

**Trent Central Student Association
Meeting #5 of the 2022-2023 Board of Directors
Agenda - Sunday, January 22nd, 2023, at 1:00 pm- TSC 2.02**

1. Call to Order

The meeting took place in TSC 2.02

Start time: 1:03 pm

2. Roll Call

Chair Rob Monico

Present

TCSA President Zoe Litow-Daye (she/they)

VP Campaigns Aimee Anctil (she/they)

VP Health & Wellness Holly Naraine (she/her)

VP University & Colleges Shay Surujnarain (she/they)

Students with Disabilities Commissioner Emi Habel (she/her)

Indigenous Commissioner Fionna McKenna (she/they)

LEC Prime Minister Deondrae Thompson (he/him)

LEC Commissioner Maddy McKay (she/her)

CC President Campbell Deck (he/him)

CC Commissioner Hibah Rehman (she/her)

TC President Krista Kartick (she/her)

OC President Meaghan Kemp (they/them)

Regrets

Off-Campus Commissioner Craig Stoddart (he/him)

Racialized Students Commissioner Juman Zanzoul (she/her)

OC Commissioner Annalise Smart (She/They)

Absent

Off-Campus Commissioner Harshit Jain (he/him)

GC Commissioner Manpreet Kaur (he/him)

TC Commissioner Aidan Cooke (he/him)

TISA Commissioner Astha Patel (she/her)

Association Staff

Association Resource Manager Wendy Walker (she/her)

Members of the Public

Evan Robins (she/her) Arthur Newspaper

Rukshani Adikari (she/her)

3. Land Acknowledgement

Chair Monico reads *"The Trent Central Student Association wishes to acknowledge that we are meeting today on the traditional territories of the Mississaugueeg Anishnaabeg people of Treaty 20 and the Williams Treaty, who have been taking care of this land since creation. As visitors to these lands, we would like to acknowledge the displacement and sacrifices of all Indigenous peoples who lived, learned and gathered here, much like we are today. Peterborough, or Nogojiwanong, as it was originally called, has become home to many, and we would like to recognize the contributions made by other First Nations, Metis and Inuit peoples to this community. We give further thanks to the people of Curve Lake First Nation and Hiawartha First Nations for welcoming us onto this beautiful land. While settler-colonialism is still very evident within the structure of our society and institutions, the TCSA is committed to furthering the work of a de-colonial student union and campus, in partnership with Indigenous university staff, students, and community groups"*

4. Chairs Remarks

Chair Monico reminds the board of proper conduct for the meeting. He encourages directors to tackle their final semester and references the following quote and references the following quote " If you're going through hell. Keep Going - Winston Churchill"

5. Approval of the Agenda

MOTION: Be it resolved that the agenda for the 22.1.2023 Board of Directors Meeting be approved.

MOVED: VP Surujnarain, seconded by President Litow-Daye
Motion Carried

6. Approval of Minutes

MOTION: Be it resolved that the minutes from the 4.12.2022 Board of Directors Meeting be approved with the necessary corrections.

MOVED: President Litow-Daye, seconded by Commissioner Habel
Motion Carried

7. Executive Update

MOTION: Be it resolved that the Executive reports be accepted.

MOVED: Commissioner McKenna, seconded by President Deck
Motion Carried

VP Surujnarain provides an update to the board. CASSC is currently approving department budgets, student groups with representation are reminded to attend for these votes. A meeting has been arranged with VP Academic Michael Khan to discuss the recommendations from the Anti-Racism taskforce and receive updates on implementation as well as explanations for recommendations that have yet to be addressed. Frost Week was very successful, especially Sexy Bingo and the Maple Leafs pub night at The Social. The carnival scheduled for the Friday of Frost Week was cancelled due to inclement weather. Materials from this event will be reused

for Black History Month. On January 31st, the Freedom Lounge will be doing an Interview with Chúk Odenigbo. BIPOC Organizer Moriah and VP Surujnarain will be asking critical questions and conversation surrounding the understanding of leadership and racial justice.

Commissioner Habel requests that closed captions be turned on for the Black History month Instagram Live

President Litow-Daye updates the board on the current Peterborough transit situation. The motion to revert back to the Hub and Spoke system was defeated following extensive advocacy from the executive team, staff, and fellow stakeholders like Fleming and Selwyn. The rate of cancellations has also decreased from 7% to 4% since the Fall, resulting in more reliable service for students. Funding has been provided by the Community Safety Grant through Trent to host workshops on Naloxone administration and overdose prevention. The Association will also receive funding from this grant for the SWORD program created by VP Anctil. The Research Ethics Board has been very busy approving research taking place this semester. President Litow-Daye will also present a Renting Red Flags workshop at the Off-Campus Housing Day.

President Deck thanks President Litow-Daye for their work regarding transit. He highlights that Transit was a highly contested issue in the municipal election and that in future years it will be important for the TCSA to continue encouraging students to vote and providing them with accessible voting options. President Deck asks for clarification on who will be able to attend the Naloxone training. President Litow-Daye replies that the training will be open to all students on a first-come, first-serve basis. Students will need to register in advance for the event, but there will be multiple sessions, so as many students as possible can attend. Trent is currently training all staff in overdose prevention and will be equipping the safety poles on campus with AEDs and Naloxone kits.

Commissioner McKenna asks if Off-Campus Housing is addressing accessibility in the housing market as they have had multiple viewings scheduled but later cancelled. President Litow-Daye says the Off-Campus Housing Coordinator, Nicole, works directly with landlords and hopes to make a verified landlord page accessible to students. Nicole is also connecting with members of the community that are over-housed to encourage them to rent unused space to students. Landlords will also be at Off-Campus Housing day to connect with students.

