



## **OCTOBER CUSA COUNCIL AGENDA**

October 25th, 2021 @ 6:00 PM

**Prepared by:**

Ahmad Hashimi, Vice President Internal

**ATTENDANCE RECORD:**

<b>Position</b>	<b>Councillor</b>	<b>Signature</b>
<b>Interim-President</b>	Ahmad Hashimi	Present
<b>Vice President Finance</b>	Venassa Baptiste	Present
<b>Vice President Internal</b>	Ahmad Hashimi	Present
<b>Vice President Student Issues</b>	Valentina Vera Gonzalez	Present
<b>Vice President Community Engagement</b>	Callie Ogden	Absent
<b>Vice President Student Life</b>	Daisy Kasper	Present
<b>Engineering and Design</b>	Cameron Davis	Present
	Grant Wilson	Present
	Nathan-Cyril Manlangit	Absent
	Mohammed Faris Riazuddin	Absent
	Saad Khan	Present
	Sara Hubbard	Present
<b>Business</b>	Diya Kulkarni	Absent
	Musab Chaudhry	Present
<b>Public Affairs</b>	Emily Sowa	Absent
	Francesca Lepore	Present
	Gray Simms	Present
	Jordan Vecchio	Present
	Keenan Reynolds	Present
	Lily Huang	Present
	Nora Draper	Present
<b>Science</b>	Alexis St.Pierre	Present
	Conall McCutcheon	Present
	Greg Dance	Present
	Patrick Ene	Present
<b>FASS</b>	Ahmad Kataite	Absent
	Baher Mansour	Absent
	Stacy Osazuwa	Present
	Pierce Burch	Absent
	Katelyn Madigan	Present
	Tyson Scott	Present



<b>Special Student</b>		
<b>BOG</b>	Holden Heppler	Absent
	Anastasia Lettieri	Absent
<b>GSA</b>		
<b>RRRA</b>	Mira Gillis	Present
<b>CASG</b>	Jennifer Ramnarine	Present

## **AGENDA:**

### **CUSA the Association Meeting Agenda:**

1. Announcements and Correspondence
2. Approval of the Agenda
3. Approval of Past Minutes
4. Executives Report
  - a. Vice President Finance
  - b. Vice President Internal
  - c. Vice President of Student Issues
  - d. Vice President of Student Life
5. RRRR Report
6. GSA Report
7. CASG Report
8. Senate Report
9. Board of Governors Report
10. Constituency Report
11. Committee Reports
12. Items for Information
13. Question Period
14. Other Business
  - a. Motion to Approve the 2021-2022 CUSA Budget
  - b. Motion to Strike and Fill the CUSA Accessibility Fund Committee
  - c. Motion to Fill the CUSA Councillor Vacancy of the Ad-Hoc Academic Resilience Fund Committee
  - d. Motion to Suspend the Rules in order to Undertake an Indicative Voting Process on the Topic of Democratic Reform Recommendations
  - e. Motion to Recommend Democratic Reform Proposals to CUSA Legal Counsel
  - f. Motion to Limit Debate for the Motion Above
15. Adjournment

*Meeting commenced at 6:05 pm.*



## **1. Announcements and Correspondence**

None.

## **2. Approval of the Agenda**

Moved: Saad Khan

Seconded: Gray Simms

## **3. Approval of the Past Minutes**

None.

## **4. Executive Reports**

## Vice President of Finance Report

*October 25th, 2021*

### Past Month

- Club Oversight Committee
  - Approving/rejecting/clarifying clubs/societies request for funding with the committee
- Met up with external groups interested in partnering with CUSA with other executives
  - The Revalie
- Student Union Development Summit held at the University of British Columbia
  - SUCH an engaging conference. I learned a lot about separating a lot of my responsibilities to sign off on large decisions to a committee to ensure there isn't conflict of interest and that the process is as transparent as possible. These could include renovations to the student businesses, compensation benefit adjustments, or larger than usual expenses that can affect the trajectory of CUSA. One of the speakers spoke on different terms "start dates" for executives, and while I'm not too warm to the idea, it gives a lot to think about concerning the transition process for the VP Finance.
  - Spoke and connected with other VP Finances on initiatives they're working on, challenges they've faced (internally within their team and externally as a student union executive), and things they wish they done differently
  - Attended workshops on creating more spaces on campus for students to just exist and connect with each other (not every space on campus requires a purpose - sometimes it's best for the person to decide for themselves on what they want to do with that space)
- Havens has been undergoing renovations for a while, and we are aiming for a soft launch for December for its new look!
  - We aim to use the space as a community hub for students and neighbours to use for professional and social purposes, while still maintaining the bookstore component to offer affordable textbooks for students.

### **Ongoing Projects**

- Working with VPSI Valentina on planning Financial Literacy campaign
- Clubs oversight Committee
  - Continuing to meet on a regular basis to get through funding requests
- Meeting with the Ancillary Fee Reform committee
- Presenting budget updates to Executive budgets
- Getting the Academic Resilience Fund Committee up and running
  - NEED: Councillor position open on the committee
- Working with SEO on CUSA's contribution to SOAR 2022
- Budget update - midterm financial report to work on
- Passing the budget today

### **Month Ahead**

- Financial Literacy Month - November 15th-29th
- Working with VPSL Daisy on preparing for Winter Orientation

If you have any questions, you can always reach me by email at [vpf@cusaonline.ca](mailto:vpf@cusaonline.ca) or on instagram [@venassa\\_bae](https://www.instagram.com/venassa_bae). Have a great readingweek!

