



**BOARD OF DIRECTORS' MEETING PACKAGE**  
**Association of Part-time Undergraduate Students of the University of Toronto**  
**(APUS)**

**June 11, 2021**  
**5:00pm**  
**Meeting #2**  
**Virtual Meeting via Zoom**

Association of Part-time Undergraduate Students of the University of Toronto (APUS)  
Board Meeting #2 – June 11, 2021  
Virtual Meeting via Zoom

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## **Board of Directors' Meeting #2**

Dear Directors of the Board,

The following package includes all the relevant documents in anticipation of the next APUS Board of Directors' Meeting to be held on **June 11 at 5:00 pm** online via Zoom.

Included in this package:

- I. Agenda (page 3)
- II. Minutes Package for 2020 - 2021 Board Meeting #8 (page 5-7)
- III. Minutes Package for 2021 - 2022 Board Meeting #1 (page 8-14)

Please feel free to forward any question or concerns via email to me directly.

Sincerely,

Jaime Kearns  
President  
Association of Part-Time Undergraduate Students of the University of Toronto (APUS)  
Local 97 of the Canadian Federation of Students  
president@apus.ca

## I. AGENDA

1. **Call to Order** (Kearns chairs)
2. **Land Acknowledgement** (Dhoré)
3. **Introduction and Access Needs** (5 minutes)
4. **Approval of Agenda** (5 minutes)  
MOTION          Moved: Froom    Seconded: Acuna

Be it resolved that the meeting agenda for Board of Directors meeting #2 be adopted as presented.

5. **Presentation and Discussion of Fiduciary Responsibilities of Board Members** (50 Minutes)
6. **Break** (5 Minutes)
7. **Appointment of Speaker for 2021-2022** (5 minutes)  
MOTION          Moved: Froom          Seconded: Coggon

Whereas, Article 8.01 of the APUS bylaws states that “*The Board of Directors, upon the recommendation of the Executive Committee, shall appoint a Speaker of the Corporation who shall preside at meetings of the Board of Directors, and at the General Meetings of members;* and

Whereas, Article 8.03 of the APUS bylaws states that: “*The Speaker shall serve at the pleasure of the Board from May 1st to April 30th in any year*”; and Whereas, Nadia Kanani has served as APUS speaker in an exemplary manner; and Whereas the Executive Committee recommends to the Board of Directors that it appoint Nadia Kanani for another term as speaker;  
Therefore:

Be it resolved that the Board of Directors appoints Nadia Kanani as Speaker of APUS for the term ending April 30, 2022.

Be it further resolved that the Board of Directors instruct the Executive Committee to fix the Speaker’s remuneration for the term ending April 30, 2022.

8. **Approval of Minutes** (5 minutes)  
MOTION          Moved: Dhoré          Seconded: Acuna

Be it resolved that the minute packages be approved as presented.

- a. Board of Directors 2020-2021 Meeting #8 – April 23, 2021
- b. Board of Directors 2021-2022 Meeting #1 – April 23, 2021

**9. Business Arising from the Minutes** (5 minutes)

**10. Executive Updates** (15 minutes)

**11. Statement Issued by APUS/CFS** (20 minutes)

- a. Canadian Association of University Teachers censures U of T due to restriction of Academic Freedom
- b. Residential Schools/National Indigenous History Month
- c. Palestine
- d. Pride

**12. Upcoming Events and Opportunities** (10 minutes)

**13. Adjournment**

**a) Board of Directors Meeting #8 Minutes – April 23, 2021**

**In attendance:** Dianne Acuna, Annie Antonenko, Jennifer Coggon, Shanti Dhoré, Adam El-Masri, Susan Froom, Jaime Kearns, Mussa Marashi, Richie Pyne, Samuel Wong

**Speaker:** Nadia Kanani

**Staff:** Julian Oliveira

**I. AGENDA**

**1. Call to Order**

Meeting called to order at 5:54 p.m.

**2. Introductions and Access Needs**

Kanani walks the Board of Directors through introductions and access needs.

**3. Land Acknowledgement**

Kanani reads the APUS land acknowledgement.

