



MINUTES OF FRI, FEB 26 AND SAT, FEB 27

PRESENT

GREGORY COYES	01 CFA (FRI) Y	SHEREE RONAASEN	11 AWU Y
SHAWNA DUNCAN	01 CFA (SAT) Y	JUSTIN WILSON	14 LFA CO-CHAIR Y
NICHOLETTE PRINCE	03 FACNC Y	EVELYN VOYAGEUR	16 NICFA Y
LOUISE SALDANHA	04 DCFA Y	SHARON MCLIVOR	19 NVITEA CO-CHAIR Y
SEEMA AHLUWALIA	05 KFA Y	AHALYA SATKUNARATNAM	24 QUFU (SAT)
JO ANN SMITH	06 CORFA Y	MANDY NA'ZINEK JIMMIE	NRFC LOCAL 19 (SAT)
SHERRY MATTICE	08 VIUFA Y	SHIRLEY ACKLAND	FPSE EXECUTIVE LIAISON Y
ELIZABETH FERGUSON	10 SCFA Y	NICOLE SEGUIN	STAFF REPRESENTATIVE Y

REGRETS

SHELLY JOHNSON	02 TRUFA	SUZANNE TOUAHRIA	15 VCCFA
SHIRLEY ANNE HARDMAN	07 UFVFS A	DEREK KNOX	17 TRUOLFA
NORAH BOWMAN	09 OCFA	NEDRA MCKAY	19 NVITEA
SANDY BANNIKOFF	12 CCFA	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 x̣m̄θkwəȳəm (Musqueam), Səl̓ilwətaʔ/ Selilwitulh (Tsleil-Waututh) and Skwxwú7mesh (Squamish) Nations.

1. QUORUM CHECK

QUORUM NOT MET ON FRIDAY.
 QUORUM MET SATURDAY.

MEETING BEGAN AT 3:45PM

2. OPENING PRAYER, INTRODUCTION OF WISE ONE OR ELDER

EVELYN VOYAGEUR SAID THE OPENING PRAYER.

ALL COMMITTEE MEMBERS RECOGNIZED THE TERRITORY ON WHICH THEY JOINED THE MEETING.

3. AGENDA CHECK

THE AGENDA WAS AMENDED:

- 6.6 NEW BWG DOCUMENTS
- 10.9 NEW COMMUNITY AWARDS (JUSTIN WILSON (L14), CHAIR)

APPROVED AS AMENDED BY CONSENSUS.

4. INFORMAL ROUNDTABLE DISCUSSION FRIDAY AFTERNOON

COMMITTEE MEMBERS SHARED VERBAL UPDATES.

5. ADOPTION OF THE MINUTES OF JANUARY 15 & 16, 2021

ITEM A

MINUTES 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: 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).

UPDATE PROVIDED: ETHICS REVIEW ONGOING.

- b. SSHRC PROCESS UPDATE

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

UPDATE PROVIDED BY SHIRLEY ACKLAND THIS RESOLUTION WILL COME TO MARCH PC MEETING.

- c. 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.

THESE ITEMS WERE DISCUSSED.

- d. 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

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)

6.2.2 ACTION MOTION PASSED AT DRISC MEETING OCT 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).

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

DECISION

SUB-COMMITTEE FORMED TO DEVELOP RFP FOR ARTIST TO DEVELOP INDIGENOUS PROVINCIAL LOGO. MEMBERS: LINDSAY MCINTYRE (L22), NICHOLETTE PRINCE (L3), ELIZABETH FERGUSON (L10), MANDY NA'ZINEK JIMMIE (L19), EXEC LIAISON SHIRLEY ACKLAND.

Committee
Motion

DRISC

APPROVED BY CONSENSUS.

Note: Committee follows consensus model.

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

6.6 NEW BWG DOCUMENTS

SEEMA AHLUWALIA (L05) GAVE CONTEXT AND OVERVIEW OF BWG STATEMENT TO PC, AND PROPOSED RESOLUTIONS ARISING FROM THE STATEMENT.

