Continuing Updates

1. **UMSU Membership & U-Pass Fall 2020 Fee Update**

   The Registrar’s Office has confirmed that UMSU will be collecting fees based off of the “Remote Learning (RL)” course attribute for the Fall 2020 term. Since this is a direct amendment to the RO bylaws, this will apply for all future instances of which the RL “campus” is enacted.

   As for the U-Pass, as Brendan (UMSU VPFO) mentioned in his report, we have not yet received a draft contract from Transit yet. In the meantime, the team is working alongside Services to find an accessible way to administer post-secondary passes to students who still require them.

   To further confirm: There will be no U-Pass charge in student account summaries for the Fall 2020 academic term.

2. **University Equity, Diversity, & Inclusion (EDI) Task Force Update**

   The interim report of the Task Force is now published. Please email me directly at pres@umsu.ca if you would like to view a copy of this.

3. **Provincial Post-Secondary Advocacy Coalition**

   Kristin and I have met with the Red River College Students’ Association and the University of Manitoba Graduate Students’ Association. From these meetings, we will begin formalizing terms and drafting the bylaws for the provincial organization over the next couple of months.

   As well, we will continue working on campaigns and advocacy projects together in the meantime.

   Please see Kristin’s report for a summary of actionable recommendations that we’ve compiled for our meetings with Minister Fielding and Minister Eichler. The goal is to eventually formally loop in the rest of the Manitoban student organizations and evolve the lobby briefing to be reflective of the wider post-secondary landscape. We’re also aiming to maintain a consistent working relationship (or communications at a minimum) with the Provincial government, touching base at least quarterly.

New Updates

1. **Organizational Human Resources Plan for Diversity and Inclusion**

   Under the directive of myself and Thomas, UMSU’s Human Resources department will be working diligently to conduct a full environmental audit of the current diversity of UMSU full-time and part-time staff, as well as a full evaluation of best practices for inclusive hiring. In short, we are acknowledging and re-evaluating the organizational short-comings of the organization with regards to representation.
Among other recommendations that the HR Manager, Daniel Jordan, may present at the end of the initial report, I’ve asked for emphasis on whether UMSU’s job posting platforms are accessible and frequented by marginalized prospective employees and whether the appropriate resources are available for employees upon their onboarding. It’s important to pin-point where any imbalance and lack of representation originated from, unlearn any malpractice, and transition to new methods required.

Through every step of this process, we will be working to ensure this is as anti-performative and void of tokenism as possible, centralizing and uplifting the presence of marginalized communities from a strategic point of view. This way, we can gradually make UMSU’s internal operations more reflective of the population that we serve and represent.

Here is an outline that Thomas compiled for Daniel based on what was raised during our conversations earlier this month:

PHASE ONE (Due: Monday, August 10th, 2020)
- Create a comprehensive report/strategy which outlines:
  - Purpose/Mission/Objectives of the document
  - UMSU’s past hiring statistics and practices
  - UMSU’s current hiring demographics and practices
  - Summary of “Best Practices” regarding diversity within various workplaces
- Include in the report, concrete/actionable, Recommendations/Options for approval by Executive/GM

PHASE TWO (Due: August 31st, 2020)
- Create an implementation plan (table form) which outlines how Phase Three will be executed and includes the following:
  - Due Dates
  - Activities/tasks
  - Responsible/owners
- Bring forward the plan for approval by Executive/GM

PHASE THREE (Due: Activities/tasks to be delivered between September 1st, 2020 and April 30, 2021)
- Actual implementation of the activities/tasks based on the plan in Phase Two:
  - Create new/update HR policies and procedures for diversity in the workplace (which includes hiring practices)
  - Arrange diversity training for Managers/Staff
  - Work with Marketing to develop internal and external diversity communiques
  - Provide Yearly Report on Diversity Outcomes and Hiring Stats for last week of April, 2021, 2022, 2023 and so on
- Bring forward all draft policies, procedures, communiques, training curriculum for approval by Executive/GM

At the end of this process, a concise version of both the strategy and implementation plans will be reported to the UMSU Board of Directors, ensuring that any confidential personal and demographic information is redacted. Note: Deadlines are subject to change.
2. **Student Election Workshop Series for Marginalized Candidates**

   I have begun work on the content of this workshop series. Currently, items include a panel of student leaders, networking, organizing, leading a campaign team, and more! This is just the start of a project that could really bring change about U of M’s student political atmosphere at every level. I’m hoping to work closely with the 2020-21 Chief Returning Officer on this project as soon as they’re selected.

3. **University Sensitivity, De-escalation, and Anti-Racism Advocacy**

   Kristin, Savannah, and I have also begun “EDI” work at the University level. We have conversations on the go central to campus security training and divestment from harmful/racist companies (ex. Aramark).

   We welcome community suggestions as well. Please feel free to e-mail pres@umsu.ca for any ideas for consideration to bring to the table with administration.

**External Events & Meetings Attended**

Note: This excludes all meetings internal to the organization.

May 29 – UM Technology Support Program
June 1 – UMCycle Photo w/ Hon. Sarah Guillemard and Markus Chambers
June 1 – Meeting w/ Vice-Provost Students
June 2 – Meeting w/ CFSMB Provincial Organizer
June 2 – UMGSA Meeting
June 2 – Virtual Care Circle w/ UM Black Alliance and Indigenous Students’ Centre
June 4 – Online Poster Making & Rally Prep
June 5 – UM Technology Support Program
June 9 – Provincial Advocacy Meeting w/ RRCSA
June 9 – Provincial Advocacy Meeting w/ UMGSA
June 10 – Selections Committee Meeting
June 15 – Nimbus Tutoring Meeting
June 16 – Smoke-Free Campus Meeting
June 16 – Board of Governors: Finance, Admin & HR Committee Meeting
June 16 – UMSU Board of Directors: Transition Call w/ new Chair
June 17 – Sustainability Committee
June 18 – Security Services Meeting (Rick Jansen)
June 18 – Meeting with Minister Eichler & Minister Fielding
June 18 – Student Senate Caucus

Please note, regular office hours are currently not in operation due to COVID-19. Please e-mail pres@umsu.ca for inquiries, concerns, or to schedule a call. The Executive Committee is currently putting together a structure for digital office hours.