**Venassa Baptiste <3**

## Vice President, Internal Report

*October 25th, 2021*

### Past Month

- Oversight Committee
  - 1 meeting a week
  - Funded about 80 clubs and the process still underway
- Governance document
  - Updating our bylaws
    - Improve transparency and accountability
    - Prepared a Proposal for restructuring of the Association
    - Had 1-on-1 meetings with all the council members
- Democratic reform committee
  - Attending all the meetings
    - We will have our last guests this week (student leaders, people from student with different governance structures, people with CUSA experience)
    - We are discussing how to improve elections, changes to organization structure and decision making power
- Hired the Unified Support Centre Administrator
- Hired the Director of Human Resources
- Attended SUDs
  - Met with different student leaders discussed how their governance works
  - Great Networking opportunities

### Ongoing Projects

- Regular meetings with SEO: [Jeremy Brzozowski](#)
- Restructuring the day-to-day operations of the Association
- Working with our lawyers to revamp the bylaws

### Month Ahead

- Focusing on writing our new bylaws



- Presenting our new governance structure to student leaders and carleton admin on Nov 3rd

If you have any questions, you can always reach me by e-mail at [vpi@cusaonline.ca](mailto:vpi@cusaonline.ca) or on instagram at **Ahmadhashimi\_**.

Take care,  
**Ahmad Hashimi**

## **Vice President, Student Issues Report**

*October 25th, 2021*

### **Past Month**

- Attended the GSA council meeting
- Attended opening ceremony on Pride Festival
- Attended and worked with COCA to successfully hold Q&A with Dan Levy
- Started CUSA policies revision
- Met with ISSO to talk about a guide for International students and collaboration for Culture Fest
- Meetings with different clubs, organizations and Carleton stakeholders for campaign collaborations.
- Assisted with the interviews for the new management position- Director of Student Development
- Met with Suzanne Blanchard (Vice-President Students and Enrolment)
- Launched successfully Pop the Stigma campaign
  - Closed check-in for International and Racialised students
  - Coffee Art Break
  - The Hypnotist
- Met with Ravens Sports Business Club to discuss collaboration for the Ravens House Cup and Financial Literacy
- Attended the Student Mental Health Engagement Committee Launch
- Met with EIC and Health and Counselling services regarding the launch on the upcoming consultation for the Sexual Violence Policies
- Attended SUDS conference

### **Ongoing Projects**

- Campaigns planning and scheduling. Meeting with Events and Programs Coordinator
  - Schedule planned
  - Meeting for possible partnerships and guest speakers
- Monthly International Students Advocacy meeting
- Monthly meeting with SEO-ISSO
- Working along the RnA Coordinator working on the policies revision



- Monthly meeting with Dwaine- SEO
- Monthly meetings with RRRRA
- Post-secondary Mental Health Action Plan

### **Month Ahead**

- Meeting with all student unions executives interested to take part in the Post-secondary Mental Health Action Plan (SUDS Contacts)
- Review of CUSA's Policies with Research and Advocacy Coordinator and VPCE
- Attend Frost Week Meetings
- Working on campaigns
  - Hold Financial Literacy campaign and Substance Awareness
  - Study snacks

If you have any questions, you can always reach me by e-mail at [vpsi@cusaonline.ca](mailto:vpsi@cusaonline.ca) or on instagram at [valentina\\_vera\\_g](https://www.instagram.com/valentina_vera_g).

Best,  
Valentina Vera Gonzalez

## **Vice President, Student Life Report**

*October 25th, 2021*

### **Past Month**

- Worked alongside the Events and Programs Coordinator to execute October programming
  - Dan Levy Event
- Continued planning for major events/programming run by VPSL portfolio
  - CUSA Leadership Academy (yearly) + Leadership Summit (March 5)
  - Panda (October 2) - Created fan packages for students to purchase
  - Winter Orientation Week (January 10-14) - Held 1st meeting with campus stakeholders to discuss Frost Week
  - CUSA Gala (March) - Confirming if event can happen with Risk Management Team
- Further developed the CUSA Leadership Academy
  - Finalized workshop facilitators for the fall semester
  - Continued search for workshop facilitators for January and February
  - Further developed the online course using the Brightspace platform
  - Worked with the CUSA communications team to create posters and tshirts
  - Held the second monthly workshop for leadership theme “Mental Health and Wellness”
- Met with Ollie’s Manager to plan for Cultural Events with Clubs and Societies in winter term
  - Making a Tik Tok to promote Ollies
- Continued bi-weekly meetings with Raven’s Athletics
  - Brainstormed ways to engage students in Varsity athletics
  - Continued selling CU Birdgang Passes out of CUSA office (\$22)
  - Sold Panda Fan packages for students to purchase at CUSA Office (\$22)
- Worked alongside CUSA Staff and VPCE to create Tik Tok’s for the year
- Attended SUDS in BC

### **Ongoing Projects**

- Building and executing the CUSA Leadership Academy + Workshops
- Planning additional Programs and Events for the 21.22 academic year



- Bi-weekly meetings with campus stakeholders to plan programming for Winter Orientation

### **Month Ahead**

- Confirming details for CUSA Gala in March
- Planning winter programming to run in Ollie's

If you have any questions, you can always reach me by e-mail at [vpsl@cusaonline.ca](mailto:vpsl@cusaonline.ca) or on instagram at [@daizzzzz\\_](https://www.instagram.com/daizzzzz_).