**4. Approval of Agenda**

MOTION            Moved: Marashi            Seconded: Wong

Be it resolved that the meeting agenda for Board of Directors meeting #8 be adopted as presented.

*Vote carries.*

**5. Approval of Minutes**

MOTION            Moved: Coggon            Seconded: Kearns

Be it resolved that the minutes' package be approved as presented.

- a. Board of Directors Meeting #7 – April 9, 2021

*Vote carries.*

**6. Business Arising from the Minutes**

None.

**7. Executive Updates**

Kearns provides updates from the President portfolio. Kearns recently had a Provost's Undergraduate Student Advisory Group (PUSAG) meeting where anti-Black racism was discussed. The university has accepted all the calls to action around anti-Black racism. Kearns has also been

attending Racialized and Indigenous Student Experience (RISE) planning meetings, as well as Student Life meetings around resilience.

Froom provides updates from the Vice-President Internal portfolio. Froom also participated in the resilience meeting with Student Life. She chaired the last Council of Student Services (COSS) meeting, where they elected the new chair who will be the president of the University of Toronto Students' Union (UTSU). Froom notes that the Student Life strategic plan will be launched April 26, 2021. It is accessible on the calendar. Froom also participated in a meeting with the Office of the Vice-Provost, Students (OVPS).

Coggon provides updates from the Vice-President Events & Outreach portfolio. On April 8th, APUS partnered with Fly with Origami, Learn to Dream (UTFOLD) and the Family Care Office (FCO) to hold a spring-themed origami workshop. On April 12, APUS partnered with MoveU for an exam de-stressor stretch class. Coggon also attended the meetings with Student Life and OVPS. She adds that if any board member has questions about the resiliency program with Student Life to please let her know. Student Life will be rolling the program out in the fall semester and from her understanding it will focus on learning how to learn.

Marashi provides updates from the Vice-President Equity portfolio. Marashi attended the OVPS meeting and attended the spring origami event with his nephew. Otherwise, he has been busy the last two weeks focusing on his university papers and exam preparation.

Wong provides updates from the Vice-President External portfolio. Wong has been attending RISE planning meetings. Wong has been helping to organize a series of events for RISE that will be pushed back to late May. Wong also notes that he will not be running for an Executive Committee position for the 2021-2022 year. He thanks everyone for their support throughout the last year.

Kanani opens the floor for questions from the Board of Directors.

Acuna asks if more information can be shared about the topics being focused on at RISE.

Wong responds that one workshop will focus on misogyny in campaigns.

Kearns adds that there will be discussions about campaigning on campuses around anti-Black racism and Indigenous issues, solidarity across movements, to name a couple.

Kanani thanks the Executive Committee for all the work they have done.

## **8. APUS Revised Operating Budget 2020-2021**

MOTION            Moved: Froom            Seconded: Kearns

Be it resolved that the Board of Directors approve the Revised Operating Budget 2020-2021, as proposed in the addendum; and

Be it further resolved that the Board cause a copy of the Revised Operating Budget 2020-2021 to be sent to the General Meeting.

Froom begins by noting the Student Choice Initiative (SCI) is the reason why expenses and revenues are separated into optional and mandatory sections. Anything under optional fees were fees that

students could opt out of under the SCI. As can be seen, there are no optional fees for the fall and winter terms. Revenue is also higher than expected. The reasons being that, overall, students could not opt-out in the fall and winter. And when students opted-out they did not opt-out at the rate that we expected. Enrollment went up when we expected it to go down because of COVID-19. From notes that total revenue was higher than expected for these reasons, at \$616,177.22. This may not happen next year.

Kanani asks if From can provide clarity around membership fees for the Board.

