

# Student Association of George Brown College

## Board Meeting Minutes

**Date:** Monday, November 21, 2022

**Time:** 6:00PM – 8:00PM

**Location:** Online, Zoom

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<b>Board of Directors – Voting Members</b>	
<b>Executive Members:</b>	
Director of Communications and Internal	Sri Krishna Rajan
Director of Operations	Dhwani Bhalavat
Director of Education & Equity	Angeline Nijmeh
Director of Student Experience	Simran Malhotra
<b>Educational Centre Representatives:</b>	
Arts, Design and Information Technology Representative	Mehak Khanna
Business Representative	Arlinda Sokoli
Community Services and Early Childhood Representative	Luke Bowden
Construction and Engineering Representative	Nirmala Singh
Health Science Representative, including school of Nursing	Shriya Gupte
Hospitality and Culinary Arts Representative	Ashmeet Kaur
Preparatory and Liberal Studies Representative	<b>Vacant</b>
<b>Non-Voting Member:</b>	
General Manager	Rosalyn Miller
<b>Resources:</b>	
Chair	Sami Pritchard
George Brown College Representative	Joseph Stapleton
Minute Taker	Sri Krishna Rajan
<b>Guests:</b>	
Dialog Staff	Ayeshwini Lama

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## 1. Roll Call:

<b>Board of Directors: Voting Members</b>	<b>Present</b>	<b>Absent</b>	<b>Regrets</b>
<b>Executive Members:</b>			
<i>Director of Communications and Internal</i>	Present		
<i>Director of Operations</i>	Present		
<i>Director of Student Experience</i>	Present		
<i>Director of Education &amp; Equity</i>	Present		
<b>Educational Centre Representatives:</b>			
<i>Arts, Design and Information Technology Representative</i>	Present		
<i>Business Representative</i>	Present		
<i>Community Services and Early Childhood Representative</i>	Present		
<i>Construction and Engineering Representative</i>	Present		
<i>Health Science Representative</i>	Present		
<i>Hospitality and Culinary Arts Representative</i>	Present		
<i>Preparatory and Liberal Studies Representative</i>	Vacant		
<b>Non-Voting Member</b>			
<i>General Manager</i>	Present		

## **Land Recognition Statement:**

*I would like to take a moment before we continue to recognize that as many of us are settlers on this land, it is our collective responsibility to pay respect and recognize that this land is traditional territory of the Mississauga's of the Credit First Nation and that we are here because this land was occupied. In recognition that this space occupies colonized First Nation territories, and out of respect for the rights of Indigenous people, it is our collective responsibility to honor, protect and sustain this land.*

## 1. Call to Order:

**Time:** 6:06 PM

## 2. Approval of the Agenda

**Be it resolved** that the Board of Directors accept the agenda as presented with the amendments, if any.

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Mehak Khanna, Arts Design and IT Representatives

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- 3. Discussion:** Motion to amend the agenda to include Labour Management Committee ( In Camera ) as item number 9, Election Committee as item number 12,  
**Seconded by:** luke Bowden, *Community Services and Early Childhood Representative*  
**Discussion:** None  
**Vote:** In favour
- Motion to amend the main motion with the amendments Presence of the marketing personnel for Conference and events outside college premises, outside Toronto, as item number 15  
**Seconded by:** Arlinda Sokoli, Business Representative  
**Vote:** In favour
- Back to the main motion with the amendments  
**Discussion:** None  
**Vote:** In favour (on the main motion with the amendments)  
**Discussion:** None  
**Vote:** In favour
- Motion to Recall the motion  
**Moved by:** Angeline Nijmeh, Director of Education and Equity  
**Seconded by:** Arlinda Sokoli, Business Representatives  
**Discussion:** None  
**Vote:** In favour
- Motion to amend the agenda to add Allocation of funds that were donated to George Brown Foundation as item number 17  
**Moved by:** Angeline Nijmeh, Director of Education and Equity  
**Seconded by:** Nirmala Singh, Construction and Engineering Representative  
**Discussion:** None  
**Vote:** In favour
- Moving back to the Main motion as amended  
**Discussion:** None  
**Vote:** In favour

#### **4. Limitation of Speakers**

**Be it resolved** that all discussions and/or debates be limited to three (3) speakers for and three (3) speakers against each individual motion.

**Moved by:** Dhvani Bhalavat, Director of Operations

**Seconded by:** luke Bowden, *Community Services and Early Childhood Representative*

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**Discussion:** Luke – I know we vote on this motion every meeting its highly irregular if totally got comments to have three speakers speak for or against any motion, I would love to see even one person speaking for and against each motion, before we proceed to vote, I would love for there to be three but it's a hope and aspirational hope that we could have someone speak for or against each motion before we proceed with the voting.

**Vote:** In favour

### 5. Speaking Time

**Be it resolved** that the Board of Directors, resource persons and guests respect Robert's Rules of Order and when invited to speak by the Chair, limit their speaking time to 3 minutes per item.

**Moved by:** Dhwani Bhalavat, Director of Operations

**Seconded by:** Mehak Khanna, Arts Design and IT Representatives

**Discussion:** Motion to amend the speaking time to a limit of 4 minutes per item.

**Seconded By:** Nirmala Singh, Construction and Engineering Representative

**Discussion:** None

**Vote:** In favour

**Vote:** In favour (on the main motion with the amendments)

### 6. Approval of Minutes

**Whereas:** the meeting minutes from the October 17, 2022, Board meeting require approval.

**Be it resolved:** that the Board of Directors accept the meeting minutes of October 17, 2022 (Appendix A) Board meeting as presented with the amendments, if any.