Have a great start to the fall semester,

**Daisy Kasper**

## **5. RRRR Report**

Mira Gillis: We had our first meeting on October 6th 2021. Finally got to meet all of our councillors and are excited to see where the year takes us. At the meeting, we struck our equity committee due to its importance. We also began consultations about the availability of female hygiene products with housing. Met with the Director of Housing, Laura Storey, to see how we can get products available in residence commons. We've also hired three new cashiers at Abstentions, which brings the total count to 12 cashiers. Lastly, we are currently working on the budget presentation for our next council meeting which will hopefully be passed.

## **6. GSA Report**

None.

## **7. CASG Report**

Jennifer Ramnarine: We had our first meeting at the beginning of the month. We have just over 70 members. We struck all of our committees which are now being filled. Additionally, we passed some great reforms which can be found on the Charlatan. That's it from us!

## **8. Senate Report**

None.

## **9. Board of Governors Report**

None.

## **10. Constituency Report**

None.

## 11. Committee Reports

None.

## 12. Items for Information

None.

## 13. Question Period

Gray Simms: Just a question about SUDS. Are we going to see a report from the executives? A report from what they've learned from the conference and an expense report as well?

Venassa Baptiste: Thank you for the question, in terms of what we've learned from the conference, we would have to meet up later this week given that Callie is on vacation until November 2nd. She will be more than happy to put her thoughts and what she's learned into our Google Doc and release that in the next couple of weeks. As for an expense report, I would be more than happy to submit it to councillors in an email.

Greg Dance: What is the status of the by-election?

Ahmad Hashimi: Today was the last day of the application for CEO and DEO. The process is going on, as you know we recused ourselves. We are not sure how many people applied. I believe there will be an interview process and those people will be verified with the council.

Nora Draper: Any reason why the meeting is not being live-streamed?

Ahmad Hashimi: It is being recorded Nora, but I'm sorry the live stream is not working. We tried to go live on Facebook but we are experiencing technical difficulties. I will upload this recording to Facebook afterwards.



Greg Dance: Will this process take place at the next council meeting? That's a long time.

Ahmad Hashimi: Don't worry, once the CEO and DEO are hired, we can call an emergency meeting.

## 14. OTHER BUSINESS:

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### **Motion to Approve the 2021-2022 CUSA Budget**

**Whereas** the 2021-2022 CUSA Operating Budget was presented to CUSA Council on September 15th, 2021,

**Whereas** consideration of this motion was postponed on September 27th until the next regularly scheduled meeting of CUSA Council following a public consultation process,

**And whereas** the CUSA Executive made themselves available to CUSA Council to field questions or concerns from CUSA Councillors present at the presentation meeting,

**Be it resolved that** CUSA Council approves and adopts the CUSA Operating Budget as presented on September 15th for the 2021-2022 year.

**MOVED: Venassa Baptiste**

**SECONDED: Ahmad Hashimi**

**Gray simms:** Thank you and I appreciate that we postponed the voting on the budget until this meeting. I know it gave myself and a number of councillors a lot more time to look over the budget. I know several of my peers asked the VP Finance a number of questions which all got answered. I am seeing some of my peers in the FPA are wondering if there were some of the promised edits in the budget and if they were added to the budget we are approving today? Other than that, I'm happy to pass the budget.

Venassa Baptise: Thank you councillor Simms. I only received one question from a councillor during the period where we postponed the budget approval and that question was only asking for clarification on the budget line about tuition credits. Besides that, there were no additional edits that were forwarded to me. If there are any further edits people would like to bring up today, I would be more than happy to talk about that now in front of the council.

Nora Draper: I'm looking for some clarification since I was told that legal fees were being included in the budget line. I was wondering if there was any way we can have those separated into a different line just so it's clear exactly where that money is going?

Venassa Baptiste: Legal fees do go into the administrative budget and there is a line that says "legal fees" there. I can give you all a total that was accumulated over the past six months that we've been in office. I'll be more than happy to do that but putting that on the executive budget would be out of order considering that is an expense that does not relate to our platform promises.



Nora Draper: That sounds good, but just to clarify, as long as there is a specific line. It doesn't have to be on the executive budget but just in general, if there is a specific amount shown.

Tyson Scott: Did the expenses for the businesses increase significantly because they are now reopening?

Venassa Baptiste: They did increase but not significantly since they did account for changes due to COVID-19. Their prices did go up but given they're opening after a year of inactivity, along with internal renovations that had to be done. All these do add to the costs of operating a business so they did slightly go up.

Jordan Vecchio: Will The Wing open this semester?

Venassa Baptiste: We are hoping to open it up later in 2022. There is not a hard deadline since our goal is to have Roosters open and running.

Gray Simms: I was going through my notes on the budget, and I was wondering exactly what "employee appreciation" meant?

Venassa Baptiste: The employee appreciation fund is for our monthly meetings with the entire CUSA, which includes all the full time and regular staff at CUSA. Part of the fund would go towards covering lunch and holiday parties.

Gray Simms: Under the VPF, VPSI, VPSO, there was a \$3990 worth of revenue. I was just wondering where that came from?



Venassa Baptiste: That was supposed to be from the Government for the positions we hired under our positions. For me as VPF, I had the business administrator salary under me. We were hoping to get a grant or subsidy for the wages that were spent for that student position within our organisation. For the VPSI, that would be the research and advocacy position under their budget. As for the other student positions, we have executive coordinator, the executive assistant, the research advocacy, the business administrator, and the street team under VPCE. Whenever we apply to get grants, that's an estimated amount we hope to get from the Government. They are free to reject our application which happened over the summer.

