



MINUTES OF FRI, JAN 15 AND SAT, JAN 16

PRESENT

GREGORY COYES	01 CFA	SANDRA 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 MCLIVOR	19 NVITEA CO-CHAIR
SEEMA AHLUWALIA	05 KFA	LINDSAY MCINTYRE	22 ECUFA
JO ANN SMITH	06 CORFA (SAT)	MAÏ YASUÉ	24 QUFU (OUTGOING REP)
SHERRY MATTICE	08 VIUFA	AHALYA SATKUNARATNAM	24 QUFU (INCOMING REP)
ELIZABETH FERGUSON	10 SCFA (SAT)	MANDY NA'ZINEK JIMMIE	NRFC LOCAL 19
SHEREE RONAASEN	11 AWU	SHIRLEY ACKLAND	FPSE EXECUTIVE LIAISON
		NICOLE SEGUIN	STAFF REPRESENTATIVE

REGRETS

SHIRLEY ANNE HARDMAN	07 UFVFSFA	DEREK KNOX	17 TRUOLFA
NORAH BOWMAN	09 OCFA	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 xʷməθkʷəy'əm (Musqueam), Səl'ílwətaʔ/ Selilwiltulh (Tsleil-Waututh) and Skwxwú7mesh (Squamish) Nations.

1. QUORUM CHECK

CONSENSUS THAT QUORUM WAS MET.
 MEETING BEGAN AT 3:44PM

2. OPENING PRAYER, INTRODUCTION OF WISE ONE OR ELDER

EVELYN VOYAGEUR, LOCAL 16 SAID THE OPENING PRAYER

COMMITTEE MEMBERS RECOGNIZED THE TERRITORY THEY JOINED THE MEETING FROM.

3. AGENDA CHECK

THE AGENDA WAS AMENDED WITH THE ADDITION:
 DISCUSSION RE THE END OF THE LAST MEETING (NOW 10.1)

4. INFORMAL ROUNDTABLE DISCUSSION

COMMITTEE MEMBERS SHARED INTRODUCTIONS AND VERBAL UPDATES.

5. ADOPTION OF THE MINUTES OF NOVEMBER 27 & 28, 2020

ITEM A

THE MINUTES WERE APPROVED BY CONSENSUS.

6. BUSINESS ARISING

6.1 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: 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). THE COMMITTEE WAS UPDATED TO REFLECT THAT DAWN SMITH IS NO LONGER ON THE COMMITTEE. SHELLY AND SANDRA BANNIKOFF WILL EXTEND AN INVITATION TO INDIGENOUS EDUCATORS AT CAMOSUN COLLEGE TO PARTICIPATE IN THIS RESEARCH.

UPDATE FROM MUKWA MUSAYETT SHELLY JOHNSON (LOCAL 02). RECEIVED RESPONSE FROM RESEARCH ETHICS BOARD APPLICATION; WILL FOLLOW UP WITH THEM TO RESPOND TO THEIR COMMENTS. AMONG THE DESIRED OUTCOMES OF THIS RESEARCH ARE AN ACADEMIC PAPER PUBLISHED IN A JOURNAL, A BOOK, AND PERHAPS A QUILT.

- b. SSHRC PROCESS UPDATE

- i. FOLLOW UP ON COMMITTEE ACTIONS DECIDED UPON AT LAST MEETING

UPDATE PROVIDED FROM MUKWA MUSAYETT SHELLY JOHNSON (LOCAL 02).

- THERE IS A NEED FOR A FINANCIAL SUPPORT FROM FPSE TO MOVE FORWARD (THE APPLICATION REQUIRES TOTAL FINANCIAL COMMITMENT OF 35% OF 2.5 MILLION DOLLARS).
- THERE IS STILL A DEARTH OF RESEARCH OF INDIGENIZATION WITHIN UNIONS, PROVING THE CONTINUED NEED FOR THIS PROJECT.
- SOME DRISC MEMBERS HAVE SUCCESSFULLY SUBMITTED LETTERS TO THEIR LOCALS REQUESTING SUPPORT AND FUNDS FOR THE SSHRC, AND HAVE RECEIVED FINANCIAL COMMITMENTS FROM THEIR UNIONS.