Commissioner McKenna asks if there has been any work with landlords on pet policies as she has an unconventional pet and is finding many barriers when looking for a rental. President Litow-Daye says she can follow up with Nicole to discuss these concerns.

Commissioner McKenna asks if Dons will be able to carry Naloxone while on duty. President Litow-Daye responds that Trent's internal policies do not currently allow this, but VP Anctil has been working closely with Security and the Housing department to make this change.

President Deck asks if there will be student representation on the Transit committee being struck by City Council. President Litow-Daye says both Fleming and Trent will have representation, with the TCSA president holding Trent's seat.

President Kartick asks what the timeline is for the Naloxone training. President Litow-Daye says it will likely happen in March but will have to happen before the end of the academic year to follow the grant requirements.

President Kemp asks if the university is hoping to create more landlords, how will they ensure units are not overpriced and inaccessible to students. President Litow-Daye replies that this would be a conversation Nicole would have with prospective landlords, but at the end of the day, landlords set the price, and there is limited regulation from the government regarding rent control.

VP Anctil has been appointed to Housings Anti-racism sub-committee and has been advocating for Trent to address the current Housing crisis. So far, the university's only solutions have been increased workshops on renters' rights and the proposed residence building, but this will not be completed for another few years. They have also had discussions with the Housing department and the SWORD program.

They attended a Strategic Research priorities session where they discussed expanding research practicum programs and increased funding for students community-based research. They Partnered with Consent at Trent, TI, and Student Housing to host an ABC Craft-athon on Jan 20th. Queer and Trans SWORD: Personal Safety Training on Jan 27th. They will also be hosting SWORD Black History Month Edition: Personal Safety Training, on Feb 1st. They are working with Spiritual Affairs to host Challenging Islamophobia on January 26th. The Excalaburntout Taskforce has not met since the holiday break, but VP Anctil is currently compiling the results from the student survey and creating recommendations. They are also planning the Challenge the Way They Think Exhibit set for March 10th. They encourage board members to connect with student artists interested in this opportunity.

Member of the Press Evan Robins requests the number of students that have filled out the student experience survey. VP Anctil replies that the petition is currently at 550 signatures, and the survey has collected 435 responses. The final push for the survey will happen at the end of the month.

VP Naraine is looking for a new delegate for the Food Services Advisory Committee as she currently has class. The One Stop Shop has implemented a sign-in process to track usage. VP Naraine hopes to receive funding from the Community Safety Grant to purchase nightcaps for students. The Angel Shot campaign has been changed as there were concerns with implementation; the campaign will shift focus on protecting yourself at night and safe partying practices. Bangin' Brunch with Eva Bloom will take place on January 23rd, focusing on queer and trans sex education and brunch catered by Chartwells.

President Kemp asks if the Association could also purchase Stop Tops as not all students may want to carry a scrunchie. VP Naraine says this may be possible but will have to review the budget.

8. Elections

Resource Manager Walker provides an update to the board on the upcoming Spring Election. The nomination period will be through the month of February. Campaigning will begin March 1st, with voting taking place from March 17th to March 23rd. Ratification will happen at the March 26th board meeting. Manager Walker asks for volunteers to sit on the election committee to replace previous members who will be rerunning in the spring election. Commissioner McKenna and Prime Minister Thompson volunteer.

MOTION: Be it resolved that the Board approve the Spring 2023 Election schedule and change in membership to the Elections Committee.

MOVED: President Litow-Daye, seconded by Commissioner McKenna
Motion Carried

9. Staffing Plan

Resource Manager Walker provides an overview of the Association's 2023/2024 staffing plan. VP Campaigns and Equity responsibilities now include organizing a campaign in relation to Canadian Federation of Students (CFS). VP University and College Affairs will need to coordinate a student leader social following the Fall electoral period and informal town halls for the membership. VP Health and Wellness now need to host one campaign or event relating to food insecurity. The Operations and Services manager has been renamed General Manager with the addition of the Services manager. All full-time permanent staff are now eligible to work remotely for 20% of their work week. operations and office Assistant has been removed from Front Desk responsibilities as this will be done by the Services Manager. Manager Walker highlights the addition of a Freedom Lounge Ambassador who will assist the BIPOC Organizer with campaigns and initiatives as well as maintaining the lounge.

MOTION: Be it resolved that the Association's staffing plan be approved.

MOVED: Commissioner McKenna, seconded by Commissioner McKay
Motion Carried

10. Winter Semi-Annual General Meeting

Manager Walker informs the board that the Semi-Annual General Meeting will take place on February 13th at 4:30 pm in the Event Space. Policy resolutions act as guidelines for the Association and future executive when making decisions and creating plans for advocacy.

President Kartick asks if Internationalisation can be included in preamble of the Accessible Housing Policy. President Litow-Daye says that Internationalisation is included under the Privatization of Post-Secondary Institutions Policy, so students are able to reference this.

Commissioner McKenna asks if the Accessible Housing policy will include Peterborough Council creating a list for income geared rentals as they have been on the waitlist for over two years. President Litow-Daye says rent geared income is complex as it is not just students needing to access this but it is something that could be advocated for in the future.

President Kartick asks if Internationalization could be included in the Anti-racism policy. President Litow-Daye confirms that the committee will look at wording, but the concern is addressed in the Privatization of Post-Secondary Institutions Policy.