From explains that the “Sub-total Membership Fees” represents the money that goes in and out. Basically, when APUS has more members, APUS collects more money. This means more money is collected for the Canadian Federation of Students (CFS) and the Ontario Public Interest Research Group (OPIRG) as well. Those collected fees can be seen going directly out under expenses. From explains that certain expenses were less than expected this year. For example, the expenses under “Mandatory Programming” have gone down because APUS hasn’t had as many events. APUS also did not have child care or travel expenses. From directs the Board to “Optional Programming”, which is more or less the same as in previous years. There are savings here because APUS didn’t do anything for Pride due to COVID-19 and Caribana programming was online. This meant it cost us a lot less. From also notes that less money has been spent under “Human Resources and Staff Support” because the Academic Advocacy coordinator position has not yet been filled. From continues that the surplus noted under “Surplus (Deficit)” will come down over the next few weeks. It will be something for the new board to look at in terms of how it will be rolled over and spent.

From says that she expects APUS to have a decrease in membership going forward. She also notes that she anticipates the Student Choice Initiative appeal will be ruled illegal by the Ontario Court of Appeal as it was by the Ontario Divisional Court.

*Vote carries.*

## **9. Items for consideration by 2021-2022 Board of Directors**

For the sake of time, there is no discussion.

## **10. Adjournment**

Antonenko moves. Acuna seconds.

*Vote carries.*

The Board meeting adjourns officially at 6:44 p.m.

**b) Board of Directors Meeting Minutes #1 – April 23, 2021**

**In attendance:** Dianne Acuna, Annie Antonenko, Jennifer Coggon, Shanti Dhoré, Adam El-Masri, Susan Froom, Jaime Kearns, Mussa Marashi, Richie Pyne, Samuel Wong

**Speaker:** Nadia Kanani

**Staff:** Julian Oliveira

**I. AGENDA**

**1. Call to Order**

Kanani calls the meeting to order at 6:51 p.m.

**2. Introductions and Access Needs**

Kanani gives folks the opportunity to update their accessibility needs since the previous meeting.

**3. Land Acknowledgement**

As the Board of Directors are in the same meeting space the land acknowledgement that land acknowledgement has already been read.

**4. Approval of Agenda**

MOTION                      Moved: El-Masri                                      Seconded: Kearns

Be it resolved that the meeting agenda for Board of Directors meeting #1 be adopted as presented.

There is no discussion. Everyone is in favour.

*Vote carries.*

**5. Amendment of Operational Policy - Executive Committee Responsibilities and Remuneration**

MOTION                      Moved: Froom                                      Seconded: Kearns

Be it resolved that the *Operational Policy - Executive Committee Responsibilities and Remuneration* be amended such that the amount of the monthly honorarium which Executive members receive in recognition of the service conducted as an elected representative be changed from a maximum of \$600 to a maximum of \$\_\_\_\_\_.

Froom hopes everyone has seen the policy that pertains to this attached in the meeting package. Essentially right now the Executive Committee would be committing between 8-10 hours a week. Sometimes it does go above that. The Executive Committee also provides reports to one another and the Executive Director. Right now the honorarium for the Executive Committee is a maximum of \$600.00. We have a commitment to being fair in what remuneration we provide employees and speakers. This is why we are recommending a new higher cap.



**Be it resolved that the *Operational Policy - Executive Committee Responsibilities and Remuneration* be amended such that the amount of the monthly honorarium which Executive Committee members receive in recognition of the service conducted as an elected representative be changed from a maximum of \$600 to a maximum of \$800.00.**

Coggon thanks Kearns and Froom for bringing the motion forward. She notes that honorariums are recognition of time to volunteer, which takes away from doing other things. Coggon adds that it also acknowledges cost of living increases. It's a way to compensate people who want to serve in an executive role. Coggon thinks it is worth considering.

*Vote carries.*

## **6. Review of Executive Election Procedures**

Kanani reviews the election procedures. She notes that since everyone is online due to COVID-19 the elections will work slightly differently this year. However, Kanani ensures the Board that APUS is still meeting the APUS bylaws and the Ontario Corporations Act (OCA). There are 5 Executive Committee positions on the Board of Directors. Board of Director members are all eligible to run. Elections are held in the same order that the positions are listed in the APUS bylaws, with one election being held at a time. When Kanani opens the nomination period Board members are all welcome to nominate someone else or themselves. Anyone can accept or decline a nomination. Kanani notes that if a Board member runs in an election but someone else is elected, that person can be nominated again or can put their name forward again for the next position if they would like.

