



SIMON FRASER UNIVERSITY  
ENGAGING THE WORLD

Minutes of a Meeting of the Senate of Simon Fraser University held on  
Monday, September 13, 2021 at 5:30 pm at the West Mall Complex (Room 3210)  
and via Zoom Video Conferencing

## Open Session

**Present:** Joy Johnson, Chair

Andreoiu, Corina  
Bains, Serena  
Bhalloo, Shafik  
Bird, Gwen  
Bubela, Tania  
Chapman, Glenn  
Chenier, Ele  
Chessel, Patrick  
Chowdury, Saima  
Coleman, Gordon  
Collard, Mark  
Dauvergne, Catherine  
Denholm, Julia  
Derksen, Jeff  
Dhesa, Priyanka  
Elle, Elizabeth  
Everton, Mike  
Fiume, Eugene  
Gardinetti, R. Georges  
Gray, Bonnie  
Hall, Peter  
Hendrigan, Holly  
Hoffer, Andy  
Kandikova, Alisa  
Krauth, Brian  
Krogman, Naomi  
Kumpulainen, Kristiina  
Laitsch, Dan  
Leznoff, Daniel  
Liosis, Gabe  
Liu, Connie  
Lord Ferguson, Sarah  
Lu, Joseph  
Malott, Brianna  
Martell, Matt  
Masri, Kamal  
McTavish, Rob  
Mirhady, David

Murphy, David  
Myers, Gord  
Nagy, Judit  
Nepomnaschy, Pablo  
Neustaedter, Carman  
O'Neil, Dugan  
O'Neill, Susan  
Pahou, Helen  
Pantophlet, Ralph  
Parent, Micheal  
Parmar, Abhishek  
Percival, Colin  
Phangura, Almas  
Shapiro, Lisa  
Shinkar, Igor  
Spector, Stephen  
Stockie, John

**Absent:**

Brennand, Tracy  
Daniel, Bryan  
Egri, Carolyn  
Hogg, Robert  
Kench, Paul  
Parkhouse, Wade  
Vrooman, Tamara  
Walsby, Charles

**In Attendance:**

Ahmadi, Mehran  
Blair, Alison  
Blue, Dan  
Naqvi, Zareen  
Wong, Jimmy  
Zwagerman, Sean

Tom Nault, Senate Secretary  
Steven Noel, Recording Secretary

The Chair acknowledged that SFU is privileged to be situated on the traditional territories of the səliłwətaʔl (Tsleil-Waututh), Sḱwḱwú7mesh Úxwumixw (Squamish), kʷikʷəłəm (Kwkwetlem), and xʷməθkʷəyəm (Musqueam) nations.

**1. Approval of the Agenda**

The agenda was approved as distributed.

**2. Approval of the Minutes of the Open Session of June 7, 2021**

The minutes of the open session on June 7, 2021 were approved as distributed.

**3. Approval of the Minutes of the Open Session of July 5, 2021**

The minutes of the open session on July 5, 2021 were approved as distributed.

**4. Approval of the Minutes of the Special Meeting of Senate on August 5, 2021**

The minutes of the Special Meeting of Senate on August 5, 2021 were approved as distributed.

**5. Business Arising from the Minutes**

There was no business arising from the minutes.

**6. Report of the Chair**

The Chair welcomed Senators back to in-person meetings and noted that in September the University welcomed over 5400 new undergraduate students and 1500 graduate students, along with 63 new faculty members.

The Chair invited the Vice-President, Academic to provide an update on the return to campus:

- SFU is expecting to receive about 30,000 vaccine declarations based on participation numbers for the fall term. As of today, there have been 22,498 completed declarations, of which 21,373 respondents reported being fully vaccinated, 712 reported being partially vaccinated, 185 preferred not to say, and 228 people reported not being vaccinated.
- Efforts are being made to finalize plans for rapid screening, which should be available by September 20<sup>th</sup> on all campuses.
- With vaccine declarations now open, the anonymous survey about vaccination status has been closed. Roughly 70% of faculty and staff and 60% of students responded to that survey and the data provided maps closely with the data being reported in the vaccine declarations.
- Today marked the implementation of the BC Vaccine Card on campus, which was also the day the University received the official public health order about BC vaccine cards. Some adjustments may be required to match the public health order up to the protocols that a team in Student Services and a team in MECS recently worked on.
- Last week SFU received from the Ministry of Advanced Education Skills and Training updated return to campus guidelines with some changes to bring them in line with the more recent information from the government and this information is available on the SFU website.
- An HVAC audit has been done for all major public rooms on all three campuses. In total more than 1000 spaces were assessed for the ventilation and only a handful of spaces in