Commissioner McKenna asks if this policy will address racism in Trent's Housing department and ensure students feel safe in conduct meetings. In McKenna's experience, there have been problematic meetings with students, but they can't be addressed as it has been over six months. Commissioner Habel informs Commissioner McKenna that Trent's HR department will accept complaints up to one year.

VP Naraine asks if this policy applies to workplace practices within the Association when concerns are being raised against racialized staff. President Litow-Daye and Manager Walker inform her that this would fall under the Association's Human Resources Operating Resolution.

President Kartick asks if this policy would address the high rate of hate crimes that take place in Peterborough. President Litow-Daye states that this is something VP Anctil is addressing in their SWORD report, so they will follow up separately.

President Kartick asks that the preamble be changed to clarify the current regulations for blood donation. President Litow-Daye says this was updated in accordance with CFS's policies but can be reviewed.

When discussing the Counselling Services policy Commissioner Habel raises concerns about the IM Well App. President Litow-Daye says that she can follow up and raise these concerns with the Benefits committee. President Kartick, VP Naraine and Commissioner McKenna also raise concerns regarding the IM Well App. President Litow-Daye reiterates that these concerns can be addressed by the Benefits Committee.

Chair Monico requests that the discussion stay focused on the motion and the policy being reviewed; any other discussions are to be conducted during Any Other Business.

Commissioner McKenna asks if the 1 to 1000 rate for counsellors includes culturally specific therapy. President Litow-Daye responds that this is not the case as previous policy points mention these services separately.

Commissioner Habel asks if the Hybrid Learning Resources include AODA training for Trent staff. Commissioner McKenna says that this is something the university is actively working on. McKenna then asks how this relates to students posting lecture notes and tests online. President Litow-Daye confirms that this is an advocacy piece VP Surujnarain has been working on, but individual departments will need to implement their own policies. VP Anctil confirms that in their previous meetings with the faculty union, most professors support increased access to resources, but it is up to the university to make the mandates.

BREAK 2:45 PM - 3:00 PM

While reviewing the Freedom of Religion policy, Commissioner Habel raises concerns about evangelizing taking place at the Otonabee Annex as it shares space with a seminary. Manager Walker responds that this concern can be raised with the Housing department. President Deck asks for clarification on the open flame policy and its relation to cultural practices. President Litow-Daye states the Association would oppose this policy being applied to cultural practices but does understand the safety requirements and need for the policy.

VP Naraine asks if the Opioid Crisis policy would include the upkeep of needle drop boxes. President Litow-Daye states that this would be a concern for facilities management and not something to be added to the policy. Commissioner Habel asks that residences be included for accessible needle drop boxes on campus.

Discussing the Policing & Militarization policy, President Kartick asks how this policy would apply to students and clubs related to forensics and criminology. President Litow-Daye says that this policy does have exceptions. President Kemp requests that the policy include a list of initiatives or events that would be allowed under the policy. President Litow-Daye states that creating a list would not be realistic and would have to be edited annually. VP Surujnarain asks for clarification on how this relates to the TCSA, as the Association does not control academic spaces. Chair Monico recommends that the policy be tabled for further editing. This would result

in the policy not going to the Spring Annual General Meeting. Commissioner Habel speaks in support of the policy being approved as it addresses important concerns.

MOTION: To remove the Policing and Militarization Policy from the SAGM package to receive further edits before being approved by the board.

MOVED: Commissioner McKenna, seconded by President Kemp

Motion Carried

Commissioner McKenna, asks for clarification of what Internationalization is. VP Anctil responds that universities increase recruitment for International students with unregulated tuition to fill their bottom line and use their International departments to seem more favourable to prospective students. Commissioner Habel asks if the Privatization of Post-Secondary Institutions would include scholarships and bursaries, as many are department specific. Commissioner McKenna responds that private donations from alums and others can only be used for what the donor requests.

Commissioner Habel asks that AODA training be included in the training for Campus safety under the Trent security policy.

MOTION: Be it resolved that the Board approve the meeting materials for the Winter 2023 SAGM

MOVED: Commissioner McKenna, seconded by President Deck

Motion Carried

MOTION: To extend the meeting past 4 pm

MOVED: President Litow-Daye, seconded by VP Naraine

Motion Carried

11. Student Award of Excellence

Manager Walker asks for committee membership as they require representation from all colleges.

MOTION: Be it resolved that the Board approve the membership of the 2023 Student Award of Excellence Committee.

MOVED: President Litow-Daye, seconded by Commissioner McKay

Motion Carried

12. Any Other Business

VP Naraine asks the board if they are interested in her creating a survey for students to provide feedback in the IM Well App. President Kartick asks that the survey be open to all students or staff that have accessed it. Commissioner McKenna requests that the survey be anonymous. President Litow-Daye requests that this be taken to Benefits Committee as they have some data on IM Well usage.

MOTION: To enter closed session

MOVED: Commissioner Habel, seconded by Commissioner McKenna

Motion Carried

Enter Closed Session at 3:59 PM

Motion to exit at 4:07 pm
Motion Carried

Commissioner McKenna discusses the TUNA Pow Wow taking place on March 25th.

13. Association Resource Manager Update

Manager Walker announces the hiring of the new Services Manager. Zoe Litow-Daye will begin the contract once their term as President has concluded in April. If any directors have questions they are encouraged to connect with Manager Walker.

Manager Walker informs the board that they will be focusing on the upcoming Semi-Annual General Meeting and the Election period before planning executive transition.

14. Adjournment

MOTION: Be it resolved that the 22.1.2023 Board of Directors Meeting be adjourned.