DRISC STATEMENT TO FPSE PRESIDENT’S COUNCIL: TRUTH BEFORE RECONCILIATION /DRAFT DOCUMENT REVIEWED BY COMMITTEE; BWG WILL INCORPORATE EDITS TO FINALIZE THIS DOCUMENT TO SEND TO PC.

Committee Action

DRISC

RESULTING RESOLUTIONS:

DECISION
PENDING
FINAL
VERSION OF DOCUMENT

FURTHER TO THIS STATEMENT DRISC BWG RECOMMENDS THAT WE ASK PRESIDENT’S COUNCIL TO MAKE TIME FOR US TO DISCUSS A DRI PLAN AT OUR 2021 AGM:

BECAUSE FPSE CREATED DRISC TO IMPLEMENT A PLAN FOR FPSE TO RESPOND TO THE TRUTH AND RECONCILIATION COMMITTEE’S “94 CALLS TO ACTION” AND

BECAUSE FPSE MEMBERSHIP VOTED IN 2018 AND 2019 TO MAKE ONE OF OUR MAIN STRATEGIC GOALS THE USE OF AN ANTI-RACIST LENS IN OUR POLICIES AND EQUITY-SEEKING WORK AND

BECAUSE IT IS URGENT THAT FPSE MOVE BEYOND TOKENISTIC GESTURES TOWARDS DECOLONIZATION, INDIGENIZATION, AND RECONCILIATION (DRI) AND

BECAUSE FPSE MUST MAKE SPACE FOR INDIGENOUS PEOPLE’S EXPERTISE, LEADERSHIP AND PARTICIPATION IN OUR WORK ON DECOLONIZATION, INDIGENIZATION, AND RECONCILIATION (DRI) AND

BECAUSE THERE APPEARS TO BE LITTLE EVIDENCE OF AN ANTI-RACISM LENS BEING USED IN OUR WORK, INSOMUCH AS THERE HAS BEEN NO EFFORT TO PROMOTE, CAPTURE, OR DOCUMENT THE WORK OF COMMITTEES IN THIS REGARD AND

THEREFORE: DRISC CALLS UPON PRESIDENT’S COUNCIL TO MAKE 60 – 90 MINUTES OF TIME AVAILABLE AT THE 2021 AGM FOR DRISC TO PRESENT RECOMMENDATIONS FOR FPSE’S PLAN ON DRI AS PER THE DRISC BWG STATEMENT TO PRESIDENT’S COUNCIL.

MOTION

DRISC

DECISION

RESOLUTION 1: PROVIDE FUNDING FOR AN ANTI-RACISM TRAINING WORKSHOP

BECAUSE DRISC AND PRESIDENT’S COUNCIL HAVE IDENTIFIED THE NEED FOR ANTI-RACIST TRAINING IN OUR ORGANIZATIONS AND WORKPLACES AND

MOTION

PC

BECAUSE FPSE MUST MAKE SPACE FOR INDIGENOUS PEOPLE’S EXPERTISE ON DECOLONIZATION, INDIGENIZATION, AND RECONCILIATION (DRI) AND
BECAUSE THERE IS AN URGENT NEED FOR ANTI-RACIST TRAINING THAT CENTERS THE EXPERIENCES OF INDIGENOUS AND NON-WHITE PEOPLE IN THE WORKPLACE AND
BECAUSE DRISC MEMBERS HAVE SEARCHED WIDELY FOR THE EXISTENCE OF SUCH A WORKSHOP AND FOUND NOTHING AND
BECAUSE DRISC INCLUDES INDIGENOUS MEMBERS WHO ARE EXPERTS AND LEADERS WITH EXPERTISE THAT SHOULD BE MOBILIZED AND ADVANCED AND
BECAUSE SUCH A WORKSHOP WILL BE TAILORED TO THE NEEDS OF FPSE’S MEMBER ORGANIZATIONS WITH APPLICATION IN MULTIPLE WORKPLACES AND
BECAUSE THE DEVELOPMENT OF THIS WORKSHOP WILL ITSELF BE A TANGIBLE WAY FOR FPSE TO ADVANCE AND SUPPORT INDIGENOUS MEMBERS OF OUR ORGANIZATION
THEREFORE: DRISC CALLS UPON FPSE TO PROVIDE FUNDING FOR THE DEVELOPMENT OF AN ANTI-RACIST TRAINING WORKSHOP CREATED BY DRISC MEMBERS