- Burnaby and Vancouver were taken offline due to confidence in the ventilation being less than 100%.
- Over the summer considerable effort was put into improving technological services in various classrooms so that classes can be recorded and streamed in support of students in who cannot physically come to campus.
  - The University is in the process of finalizing plans for 8 in-person convocation ceremonies, which will take place the first week of October. The size of each ceremony has been reduced and each ceremony will be a ticketed event in which the size of the audience will be limited and vaccine status checked.
  - To date, SFU has had six days of pop-up immunization clinics, with three days in Convocation Mall, two days in residence, one day in Surry and Vancouver Coastal health is offering a pop-up clinic at the Vancouver campus next week. So far, about 500 people have received their first vaccination on an SFU campus.

The Chair reported that Dr. June Francis has been appointed a Special Adviser to the President on Anti-Racism, effective June 1 to December 31<sup>st</sup>. Dr. Francis will be providing guidance and advice on matters of anti-racism and institutional change, with the focus on anti-Black racism, as well as equity, diversity and inclusion.

The Chair reported that the National Dialogues and Action for Inclusive Education and Communities is a series of national forums focused on addressing equity and inclusion in Canadian postsecondary education. The first in the series was a national dialogue that took place in 2020 and focused on anti-Black racism and Black inclusion in higher education. The outcome of the first dialogue was the co-creation of the *Scarborough Charter on Anti-Black Racism and Inclusion in Canadian Higher Education*. This document, which has been circulated to Senators, includes principles, actions and accountabilities. Several members of the SFU Community took part in the dialogue and provided input on drafts of the Charter. With the support of SFU's executive team, the University has indicated that it will be endorsing the Charter. The Charter includes a detailed set of recommendations and institutions are asked to prepare a contextually appropriate best-efforts based individual action plan. As such, over the next month, the Chair, in her role as President, will work with the EDI Advisory Council and with Dr. June Francis to develop an action plan. This is part of SFU's larger EDI strategy and it's recognized that many of the proposed actions will need to be vetted through the University's existing governance structure.

The Chair reported that the Quantum Algorithms Institute housed at SFU received \$2.2 million in federal funding from Western Economic Diversification Canada to help it accelerate the innovation and commercialization of quantum technology.

The Chair reported that a new partnership between SFU and Mitacs will accelerate the development of new Canadian wearables and gear over the next five years. The agreement provides \$5.1 million in funding for graduate students and postdoctoral fellows to work with the industry to develop new technologies that will benefit societal health and wellbeing.

The Chair reported that professor Ujwal Kayande has been named as the new Dean of the Beedie School of Business. Dr. Kayande is currently an associate dean and professor of marketing at Melbourne Business School in Australia and will join SFU in mid-January 2022.

The Chair reported that 11 SFU scholars have been named to the Royal Society of Canada (RSC) - nine of them as fellows of the society and two as members of the society's College of New Scholars, Scientists and Artists. This marks the highest number of SFU faculty elected to the RSC in any year, bringing the total number of active members to 65.

The Chair reported that Times Higher Education recently reported that SFU is tied for 8<sup>th</sup> among top ranked universities in Canada for 2022, moving up from the 11th position in 2021. SFU also jumped to the top 201 to 250 slot in the world university rankings, up from the 251 to 300 slot.

The Chair reported that the President's Faculty Lectures are returning, with the theme for the year being equity and justice. The first lecture, on September 28<sup>th</sup>, will feature professor Wendy Chun from the School of Communication speaking about *Discriminating Data*.

The Chair reported that plans are moving forward for the development of a medical program at SFU, in partnership with the First Nations Health Authority and the Fraser Health Authority. The University will be conducting both internal and external consultations in the coming months and any academic decisions related to the program will be brought to Senate in due course.