Stacey Osazuwa: I was wondering why are the statements so broad and general? For example, under VPSL, projects for \$23 000. What projects are being referred to? I would like a more detailed breakdown of this.

Venassa Baptiste: I had the same question because I also wanted to make sure. I did request that the budget lines be changed so that they are more accurate of what the VP's are advocating to use that money for. Unfortunately, the finance department said that they don't change the budget lines year to year because it adds confusion. The best way is to have consistency through the years so students can be familiar with the budget at hand.

Jordan Vecchio: Could we create a reference sheet for the students?

Venassa Baptiste: Yes of course! I have one for my personal use so I'd be more than happy to create a full reference list with the breakdown of all the projects under the budget lines.

**Amendment to the Motion to Approve the 2021-2022 CUSA Budget to add a reference sheet prepared by the Vice President Finance Venassa Baptiste as an appendix to the budget**

Moved: G. Simms

Second: J. Vecchio

Motion passed.

*The amended text is added to the main motion.*

*The main motion is now:*

**Motion to Approve the 2021-2022 CUSA Budget**

**Whereas** the 2021-2022 CUSA Operating Budget was presented to CUSA Council on September 15th, 2021,

**Whereas** consideration of this motion was postponed on September 27th until the next regularly scheduled meeting of CUSA Council following a public consultation process,

**And whereas** the CUSA Executive made themselves available to CUSA Council to field questions or concerns from CUSA Councillors present at the presentation meeting,

**Be it resolved that** CUSA Council approves and adopts the CUSA Operating Budget as presented on September 15th for the 2021-2022 year.

**Be it further resolved** that the 2021-2022 CUSA Budget be amended by adding a reference sheet prepared by Vice-President Finance Venassa Baptiste as an appendix to the budget.

**MOVED: Venassa Baptiste**

**SECONDED: Ahmad Hashimi**



*Councillors vote via a show of hands.*

Motion passes.

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## **Motion to Strike and Fill the CUSA Accessibility Fund Committee**

**Whereas** the CUSA Accessibility Fund Committee is a standing committee which works to ensure that CUSA events and services are accessible to all students, and works to raise awareness of issues affecting students with disabilities on campus,

**And whereas** all CUSA clubs, services, facilities, and members of the association are able to apply for support from the Accessibility Fund,

**Be it resolved that** CUSA Council strikes the CUSA Accessibility Fund Committee for the 2021-2022 academic year.

**Be it further resolved that** CUSA Council fills the CUSA Accessibility Fund Committee with the following individuals:

**MOVED: Venassa Baptiste**

**SECONDED: Ahmad Hashimi**

Saad Khan: What is the composition of the committee? 2 Councillors, 4 students with disabilities and 2 students at large?

Greg Dance: I would love to have 4 students with disabilities but realistically I don't think that would be possible and it would probably delay the committee and push back their work.

Jennifer Ramnarine: I just had a comment based on what Greg said, it might pose a weird situation for someone to declare their disability to fill that spot. Maybe a better wording such as "students who choose to self identify with a disability are given priority".

Francesca Leopore: I definitely agree with the comment that was just made in terms of self-identifying with a disability. I just wanted to mention that I'm currently looking online of the composition of the committee and I do believe that it says 4 students with disability, 2 councillors, 2 students at large and the VP Student Issues. It does seem pretty similar as to what we are putting in the amendment here.

**Amendment to the Motion to Strike and Fill the CUSA Accessibility Fund to include that the Committee shall comprise 2 Councillors, 1 representative from CDAC and 3 students at large, with a preference towards students who self-identify as having a disability.**

**Moved: Saad Khan**

**Seconded: Nora Draper**

*Councillors vote via a show of hands.*

Motion passes.

*The main motion is now:*

## **Motion to Strike and Fill the CUSA Accessibility Fund Committee**

**Whereas** the CUSA Accessibility Fund Committee is a standing committee which works to ensure that CUSA events and services are accessible to all students, and works to raise awareness of issues affecting students with disabilities on campus,

**And whereas** all CUSA clubs, services, facilities, and members of the association are able to apply for support from the Accessibility Fund,

**Be it resolved that** CUSA Council strikes the CUSA Accessibility Fund Committee for the 2021-2022 academic year.

**Be it further resolved that** CUSA Council fills the CUSA Accessibility Fund Committee with the following individuals; the Committee shall comprise 2 Councillors, 1 representative from CDAC and 3 students at large, with a preference towards students who self-identify as having a disability.

- Alexis St. Pierre
- Jordan Vecchio

**MOVED: Venassa Baptiste**

**SECONDED: Ahmad Hashimi**

*Councillors vote via a show of hands.*

Motion passes.

*Alexis St. Pierre and Jordan Vecchio are voted into the CUSA Accessibility Fund Committee as councillors.*

## **Motion to Fill the CUSA Councillor Vacancy of the Ad-Hoc Academic Resilience Fund Committee**



**Whereas** there exists a vacancy of one (1) position of CUSA Council representative on the Ad-Hoc Academic Resilience Fund Committee,

**Be it resolved that** the vacancy of the Ad-Hoc Academic Resilience Fund Committee be filled for the 2021-2022 academic year by the following CUSA Councillor:

Stacey Osazuwa

**MOVED:** Saad Khan

**SECONDED:** Jordan Vecchio

*Councillors vote via secret ballot.*

Motion passes.

