORIENTATION WAS BEST CONDUCTED THROUGH PEER MENTORSHIP, WHERE AN EXPERIENCED MEMBER OF THE COMMITTEE WOULD ORIENT A NEW MEMBER OF THE COMMITTEE IN A ONE-ON-ONE CONVERSATION.

EXPERIENCED COMMITTEE MEMBERS WILL MENTOR NEW COMMITTEE MEMBERS TO ORIENT THEM TO THE COMMITTEE. PARTNERS WILL INDEPENDENTLY SCHEDULE AN ORIENTATION MEETING.

PAIRS:

DECISION

- SANDY BANNIKOFF (L12)+EVELYN VOYAGEUR (L16)
- SHAWNA DUNCAN (L01)+SHIRLEY ANNE HARDMAN (L07)
- SHERRY MATTICE (L08)+SHELLY JOHNSON (L02)
- MAI YASUE (L24)+LINDSAY MCINTYRE (L22)
- NORAH BOWMAN (L09)+NICHOLETTE PRINCE (L03)
- JUSTIN WILSON (L14)+ SMOKII SUMAC (L06)



DRISC

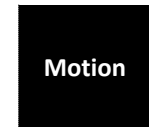
APPROVED BY CONSENSUS.

4.5 DRISC WAYS OF BEING AND KNOWING

ITEM E

DECISION

THAT DRISC RECOMMEND THAT THE DRISC WAYS OF BEING AND KNOWING DOCUMENT, AND THE CONSENSUS-BASED DECISION GUIDE, BE ADDED TO THE FPSE COMMITTEE GUIDE



PC

APPROVED BY CONSENSUS.

5. INFORMAL ROUNDTABLE DISCUSSION

COMMITTEE MEMBERS SHARED VERBAL UPDATES.

MEETING ADJOURNED AT 5:15PM.

RESUMED AT 10AM (DUE TO TECHNICAL DIFFICULTIES).

6. ADOPTION OF THE MINUTES OF OCTOBER 23 & 24, 2020

ITEM F

MINUTES APPROVED BY CONSENSUS.

7. BUSINESS ARISING

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

- a. REPORT OUT FROM RED IN THE ACADEMY (FORMERLY REGIONAL GATHERINGS SUB-COMMITTEE)
COMMITTEE MEMBERS: DAWN SMITH (FORMER LOCAL 12 REP), MUKWA MUSAYETT SHELLY JOHNSON (LOCAL 02), AGAABEEKSAKI ELIZABETH FERGUSON (LOCAL 10), NATALBAN NICHOLETTE PRINCE (LOCAL 03), SHIRLEY SWELCHALOT HARDMAN (LOCAL 07), MANDY NA'ZINEK JIMMIE (LOCAL 19).
- b. SSHRC PROCESS UPDATE
- c. MANDATORY ANTI-RACISM AND ANTI-BULLY TRAINING FOR ADMIN

Note: Committee follows consensus model.

d. 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.

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

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.

f. SPECIAL INDIGENIZATION PROJECT PROPOSAL

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 RESPONSE TO NVITEA INDIGENIZATION IN BARGAINING UPDATE

7.2.1 REVIEW STATEMENT OF RECOGNITION FOR SHARON McIVOR (L19) (SMOKII SUMAC (L06))

7.2.2 ACTION MOTION PASSED AT DRISC MEETING OCTOBER 23/24, 2020:

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.

ITEMS 7.2.1 AND 7.2.2 TO BE BROUGHT FORWARD TO NEXT MEETING FOR REVIEW.

7.3 FPSE AGM 2021 | CALL FOR WORKSHOP SUGGESTIONS, GENERAL COMMENTS

7.4 DISCUSSION: IMPORTANCE OF UNDERSTANDING INDIGENOUS WORLDVIEW

8. CO-CHAIR REPORTS

9. EXECUTIVE LIAISON REPORTS

10. DRISC NEWSLETTER/Written Reports

ITEM G

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

Note: Committee follows consensus model.

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.