The Chair reported that a virtual Terry Fox Run will be held from September 20 – 24 to celebrate the 41<sup>st</sup> anniversary of Terry's Marathon of Hope.

**i) Annual Financial Report (S.21-91)**

Senate received the Annual Financial Report for information.

Alison Blair, Associate Vice-President - Finance, Dan Blue, Director - Financial Services, and Jimmy Wong, Associate Director - Financial Services, were in attendance to respond to questions.

**7. Question Period**

i) Senator Bhalloo submitted the following question:

*As of September 7, SFU requires proof of vaccination in order to live in student housing and, as of September 13, proof of vaccination is required in order to participate in varsity and intramural athletics, use gyms or recreation facilities, attend student clubs, sports, theatre, performances and other events, and dine indoors or on patios.*

*On August 26, SFU announced a policy requiring mandatory self-disclosure of vaccination status for all those who access our campuses (including students, faculty, staff and visitors).*

*Neither of the above measures constitute a general mandatory vaccination policy. Those who are unvaccinated or refuse to disclose their vaccination status (probably because they are*

*unvaccinated) will still be allowed on campus, in lecture rooms and in hallways and cafeterias, provided they submit to Rapid Covid testing. Rapid Covid testing is not just for those with legitimate medical or religious grounds for refusing vaccination; it is available to all those who do not want to be vaccinated, regardless of their reasons.*

*Some of our counterparts in Ontario, like the University of Toronto (“UoT”), have a mandatory vaccination policy. More particularly in the case of UoT, their website states:*

*This fall, the University of Toronto is requiring all those intending to be present on our three campuses, or on premises owned or to be fully vaccinated against COVID-19 and provide proof of vaccination via UCheck, in full accordance with all applicable laws and regulations. Proof of vaccination can be a photograph of a paper vaccination receipt or an electronic receipt that you received by email.*

...

*Individuals seeking a permitted exemption for medical reasons or other protected grounds under the Ontario Human Rights Code will be able to make a request through the University’s Enterprise Service Centre (ServiceNow).*

*Those who have not received at least one vaccine dose or who have not been granted an exemption by the University for medical reasons or other grounds protected under the Ontario Human Rights Code cannot come to any University campuses or premises.*

*As at August 31, 2021, computer modelling data shared by the PHO’s office reported that the number of COVID-19 cases recorded daily in British Columbia could approach record levels by late September under a “moderate transmission” scenario. One projection shared by Dr. Bonnie Henry indicated the number of reported COVID-19 cases could reach approximately 1,200 per day by Sept 27, depending on transmission and vaccination rates.*

*The PHO also reported that in August, the unvaccinated were responsible for 70 per cent of new cases and 81 per cent of hospitalizations. The unvaccinated are 12 times as likely to get infected with COVID-19, 34 times as likely to be hospitalized and eight times as likely to die.*

*The PHO also said:*

*“When you are vaccinated it means that you are less likely to get infected (and) if you are infected you shed the virus for a shorter period of time, you’re less likely to transmit to other people and you’re much less likely to have a severe illness that leads to hospitalization.*

*The solution to protecting both the unvaccinated and the vaccinated is to get more of the unvaccinated fully vaccinated as quickly as we can.,” [bolding mine]*

*In light of the foregoing, will SFU adopt a mandatory vaccine requirement similar to that adopted by the University of Toronto, to protect all its students, staff and teachers? Will SFU reserve rapid testing only for those adjudicated to have legitimate medical or religious exemptions under the BC Human Rights Code?*

Catherine Dauvergne, Vice President, Academic, responded to this question.