*Stacey Osazuwa is voted into the CUSA Ad-Hoc Academic Resilience Fund Committee.*

## **Motion to Suspend the Rules in order to Undertake an Indicative Voting Process on the Topic of Democratic Reform Recommendations**

**Whereas** an indicative vote is a non-binding vote on a range of different options in which CUSA Councillors may vote in favour of as many of the options as they consider acceptable, following a debate on each of the proposals,

**Whereas** indicative voting is used so that Councillors may express what measures they can “live with”, rather than striking down all suggestions deemed imperfect,

**And whereas** the proposed indicative voting process allows for a vote on all proposals even after a majority vote is reached, intending to encapsulate Councillors’ various objectives for and expectations of the CUSA governance structure.



**Be it resolved that** CUSA Council suspend the rules in order to hold now do proceed to a series of indicative, up or down votes on proposed reform recommendations, compiled for Council by the CUSA Ad-Hoc Democratic Reform Committee

**MOVED: Ahmad Hashimi**

**SECONDED: Saad Khan**

*Councillors vote via a show of hands.*

Motion passes.

## **Motion to Limit Debate for the Main Motion Below**

**Be it resolved that** CUSA Council shall limit open moderated debate between CUSA members on each proposed recommendation to five (5) minutes.

**MOVED:** Saad Khan

**SECONDED:** Valentina Vera Gonzalez

Greg Dance: I think this is arguably one of the most important things that we'll be discussing this year. I think this is the platform that the current executives were voted in for so there shouldn't be any limit to debate.

*Councillors vote via a show of hands*

*Majority vote in favour of not limiting debate*

Motion failed.

## **Motion to Recommend Democratic Reform Proposals to CUSA Legal Counsel**

**Whereas** Council has suspended the rules to allow for blanks to be filled through an indicative voting process,



**And whereas** Council has received the report of the Democratic Reform Committee,

**Be it resolved** that CUSA Council recommend that:

1. The proposed structure of CUSA the Association and CUSA, Inc. shall be:
  - a. **Merging the Corporation & Association:** External Board, Reduced VP & Trustee Responsibilities;
2. The proposed executive structure, composition, and hourly commitments per position, shall be:
  - b. **Full Time President, Part Time VPs:** Only the Presidential executive position should be a full-time position based on a 35-hour work week; all other Vice Presidential executive positions should be part-time positions based on a 25-hour work week, and/or
3. The future of the slate system in CUSA elections, shall be:
  - c. **Ban Slates, Elect President, Hire VPs:** CUSA members-at-large should hold yearly elections to elect the position of President; CUSA Council should be responsible for hiring and filling Vice-Presidential positions on a yearly basis, and/or
4. The proposed hiring and election structure for CUSA executive members shall be:
  - d. **Internal CUSA Council Election:** VPs are elected based on a majority vote in CUSA Council
5. The recommendation for term limits and/or position-specific term limits for CUSA executive members, shall be:
  - e. **Move Up or Move Out:** There should exist a “move-up-or-move-out” term limit, whereby Vice Presidents may only seek re-election to a position higher than their current position and Presidents may not seek re-election;

**Be it further resolved that** these recommendations of CUSA Council will be recorded and made public in order to be referenced by Mackenzie Lake LLC. during their drafting process of the revised “CUSA the Association” Bylaws to ensure the bylaws reflect the wills and intentions of CUSA Council.

**MOVED: Ahmad Hashimi**

**SECONDED: Saad Khan**

Ahmad Hashimi: For the structure of CUSA, merging CUSA the Association and CUSA Inc is important because of the liability issues of the Association. For the second point, as an executive, I know how much work it is to work for CUSA. It's more than 40 hours a week, it's a full-time position. For the third point, we got elected to end the slates. When we discussed this option, we realised that there's no way to ensure slates are completely banned since they can be created informally. The best option would be to elect the President and hire the Vice-Presidents. For the fifth point, I think it's important to have a limit on the executive positions since people can get elected once and try to have great dynasties by staying on. Having a limit is important.

Greg Dance: I was on the Democratic Reform Committee and I'm very happy with the recommendations. Before we get to voting on this motion, I do understand that there were some liabilities. I don't want to see the Democratic Reform Committee used as the solution to these liabilities without directly addressing them. As we know, all the councillors had the opportunity to meet one-on-one with Ahmad and whoever else was there. Before we get to voting, I wanted to directly ask Ahmad why there were redactions in those one-on-one meetings and what those redactions are? I feel like knowing what was redacted would help us decide how to vote in the restructuring of the Association.

Ahmad Hashimi: I answered this exact question to you in our last meeting. The confidentiality of the lawyer told us to keep it in since it's a matter of CUSA's reputation. As Acting-President and Vice-President Internal, it's my job to uphold this reputation. The redacted documents will not help you in any way to make these decisions. I'm sorry but I cannot disclose what the redacted information is.

Greg Dance: I definitely respect that it is your job to protect the reputation of CUSA but my problem is that, as a councillor, I'm not responsible for that. I'm responsible to hold

CUSA accountable for the students. I think it would be very helpful for the council to know. Before we vote on the restructuring. I don't think we can hold a vote in good faith without knowing all the details as to why this vote is needed.