Kanani notes that the question period will operate in the same fashion as the Annual General Meeting (AGM). Each candidate will have up to three minutes to share a speech or why they are interested in the position. Candidates can also just choose to introduce themselves. After speeches, Kanani will then open the question and answer period. Kanani asks that people only ask general questions. For example, ask candidates about their vision. Candidates are allowed to decline comment, after all, this is a supportive environment. For voting, if one person is running, the poll will be run via zoom polls. If there are two people running then Election Buddy will be used. Oliveira will share the result with Kanani, and Kanani will then share the results with the Board. The person who wins must have a majority vote. If there is not a majority of votes cast, then another ballot will run until there is a majority vote. Kanani asks if there are any questions.

Kanani calls a break at 7:24 p.m. The meeting resumes at 7:33 p.m.

## **7. APUS Executive Committee Elections**

### **a) President**

Kearns nominates herself. Antonenko seconds the nomination.

Kearns says that it is going to be a really challenging year for APUS with the hybrid reopening in the fall term. Kearns thinks she has the skills and the experience to help APUS and its members navigate through this next obstacle, especially when it comes to advocating on behalf of students. In the past, Kearns has pushed for COVID-19 vaccinations on campus with the administration. Kearns would like to continue to advocate for student needs with the administration and help APUS with the upcoming

hybrid transition. It has been Kearns's privilege to be in the President role for the last 3 years and she would like the support of the Board of Directors going forward. Kearns says that she has always done her best to uplift the Executive Committee and the Board of Directors.

There are no questions.

Kearns is elected to the Executive Committee as the returning President.

b) Vice-President Internal

Froom nominates herself.

El-Masri nominates himself.

Froom gives her speech first. Froom has been Vice-President Internal for a few years now. She thinks that consistency going forward in the role is important for the upcoming year as it is going to be a challenging year. Certainly there will be challenges from COVID-19 that can impact the financial aspects of the organization. There is also the human resource aspect of the role that is important, in terms of making sure APUS employees are safe and have the support they need to do their job. The role also impacts the services APUS offers to the membership. Froom adds that it is possible that the government could resurrect the Student Choice Initiative. APUS finances will be a challenge this year. APUS also has the Collective Agreement coming up for renewal, with conversations that can begin to take place in February. There are a number of challenges. Froom loves APUS and wants to continue with the Executive Committee, be it finances, human resources, or bylaws. She is committed to working with the whole Executive Committee and Board, as well as continuing to have APUS be a strong voice in the CFS. Froom is the chair of the Part-Time and Continuing Education Caucus of CFS-Ontario. She is deeply committed to APUS and is very much hoping to continue on with APUS.

El-Masri gives his speech next. El-Masri thanks everyone who elected him to the Board of Directors. He wanted to join the APUS Board because it is one of the more competent unions and he has so much respect for the union. He believes participation and engagement with the APUS membership is essential and emphasizes the role of the executive as stewards. He says that engagement starts internally with an organization, with a focus on working with general members to better understand what their needs are and what needs changing. This incentive encourages greater participation and amplifies the voices of APUS members. He wants to focus on finding more ways to engage the APUS membership through transparent engagement reflected in the Board of Directors and the campaigns that APUS represents. El-Masri says he has years of experience as a community grass roots organizer. Whether that be hiring, or building experiences. He has done that with Engineers Without Borders, building a team of over 30 members with advisory councils and systems that will long outlive him. The Foodbank is another example of his work where he managed to bring together labour, students, and otherwise. El-Masri notes they are working through the initiative of change. He brings a fresh perspective to APUS. He is an educator and has experience engaging with the administration. He hopes that folks will consider him for this role.

Kearns mentions that one of the big issues that will be upcoming is bargaining.

Kanani rephrases the question to ask what each candidate's thoughts are about bargaining.

Froom responds that she is in big favour of unions, be it labour or students. Currently, APUS acts on the management side when it comes to bargaining. Froom worked at GreenPeace for several years and was the union steward and on the bargaining team there. A lot of social justice organizations aren't as good when it comes to labour. She notes that she is aware that there are demands that keep coming up. Froom is deeply committed to labour justice and was involved with the Canadian Office and Professional Employees Union (COPE) for 9 -10 years. She was also involved in the last round of bargaining at APUS.