Senate was informed that SFU is a publicly funded university and is required to follow the guidance of the Provincial Health Officer, the Ministry of Advanced Education Skills and Training and of WorkSafe BC, and the Province has specifically asked all postsecondary institutions not to exceed the guidelines of the Provincial Health Office. As such, the answer to question posed, at this time, is no. Under BC Human Rights legislation, there is a wide range of exemptions recognized by the University. In the accommodation process used this fall for faculty, staff and students, SFU does recognize medical exemptions, religious exemptions, exemptions on basis of family status, political opinion and a number of other legitimate exceptions recognized in the law. The path that some Ontario universities have been following is paved by a different legislative framework in Ontario, which has been built for those universities to follow legislative change. This has not been the case in BC and thus SFU is not moving down that path at the moment. The University is gearing up to audit vaccine declarations, and there is a requirement that people tell the truth on those declarations. It was added that the COVID landscape is constantly changing and the University is doing its best to stay on top of these changes and continues to engage with the Provincial Health Officer, with local health authorities, and with the Ministry.

ii) Senator Stockie submitted the following question:

*As an SFU instructor, as well as a researcher whose work follows the scientific method, the sequence of announcements over the past few weeks regarding return-to-campus confounds me. The SFU President may feel "heartened by the public health announcements of the past week and am confident we are taking the necessary steps to make our campuses safe." However, I most decidedly am NEITHER confident nor heartened. Indeed, SFU's return-to-work policies leave me seriously concerned about my own safety and that of my students. And many of the colleagues and students I have spoken to in recent weeks feel the same.*

*The science is unequivocal. The Delta Covid variant poses a clear and present danger to Canada and other countries around the world. The latest projections from the BC Covid Modelling Group (which includes leading scientists at SFU) have clearly indicated that "to reduce the burden on health care systems, measures to reduce transmission are necessary, in addition to expanded vaccination" ("Covid Model Projections" report, 1 Sept 2021). These projections are based on the most advanced models for Covid transmission, incorporate the latest data, and are being studied and interpreted by one of the leading groups of epidemiological modellers in the world.*

*Masks and vaccines -- combined with other measures to reduce transmission -- are clearly required to ensure that all shared public spaces are as safe as possible, which includes university campuses. The government has tightened mask guidelines and introduced a new requirement (starting Sept 13) for proof of vaccination in "indoor organized gatherings like weddings, parties, conferences, meetings and workshops". This is common sense and good policy, and I am encouraged that masks will also be required on the SFU campus for the fall semester. However, I am baffled and horrified that there will be no vaccination requirement at SFU, especially in classroom settings where aerosol transmission is of particular concern (not to mention that a significant number of these rooms have no windows that can be opened to permit a healthy airflow). Other Canadian universities have already chosen to follow scientific evidence*

*and common sense by requiring both masks and proof of vaccination to attend campus (including McGill, Toronto and Saskatchewan). Why not SFU?! Confounding the situation, the document "Creating a Safe Learning Environment With a Mask Mandate" (distributed 4 Sept 2021) avoids discussion of hard requirements and instead tiptoes around the issue of how to gently deal with students who choose not to follow even the simple mask requirement, and places the burden on the instructor to police mask compliance. This document defies logic and leaves me completely unconvinced of SFU's commitment to safety.*

*QUESTION: Why does SFU insist on strict adherence to Provincial Health Office guidelines that inexplicably fail to treat university classrooms and other gathering spaces on an equal footing with other similar public gatherings such as conferences or workshops? Can this disconnect be explained based on health and safety considerations?*

*Unless Senate is provided with a satisfactory answer to this question, then I would like to encourage my fellow Senators to take a principled stand that aims to protect the health and safety of the university community in a manner that also respects the latest scientific evidence and Covid modelling results rather than political or other concerns. I propose a motion that Senate recommend masks and proof of full vaccination be required for any student or faculty member attending a class at SFU. Although this policy might also be extended to all public (interior) spaces at SFU, it is first and foremost intended to protect those of us who spend extended periods of time together in enclosed spaces. This is a simple and unambiguous policy, already enacted at other universities across Canada, which will clearly demonstrate that SFU is following the latest science to best protect the safety of university faculty and students in shared learning spaces.*

Catherine Dauvergne, Vice President, Academic, responded to this question.

Senate was informed that the provincial guidelines for a return to classrooms have been worked on by an extensive set of experts, including scientists and educators, and they have worked hard to stay on top of the science in a constantly shifting landscape. In understanding the differences between classrooms and other settings, classrooms are in many ways being treated in the same way as other seated indoor events. Also, attention has been given to what has happened in the postsecondary sector in the United States and in the UK, where people have been back in the classroom for a longer period of time and the evidence indicates that transmission is mostly occurring outside of the classroom setting in co-curricular non-essential activities. Noting the mental health harms for those in the young adult age group, it was added that these guidelines are attempting to strike a balance that recognizes the importance of community interactions to mental well-being.