Ahmad Hashimi: I would just like to say that our lawyer advised us not to. If my lawyer is telling me not to do something, then I will listen to his legal advice. Trust me, that information has nothing to do with your decision-making on this motion.

Greg Dance: Would it be out of order right now to propose a motion to postpone the voting on this until the council can be fully briefed on the finding of the CUSA lawyers?

Cameron Davis: Would this be to postpone everything?

Greg Dance: Yes because in my one-on-one meetings, it was implied that there were some things that the council and the students should know about CUSA. I don't feel like we can vote on real reform if we don't even know the problems that the reform is trying to fix. The last thing I want is the Democratic Reform Committee to function as a cover-up for CUSA's legal problems. I think that these Executives have the best intention but I'm hesitant on moving forward with voting until we need the full scope. If CUSA does have issues, I think that's something, as a council that we need to all acknowledge and be transparent about with the students.

Venassa Baptiste: I had a few questions on the potential motion to postpone tonight's voting, would that mean waiting until the councillors speak to the lawyer or waiting until we hear back from the lawyer? If so, it feels like a long time to postpone. I understand the need for information is important but we don't have a lot of time left. Ahmad, when is the next time you're planning on meeting with the lawyer?

Greg Dance: To clarify, I'm proposing to indefinitely postpone this motion until the council is satisfied that we've been given the full picture. In my opinion, it was implied that the lawyer found some stuff and if it got out, it would jeopardise the reputation of CUSA. That's the kind of thing that I don't want to be hidden. We need to address it publicly and not just putting forth changes. Instead of just fixing it, the students deserve to know the full truth. We don't represent CUSA, we represent the students.

Daisy Kasper: I just want to propose that if we do decide to postpone the voting, if we can still continue to discuss these points. So going forward from this meeting,

councillors will understand each of the points so we don't have to review each of these at the next meeting and so it's quicker.

Gray Simms: I agree that the council needs the full picture before any final decisions can be made. I would agree to review the options and not recommend anything until we have the full picture. I think it would be important that the first meeting with the CUSA council and the lawyers be in-camera since there may be information that can't be released to the public. After the in-camera meeting, should CUSA council deem it necessary, they can also vote to make the information discussed public.

Jordan Vecchio: I think it's important that when we have this meeting to vote on the motion, it be live-streamed to the public. I know it's not working right now but it needs to be live for the public to view.

Ahmad Hashimi: I want to go back on some points. First, Greg Dance said he really supports this motion but he won't vote on it since he doesn't have the full picture. Does it really matter to put someone's liability on the line because you really want to know the full picture? I don't think so because we need to bring CUSA up to where it should be since we are not perfect right now. We have problems but we are wasting time. If you want, we can have a meeting tomorrow to make sure the lawyers are there. But we can't waste time.

Venassa Baptiste: I want to let everyone know that if we do go forward with having the lawyer present, I want you all to know that it would be \$500 per hour. That's how much we've spent so far. We can't have meetings that go on for 2-3 hours if we do that. I just want everyone to know that it's a significant cost so we value the lawyer's time.

Tyson Scott: I also agree with the idea that we can't delay anymore on matters pertaining to this. I'm in the mentality that everything needs to be done as properly as possible but we only have so many meetings left. I hope everyone attended the one-on-one meetings and got the background on what's happening. I just think that we should stop trying to delay the decision too severely.

Greg Dance: I don't think there's any bad intentions from the Executives. I don't think we can make this decision without knowing what was redacted. We don't even need a meeting with the lawyers. I would be satisfied with the Executives getting together and telling us how it is. I don't think we can just take your word for it.

**Motion to postpone the Motion to Recommend Democratic Reform Proposals to CUSA Legal Counsel until the CUSA Council has been fully briefed on the findings of Mackenzie Lake LLC and is satisfied that all information has been conveyed to council.**

**Moved:** Greg Dance

**Seconded:** Gray Simms

*\*Jordan Collacutt is recognized to speak*

Jordan Collacutt: Hello everyone! I currently serve as the Executive Assistant to the CUSA Executives. Although I was not privy to the information that was shared between the legal team and the CUSA trustees, I just want to shed a little bit of clarity on to what section 1 of the motion we are looking to vote on, actually means as the person who drafted the wording. This is in reference to the Democratic Reform report. This is in regards to the legal advice we've sought that was publicly available and reiterated to councillors in their one-on-one in regards to current and previous Ontario law, about the ways in which organisations like CUSA and other student unions across the province are governed. There are certain regulations that CUSA has been a little lax on and that they need to become more compliant to the law in regards to the structure of the organisation. It's recommended by the lawyers and the legal team that the board of directors being proposed is what we need to come into compliance with Ontario law. This subsection is not in-regards to anything that is redacted or any secretive comments by the legal team. In terms of what you are voting on, you do have the full picture based on Democratic Reform report. This is a vote on the structure of CUSA the Association going forward, the meta-physical structure of who sits on the Board of Governors, and how the CUSA Councillors and CUSA Executives are elected. This does not refer to any internal matters brought forward by the legal team. I can say with certainty, although I do not know the contents of what was shared with the councillors in the one-one-one meetings, the Executive has been more than transparent, even against some of the legal advice that we've received, so that councillors can know as much as possible. I understand that everyone would like to have the full story and redactions are not a fun thing to endure. Redactions are not meant to be secretive or institute a cover-up, they are made to protect the legal integrity of the Association and as well as people who are legally liable. I do

encourage the councillors that represent me and all the councillors in the room, not seek a meeting with the legal team for a few reasons. Mainly because the legal team has no obligation to share their findings with the CUSA council. All the information that's been conveyed to the CUSA trustees and those who are legally liable by the legal team, has been conveyed to councillors in their one-on-one out of complete trust. I do hope the councillors get to voting on these important points on democratic reform.