MOVED: VP Naraine, seconded by President Kartick

Motion Carried

End Time 4:14 pm

Respectfully Submitted

Wendy Walker
Association Resource Manager

Tuesday January 17th 2023

To the attention of the Trent Central Student Association (TCSA) Board of Directors and membership: below encompasses the Vice-President of University and College Affairs (VPUC) Report for the period of Novemeber 29th to January 17th 2023

Committees

Teaching and Learning Advisory

Nothing to report.

Undergraduate Academic Planning aommittee

Nothing to report.

CASSC

Budget approvals.

Senate

Reccomendations were brought forward from the Racisim Task force that need to be followed up by, an email was sent to Michael Khan to express the urgency of fuilling recommendations set out 1 year ago.

Special Appeals Committee

Upcoming hearing January 19th 2023.

Events

Sexy Bingo

Successful event! Lots of students came out.

Maple Leafs Pub night

Successful event! The social met capacity within 20 mins of opening, filled with Trent students!

Mini Carnival

Cancelled due to bad weather, all things purchased will go to a BHM event.

IG Live - Chúk Odenigbo

Freedom Lounge at 1:30 pm on Jan 31st

Interview with Chúk Odenigbo, BIPOC organizer Moriah and VPUC Shay will be asking critical questions and conversation surrounding the understanding of leadership and racial justice.

January 17th, 2022

To the attention of the Trent Central Student Association (TCSA) Board of Directors and membership: below encompasses the President's Report from December 3rd, 2022, to January 17th, 2023.

PTBO Transit

- Defeated the motion to revert transit back to the 'Hub and Spoke' system effective Feb 2023

Community Safety Grant:

- Working on applications to receive funding for both the Naloxone administration workshop for students and SWROD funding.

Committees

Hiring Committee:

- Hiring for the front desk position has been completed.

Research Policy Committee Meeting:

- There are no relevant updates.

Research Ethics Board:

- Lots of reviews are being completed by committee members.

Policy and Governance (PaG):

- Finished our package to be submitted for approval to the BOD.

Off Campus Housing Advisory Committee:

- Will be presenting at the 'Off Campus Housing Day'

Respectfully Submitted,

Zoe Litow (She/They)
President of Trent Central Student Association

Tuesday January 17th 2023

To the attention of the Trent Central Student Association (TCSA) Board of Directors and membership: below encompasses the Vice-President Campaigns & Equity (VPCE) Report for the period of November 30th, 2022 to January 17th, 2023.

Committees

Housing Advisory

- Dec. 2nd, appointed to Anti-Racism Sub-committee. Asked about plans to address the housing crisis. Discussed SWORD Month proposal with Student Housing.

Service Manager Hiring Committee

- Late December, assisted with creating hiring questions and interviews.

Strategic Research Priorities Listening Session

- Jan. 9th, discussed expanding research practicum programs. Advocated for more funding toward students' community based research that has local impact.

Events/Advocacy

SWORD Month

- Partnered with Consent at Trent, TI, and Student Housing. ABC Craft-athon on Jan 20th. Queer/Trans SWORD: Personal Safety Training on Jan 27th. SWORD Black History Month Edition: Personal Safety Training, catered event on Feb 1st.

Challenging Islamophobia

- Working with Spiritual Affairs to hold a Challenging Islamophobia event with three speakers online on Jan. 26th.

Excaliburnt Out

- **Donut Stress:** Assisted Freedom Lounge Ambassador with Donut Stress. Distributed Excaliburnt Out pamphlets and prints.
- **Excaliburnt Out Task Force:** Dec. 5th, reviewed research questions, recommendations, and Challenge The Way They Think Exhibit (Mar. 10th). Set launch date of Excaliburnt Out Report. Currently preparing the final report.

Respectfully submitted,
Aimee Anctil (she/her)



Vice-President Campaigns & Equity
Trent Central Student Association

Jan 17, 2023

To the attention of the Trent Central Student Association (TCSA) Board of Directors and membership: below encompasses the Vice-President Student Health and Wellness (VPHW) Report from December 4th, 2022 to Jan 22nd, 2023.

Committees

Food Services Advisory Committee

- Looking for a delegate to attend at least the main group as I have classes during it
 - Thu Jan 26, 2023 9am – 10:30am
 - Virtual

Elections Committee

- I'll be sitting on this committee again once it starts up

Sexual Violence Prevention Committee

- Happened Thursday January 19th (will speak on this)

Programs

TCSA's One Stop Chop

- Implemented a sign in process with student numbers
- Transitioning management and implementation to the Service Manager portfolio

Night Caps

- Applied for campus safety grant to assist in funding the purchase of night caps to give to students for free

Angel Shot Campaign

- Will not occur due to potential legal issues that may arise
- Will shift focus towards how to protect yourself on a night out

Events

Bangin' Brunch with Eva Bloom

- January 23rd @ 11AM in the event space
- A queer and trans focused sex ed with a catered brunch for students

Respectfully Submitted,

Holly Naraine (She/Her)
Vice-President Student Health and Wellness
Trent Central Student Association

Spring Elections Schedule:
Nominations - February 1 - 28
Campaign Period - March 1 - 23
Voting period - March 17 -23
Ratification - March 26th

Trent Central Student Association Staffing Plan 2022-2023

EXECUTIVE DIRECTORS (4)

Position Title: President

Honoraria: \$36,015.00

Terms of Work:

- 2-week scheduled shadow period: 17.5 hrs/wk
- Summer Term: 30 hrs/wk (minimum ~~40~~ 20 hours in the TCSA office)
- Academic term: 35 hrs/wk (minimum ~~40~~ 25 hours in TCSA office)
- 20 days paid vacation (10 to occur during reading weeks, 10 to occur during winter break)
- 10 paid sick days, access to additional paid sick days for appropriate medical issues
- Statutory holiday pay if holiday falls on a vacation day (20% of 4-week average of hours)
- Vacation pay (4% of gross)

Job's Purpose:

The President is responsible for the functioning of the Association's Executive and the Board of Directors. They coordinate the strategic direction of the organization in collaboration with other elected Directors. The President also acts as a key liaison between the TCSA and other organizations, such as Trent University, CUPE and other relevant labour unions, or levels of government.