El-Masri responds that he comes from a labour union background. He has served as the Undergraduate Steward with CUPE 3902, and has experience working at the University of Toronto within a demographic that represents over 7,500 CUPE3902 Unit 1 members. It's a demographic that is organized and works with part-time students. El-Masri is an active participant in the labour movement and has experience working on strategies to augment the position of members and unions. As well as concing to stand behind the collective agreement, there also has to be concession. To be an organizer, folks have to believe in the rights of organizations. It is important to understand the working condition, which sets up the organization for better bargaining in the long-term.

Froom is elected to the Executive Committee as the returning Vice-President Internal.

c) Vice-President External

Marashi nominates himself.

Kearns nominates Dhoré.

Marashi gives his speech first. He mentions that there has been a lot of change during his time on the Executive Committee, such as the new Executive Director. He says that his experience with CFS was great, and that organizing the Taarab concert was a lot of fun. Marashi thinks it is time for him to try another position at APUS. When he attended the CFS Lobby Week he found himself enjoying it much more. As someone good at taking direction from Kearns and Froom he thinks it would fit him well. He notes that VP Equity was a great position to work in and that if anyone gets elected for that position he will support that person in what they need. For now he is looking forward to entering a new position and notes that he has already familiarized himself with Hart House as a representative on the Board of Stewards.

Dhoré gives her speech next. She says this is the beginning of her second year in an at-large role. She attended the CFS Provincial Lobby week in March and that has fueled her interest in learning more. She notes that she has attended CFS GTA coalition meetings as well. Dhoré brings with her the experience of holding the position of President at another corporation, as well as that of a manager. She knows how to work towards a common goal with community partners, and she knows how to manage those relationships. Dhoré notes that her perspective as a parent will also inform her work. In preparation of possibly working on the Executive Committee she is paying special attention to the Truth and Reconciliation Commission of Canada (TRC). She is looking at the call to action that will impact the work at APUS. Although this would be her first time holding the VP External position, she feels her skills and experience will help her in the role, in tandem with the knowledge and experience of the other APUS Board members.

There are no questions.

Dhoré is elected to the Executive Committee as the Vice-President External.

d) Vice-President Events and Outreach

Kearns nominates Coggon.

Coggon notes that the previous term was quite short. Coggon talks about the plan going forward, such as working with the team on the Sidney Smith reopening as they prepare for the fall hybrid model. Coggon is already working with the Events and Outreach Coordinator on early fall term plans. The big thing going forward is the hybrid model, which is something she wants to consult with the Executive Committee on. She wants to increase APUS member engagement and is already sharing ideas on that. On the issue of technology, Coggon believes it is an issue that has to be addressed head on. She believes APUS has to build more competencies internally and notes that for general meetings there is always a challenge in reaching quorum. She believes events are the place to engage students. Mental health advocacy is also another core focus for Coggon. In the past term she was able to make a connection with an expert in the US around mandated leave of absence policies, and hopes to continue engaging with them going forward. She also would like to create an informed submission to the administration around the University Mandated Leave of Absence Policy (UMLAP) and organize across campus with other student groups. Coggon thanks the Board of Directors for the consideration.

There are no questions.

Coggon is elected to the Executive Committee as the returning Vice-President Events and Outreach.

e) Vice-President Equity

Acuna nominates herself.

Marashi nominates himself.

El-Masri nominates himself.

Marashi gives his speech first. Last year he was the Vice-President of Equity. He focused on mental health initiatives and notes that it was a great experience. As a person of colour it was good to understand other people's struggles. Under the circumstances, it was a stressful job. Marashi adds that nothing comes without experience and getting the job done. He notes that the previous term was shortened, and he believes with the additional time this term he can get a lot more done.