DECISION	<ul style="list-style-type: none"> • SHARON McIVOR WILL FOLLOW UP WITH SHELLY BEAR TO ASK ABOUT OTHER UNIONS CONTRIBUTING FINANCIALLY. 	COMMITTEE ACTION	SHARON McIVOR
	APPROVED BY CONSENSUS		

DECISION	<ul style="list-style-type: none"> • SHIRLEY ACKLAND WILL FIND OUT STATUS OF ASK FOR FINANCIAL SUPPORT FOR SSHRC APPLICATION, AND FUNDS FOR THE COMMITTEE TO SPEND INDEPENDENTLY, AND REPORT BACK TO DRISC. 	COMMITTEE ACTION	SHIRLEY ACKLAND
	APPROVED BY CONSENSUS		

Note: Committee follows consensus model.

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

EXECUTIVE LIAISON REPORTED THAT PC IS HAVING SOME ANTI-RACISM TRAINING IN FEBRUARY (ADRIENNE SMITH, DISMANTLING WHITE SUPREMACY).

DRISC DISCUSSED THIS INFORMATION.

MEETING RECESSED AT 12:10PM.

MEETING RESUMED AT 12:40PM.

d. TABLED MOTION

A TABLED MOTION WAS DISCUSSED AND EDITED INTO TWO NEW MOTIONS TO BE BROUGHT TO PC.

MOTIONS (PC)

DECISION

THAT FPSE COMMIT TO A SHARED GOVERNANCE MODEL THAT INCLUDES DRISC

MOTION

PC

APPROVED BY CONSENSUS

DECISION

AS AN INTERIM MEASURE [TOWARDS SHARED GOVERNANCE], THAT FPSE COMMIT TO FUNDING \$100,000.00 BEGINNING IN THE NEXT FISCAL YEAR TO DRISC TO DEVELOP STRATEGIES TO TAKE ACTION FOR PROMOTING INDIGENOUS AND NON-WHITE MEMBERS TO STAFF AND EXECUTIVE POSITIONS WITHIN OUR FEDERATION INCLUDING COMPENSATION (IN THE FORM OF PAYMENT OR RELEASE TIME) FOR TRAINING, CONFERENCE, TRAVEL AND ORGANIZATIONAL MEMBERSHIP OPPORTUNITIES, AND PAID TIME OFF FROM WORK IN LIEU OF THIS SERVICE WORK. THIS FUNDING SHALL BE STABILIZED YEAR OVER YEAR.

MOTION

PC

APPROVED BY CONSENSUS.

e. PROPOSED ADDITIONS TO DRISC WORKPLAN FOR 2020-21 – *NOT DISCUSSED*

- 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.

Note: Committee follows consensus model.

f. SPECIAL INDIGENIZATION PROJECT PROPOSAL – *NOT DISCUSSED*

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 IS INTERESTED AND ANY COST.

TBD: DATE AND TOPIC

6.2 RESPONSE TO NVITEA INDIGENIZATION IN BARGAINING UPDATE (BROUGHT FORWARD FROM NOV 27-28, 2020 MEETING)

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

6.2.2 ACTION MOTION PASSED AT DRISC MEETING ON 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 GREGORY COYES (L01), SEEMA AHLUWALIA (L05), LOUISE SALDANHA (L04), AND JUSTIN WILSON (L14).

APPROVED BY CONSENSUS.

THE COMMITTEE WAS UPDATED: SMOKII SUMAC HAS LEFT DRISC AND THIS DRAFTING COMMITTEE. THE COMMITTEE THANKS SMOKII FOR HIS CONTRIBUTIONS TO THE COMMITTEE, AND WILL BRING A DRAFT BACK FOR THE COMMITTEE'S REVIEW IN FEBRUARY.

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

THERE IS INTEREST IN FPSE REACHING OUT TO DRISC TO INVITE DISCUSSION REGARDING ANTI-RACIST, DECOLONIAL, AND/OR INDIGENIZATION WORKSHOP(S) AT THE 2021 AGM.