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Mehak Khanna, Arts Design and IT Representatives

**Discussion:** None

**Vote:** In Favour

### 7. Declaration of Conflict

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*At this Time members are to come forward to disclose any conflicts of interest they may have, either work related, personal relationships, etc.*

### 8. **GBC Land Acknowledgement Protocols**

*By Sri Krishna Rajan, Director of Communications and Internal (Appendix B)*

**Whereas** In 2015, the Truth and Reconciliation Commission of Canada (TRC) published its findings, George Brown College signed the Colleges and Institutes Canada (CICan) Indigenous Education Protocol. The TRC launched the 2007 Indian Residential School Settlement Agreement (IRSSA) became a catalyst for reform regarding Indigenous education, a large component of reconciliation with Indigenous peoples.

**Whereas** the Land acknowledgements establish and maintain meaningful relationships with Indigenous peoples and are considered an act of reconciliation. It is critical to engage with land acknowledgements to remind ourselves and others of our responsibilities to the land and honour those who have resided on land historically and in the present on the lands where George Brown College and Student Association occupies and operates. It is a reminder of the treaties and our responsibility to uphold them.

**Whereas** Land acknowledgements are a small first step in reconciliation and the TRC Calls to Action. Taking this action demonstrates allyship and is a way for building meaningful relationships with Indigenous peoples and an opportunity to encourage dialogue, commit to action and education, and works towards improving relationships with Indigenous peoples.

**Whereas** Treaties are still being signed, and land is still being occupied. The current land acknowledgement does not speak to the appropriate people and does not follow protocol.

**Be it resolved** that the board accept the George Brown College Land acknowledgement protocols by the Indigenous Initiatives department.

**Be it Further resolved:** The Board accepts the revised official land recognition statement, which replaces the previous version as the new land recognition.

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### SA Current Land Recognition Statement

I would like to take a moment before we continue to recognize that as many of us are settlers on this land, it is our collective responsibility to pay respect and recognize that this land is traditional territory of the Mississauga's of the Credit First Nation and that we are here because this land was occupied. In recognition that this space occupies colonized First Nation territories, and out of respect for the rights of Indigenous people, it is our collective responsibility to honor, protect and sustain this land.

### Updated Land Recognition Statement

" Student Association of George Brown College is located on the traditional territory of the Mississauga's of the Credit First Nation and other Indigenous peoples who have lived here over Time. We are fortunate to have the opportunity to learn, work, grow, and live in the community sharing the responsibility to honour and protect this land as treaty people and to live peacefully with each other."

**Be it Further resolved** that the Board, Management, Staff and Members of the student association respect the land and Indigenous people and take a small first step in reconciliation as a treaty people with the commitment to support Indigenous communities.

**Be it Further resolved** that the land recognition statements be used in meetings, events, webinars, training, sporting games and class talks. It should be visible on written and audio communications, email signatures and job postings.

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Dhvani Bhalavat, Director of Operations

**Discussion:** Arlinda Sokoli - I would just like to neither favor nor opposed I would just like to say that a land recognition statement being on e-mail signatures might be too excessive and for job postings, and I haven't seen many job postings that have land recognition statements.

Chair - Thanks, Arlinda I am goanna count that as opposed because you spoke against two elements.

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Angeline Nijmeh - I guess I'm just wondering what it entails like do we have to add a paragraph to our e-mail signature just curious about that you know obviously this is an initiative I support I'm just curious about what that entails because it could be excessive as Arlinda mention.

Sri Krishna Rajan - The purpose is definitely to support our indigenous community, As Toronto is covered by Treaty 13 and we all are on this land, the protocol has been accepted by George Brown College, and we should be following it. Land recognition should be added to the signature and it should be added to the job posting.

Arlinda Sokoli - So I just wanted to add to my previous comment I'm not opposed to adding the language, I personally haven't seen any Land recognition statements on any emails or job postings but because everyone feels like they should be added I'm all about it.

**Vote:** In Favour

### 9. Operations Committee

#### A. Financial Statements, period ending September 30, 2022

*Presented by Dhwani Bhalavat, Director of Operations (APPENDIX C)*

**Whereas** the Operations Committee is required to review the financial statements on a bi-monthly basis.

**Be it resolved** that the Board of Directors accept the unaudited financial statements for the period ending September 30, 2022, as presented.

**Moved by:** Dhwani Bhalavat, Director of Operations

**Seconded by:** Ashmeet Kaur, Hospitality and Culinary Arts Representative

**Discussion:** Luke Bowden - I'm genuinely like I'm getting most of this. I honestly just don't have the education to you know I've seen financial statements a little bit, but I would feel more comfortable voting when we've received the more formal finance training that we've discussed. I do note that both last two years audits have been uneventful, and I'm inclined to extend the same beneficial view that our auditors do that our finance staff act with integrity and ethics I'm not calling that into question I just not catching all of it so for that reason I want to abstain.

**Vote:** Abstain (Luke Bowden, Arlinda Sokoli)

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### **B. Budget Presentation – In Camera**

*Presented by Dhvani Bhalavat, Director of Operations (APPENDIX D)*

**Be it resolved** that the Board of Directors, including the General Manager, Chair and Senior Finance Coordinators, go in-camera

**Moved by:** Dhvani Bhalavat, Director of Operations

**Seconded by:** Angeline Nijmeh, Director of Education and Equity

**Discussion:** None

**Vote:** In Favour

**Time:** 6:51PM

### Motion to Come out of the Camera

**Be it resolved** that the Board of Directors, including the General Manager, Chair and Senior Finance Coordinators, come out of the camera

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Mehak Khanna, Arts, Design and Information Technology Representative

**Discussion:** None

**Vote:** Abstain (Luke Bowden, Arlinda Sokoli, Nirmala Singh), In Favour

**Time:** 7:34PM

**Whereas:** the Board approved the April 20, 2022 BOD meeting a total revenue based on estimated enrollment for the fiscal year 2022-2023.