The President is recognized as the chief spokesperson for the Association and leader of the Executive team.

Description Summary:

- Be the primary contact between the Association and the university administration.
- Organize and support the work of the Association's Vice Presidents and Directors, as necessary.
- Ensure regular communications between Executives and the Board of Directors by organizing monthly check-ins with elected student representatives.
- Assist the ~~Operations and Services~~ General Manager to prepare and recommend to the Board of Directors the 1st, 2nd, and 3rd draft Operating budgets for the Association.
- Ensure that all money controlled or allocated by the Board is used for and does not exceed the purposes or amounts that were designated.
- Be responsible for the review of existing services and acquisition and implementation of new services for the Association with the ~~Operations and Services~~ General Manager.
- Be responsible for establishing and maintaining relations with the Trent University Board of Governors to report to the Board of Directors on topics concerning the Association.
- Work to strengthen the communication and collaboration between the Association and the Graduate Student Association (GSA) and the Trent in Durham Student Association (TDSA).
- Liaise with the Ontario Public Service Employees Union, the Canadian Union of Public Employees, and the Trent University Faculty Association on common issues when necessary.

- Oversee the communications strategy of the Association in consultation with the **Services Manager and the Communications Manager**.
- Be responsible for the due observance of the Association's By-laws, Operating Resolutions and Policy Resolutions in consultation with the Association Resource Manager.
- Be responsible for coordinating the production of the Association Strategic Plan on an annual basis in collaboration with the Executive Committee.
- Maintain open communication and active ties with local members of parliament and local members of the Ontario Legislature.
- Maintain open communication and active ties with local city councillors and the DBIA; attend relevant City Councillor meetings and report to the board.
- Be responsible for sitting on the administrative and operating committees of the Trent Student Centre alongside the **Operations & Services** General Manager.
- Chair the Standing Committee on Finance and Operations.
- Chair the Standing Committee on Policy and Governance.
- Call emergency meetings of the Board of Directors, in conjunction with the by-laws.
- Ensure the appointment of a Chief Electoral Officer in the event the Association Resource Manager is unable to perform their duties
- Act as Deputy Speaker.

Position Title: Vice President Campaigns and Equity

Honoraria: \$20,634

Work Terms:

- 2-week scheduled shadow period: 10 hrs/wk
- April to Turnover (52 weeks): 20 hrs/wk (minimum 10 hours in TCSA office)
- 20 days paid vacation (10 to occur during reading weeks, 10 to occur during winter break)
- 7 paid sick days, access to additional paid sick days for appropriate medical issues
- Statutory holiday pay if holiday falls on a vacation day (4-week average @ hourly wage)
- Vacation pay (4% of gross)

Job's Purpose:

The Vice President Campaigns and Equity works with campus and community partners to work towards a campus that is free from all forms of oppression. The position is responsible for being the liaison between the Association and the Canadian Federation of Students. The position is expected to maintain reasonable contact with other postsecondary unions in support of common student issues.

Description Summary:

- Be a key organizer of campaigns and lobby efforts led by the Association in collaboration with other directors providing support as necessary.
- Meet with Equity Commissioners on a regular basis to provide support, encourage collaboration, and, when necessary, facilitate conversation with Trent Administration regarding issues facing their respective constituencies.
- Work with the BIPOC Student Organizer and the Freedom Lounge Ambassador to plan and deliver Association-sponsored initiatives and events in partnership with Trent student constituencies to ensure equitable access and engagement with Association resources and services.
- Be responsible for writing public statements in defence of student rights on behalf of the Association.
- Sit on the Events Committee, and organize socials, campaigns, and educational activities throughout the year.
- Plan the delivery of Association campaigns for the year so they can be included as part of the Association Strategic Plan, to be presented to the summer committee and then the Board of Directors for approval no later than the first Board meeting in September. This plan shall include at least one major campaign regarding issues of accessibility to and funding for post-secondary education.
- Sit on the Executive Committee of the Ontario Component of the Canadian Federation of Students as the Local 71 Representative, and actively seek to engage members of the Association with the CFS.
- Be responsible for ensuring that the Association is aware of relevant CFS campaigns and services and that it remains in good financial standing with the Canadian Federation of Students in collaboration with the ~~Operations and Services~~ General Manager.

- Coordinate delegations to national and provincial general meetings of the Canadian Federation of Students. As well as CFS Constituency meetings in collaboration with representatives of the Association and other student groups at Trent.
- Be responsible for meeting with the Trent University Human Rights Advisor to review any applicable issues regarding discrimination, harassment, and oppression and to develop strategies for their improvement.
- Be responsible for sitting on PACHREA and liaising between it and the Board.
- Sit on hiring committees for relevant University departments
- Organize a campaign or event that relates to the Canadian Federation of Students advocacy

Position Title: Vice President University and College Affairs

Honoraria: \$20,634

Work Terms:

- 2-week scheduled shadow period: 10 hrs/wk
- April to Turnover (52 weeks): 20 hrs/wk (minimum 10 hours in TCSA office)
- 20 days paid vacation (10 to occur during reading weeks, 10 to occur during winter break)
- 7 paid sick days, access to additional paid sick days for appropriate medical issues
- Statutory holiday pay if holiday falls on a vacation day (4-week average @ hourly wage)
- Vacation pay (4% of gross)

Job's Purpose:

Vice President University and College Affairs (VPUC) purpose is to support students in academic, college, and university-related matters. This position focuses on academic support for students, generating feedback about the services provided to support student clubs, and broader initiatives that increase the vitality of student life in the Trent Community.