Greg Dance: Again, this Executive is amazing. I'm not asking for a meeting with the lawyers, I'm asking the council to be briefed. It doesn't require paying for the lawyers. I just don't feel like we are getting the full picture. There's the potential for some of this information being so bombshelled that CUSA could be dismantled. Obviously, that's not something any of us want to see but I'd hate to see the work of the Democratic Reform Committee be used to cover up something that bombshell without knowing the full details.

Saad Khan: Before we vote to postpone, I believe we should hear what Simon Harris has to say. Due to his affiliation with The Charlatan, he can only speak in an in-camera session.

Conall McCutcheon: I think it would be beneficial if we spoke in-camera over the information that was given to us at the in-person meetings. I understand the gravity of the situation we are in now and I don't think it's in our best interest to postpone the vote considering what's at risk. It may be beneficial to move into an in-camera session so we can hear Simon speak.

Tyson Scott: After hearing Jordan, if we were to have another meeting with the Executives, as councillor Dance suggested, there would still be information that we would not be able to be told. It would still be redacted to protect the legal integrity of the organisation. We would be in the same situation as we are in now.

Ahmad Hashimi: The reform is supposed to happen, that's why we got elected. It has nothing to do with the redacted information. It's a liability issue and I'm not sure why I keep repeating myself. I'm sorry to go off but it doesn't make sense. How about we keep voting and in the next meeting, I can make sure John comes and answers your questions. But we still need to keep going with these changes because these have nothing to do with that.

Greg Dance: My opinion is that whatever the lawyers found, that is putting CUSA in this position of liability, is related. We are talking about having accountability which

ties in with the redacted information. I don't know what the redacted information is but we should know.

Jordan Collacutt: I just want to play out for the council what the possibility of this motion should it pass, works out to be. The councillors that moved and seconded the motion to postpone want to delay the work and progress that's been going on since the summer, for another month. Then the possibility of bringing the lawyers forth, summoning testimonies, requesting a letter, trying to find answers that aren't there. The witch hunt will boil down to a 2-3 month process until councillors finally realise that the answers that they are hoping to seek just aren't there. I want to be very clear with the councillor who spoke previously, that my previous testimony was not to be taken out of order. I'm not privy to the legal discussion that happened internally, I am simply advised by the legal team that the information discussed between them is possibly damaging to the reputation. I would reject any speculation about what the legal issues that I brought up in my previous testimony are pertaining to by councillor Dance. The council needs to be very strict in the ways they approach the issues of legal liability. Postponing this motion indefinitely not only sets democratic reform back another month, but it does it so a witch hunt can take place. The motion on the table to postpone, postpones a motion to simply bring CUSA the Association into compliance with Ontario law, in the way associations and student unions are governed. I really hope that councillors do see through that and heed the advice of councillors to vote against the motion to postpone. This would be yet another delay in the democratic reform process that CUSA has waited 52 years for. I really implore councillors to use their common sense to vote against the motion to postpone and proceed to the duly needed reforms.

*Councillors vote on the motion to postpone the Motion to Recommend Democratic Reform Proposals to CUSA Legal Counsel until the CUSA Council has been fully briefed on the findings of Mackenzie Lake LLC and is satisfied that all information has been conveyed to council.*

*Councillors vote via a show of hands.*

*Majority vote in favour of not-postponing*

Motion failed.

**Motion to move in-camera**

**Moved:** Venassa Baptiste

**Seconded:** Saad Khan

Greg Dance: I'm opposed to moving in-camera.

Councillors vote via a show of hands

Motion passes.

*\*The CUSA council meeting moves into an in-camera session*

*\*The CUSA Council moves out of the in-camera session*

*\*The CUSA council votes on the main motion below:*

**Motion to Recommend Democratic Reform Proposals to CUSA Legal Counsel**

**Whereas** Council has suspended the rules to allow for blanks to be filled through an indicative voting process,

**And whereas** Council has received the report of the Democratic Reform Committee,

**Be it resolved** that CUSA Council recommend that:

2. The proposed structure of CUSA the Association and CUSA, Inc. shall be:

- f. **Merging the Corporation & Association:** External Board, Reduced VP & Trustee Responsibilities;



2. The proposed executive structure, composition, and hourly commitments per position, shall be:

- g. **Full Time President, Part Time VPs:** Only the Presidential executive position should be a full-time position based on a 35-hour work week; all other Vice Presidential executive positions should be part-time positions based on a 25-hour work week, and/or

3. The future of the slate system in CUSA elections, shall be:

- h. **Ban Slates, Elect President, Hire VPs:** CUSA members-at-large should hold yearly elections to elect the position of President; CUSA Council should be responsible for hiring and filling Vice-Presidential positions on a yearly basis, and/or

4. The proposed hiring and election structure for CUSA executive members shall be:

- i. **Internal CUSA Council Election:** VPs are elected based on a majority vote in CUSA Council

5. The recommendation for term limits and/or position-specific term limits for CUSA executive members, shall be:

- j. **Move Up or Move Out:** There should exist a “move-up-or-move-out” term limit, whereby Vice Presidents may only seek re-election to a position higher than their current position and Presidents may not seek re-election;

**Be it further resolved that** these recommendations of CUSA Council will be recorded and made public in order to be referenced by Mackenzie Lake LLC. during their drafting process of the revised “CUSA the Association” Bylaws to ensure the bylaws reflect the wills and intentions of CUSA Council.