**Whereas:** former board recommended to review the enrollments levels and updating the budget by November 2022.

**Whereas:** the enrollment level has slightly increased, and the student's needs have increased in some areas.

**Be it resolved** that the Board of Directors accept the budgets as presented.

**Moved by:** Dhvani Bhalavat, Director of Operations

**Seconded by:** Sri Krishna Rajan, Director of Communications and Internal

**Discussion:** Mehak- I realized that a lot of things were discussed in the meeting, and some Ideas did not get presented in the minutes. The discussion happens on the floor, so I motivate I encourage the entire board to join us as guests in the finance and operations committee meetings because these that things related to finances and we generally have a long big discussion on the aspect so if we have these discussions in the meetings we can recommend some changes collectively and those can come up in the board meetings and then we can go ahead and

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proceed further and then also ensures bigger representation in the financial matters so that's what I wanted to recommend motivate and encourage the board as a team to do.

**Vote:** Abstain (Luke Bowden, Arlinda Sokoli, Nirmala Singh), In Favour

### **D. Committee Report**

*Presented by Dhvani Bhalavat, Director of Operations (APPENDIX E & F)*

**Be it resolved** that the Board of Directors accepts the Operations Committee report as presented.

**Moved by:** Dhvani Bhalavat, Director of Operations

**Seconded by:** Sri Krishna Rajan, Director of Communications and Internal

**Discussion:** None

**Vote:** In Favour

### **10. Labour Management Committee** ( In Camera )

By Sri Krishna Rajan, Director of Communications and Internal

**Be it resolved** that the Board of Directors, including the General Manager and Chair, go in-camera

**Moved by:** Dhvani Bhalavat, Director of Operations

**Seconded by:** Angeline Nijmeh, Director of Education and Equity

**Discussion:** None

**Vote:** In Favour

**Time:** 7:40 PM

Motion to Come out of the Camera

**Be it resolved** that the Board of Directors, including the General Manager and Chair, come out of the camera

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Angeline Nijmeh, Director of Education and Equity

**Discussion:** None

**Vote:** In Favour

**Time:** 7:50 PM

**Whereas** there is need to make decisions on nonmonetary and language changes in the current Collective Agreement A in real time during negotiations and hearings.

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**Whereas** the SAGBC board will have the opportunity to review the amended collective agreement at the conclusion of the bargaining process for possible ratification

**Be it resolve** that the Labour Management Committee negotiates non-monetary changes with OPSEU

**Be it further resolve** that committee including negotiator Doug McLeod meet with the Board on the monetary proposal (when received) to confirm the monetary negotiating limits with OPSEU

**Moved by:** Dhvani Bhalavat, Director of Operations

**Seconded by:** Sri Krishna Rajan, Director of Communications and Internal

**Discussion:** Angeline Nijmeh - What's the timeline for Monetary?

Sri Krishna Rajan - As we have only two dates available for negotiations with OPSEU in the month of December, and its totally depends on the parties, Probability is January.

And whats the timeline for Non Monetary?

Sri Krishna Rajan- Probably end of the December as its totally depends on the negotiation.

**Vote:** In Favour

### 11. **Board Mediation Committee Updates** (In Camera)

*Presented by Sri Krishna Rajan, Director of Communications and Internal*

**Be it resolved** that the Board of Directors, including the Chair and excluding the General Manager and Community Services and Early Childhood Representative, go in-camera

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Angeline Nijmeh, Director of Education and Equity

**Discussion:** None

**Vote:** In Favour

**Time:** 7:53 PM

Motion to Come out of the Camera

**Be it resolved** that the Board of Directors, including the Chair, come out of the camera

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Angeline Nijmeh, Director of Education and Equity

**Discussion:** None

**Vote:** In Favour

**Time:** 7:57 PM

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### 12. Election Committee

**Whereas** the by-laws require to an annual election to be held.

**Whereas** the Elections Committee recommended that the elections be held on the dates in this motion.

**Be it resolved** that the Board of Directors the ratify following Election dates for the 2023 Spring Election:

Nominations	March 6-16, 2022*;
Campaign	March 20-31, 2022; and
Voting	March 27-31, 2022.

\*to be closed at 1:00 p.m.

**Moved by:** Ashmeet Kaur, *Hospitality and Culinary Arts Representative*

**Seconded by:** Mehak Khanna, *Arts, Design and Information Technology Representative*

**Discussion:** Amendement to Update the year from 2022 to 2023 for

Nominations	March 6-16, 2023*;
Campaign	March 20-31, 2023; and
Voting	March 27-31, 2023.

**Vote:** In favour

**Vote:** In favour

### 13. Board Governance Review Report Next Steps

*By Luke Bowden, Community Services and Early Childhood Representatives and Sri Krishna Rajan, Director of Communications and Internal*

Luke Bowden - I was strongly in favor of adopting the recommendations in the governance reviewing things obviously got very heated. At the annual general meeting, it's probably an understatement. I guess I wanted to explain my hope in having this discussion I was hoping to get a sense from those, who is opposed to implementing it? I could kind of tell who voted for what, but it would be helpful to know. Who is opposed to? Implementing the governance review and who is in favor of it and I guess for those who are opposed that would be helpful to know. What aspects of the governance review recommendations they where strongly opposed to? It seems to me that it's primarily in the. Recommendation

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to create a. President role of a former student who is a president. Governance manager and a treasurer.