## **8. Reports of Committees**

### **A) Senate Committee on University Priorities (SCUP)**

#### **i) Dissolution of the Centre for Policy Research on Science and Technology (S.21-92)**

Moved by C. Dauvergne, seconded by S. Spector

“That Senate approve and recommend to the Board of Governors the dissolution of the Centre for Policy Research on Science and Technology within the Faculty of Communication, Art and Technology, effective Summer 2022.”

A question was called and a vote taken.

MOTION CARRIED

**ii) Full Program Proposal for an Honours Program in Sustainable Energy Engineering (S.21-93)**

Moved by C. Dauvergne, seconded by A. Parmar

“That Senate approve and recommend to the Board of Governors the Full Program Proposal for a Bachelor of Applied Science in Sustainable Energy Engineering (Honours) in the School of Sustainable Energy Engineering within the Faculty of Applied Sciences, effective Summer 2022.”

Mehran Ahmadi, Associate Director and UCC Chair - Sustainable Energy Engineering, was in attendance to respond to questions.

Noting the mention of an honours thesis as part of the program, a comment was offered that the library would be happy to receive those honours theses in its institutional repository when the time comes for that.

A question was called and a vote taken.

MOTION CARRIED

**iii) Withdrawal of the Full Program Proposal for a Master of Arts in Terrorism, Risk and Security Studies (S.21-94)**

Senate received the Withdrawal of the Full Program Proposal for a Master of Arts in Terrorism, Risk and Security Studies for information.

Sean Zwagerman, Associate Dean - Faculty of Arts and Social Sciences, was in attendance to respond to questions.

A concern was raised regarding this withdrawal coming to Senate for information rather than for approval given that it was originally approved by Senate. Senate was informed that FASS has encountered challenges securing the teaching and administrative resources needed to run this program on a permanent basis and delays in the approval process for a full program proposal both internal to SFU and with the Ministry have prevented the program from admitting new cohorts. The Terrorism, Risk and Security Studies program began as a cohort special arrangements program originally intended to admit only three cohorts and then cease. An extension was granted to admit a fourth cohort, which will graduate in December 2022, at which time the program will have run its course. Given the time limits established for the program, it was argued that it is appropriate for this withdrawal to come as an information item.



**B) Senate Committee on Undergraduate Studies (SCUS)****i) Program Changes (S.21-95)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved program changes in the Faculty of Environment (School of Environmental Science).

**ii) New Course Proposals (S.21-96)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved new course proposals in the Faculty of Applied Sciences (School of Sustainable Energy Engineering).

**iii) Course Changes (S.21-97)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved course changes in the Faculty of Applied Sciences (School of Mechatronics Systems Engineering), the Faculty of Environment (School of Environmental Science, School of Resource and Environmental Management), and the Faculty of Science (Biological Sciences, Biomedical Physiology and Kinesiology).

**C) Senate Graduate Studies Committee (SGSC)****i) Program Changes (S.21-98)**

Senate received information that the Senate Graduate Studies Committee, acting under delegated authority, approved program changes in the Beedie School of Business, and the Faculty of Environment (School of Resource and Environmental Management).

**ii) New Course Proposals (S.21-99)**

Senate received information that the Senate Graduate Studies Committee, acting under delegated authority, approved new course proposals in the Faculty of Arts and Social Sciences (School of International Studies).

**iii) Course Changes (S.21-100)**

Senate received information that the Senate Graduate Studies Committee, acting under delegated authority, approved course changes in the Faculty of Arts and Social Sciences (Urban Studies).

**D) Senate Nominating Committee (SNC)****i) Senate Committee Elections (S.20-101)**

Senate received a summary of the nominations, positions elected by acclamation, positions requiring an online vote, and outstanding vacancies for Senate committees.

**9. Other Business****i) Institutional Research and Planning (IRP) Report: 2020/21 Grades Report (S.21-102)**

Senate received the 2020/21 Grades Report for information.

Zareen Naqvi, Director - Institutional Research and Planning, was in attendance to respond to Questions.