Description Summary:

- Be the chief organizer for the activities and programming related to the Association's Orientation & Frost Week
- Shall represent the Association on relevant university committees and task forces concerning the colleges, residences, food, and licensing.
- Shall liaise between the Colleges of Trent and the Association, including college cabinets and college offices.
- Lead the planning of Clubs, Senate and College initiatives for the term, so they can be included as part of the Association Strategic Plan, to be presented to the Board of Directors for approval no later than the first Board meeting in September
- Maintain open communication and active ties with Trent University Levy Groups
- Sit on Events Committee and support the events running on behalf of the Association.
- Be responsible for organizing Dionysus with support from the Events Committee.
- Sit as a voting member on the Clubs & Groups funding and approval committees, reporting all decisions to the Board of Directors.
- Actively consult with student groups regarding clubs' services to assist the Community Coordinator in keeping the service relevant to students.
- Sit on the Colleges and Student Services Committee as the Association's representative.
- Work to engage students in the formation and review of Trent University policies.
- Attend the Trent University Senate and relevant committees as the Association's voting representative and report to the Board of Directors on those proceedings.
- Chair Student Caucus with the University's student senators
- ~~- Liaise with the Ontario Public Service Employees Union, the Canadian Union of Public Employees, and the Trent University Faculty Association on common issues when necessary.~~
- Remain up to date on the activities of the Ontario Public Service Employees Union, the Canadian Union of Public Employees, and the Trent University Faculty Association regarding common issues.

- Be the Association's primary contact for students seeking assistance with academic matters.
- Investigate and address curriculum concerns through the existing channels and where none exist through the lobbying of new policies.
- Coordinate a Student Leaders Social following the Fall electoral period; this should include all cabinets, cultural groups, and other relevant Trent student associations.
- Host a monthly informal townhall for directors, student groups and Association members to bring forward concerns and recommendations

Position Title: Vice-President Student Health and Wellness

Honoraria: \$20,634

Work Terms:

- 2-week scheduled shadow period: 10 hrs/wk
- April to Turnover (52 weeks): 20 hrs/wk (minimum 10 hours in TCSA office)
- 20 days paid vacation (10 to occur during reading weeks, 10 to occur during winter break)
- 7 paid sick days, access to additional paid sick days for appropriate medical issues
- Statutory holiday pay if holiday falls on a vacation day (4-week average @ hourly wage)
- Vacation pay (4% of gross)

Job's Purpose:

The Vice-President Student Health and Wellness purpose is to lead the promotion of student health initiatives and advocate for the physical, emotional, sexual, and mental health of students. This is achieved through the sharing of resources, workshops, and campaigns.

Description Summary:

- Work with campus and community partners to increase student involvement in wellness initiatives, combat wellness-related stigma, and educate students about resources available to them on campus, and in the community.
- Sit on the Events Committee to ensure the organization of wellness-related events, campaigns, or education activities during the academic year on behalf of the Association, including but not limited to Wellness Weeks (i.e., de-stress events, massage days and/or oxygen bar), seminars, workshops, performances, and other activities as deemed appropriate.
- Support the Association's Equity Commissioners in the organization of wellness-related activities that are specific to various student demographics on campus.
- Share mental health resources with board members to support their well-being ~~and plan at least one board social per semester.~~
- Collaborate with the Centre for Human Rights, Equity, and Accessibility, and the Wellness Centre to address barriers to accessing services including the physical accessibility of Trent's facilities.
- Plan the delivery of wellness-related events, initiatives, and activities so they can be included as part of the Association Strategic Plan to be presented to the Board of Directors for approval by the first meeting in September. This plan shall include at least one major campaign regarding mental health.
- Sit on all Trent University and Association committees related to Student Health and Wellness on which the TCSA is given a voting seat.
- Act as chair of the Trent Student Health and Dental Benefits Plan Special Committee as outlined in the Association's Operating Resolutions.
- Liaise with the Association's ~~Operations and Services~~ General Manager, and benefits provider, to ensure the benefits being provided by The Association are appropriate; this may include data collection and presentation to the benefits provider, the wellness center, and the Board.

- Lobby and advocate for change regarding wellness-related policies within Trent, the City of Peterborough, as well as the Provincial and Federal Governments where appropriate or necessary.
- Ensure that the board of directors and membership of the Association have access to relevant wellness-related training and work to coordinate any identified when necessary.
- Host one campaign or event relating to Food Insecurity

FULL-TIME PERMANENT STAFF (4)

Position Title: ~~Operations and Services~~ General Manager (1)

Wage & Hours: \$68,091.86 – \$80,654.39 suggested starting salary, 35hrs/wk

Work Terms:

- 30 days paid vacation (10 to occur during winter break)
- 10 paid sick days, access to additional paid sick days for appropriate medical issues.
- Statutory holiday pay if holiday falls on a vacation day
- 4% vacation pay of gross
- 20% of work week can be done remotely

Job's Purpose:

The ~~Operations and Services~~ General Manager oversees the Association's staff, services, physical spaces, and finances. They are ultimately responsible for ensuring stability and accountability for the Association through their work. They play a lead role in determinations of the Association's staffing compliment toward the overall support of students at Trent.