I would like to read some excerpts from the report to see explain why are external legal counsel is recommendation of those rules. I'd be interested to hear from anybody who was either opposed or in favor, I do want to say. That this was fairly expensive this cost \$20,000. They are external legal counsel and has seen conflicts that have existed historically for years at is obviously. You know, he's appeared in court of Canada. I don't know if anybody knows that and also Neal Price is himself, is quite a governance experts, so obviously, none of us are more knowledgeable than that.

So before I kind of get into why he's recommending creating those new roles, does anybody care to speak on the topic? Who was? Probably favor or strongly opposed. You know, I'll just read a few. Two areas here. One is conflicts of interest and one is a lack of accountability, among the executives, and that those two things create risk for the student association.

So. Mr Millard has said that the current process is for two executives, the Director of communications and internal and the Director of operations, to manage their own performance, and for the Executive committee to deal privately with conflicts of interest. These were not declared have resulted in under documentation issues that are not handled according. Earlier notice nobody's ever declared a conflict of interest. Doesn't mean that they don't exist. Mr. Millard works help. He's also said the board is repeatedly had to deal with situations that raised actual or potential conflicts of interest. We sought guidance the previous board I should say, on whether or the governing documents all training procedures could be approved so as to reduce the frequency of conflicts of interest and to proactively identify and address that conflicts. Mr Millard again address and in particularly executive officers, are responsible for assessing and adjudicating any actual apparent conflicts of interest. But the board has no external accountability mechanisms to hold its directors and executives accountable and or to adjudicate complaints regarding performance misconduct and conflicts of interest in its lack of external accountability. That increases the risk of bias, conflicts of interest disharmony among board members, which we've all experienced it.

So you know most institutions that were reviewed has presidents and vice presidents who are elected, paid but not voting that's the important part that these roles in SAGBC executives which are elected, paid. Council describes this as a concern of high priority. Briefly about this recently and he says these are serious ongoing challenges and they still need to be addressed just because we have chosen not to implement these changes.

Angeline Nijmeh - Can you clarify what you mean by conflicts of interest?

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Luke Bowden - Honestly, I almost defer this to the Chair on that topic. Personal relationships can friendships, can be conflicts of interest, any kind of. Secondary game, you know, if somebody benefits from making a certain decision. For instance, we haven't reviewed the fair wage recently, right? So we should do that in the next meeting or two and we could implement that change. This year we have a policy that that wage increase would come into place next year because we benefit from that. We have a conflict of interest in that. We're not sort of deciding what's just in the best interest of the student association.

Angeline Nijmeh - How does? Hiring ex official remembers remove conflict of interest from voting members.

Luke Bowden - Well, I think that's the problem is that that you're, you know that you've got. Executives who? May or may not be fulfilling their duties that may or may not be doing there in person office hours, they. May have issues with attendance. we don't really hear much about the performance of the executive. It's never discussed in the accountability report. The problem is. This lack of accountability and voting Members, I'm not sure that I'm answering your question, but it. Does create again in the words of our external legal counseling, creates risk for me? For the association, there's also an important issue to be made. You know we're going to unfortunately lose Dhvani and Krishna soon.

What if those roles go unfilled, right, that's it. There's an issue is a big issue right there that, like you know, that we just suddenly become. The two most crucial roles, the Director of Operations and Director of Communications. Those roles could just, nobody could, could wrap and that were just kind of like a you know what? Ship without a rudder or something.

Angeline Nijmeh - I'm just trying to think of how to word this. I just, I guess for me, I don't see how hiring ex official members remedy the situation. I wonder if this is something that could be solved with students and that's why I was strongly opposed. Is perhaps the solution to the two most important positions leaving is maybe advertising the elections that are a lot of students didn't know that elections are going on. I think there's a lot of bright minds and strong leaders in George brown and they have no idea that that there's even elections happening. I was trying to message this to CRO or Charles, I didn't hear back or I tried to e-mail him. I didn't hear back. I did suggest that this was something that could be advertised among, for example, the black Student Success Network or other groups to encourage leadership among, you know, different populations at George Brown. I really think this situation, I think we can all agree with you need a President or do you need more structure? But for me, I think it's better left in the hands of students themselves rather than hiring.

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Mehak - I want to confirm that whatever changes were recommended by the consultants hired these were these changes. Could we make changes to these recommendations? Were these just report was to be accepted or were these meant to be implemented?

Dhwani Bhalavat - We rejected all of the recommendations. It doesn't change. I guess my point at Rock Bottom doesn't change all of these problems we have. It doesn't change the disharmony doesn't change the conflicts of interest. It doesn't change the lack of accountability, particularly amongst the executive were just saying we're kind of like putting our heads in the sand and say, you know. Another way to put it is it still. Comes down to us trying to come up with better answers. lawyer who's appeared before the Supreme Court of Canada or a governance consultant who's got 20 or 30 years of experience. You know these were not enough. Don't forget, they interviewed almost every student association at every college. Spoke to, you know, many internal and external. Stake holders, and they all were of the mind, that. Basically, you know the people from the college they want to hear from. Student Primarily with the the general manager and what the staff were saying from the college is we'd like to hear from the students if that's a former student. At least they would have a two year term. It deals with the turnover I personally don't have such an issue with with this idea of a former student.

Luke Bowden - To your point, in terms of your strong commitment to being student led, the other recommendation is to have an external chair, which is very unique to our so we're not really student LED. Because Sammy is not student of George Brown and to my knowledge has never been a student of George Brown. Typically a chair of a board is elected first by the members and then elected by the members of the board. And they are the leader so you know we really aren't student LED in that regard. We have we hire somebody externally an appoint the man. It's it's a very unique thing to our student association and nobody else really doesn't, nobody really knows. Why we do it so nobody is taking kind of issue with that. I guess what I would say is that part of the reason that I'm sorry to talk about you, the third person said part of the reason that Sammy has. Is able to be a consultant and is able to. You know. Services out into the market is that to my understanding she's had some experience of student government. So we're sort of taking those opportunities away from students. You right. You could be chairing the board.