APPROVED BY CONSENSUS.

RESOLUTION 2: CREATE BENCHMARKS FOR EVERY FPSE COUNCIL AND COMMITTEE TO UNDERTAKE AND REPORT ANNUAL WORK ON DECOLONIZATION, RECONCILIATION AND INDIGENIZATION (DRI)

BECAUSE FPSE MEMBERSHIP VOTED IN 2018 AND 2019 TO MAKE ONE OF OUR MAIN STRATEGIC GOALS THE USE OF AN ANTI-RACIST LENS IN OUR POLICIES AND EQUITY-SEEKING WORK AND
BECAUSE IT IS URGENT THAT FPSE MOVE BEYOND TOKENISTIC GESTURES TOWARDS DECOLONIZATION, INDIGENIZATION, AND RECONCILIATION (DRI) AND
BECAUSE FPSE CREATED DRISC TO DEVELOP A PLAN FOR OUR ORGANIZATION ON DECOLONIZATION, INDIGENIZATION, AND RECONCILIATION (DRI) AND
BECAUSE THIS PLAN MUST INCLUDE ACTIONS ON DRI FOR EVERY ONE OF OUR STANDING COMMITTEES AND
BECAUSE DRISC MEMBERS HAVE THE EXPERTISE TO SUPPORT PRESIDENT’S COUNCIL, FPSE STANDING COMMITTEES AND MEMBER LOCALS IN DEVELOPING AND DEPLOYING ANNUAL BENCHMARKS THAT REFLECT OUR DRI WORK AND
BECAUSE WE NEED TO PROMOTE, CAPTURE, AND DOCUMENT THE WAY AN ANTI-RACIST LENS IS BEING USED IN FPSE’S WORK.
BECAUSE IT IS TIME TO LIVE UP TO THE RESOLUTIONS WE HAVE MADE
THEREFORE: DRISC CALLS FOR ONGOING FUNDING OF \$XXXXXX FOR INDIGENOUS MEMBERS OF FPSE TO SUPPORT PRESIDENT’S COUNCIL IN CREATING AND IMPLEMENTING BENCHMARKS FOR UNDERTAKING AND REPORTING ANTI-RACISM WORK IN EVERY FPSE COUNCIL AND COMMITTEE.

DECISION

MOTION PC

APPROVED BY CONSENSUS – NEEDS AFFIRMATION WITH BUDGET ESTIMATE

Note: Committee follows consensus model.

DECISION

RESOLUTION 3: SUPPORTING THE NEED TO DOCUMENT, MEASURE AND REPORT EXPERIENCES OF RACISM IN THE WORKPLACE

BECAUSE CANADIAN INSTITUTIONS AND ORGANIZATIONS ARE INCREASINGLY ACKNOWLEDGING THAT RACISM IS SYSTEMIC AND EMBEDDED IN ADMINISTRATIVE POLICIES, PRACTICES, AND WORKING CONDITIONS AND

BECAUSE THERE IS A GROWING AWARENESS OF THE NEED TO MAKE RACISM IN OUR WORKPLACES MORE VISIBLE BY ESTABLISHING ITS SCOPE AND FREQUENCY AND

BECAUSE DESPITE THIS AWARENESS, MANY EDUCATIONAL INSTITUTIONS DO NOT COLLECT RELEVANT DATA AND/OR DENY FACULTY ASSOCIATIONS ACCESS TO THEIR DATA SETS AND