Description Summary:

- The ~~Operations and Services~~ General Manager shall be the chief of staff and shall be responsible for the management and supervision of all employees of the Association except for the Executive.
- The ~~Operations and Services~~ General Manager, in conjunction with the Association Resource Manager, is responsible for the hiring and management of all full and part-time staff of the Association including job postings and conducting interviews.
- The production of a Staffing Plan in consultation with the Association Resource Manager, Finance and Operations Committee, and the Executive Committee.
- Provides advice, support, and assistance to the elected members of the Executive Committee and the Board of Directors the setting of annual goals and objectives.
- Responsible for financial protocols and accountability measures of the corporation, and be responsible for the supervision of internal operations, finances, and human resources.
- Prepare and recommend, with the direction of the Executive, to the Board of Directors the Operating Budget for the Association.
- Work with the bookkeeper and accountant to prepare annual financial statements and be responsible for their publication and presentation at the Annual General Meeting of the Association.
- Management and upkeep of the Student Benefits Plan, including coverage design, Direct2U, opt-in, opt-out, and add-on procedures, and data management. ~~and communication of information pertaining to the Benefits Plan:~~
- Responsible for the financial and operational management and coordination of transit services, including the scheduling of ~~Trent Express or~~ city service, charter, and special event buses.
- Sit ex-officio on the Standing Committee of Transportation, the Standing Committee of Finance and Operations, and the Health Benefits Committee.

~~–Responsible for the management, operations, and purchasing of all inventories for the TCSA services desk, including the Consignment Book Program, D2U distribution, Benefits claim assistance, Transit questions/complaints, and merchandise sales.~~

- Receive and present to the Finance Committee student applications for Grocery Assistance, Special Assistance and Gardasil funding; track and distribute as required.

~~–Distribute funding for approved student financial assistance, consignment book sales, clubs funding and student group non-event ticket sales.~~

- Responsible for managing the Association's spaces in the Trent Student Centre and ensuring that the Association remains compliant to the operating agreement with Trent University.

- Represent the Association on the Administration & Operating Committees for the Trent Student Centre.

Reports to:

- Board of Directors

- Executive Committee

Training:

Suggested maximum possible overlap, with outgoing ~~Operations and Services~~ General Manager, during summer months where possible. Training with respect to the main office, TCSA services, and other policies and procedures of the Association. Mandatory trainings (i.e., AODA), and training and orientation regarding staff and financial day-to-day Management.

Other Notes/Benefits:

- Parking Pass

- Bus Pass

- Extended Health and Dental benefits package for employee and spouse/dependents

- Annual Athletics Membership or equivalent value for alternative membership

- 5% yearly contribution to RRSP

- Arrangements made for overtime and lieu time

Position Title: Association Resource Manager (1)

Wage & Hours: \$40,810.45 – \$43,134.33 suggested starting salary, 35 hrs/wk

Work Terms:

- 20 days paid vacation (10 to occur during winter break)
- Statutory holiday pay if holiday falls on a vacation day
- 10 paid sick days, access to additional paid sick days for appropriate medical issues
- 4% vacation pay on gross
- 20% of work week can be done remotely

Job's Purpose:

The Association Resource Manager is responsible for the effective governance of the Association as well as the management of its human resources. This position is responsible for applying regulations found in Association Policy Book, facilitating consistent and transparent elections processes, and ensuring clear organization and support for the Board of Directors and its committees.

Description Summary:

- Act as the Association's Chief Electoral Officer; responsibilities as outlined in the Operating Resolutions of the Association.
- Act in accordance with the Association's by-laws and standing resolutions and be Responsible for creating and updating deadline requirements calendar to reflect the current bylaws and policies.
- Attend meetings of the Board of Directors, including Semi-Annual General Meetings & Meetings of the Membership.
- Assume responsibilities of chairing meetings as necessary.
- Ensure all documents pertaining to all meetings of the Board are distributed in a timely fashion, including minutes, agenda, and reports and ensure they are posted to the Association's website.
- Track board attendance and keep the board informed of director standings.
- Recruit and coordinate the Association's representatives on Trent University Advisory Committees, committees of Senate, and wherever the Association has student seats, for approval by the Board of Directors.
- Shall chair the Association's Summer Committee and sit ex-officio on Policy and Governance Committee, Health Benefits Committee, and other Standing Committees of the Association, taking, producing, and distributing all minutes as necessary.
- Ensure adequate corporate records are maintained and filed, including current records of the Association i.e., minutes of meetings, director reports, letters patent, updated director membership with the Canadian Revenue Agency / Toronto Dominion Bank and updated public records of Directors and officers with the provincial government to ensure the Association stays in good standing with the Not-for-Profit Corporations Act.
- Responsible for managing the financial information and reporting process for Levy Groups established under the Association's referenda to ensure that these groups are assisted and follow all expected reporting requirements.