Association had a revolving chair where everybody gotten opportunities. As individuals, they build capacity. In the end, I would really want to know what we can and can't live with because of some of the recommendations. We can do at the internal policy and Procedures committee like that. We needed a policy for in camera sessions. We can deal with that. You know what I mean? Thank you.

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Chair - I also just wanted to do point of clarification that there's a piece of misinformation. I'm an external body, we've identified. The point of that is that there's me, a neutral third party, facilitating the discussion of the elected official utilizing Roberts rules of order. I wanna make sure that that's very, very clear. I also facilitate a number of boards and external facilitator, student union board. So just wanted to make sure it is very clear.

Sri Krishna Rajan – Madam Chair I just want to share so basically that motions states that we were just accepting the report like conceptually. No changes or amendments were being made immediately. Motion was to accept the report and then we create a team including board and management. To go through the report and then identify the details which are important, then as our union is different than other as our staff members are unionized. We are CFS members, we need to talk about racialized and marginalized students. Then these findings with the report was needed to be presented again in the AGM with structure. Current motion was to just accept the report as 1<sup>st</sup> step.

Angeline Nijmeh - I don't think that really, you know, if anything that puts him against the students because he wants to run this more like a corporation. He wants to kind of save us from legal issues. He wants to make it very polished and professional. And I think the beauty of the SA is that, you know, we're in an educational institution and folks are learning, we're learning how to be leaders and it's such a great opportunity and he's trying to take that away from us. The presidential position, I mean I think it would be great if we enter presidential position and you know, a VP Finance, VP events, VP Education Equity and that's how we run. I don't see why he wants to pass it off to like third party adults to tell us kind of what to do. So I was actually quite surprised that folks actually supported this. I think it's a step in the wrong direction. Yeah, I think this is, it's a learning space. The SA of Learning Space we're here to represent students were on the grounds, were working for the students. And then when you bring in third parties, they have their own agenda. They want to run it. Maybe they're more concerned you know, running things smoothly or profit or PR or reputation or connections with the college students. You have a little bit more of an honest perspective and you have that learning, you know, no students are perfect. And I'm 25. Unfortunately, I couldn't be in front of the Supreme Court yet. But you know, I think it's it was really condescending from what's his name from them alarm, right. So he's like basically you guys don't know what you're doing. You guys are a mess. Geyser, Trainwreck, let's hire adults to do this for you. And I was actually really offended by that. I'm surprised the rest of our board was like so supportive of his recommendations, to be honest. And, you know, whatever is going to speak against me now, but that was just my 2 cents an yeah, I've learned a lot in this leadership position. Other students learn a lot. And yeah, that's why I

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rejected. And again, I would love to change the structure, but let's just make it students instead of these, like, weird third parties. I don't know what. What that's all about, there's definitely an agenda there. Thank you.

Mehak Khanna - So what I was surprised to the fact and that is why I asked the question to clarify. We're just accepting this report and it's not that there cannot be any recommendation, they cannot make changes. Obviously we're hiring consultants and expecting their recommendations. This is just their data and their research. Beyond that, it is us who passes up the structure and formulates it and that's something that was mentioned by Ben Miller in the meeting itself and we have discussed it before as well that all the changes will be implemented once we all agree. Their decisions and then it will be passed in February, and then it will. Next year and it will not be so this was a surprising thing for me because. We just rejected. Another surprising question which came to my mind is the fact that due to only one concern the entire report being discarded because there were a lot of things, there were a lot of recommendation, and I. Appreciate you, because you mentioned that. You have to think about the things that we can live with, and we have to. We have to prioritize the things that, you know, we want to take care of. Those are not significant at the moment, so the only question that came after the entire thing happened is the fact that only one recommendation made us, you know, not accept the entire report, whereas there were so many recommendations that were relevant that we all agreed on. That we had a big discussion on and then that we collectively agree that we want to have something like this. I wanted I'm title that you brought up this discussion in here and I also wanted to mention the fact that a lot of student association are like I do agree with the fact that we should have student representatives. However, a lot of student associations also have this. Structure where in a person or an individual or candidate cannot be a president or a VP or a treasurer until they have completed a year. So I went to the CFS and I've met a lot From university. We are bigger than a lot of universities as well and they have structured wherein they have to take. So what we have to complete their term and the next year they become the President. So I strongly believe that once a person has a structure, understanding, it's better for them to lead as a president to run the entire organization. It is more effective. Also I would like to mention to the point that we were fortunate to have Krishna and Dhwami because they have been. In SA prior to this year, Fortunate to have them because they have had experience in this domain and they were able to answer a lot of questions that we ask throughout

Dhwani Bhalavat – Speaking at the AGM in favor of this motion is based on the experiences and based on the change that is needed in this organization. And one things I was seriously upset well with this was this discussion could have been there when we actually had to go and interview report, nobody spoke on. And we

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also said that it was approved in principle which didn't mean that it is accepted as it is. There were chances of changing it or there were chances for any amendments and it also mentioned that Board of directors would be students. It just meant for somebody to be stable, to be knowledgeable, to head the organization at the back end and just help students to understand what is happening. And at this point I am an executive and I saw the concerns that were they related to excuse is valid the report. So yes, I have been representative as well and it's almost been an equal track for me in both these positions. So yes, I see the flaws, but yes, I see the differences. Whatever it is, it is Mentionable report so. Zero accountability. There have been situations when we we have tried to hold anybody accountable and they come fighting with us and so that's like a headache for us at this point of time. If it's a different position.