El-Masri gives his speech next. He thanks folks for bearing with him. The reason he believes he would be suitable for the position is because he identifies as a mature student and as a student with a disability. He is a strong self-advocate but he doesn't think students must always be resilient. As an educator and TA, he has designed course policies to support students, with a "no questions asked" approach. He also brings the perspective of someone who studies Indigenous Studies and Computer Software and serves on the Student Advisory Committee with Accessibility Services. His biggest focus is addressing poverty. El-Masri started the U of T Emergency Food Bank independently to not just feed students, but to create an opportunity that isn't part of a club or union. He prioritizes creating opportunities for students to speak for themselves and speak to the

intersectional issues and barriers they experience, such as students facing financial barriers. When people talk about accessibility and access, one of El-Masri's notable projects is the Transit Access for Youth Experiencing Homelessness (TAYEH) in partnership with the City of Toronto and run through Engineers Without Borders. The project brings in experts to look at both reducing the cost and bringing subsidies into homelessness. El-Masri believes he has demonstrated an aptitude to create systems and structures that function equitably. He would love the opportunity to continue his work with a group like APUS, to both increase engagement and co-design services that meet students at their level and their needs instead of through a top-down approach.

Acuna gives her speech next. Acuna is in Indigenous Studies and has served on the APUS Board of Directors for 2-3 years now. This would be her first time running for an executive position. She wants to bridge the gap between equity groups with the hope of encouraging students to expand their collaboration. She knows that the University Mandated Leave of Absence Policy (UMLAP) consultation process has been postponed and that student voices need to be heard going forward. She would like to see APUS continue to do Indigenous programming, but she also wants to focus on the report released by the anti-Black racism taskforce. She would also like to work with VP Events and Outreach to bring better change for students. Acuna adds that being part of the Council of Student Services (COSS) allowed her to see the things that happened behind the scenes and built her experience in aiding in the decisions. She would like to continue the same work. She knows this year will be challenging and would like the opportunity to make it a less challenging year.

Pyne asks about the upcoming school year in terms of COVID-19. If U of T is opening up again and students are coming back on campus, what would be each candidate's first priorities on equity issues?

El-Masri responds that he thinks the pandemic has clearly outlined serious equity issues, especially around accessibility at the university. For example, essential services like food banks are not available through the university. El-Masri says he will establish a part-time direct line with students and the university to meet the membership's actively changing needs. This is something he has seen be successful with CUPE3902. He notes with the U of T Emergency Food Bank there was clearly an observable increase in food insecurity. However, that is not the problem in and of itself. It forced a lot of students to have conversations about the underlying root of the issue and created a direct line with Office of the Vice-Provost, Students (OVPS), and independent faculties, pushing administration to have serious conversations about the issues students are facing. El-Masri believes in hearing out APUS members, learning about what their needs are, and conveying those needs to the institution in ways that are accountable.

Acuna responds next. She says it is a difficult matter to tackle and she is unsure on the mechanics of the fall school year. Acuna's main concern would be student health. She doesn't know if students will be able to go back to class. If they do, how will social distancing be incorporated? Acuna thinks it is important to think about the impact of reopening on students, especially for those with not enough resources. Acuna wants to push not necessarily for policies, but more specific answers on how the university is going to prioritize student health.

Marashi responds next. He is looking to continue the work he started in the last year, which is familiarizing himself with all the student groups and university boards. One of the first things he would do is to encourage the mental health initiative he has worked on with the Executive Committee and Joe Desloges. Marashi wants to address addiction with students in response to COVID-19, which he has seen first hand. He is looking forward to working on a self-evaluation

formula on this topic. Marashi adds that he'd visit every student association in the role to build relationships and to work hand in hand with them. He wants students to have an open line to him 24/7. Marashi believes the recent 56 recommendations that passed around anti-Black racism is evidence that the school is taking equity issues seriously and that we are beginning to move in the right direction. Marashi is excited by the opportunity to continue his work and maintain strong communication with students.

Acuna is elected to the Executive Committee as the Vice-President Equity.

Froom encourages everyone on the Board of Directors to think about opportunities with committees that will be decided upon in a couple months.

### **8. Adjournment**

Froom moves. Marashi seconds.

*Vote carries.*

The Board meeting adjourns officially at 8:44 p.m.