11. NEW BUSINESS

11.1. RESOLUTIONS SUMMARY FROM THE 2019/20 CYCLE

ITEM H

DECISION

THAT DUE TO THE COVID-19 PANDEMIC, THAT RESOLUTION 86 [FPSE FUND THE DRISC CO-CHAIRS TO ATTEND THE WORLD INDIGENOUS PEOPLES CONFERENCE ON EDUCATION (WIPCE) IN NOVEMBER 2020.] BE AMENDED TO NOVEMBER 2021.

Motion

PC

APPROVED BY CONSENSUS.

DECISION

THAT DRISC RECOMMIT TO THE SSHRC PROPOSAL “UNION BASED APPROACHES TO DECOLONIZATION, RECONCILIATION AND INDIGENIZATION” AND VIGOROUSLY PURSUE BOTH SUPPORT FROM FPSE AND LOCAL UNIONS TO SUPPORT RESOLUTION 046 (2019/20).

Committee Action

DRISC /NICOLE /KAVITA

APPROVED BY CONSENSUS.

DECISION

THAT THE REVISED SSHRC PROPOSAL WILL BE CIRCULATED TO DRISC MEMBERS.
 SAMPLE MOTION FOR DRISC MEMBERS:
 WHEREAS...
 THAT FPSE LOCAL ____ SUPPORT FPSE RESOLUTION 046. (NICOLE TO CIRCULATE ONCE RECEIVED FROM LOCAL 02).

Committee Action

DRISC / NICOLE

APPROVED BY CONSENSUS.

DECISION

THAT DRISC MEMBERS SUPPORT THE SSHRC PROPOSAL “UNION BASED APPROACHES TO DECOLONIZATION, RECONCILIATION AND INDIGENIZATION IN CANADIAN AND INDIGENOUS POST-SECONDARY INSTITUTIONS” AT THE PROVINCIAL LEVEL,
 FURTHER, THAT FPSE WILL COMMIT TO \$20,000/YR FOR 5 YEARS AS FINANCIAL SUPPORT FOR THE SSHRC PROPOSAL “UNION BASED APPROACHES TO DECOLONIZATION, RECONCILIATION AND INDIGENIZATION IN CANADIAN AND INDIGENOUS POST-SECONDARY INSTITUTIONS” LED BY MUKWA MUSAYETT SHELLY JOHNSON (LOCAL 02).

Motion

PC

APPROVED BY CONSENSUS.

Note: Committee follows consensus model.

11.2. DISCUSSION: 2020/21 FPSE BUDGET SURPLUS DUE TO COVID-19 MEETING/TRAVEL RESTRICTIONS

DECISION

THAT FPSE ALLOCATE TO DRISC \$20,000 AS A PROTOCOL FUND TO BE SPENT AT THE COMMITTEE'S DISCRETION FOR THE REMAINDER OF THE 2020/21 YEAR.



PC

APPROVED BY CONSENSUS.

11.3. REVIEW: PRESIDENT'S COUNCIL SUMMARY OF COLLECTIVE AGREEMENT LANGUAGE REGARDING MEMBER INFORMATION

ITEM I

11.4. FPSE COMMITTEE INFORMATION SHARING | WE ASK THE CHAIR OR A DESIGNATE COMPLETE [THIS LINKED FORM](#) WITH YOUR STANDING COMMITTEE MEETING THIS FALL TO SUPPORT INFORMATION AND COLLABORATION AMONG STANDING COMMITTEES. (REQUEST FROM CHRISTINA NEIGEL)

11.5. ONGOING FPSE PROJECT | COMMITTEE PARTICIPATION IN THE PIC & QUOTE SERIES, WHICH IS AN INVITE FOR FPSE MEMBERS TO SHARE STORIES

11.6. MICRO-CREDENTIALS & PROTECTION OF INDIGENOUS KNOWLEDGE

[HTTPS://ALLENVISIONINC.COM/MICRO-CREDENTIAL/](https://allenvisioninc.com/micro-credential/)

12. 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.

REMAINING 2020/21 DRISC MEETING DATES

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

FPSE AGM MAY 17-20

13. CLOSING CIRCLE / ADJOURNMENT

SHIRLEY ANNE HARDMAN SPOKE GOOD WORDS TO CLOSE.

MEETING ADJOURNED 3:12PM