Luke Bowden - what I appreciate. First of all, Angie's passion here, this is not. This is part of this dialogue is that there's this tension between what but I think what Mehak is picked up on exactly what I'm trying to say if the main thing that we're objecting to is just this President, Treasurer, governance manager, and we're OK with implementing almost all the other changes. Need to come back to this because and also just don't so that's an important point to make also this business with this report. That's where director of a nonprofit corporation without share capital and our names are on. Corporate filings at Corporations Canada. Our names and addresses like I have these documents, your home address is on. Corporate documents that held in corporations Canada and if there was some big problem we are liable as director. So his job is to minimize risk and this lack of accountability, particularly amongst the members of the executive. Who are kind of like their your guys are like full time managers. You're paid, but you know. Dhvani supervises Krishna and I'm still kind of confused. Krishna supervise Dhvani. This is not a lack on either person, but this is the way that this is way the setup. If somebody wants to file a complaint about Krishna, oddly enough about the director of communications internal, but that role, It has to go to the general manager. It's very confusing. So you know his job is to minimize risk. It's our liability as directors. The other thing I wanna say is that I honestly think these changes specifically that President, governance manager. Treasure are going to make students more powerful, not less power. Right now we have one employee and that's the general manager. Basically what they're saying is let's have for employees. And that was something that was trying to emphasize that these people are still going to report to us. Theory. They can't be hired and fired. They are accountable to us. You know when you think about how long it took to get up. Think about what's going to happen in July. You know? How long did it take for you to become comfortable in your role? Think about what's going to happen when Dhvani and Krishna go right? It's two new people are gonna come in. It's gonna

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take six months for them to get to the point, if not more than twice, and then their terms will be over.

I do want to say that we looked at the enrollments yesterday earlier in the meeting and when there were 45,000 annual enrollment. 18 people were opposed and 16 people were in favor and there was some interference going on. During the vote and also the. Election Officer said that a number of people wanted to change their vote 'cause they were sort of confused about what was going on. So you know. What they were hearing from college staff in particular is that they don't want to just be meeting with the the general manager. There was a really interesting observation, which is that the President. Doesn't really care in some paraphrase, but the president counts on the general manager. This was more of the language was used house on the general manager for the stability of the SAGBC. So this if we're in a bunch of. Disharmony as we clearly are at present. That's not a big concern to the present 'cause he has stability in the general manager, but what the other college staff were saying is we wanna see students at the table. If that's a former student who graduated a year ago, they still have that lived experience. I don't have a huge issue with that. Mr Millard is willing to meet if we have specific questions. It seems like there's some confusion about what a conflict of interest is, for instance. I can't seem to come up with a better way to describe it. Do you need to understand a little bit better what conflicts of interest are? We do need to understand what what this lack of accountability is doing in terms of creating risk, but I really want to emphasize that I think this is going to make students. Stronger, not weaker at at its, you know, this governance manager could coach the board members so that they can. I think we need to con'ider a mechanism for trying to implement some of these changes on the ones as I've said that we can live with an if we need to leave behind the ones that we can't live with. I can live with that. I don't know how to put it any better.

Arlinda Sukoli - Students Association, we already have many higher positions and many people who supported the Chair and the general manager other. So why would we necessarily need to hire these three positions as proposed?

Sri Krishna Rajan – We just needed to create a keymap and those structure could have been anything. But now, like the way we have reflected in AGM its not good. I communicated with Hildah and she indicated that it need to go again to the membership we have to call a special Meeting and making other Members informed as well, the timeline set out in the By laws. Its was needed to hire the three people. It could have been anything. Maybe just once people reach like former student or eliminate other we just needed to sit and discussed together.

Angeline Nijmeh - OK, I just wanna say, like, democracy rules, this is what we wanted, this is what the students wanted and I know folks were upset, but I'm a

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believer in democracy and we saw that this is what the students wanted. I know some people were trying to change the votes. There are people who wanted to revoke, but this was the result. I know people are now also saying, Oh well this was this was like a vote to change however we want. No, it was a vote to accept the millards recommendations. And then the large recommendation is just don't work for us and. I gladly rejected them. I also think if the SA were set up that way, I would never have run for this position. I think it's really infantilizing to just have students reporting to these third parties. And part of why I did run for this position was the autonomy was the ability to influence policy with the ability to make changes without jumping through. Stop consulting with adults who have some kind of other agenda, which is usually the case, especially if it's hired staff. So that was my motivation here. Again, I also want to add that there's a difference between corporate versus non profit. So that's what I was alluding to. I think I was corrected though. We are corporation but we're a nonprofit and I think there is a very clear line there and we are a student union and our job is in our fiduciary duty is service students. So I think when you kind of hire third parties that changes and it becomes maybe other things. So I also want add that we were just in the dark like before we voted. Sure we had that meeting with Ben Milard, but alot of things were left out. I think there were certain parts of the governance review that he cherry picked from to make his recommendations seem better. In reality they're not better expert. Many other unions been student led and I think that's best way to function. So that's all I want.

Luke Bowden - I mean it's hard to that mean Angie's you know you're convictions are strongly held your point about the fact, we've heard Arlindas view and I respect both of you and so you know those are voices that that needs to be heard. My sense is that myself, Dhvani, and Krishna are in favor of implementing the changes. Mehak seems to be expressing a view that she's in favor of implementing some of the changes, or a number of them. We haven't heard from Shreya. We haven't heard from Nirmala or Ashmeet or anybody who's not attending right now, my point is that, you know, I'm hearing two voices that are strongly opposed and I'm hearing three or four that are in favor or strongly in favor. At you know, my hope is that if we have any specific questions for Mr Millard, it sounds like maybe Angie and Arlinda don't so much, but there he's willing to come back in to meet with us and to answer any additional questions you might have and as I said like you know if it's a hard no for the majority of board members or it seems to be pretty clearly a hard no Arlinda that we have this role of the President the governance manager or the treasure that's. Something I can live with, but it's not. It doesn't change all of these very serious issues that Mr Willard is drawing attention to just. Yeah. And in the job. I guess that's my point. That's probably my point is that. we spent 20,000. So we're basically saying let's just burn up the students \$20,000. You know what? We don't like what he's saying. Just because

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we reject their recommendations doesn't mean those problems aren't still there. It just means that we need to come up with a different answer to those problems and somehow we have to come up with a different answer that's better than a governance consultant this meal price. To be honest, like these are really knowledgeable. Guy didn't hear from him which was unfortunate.