6.4 DISCUSSION: IMPORTANCE OF UNDERSTANDING INDIGENOUS WORLDVIEW – *NOT DISCUSSED*

6.5 REPORT OUT ON MENTORSHIP MEETINGS TO ORIENT NEW MEMBERS TO THE COMMITTEE – *NOT DISCUSSED*

7. CO-CHAIR REPORTS

8. EXECUTIVE LIAISON REPORTS

9. DRISC NEWSLETTER/Written Reports

ITEM B

– *NOT DISCUSSED*

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.

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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.

10. NEW BUSINESS

10.1. DISCUSSION RE HOW THE LAST MEETING ENDED. (ADDED)

THE CONCLUSION OF THE LAST MEETING AND OPTIONS FOR WHERE WE GO FROM HERE WAS DISCUSSED.

10.2. RESOLUTIONS SUMMARY FROM THE 2019/20 CYCLE

ITEM C

10.3. REVIEW: PRESIDENT'S COUNCIL SUMMARY OF COLLECTIVE AGREEMENT LANGUAGE REGARDING MEMBER INFORMATION – *NOT DISCUSSED*

ITEM D

10.4. 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) – *NOT DISCUSSED*

10.5. ONGOING FPSE PROJECT | COMMITTEE PARTICIPATION IN THE PIC & QUOTE SERIES, WHICH IS AN INVITE FOR FPSE MEMBERS TO SHARE STORIES – *NOT DISCUSSED*

10.6. MICRO-CREDENTIALS & PROTECTION OF INDIGENOUS KNOWLEDGE – *NOT DISCUSSED* [HTTPS://ALLEVISIONINC.COM/MICRO-CREDENTIAL/](https://allevisioninc.com/micro-credential/)

11. 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) FEBRUARY 26 & 27, 2021

- i. POSITION STATEMENT ON THE IMPACT OF CURRENT ANTI RACISM EFFORTS WITHIN BC POST SECONDARY INSTITUTIONS ON NON-WHITE AND INDIGENOUS PEOPLE.
- ii. POTENTIAL TOPIC: LONG TERM DRISC STRATEGIC PLANNING

b) MARCH 12 & 13, 2021

FPSE AGM MAY 17-20

12. CLOSING CIRCLE / ADJOURNMENT

THE COMMITTEE GRATEFULLY RECEIVED A HEALING SONG TO CLOSE THE MEETING FROM SEEMA AHLUWALIA'S HUSBAND, OYATE ANAWIZIPI (CARL D BONESHIRT, SR) IS A SICANGU LAKOTA "COMMON MAN" (ENGLISH TRANSLATION OF LAKOTA TERM FOR THE ONES CHOSEN TO CARRY CEREMONY) WITH A CERTAIN KNOWLEDGE AND WISDOM TO HELP THE PEOPLE IN A GOOD WAY. HE CARRIES THE CEREMONIAL LINE OF SHALA, HIS PATERNAL GRANDFATHER, A CHIEF AND

Note: Committee follows consensus model.

COMMON MAN FROM GRASS MOUNTAIN, LAKOTA TERRITORIES (ROSEBUD RESERVATION, OCCUPIED BY SOUTH DAKOTA, USA). THE SONG HE SHARED IS FOR A HEALING PURPOSE.

ADDITIONAL MATERIALS

PRACTICAL GUIDE FOR CONSENSUS-BASED DECISION MAKING

WORKPLAN

TERMS OF REFERENCE

FPSE STANDING GUIDE

TO BE INCLUDED GOING FORWARD:

- **WAYS OF BEING AND KNOWING**
- **[HTTPS://FPSE.CA/COMMITTEES/DECOLONIZATION-RECONCILIATION-INDIGENIZATION-STANDING-COMMITTEE](https://fpse.ca/committees/decolonization-reconciliation-indigenization-standing-committee)**
- **[HTTPS://FPSE.CA/ABOUT/GOVERNANCE/POLICIES-PROCEDURES](https://fpse.ca/about/governance/policies-procedures)**

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KG/TCITTEES\DRISC\agd\20210115/ DRISC210115 MINS DRAFT +FINAL

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