A question was asked regarding GPA based scholarships being disproportionately awarded to faculties in which students are awarded higher grades than in other faculties and if considerations are being given to adjust the way these scholarships are distributed. Senate was informed that the primary issue is with the Open Undergraduate Scholarship, which is essentially based on GPA. This issue has been raised at SPCSAB over the course of many years and was on the SPCSAB agenda prior to the pandemic as a broad review of the terms of reference for the Open Undergraduate Scholarship and how it would be administered. As a result of the pandemic, however, the focus of the committee had to shift to address the challenges arising from COVID. Given the ongoing prevalence of this issue, it was suggested that a conversation take place with the Registrar about putting the appropriate resources in place to develop equitable scholarship distribution for students.

**ii) Institutional Research and Planning (IRP) Report: 2020 Undergraduate Student Survey (UGSS) Report (S.21-103)**

Senate received the 2020 Undergraduate Student Survey (UGSS) Report for information.

Zareen Naqvi, Director - Institutional Research and Planning, was in attendance to respond to Questions.

Citing a statistic which states that *36% of respondents agree that SFU resources help them maintain their mental health*, a question was asked if there is plan to improve this number. Senate was informed that SFU has been putting more resources into mental health services, and has been trying to ensure that racialized counselors are available. Though progress has been made, the University acknowledges the challenge of providing sufficient resources to meet the need, especially given the mental health challenges brought on by the pandemic.

A question was asked if any of the increased mental health resources have been provided to the Surrey campus, where the need for counseling often falls outside of regular business hours. Senate was informed that SFU is not able to provide in-person services outside of regular business hours and for the Surrey campus much of what is available is through phone appointments and through My SSP.

**iii) Motion in Support of Black Folks at SFU (S.21-104)**

Moved by G. Liosis, seconded by H. Pahou

“Be it resolved that the Senate recognizes and supports Black History Month moving forward, as well as recognize the International Decade for People of African Descent, and the historical and continuing contributions for Black Faculty staff and students at SFU, including those who have served in the Senate.

Be it further resolved that the Senate supports and recommends that the Board of Governors funds and implements an initiative to support the hiring of at least 15 tenure-track Black faculty across the faculties and disciplines with an onboarding programme for the Black community members hired under such a programme, and that this hiring be coordinated under the SFU VP Academic's Office.

Be it further resolved that the Senate recognize harm and trauma that Black faculty and staff have faced due to the systemic and institutional racism that has existed at SFU, and to support and recommend implementation of programmes and recommend to the Board of Governors that said supports have financial supports, for current Black faculty, students and staff to redress the inequities that currently exist.

Be it further resolved that the Senate consult the SFU Black Community groups such as the SFU Black Caucus on in what ways to make the onboarding of such a programme be beneficial to Black faculty, and any relevant equity support groups for Black faculty, staff and students.”

At the request of Senator Liosis and on approval by the Chair, Osob Mohammed, former SFU Senator and former SFSS President, Balqees Jama, SFU SOCA President, and Dr. June Francis, Associate Professor, Marketing – Beedie School of Business, spoke in support of the motion.

A point of privilege was raised by Senator Percival, pointing out that it appeared someone in the gallery was recording the meeting. The Chair accepted the point of privilege and reminded those in attendance that recording is not permitted.

A motion to divide the original motion, which consists of four sections, into three separate motions was moved.

Moved by S. Spector, seconded by C. Percival

“That section 1, sections 2 and 4, and section 3 of the original motion be considered by Senate as separate motions.”

Based on this, the motion to divide the original motion would be moved as follows:

Motion 1:

“Be it resolved that the Senate recognizes and supports Black History Month moving forward, as well as recognize the International Decade for People of African Descent, and the historical and continuing contributions for Black Faculty staff and students at SFU, including those who have served in the Senate.”

Motion 2:

“Be it resolved that the Senate supports and recommends that the University funds and implements an initiative to support the hiring of at least 15 tenure-track Black faculty across the faculties and disciplines with an onboarding programme for the Black community members hired under such a programme, and that this hiring be coordinated under the SFU VP Academic's Office.

Be it further resolved that the Senate consult the SFU Black Community groups such as the SFU Black Caucus on in what ways to make the onboarding of such a programme be beneficial to Black faculty, and any relevant equity support groups for Black faculty, staff and students.”