Maybe that's a great solution is to invite Neil back. And not bad because I think some of this is a personality thing 'cause he's just lawyers kind of rub people the wrong way. We were not voting on adopting and implementing. As Krishna pointed out, we were not implementing. All of these recommendations we were just voting on starting to explore those recommendation that really need to clarify that we were just saying let's start to take a look at this. Let's just start. This is not the end of the road. Wasn't like all of a sudden everything he said was going to just change. That would be hard to just change all of our policies and everything. Overnight. That's not what was happening. So maybe we invite Neil back, you know, maybe we tried to come up with a modified set of recommendations and take those back to the members at a special meeting. That would be my sincere hope, and it had in great. I love that you have word. You know, otherwise we're just burning up \$20,000 in students money for one thing. And we're saying that all of these internal stakeholders and external stakeholders from college former board members, people interviewed another student association pursuing. We don't care what your input is, we're just kinda turn putting our heads in the sand. So I'm just saying. Problems are real. One way or another, we have to address them. And this idea of getting the only comeback may very well be a good approach 'cause I don't think he rubs people the same way that Ben does. I really just hope that we can try to adopt as many of these recommendations as we can live with.

### **14. Executive Committee Report**

*Presented by Sri Krishna Rajan, Director of Communications and Internal (Appendix G)*

Union Negotiations.

Lawyer Doug will be working with Director of Communication and Internal, Director of Operations and General Manager to work on representing SA on the negotiation table. Negotiations start from morning and goes up to evening.

GBC Updates

SA will be contributing a photographer, photo booth, and gift items for the students in alumni convocation. College is organizing a college fair, and the student association will be participating and will be supporting it. College is organizing the open house.

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Governance Model-Follow up and next steps

Director of Communications and Director of operations follow up with Sheridan college, to understand the structure. We need to do our own findings and need to compare which board structure will work properly. Current reports need to include and represent many marginalized groups, which is missing in the report and that group needed to be formed.

### 15. Board Report

*Presented by Simran Malhotra, Director of Student Experience (Appendix H)*

Arlinda Sokoli – Tried to send the report but it stayed in draft and didn't went.

Luke Bowden – Same here, I'm genuinely confused that is this board accountability report, or Educational centre, Representative Accountability report? Because this way this report is always written in, it always feels as if it's the members of the executive, Sort of policing educational centre representatives, you know, I want to point out that in the voting Directores accountability manual, governing style is really clearly laid out that we mutually accountable to each other in order to ensure that the board can govern with excellence and the mutual accountability shall apply to matter such as attendance, respect for clarified roles. Speak to management in the public with one voice. That's what we didn't do at the annual general meeting. We didn't speak to the public with one voice.

The director of Operations and Director of Communications are required to complete 28 of their 37 1/2 hours in person. The director of Student affairs of Director of Education Equity are required to be available to work in office a minimum of 18 out of 24 hours. You know I'm asking is this taking place you know because the director of operations has shared with the representatives that there have been issues regarding completing in person office hours but we're not seeing that documented in the minutes of the executive check in and the executive committee or Board Accountability Report.

So it yet the question is. Do the members of the executive character disclose any issues with performance management in terms of in-person hours, attendance for not speaking to the public with one voice or otherwise?

Sri Krishna Rajan – Yes its talk more about respresentatives as executives information are mostly available in executive committee report, every executives has to punch in punch out, Director of communication and operations, need to do 37.5 hours because if we do 36 or 33 we gonna just being paid for 33. Director of

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Education and Equity and Student experience for their minimum hours. Everything is being noted and evaluated.

Luke Bowden - I do understand that we haven't. Submitted the class talk reports. So that's the concern on the representative's part. I also do believe that we don't have any information about log in and log out to ensure virtual in person is being maintained by the executive. So that's one of the questions I have, or how do we ensure that? How does the log in work and how do we ensure that in person is? Nothing. I also had one question with the fact that. Position of Director of Education and Equity and to experience even if they from 18 is the minimum number of hours. But what I heard was that if they. Stop being the 18, but don't go beyond 24, and there were some concerns which is not shared.

Dhwani Bhalavat – All executives punch in and punch out. Director of Operations monitors other executives and Director of Communication Monitor mines. As well as in terms of on campus activities specially for me and Krishna every other day we have something in person meeting. I have interviews in person, so something or the other is always there for us to be their an. Possibilities. In terms of executives. Also, there have been instances where I forgot to punch in and punch out. I have had to submit my report to the executive. And similar instances are being there with other executives as well. Something like you remember we are having a session for both reports and work plan an asking everybody that please make sure that you do this properly. There have also been instances we had special meeting with particular executive and to make them understand what is happening, what is the problem. how are you going to accomplish that with your class schedule. So we have had meetings like that when we hold each other accountable or ask them what is happening. But yes, I do know what you're trying to say and that is why I said that. I have alot of things that even I might not approve but then that is something that I have to accept it accept as well.