BECAUSE THERE IS A GROWING BODY OF EVIDENCE-BASED RESEARCH THAT CONTAINS METHODOLOGIES FOR IDENTIFYING, REPORTING, DOCUMENTING, AND RESPONDING TO WORKPLACE RACISM AND

BECAUSE INDIGENOUS MEMBERS OF DRISC HAVE THE EXPERTISE TO ADAPT THESE METHODOLOGIES INTO RESEARCH INSTRUMENTS THAT ARE RELEVANT TO OUR WORKPLACES AND TRAIN UNION MEMBERS TO USE THEM AND

BECAUSE GIVING INDIGENOUS FACULTY OPPORTUNITIES TO LEAD AND DEVELOP SUCH INSTRUMENTS IS EXACTLY THE KIND OF WORK THAT SUPPORTS FPSE'S DRI GOALS

BECAUSE INDIGENOUS FACULTY HAVE A RIGHT TO WORKPLACES THAT ARE PSYCHOLOGICALLY SAFE, FREE OF HARASSMENT, BULLYING, OR DISCRIMINATION AND

BECAUSE INDIGENOUS CULTURAL SECURITY IS CRITICAL TO SUPPORTING THE CULTURAL INTEGRITY TO MITIGATE THE DESTRUCTIVE IMPACTS OF CULTURAL, EPISTEMIC GENOCIDE

THEREFORE: DRISC RECOMMENDS THAT FPSE PROVIDE ONGOING FUNDING OF \$35,000/YEAR FOR INDIGENOUS FACULTY TO DEVELOP RESEARCH INSTRUMENTS THAT CAN BE USED BY MEMBER ORGANIZATIONS TO MEASURE THE SCOPE AND FREQUENCY OF RACISM IN THE WORKPLACE.

MOTION

PC

APPROVED BY CONSENSUS.

7. CO-CHAIR REPORTS

INCLUDED IN INFORMAL ROUNDTABLE.

8. EXECUTIVE LIAISON REPORTS

INCLUDED IN INFORMAL ROUNDTABLE.

9. 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

Note: Committee follows consensus model.

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.

10. NEW BUSINESS

10.1. POSITION STATEMENT ON THE IMPACT OF CURRENT ANTI RACISM EFFORTS WITHIN BC POST SECONDARY INSTITUTIONS ON NON-WHITE AND INDIGENOUS PEOPLE

10.2. POTENTIAL TOPIC: LONG TERM DRISC STRATEGIC PLANNING

10.3. RESOLUTIONS SUMMARY FROM THE 2019/20 CYCLE

ITEM B

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

ITEM C

10.5. 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)

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

10.7. MICRO-CREDENTIALS & PROTECTION OF INDIGENOUS KNOWLEDGE
[HTTPS://ALLENVISIONINC.COM/MICRO-CREDENTIAL/](https://allenvisioninc.com/micro-credential/)

10.8. HRISC RESOLUTIONS

ITEM D

10.9. NEW COMMUNITY AWARDS (JUSTIN WILSON (L14), CHAIR)

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 DATE

- a) MARCH 12 & 13, 2021
SHAWNA DUNCAN (L01) MAY INVITE ELDER GLIDA MORGAN TO THIS MEETING.

FPSE AGM MAY 17-20

12. CLOSING CIRCLE / ADJOURNMENT

Note: Committee follows consensus model.

EVELYN VOYAGEUR (L16) GAVE A CLOSING PRAYER.

MEETING ADJOURNED AT 3:40PM

ADDITIONAL MATERIALS

PRACTICAL GUIDE FOR CONSENSUS-BASED DECISION MAKING

WORKPLAN

TERMS OF REFERENCE

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)

FPSE STANDING COMMITTEE GUIDE

CUPE1004 21.03.03
KG/T:CTTEES\DRISC\AGD\DRISC210226 MINS+V2

Note: Committee follows consensus model.