**MOVED: Ahmad Hashimi**

**SECONDED: Saad Khan**

Sami Islam: I wanted to bring to the attention of council, the Canadian Guidelines on international students and their work weeks. International students are barred to a 20 hour work week during the school year. Having these executive positions listed as hours instead of salaries seems like a significant barrier of entry towards international students. This would limit us to domestic students only. I don't know if this is something that was considered while drafting this motion?

Ahmad Hashimi: I can speak on this. Of course we considered this. International students can have unlimited on-campus work if they take at least 1.5 credit courses. Due to this, they would still be able to work the given hours.

Sami Islam: Isn't CUSA considered independent from Carleton, therefore, wouldn't this not count as on-campus work?

Ahmad Hashimi: While drafting this motion, we spoke to the Carleton administration. They confirmed that the international students would still be able to work in these positions given that they take at least 3 classes.

Francesca Lepore: In regards to the second point with potentially having all executives be full time positions; based on my understanding, if you are an executive during your degree, you can be elected while you are a student but begin your term after graduation. If you are an executive any other year, you would be taking a year off your studies. I understand that you could potentially take a course or two but you would still be further back. This could potentially discourage students from applying since it would add time to your degree.

Ahmad Hashimi: These positions are full time jobs. It would be similar to having a co-op position. This option is ideal since your executives would be able to spend their full time on the job.

Jordan Collacutt: As I'm representing VP Vera Gonzalez, for the second point, she's in favour of either all full time executives or a full time president with the part-time vice presidents. She strongly believes that CUSA requires the attention of at least one full time executive. This ensures that there will always be a full time position managing



CUSA and making sure the executives can be as cohesive as CUSA needs them to be. That means making sure there's student representation 35 hours a week.

Cameron Davis: I don't think all the executives need to be full time. I understand that even in the part time state, these positions are hard. I don't think that's enough to add that many hours per week. I know the workload is heavy but having a full time president should be enough. That would be a big asset to CUSA. A full time position gives the president time to manage efficiently while allowing them to help out in any portfolio.

Ahmad Hashimi: If we choose a full time position, as the president, then it makes sense to reduce the hours for the vp's and let them be part time.

Cameron Davis: For the third point, we should ban slates. It's been very clear. We need to decide whether we should elect all executives or elect the president but hire the vice presidents.

Jordan Collacutt: Banning slates, electing the president and hiring the vice presidents seems to be the best option based on my previous electoral experience with the United Nations Society on campus. We hold yearly elections and under our constitution, slates are formally banned. This has created an informal slate system where individuals "endorse" others or informally support them. Electing the president and hiring the rest of the executives would do enough to counteract that by creating a system that cannot be exploited. Based on the Democratic Reform report, there's a lot of quantitative and qualitative evidence to prove that this is an ideal system. I also want to add that CUSA Council has continuously asked for more power and more influence in the way CUSA operates. Giving CUSA councillors the ability to hire the most bureaucratic parts of the CUSA executives, would be the utmost granting of power to them. It gives a lot more merit to them rather than just being good stewards of their constituency. This would allow students the ability to really ask these representatives to work in the best interest.

Conall McCutcheon: I think hiring the vp's would put more of an emphasis on councillor elections. This would mean that we would need to agree to stop inter-councillor endorsements during the electoral process. It doesn't make sense to ban slates but then continue to use social media to endorse other councillors. It's the same thing as using clubs to officially endorse councillors.



Emily Sowa: For the fourth point, since we decided to give more influence to the CUSA councillors, then we should make it so the vice-presidents are elected based solely on the CUSA council and not based on various student groups. Again, this would put more emphasis on the councillor elections. Community based hiring might create more informal 'slates'.

Emily Sowa: For the fifth point, I don't think a term limit should be introduced, especially for the president position. If the student body sees a positive reflection of what an individual has done, I don't see why they can't have that position for another term. If they are doing well and delivering their position, they should be given the opportunity to succeed again. I believe that the status quo should be maintained, giving individuals the right and the ability to succeed for multiple terms.

Ahmad Hashimi: I think there should be a limit otherwise students would want to create 'dynasties' by keeping their positions for multiple terms. At the same time, I think that other students should also be given the opportunity to have these positions. For this reason, I believe that the move up or move out would be the best option.

Cameron Davis: I'm also in favour of the move up or move out position. If we are doing elections each year, we are most likely to choose the incumbent option. The move up or move out position would allow us to push people up to new positions or get them to leave.

Venassa Baptiste: If you are in your role for more than one year, you become more comfortable and begin to let things slide. Move up or move out would allow us to make the most of our terms and to use our time efficiently. You should be looking to graduate and leave. You shouldn't be looking to be in a student union position for the entirety of your undergrad as that begins to question whether or not you're in your position for the right reasons.

*Council votes on the main motion via online polls on Zoom.*

Motion passes.

*\*The recommendations of the CUSA Council will be made public to be referenced by Mackenzie Lake LLC during their drafting of the bylaws.*



**OTHER BUSINESS:**

**15. Motion to adjourn**

**MOVED:** Jordan Vecchio

**SECONDED:** Saad Khan

*Meeting adjourned at 10:21pm.*