### **16. Presence of the marketing personnel for Conference and events outside college premises, outside toronto**

*Presented by Mehak Khanna, Arts Design and IT Representatives*

We have lot of budget allocated for marketing and communications, I faced challenges during the conferences as there were no person to cover the Conference, Conference was was a week long and was fully packed from. 9:00 AM the morning to 9:00 PM so it was a 12 hour. Somebody from the marketing team, should cover, when we go for conferences, When we go for. Specially

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outside George Brown College and outside so that its captured and. Because we do it all the time in our college. It's very difficult for people to cover who are representing in the conferences.

### **17. Allocation of funds that were donated to George Brown Foundation**

*Presented by Angeline Nijmeh, Director of Education and Equity*

Angeline Nijmeh - We donated 94K to the foundation. I'm just wondering what happened with that? Where did it go? I know that there is a 10K that was rescinded. I don't know if we gave that back. I don't know if anyone here knows anything about that.

Sri Krishna Rajan - That the agreement has been signed. we have clearly specified that those funds should be used for again. Scholarships/Awards Celebrations; Indirect Student Support Opportunities; Alumni Engagement; Mentoring Programs; Alumni Networks & Connections; Co-op current and recent graduate students; leveraging Alumni Networks and industry connections to support students, Grads, and GBC at large; and highlighting Alumni success stories, profiling notable alumni and their achievements. The information on Book launch will be updated and will be shared.

Angeline Nijmeh - That's shabby and, in the most that we have millions in specified.

Sri Krishna Rajan – I have asked for the report, once we receive the report from office of advancement, the information will be shared, we can have further discussion. We are expecting the updated report.

Angeline Nijmeh - Sorry, I just another part of information. So those the ones listed were not accepted but the donation was gone through. But we're gonna review where that money is going. Where is the money going? Because I think. I remember I was shown that PowerPoint where it was like authors and some other things. I just wanted to confirm that the money is not going there, where the money is going to what we agreed upon initially, which is and that's to be reviewed later, right?

Sri Krishna Rajan - No. I would like to stay again that there's not only a one way off kind of supporting students.

Angeline Nijmeh - Well, I I just wanted to highlight that as of right now we have. 50 grand going towards a book launch for two authors. You know students are not interested in we have 10,000 that was supposed to go to John Hagen celebration. We have 4000, some dinner, some awards dinner, 10,000 for lunch and learn with Mackenzie Investments financial Literally Literacy Workshop and

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10,000 or an indigenous architect and 10,000 for miscellaneous which I don't know what that is. So I'm just wondering like we have 94K going to the GBC Foundation and a really? I'm clear at troubling breakdown of where these funds are being allocated, so I just I don't I I'm not really clear on. If the money is going here for sure, or if we have, we can change that. Still unclear about that.

Sri Krishna Rajan - I just want to share that there are many ways to collaborate and support students. We stepped back from John Higgins and we kind of didn't contribute for that. We stepped back, but it still goes. This agreement has been done and we need to wait for the next and we just need to make sure that if those findings are not appropriate. If board doesn't like kind of they can restrict the fundings.

Luke Bowden - I will say I echo Angie's concerns. I felt like I really paid attention every time. The foundation comes with their hand in hand, you know, at \$94,000 is not an insignificant amount of money. I genuinely understood that they were going to create mentoring opportunities for students who are transitioning into their careers or. Help students find placements. That's the messaging I was hearing. I wish I had a better recall about it, but I didn't hear, you know, the author, one of the authors, or until is a very important. Black Canadian author but I I agree, \$25,000 for a book launch. I don't understand how that creates mentoring opportunities for students or helps them get work placements in feels like. I think the frustration Angie's expressing. Is it feels like a switch, right? It feels like. Feed one proposal and there was some sort of switch and now there's sort of using our money that I guess to use language we used earlier in the meeting that should have been restricted. For one thing, an unrestricted fashion to me. What their kind of trying to do is court additional donors. Really, those events are pretty clearly meant to be for their donors to get some FaceTime. Wendy's important authors who you know, because they're in a book club or whatever. So you know, the frustration that the Director of Education and Equity expressing is well founded and I think we should share her frustration.

Dhwani Bhalavat - She was there, and I think it applies saying that we could use this money for certifications, for seminars, for a lot of different things. And I agree, everybody has their own opinions. So be sure to share opinions. I said that. I sent an e-mail to all executives as reply to the presentation. Sorry, even I don't support that. One thing that I want to say is when this was approved at the board meeting, nobody has anything at that time, which means it was already approved off. Second thing what I'm going to say is. You can always restrict these funds and you have the authority or not, but you can wonder how they are being utilized.

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Angie. I'm just wondering if we could take back this money because its student's money an I just want to add that the foundation presented something different to us. And then they switched and said no where we actually using it here, so we got it different presentation versus what they are actually using the money for. So that's why everyone in this room is confused because we were showing something else and now, they're using it for a different thing. So that's why I'm upset, and I bring this stuff up here because no one replies to my emails or teams' messages, but I just want to know can we have this money refunded? Or can we have it for better things like my transit plan that I want to do, where we get the transit vouchers. The question is that there's a clear classic question can we get the money back? And can it be reallocated to introduce transit bus.

Sri Krishna Rajan – Madam Chair its Already in process. We can wait for the report. Once approved we cannot restrict. They ask for \$250,000 donation. We agreed on 75% of \$125,000. We cant get the money back.

### 18. Other Business

### 19. Adjournment

**Whereas** the Board Meeting was scheduled till **8:00 PM**

**Be it resolved** that the Board Meeting is adjourned at \_\_9:30 PM\_\_

**Moved by:** Sri Krishna Rajan, Director of Communications and Internal

**Seconded by:** Luke Bowden, *Community Services and Early Childhood Representative*

**Discussion:** None

**Vote:** In Favour