## Motion 3:

“Be it resolved that the Senate recognize harm and trauma that Black faculty and staff have faced due to the systemic and institutional racism that has existed at SFU, and to support and recommend implementation of programmes and recommend to the Board of Governors that said supports have financial supports, for current Black faculty, students and staff to redress the inequities that currently exist.”

The mover of the original motion then attempted to move a motion to suspend the Rules of Senate to explain why the original motion should not be divided into three motions. The Chair denied the request, ruling that the motion to divide is not debatable and consideration needs to be given to the motion now on the floor.

Senator Liosis challenged the ruling of the Chair. As a result of the challenge, the Chair stepped down from the chair and asked the Vice-Chair of Senate to address the motion to challenge the Chair’s ruling.

Moved by G. Liosis, seconded by A. Parmar

“I move to challenge the ruling of the Chair to not suspend the Rules of Senate to allow an explanation as to why the original motion should not be divided.”

A question was called and a vote taken on the challenge of the ruling of the Chair.

MOTION CARRIED

With the motion to challenge the ruling of the Chair being carried, the Chair stepped back into the chair. A motion to suspend the Rules of Senate was then moved. As per the Rules of Senate, a motion to suspend the Rules of Senate requires an affirmative vote by two thirds of the voting members present to carry and is not debatable.

Moved by G. Liosis, seconded by H. Pahou

“That the Rules of Senate be suspended to allow the mover of the original motion to explain why the motion should not be divided.”

A question was called and a vote taken to suspend the Rules of Senate.

MOTION CARRIED

The mover of the original motion informed Senate that the motion should not be divided because one cannot vote on a motion to hire fifteen Black faculty members without acknowledging the systemic and institutional racism at the University that is preventing Black people from getting these positions in the first place. The motion before Senate will not eliminate systemic racism, but the attempt to divide certain clauses from that motion fails to acknowledge the interconnectedness of this issue. To honour SFU’s commitment to combat systemic barriers for Black folks, Senate should reject the motion to divide the original motion and consider the motion and its underlying causes in its entirety.

A question was called and a vote taken to divide the original motion.

MOTION FAILED

With the motion to divide the original motion having failed, consideration now turned back to the original motion.

Noting that the Board of Governors is responsible for matters pertaining to finance, two friendly amendments to the motion were suggested. The first was to change section 3 from *that said supports have financial supports* to *recommend to the Board of Governors that said supports have financial supports*. The second was to change section 2 from *that the University funds* to *that the Board of Governors funds*. The mover of the motion accepted both friendly amendments.

With respect to the cluster hire of 15 Black faculty, a concern was raised as to where the money will be coming from, how these positions will be equitably distributed across the University, and if there is a plan in place to address these issues. Senate was informed that this motion calls upon SFU community members to reflect and talk to Black faculty, students and staff to develop that plan. The University has recently coordinated the hiring of Indigenous faculty through a combination of financial resources, and though these hires are not yet evenly distributed across the University, this is an ongoing project over the next few years to have greater representative across all faculties. Similarly, the hiring of Black faculty members will require a consultative approach to welcome and retain Black faculty members and this motion marks the beginning of that process.

Referring to the hiring of 15 Black faculty members, a question was asked if there is data supporting 15 as the stated goal rather than a potentially higher or lower number of hires. Senate was informed that work is being done to obtain that data, but at this time SFU does not have data about the social categories of faculty, staff and students.

Citing concerns raised around the planning and funding of hiring 15 Black faculty members, it was suggested that a friendly amendment be added to section 2, stating *that the University create a plan to fund* this initiative. The mover of the motion informed Senate that creating such a plan is implied by the fact that this initiative would be coordinated under the Vice-President, Academic portfolio and thus the proposed wording would not be necessary.

A question was called and a vote taken.

MOTION CARRIED

Following approval of the motion, and noting the planning concerns raised during discussion, the Chair requested that the Vice-President, Academic provide a progress report to Senate at a future meeting.

## 10. Information

### i) Date of the next regular meeting – Monday, October 4, 2021

Open session adjourned at 7:36 p.m.

Tom Nault  
Senate Secretary