- The Association Resource Manager, in conjunction with the ~~Operations and Services~~ General Manager, is responsible for the hiring and management of all full and part-time staff of the Association, including job postings and conducting interviews.
- Responsible for applying to and facilitating TWSP, TI, and Canada Work/Study grants.
- Produce an annual Staffing Plan in consultation with the ~~Operations and Services~~ General Manager, the Executive Committee, and the Finance and Operations Committee.
- Prepare budget projections related to Staffing and Employee / Executive Benefits under the direction of the ~~Operations and Services~~ General Manager.
- Responsible for updating and producing the TCSA policy book on an annual basis. This includes changes to fees determined by referenda or Consumer Price Indexing adjustments and updating the Trent Finance Office / Levy Groups about fee changes.
- Responsible for the creation and maintenance of Employee Contracts and personnel files, including but not limited to disciplinary forms, letters of confidentiality, personnel information, and records of training and records of employment.
- Responsible for bi-weekly payroll and compiling & distributing T4s for the Association.
- Ensure that Shadow Period is planned and executed in a way that effectively engages outgoing and incoming Executives. Shall also ensure the completion of transition reports between Executives and the outgoing exit surveys.
- Responsible for the supervision & tracking of Executive & staff hours, time in lieu, vacation days and sick days, and management of all Board scheduling to update the board on a regular basis
- Ensure all staff are appropriately trained in work for the Association and are comfortable and confident to safely manage their duties unsupervised.
- Be responsible for the management and promotion of the Association's Occupational Health and Safety Program.
- Ensure Association is compliant with AODA (training), and all other legislation as deemed necessary by the Ministry of Labour.
- Responsible for organizing any additional training for Association staff as directed by the Executive, and ~~Operations & Services~~ General Manager.

Reports To:

- ~~Operations and Services~~ General Manager
- Board of Directors
- Executive Committee

Training:

Suggested three-week shadow period with outgoing Association Resource Manager. Mandatory trainings (i.e., AODA), and an orientation to the Association's structure (services, programs, and an in-depth overview of all bylaws and policies).

Other Notes/Benefits:

- Parking pass
- Bus Pass

- Extended Health and Dental benefits package for employee and spouse/dependents
- Annual Athletics Membership or equivalent value for alternative membership
- Arrangements made for overtime and lieu time

Position Title: Communications Manager (1)

Wage & Hours: \$35,114.53 – \$37,836.51 suggested starting salary, 30 hrs/wk

Work Terms:

- 20 days paid vacation (10 to occur during winter break)
- 10 paid sick days, access to additional paid sick days for appropriate medical issues
- Statutory holiday pay if holiday falls on a vacation day
- 4% vacation pay on gross
- 20% of work week can be done remotely

Job's Purpose:

The Communications Manager's main role is to promote the Association's presence in the Trent and Peterborough communities by increasing brand awareness, engaging with students through communication platforms, and disseminating relevant information through consistent news and updates.

Description Summary:

- Liaise with office staff & Executive to communicate with students and the community all up-to-date news and upcoming events, services and campaigns through all available means, including the TCSA website, APP, Student Centre TVs, posters, MyTrent, email, Facebook, Twitter, Instagram, etc.
- Work with the staff and executive to write & design all communications including, but not limited to all subject matter in advertising materials, newsletters, website, and any other information to go out to the public.
- Chair the Events Committee, including taking and distributing minutes and maintaining the events calendar.
- ~~- Be responsible for collaborating with Association Executives to ensure the Brand Ambassador team is scheduled for events as required and has access to appropriate promotional materials.~~
- Be responsible for assisting with Director campaigns & events when required and inviting Directors to all Association events.
- Ensure that the TCSA's publications are up-to-date and adhere to appropriate standards of structure, format, grammar, and tone of any written document (including TCSA website).
- Liaise with the Marketing and Communications Office at Trent University to have all pertinent TCSA updates/information posted in a timely manner. Including myTrent portal postings as well as ensuring all TCSA events are included on the Trent University website calendar.
- Be responsible for managing the documentation of TCSA events including photographers and social media posts.

Training:

Minimum two-weeks shadow period with outgoing Communications Manager. Mandatory trainings (i.e., AODA). General orientation to the Association's structure, services, programs, practices, and procedures.

Reports to:

- ~~Operations and Services~~ General Manager
- Executive Committee

Other Notes/Benefits:

- Parking pass
- Bus Pass
- Extended Health and Dental benefits package for employee and spouse/dependents
- Annual Athletics Membership or equivalent value for alternative membership
- Arrangements made for overtime and lieu time.

Position Title: Community Coordinator (1)

Wage & Hours: \$30,130.15 – \$35,227.16 suggested starting salary, 35 hours/wk

Work Terms:

- 20 days paid vacation (10 to occur during winter break)
- 10 paid sick days, access to additional paid sick days for appropriate medical issues
- Statutory holiday pay if holiday falls on a vacation day
- 4% vacation pay on gross
- 20% of work week can be done remotely

Job's Purpose:

The Community Coordinator is relied upon to coordinate the Association's Vendor Program by building and maintaining positive relationships with vendors through sponsorship opportunities and events. This position is also responsible for ensuring that the services the Association provides to recognized Trent University Clubs ~~and Groups~~ are effectively coordinated.

Description Summary:

- Be responsible for the operation of the Vendor Program; actively increasing and promoting sponsorship opportunities, Association events & vendor services such as the student handbook, calendars, website, student discount map, holiday market(s) and vendor days throughout the year.
- Responsible for the organization, sponsorship, and planning of welcome bags & exam care events in collaboration with interested third parties.
- Work with the ~~Operations and Services~~ General Manager to organize bookings for Association spaces in the Student Centre.
- Oversee the club's services of the Association, including Clubs and Groups Day, registrations, funding, club training initiatives, workshops, and year-end appreciation initiatives.
- Prepare application documents for review by the Club's Approval and Club's Funding Committees.
- Sit on the Clubs ~~& Groups~~ Approval Committee ex-officio in a non-voting capacity.
- Collaborate with the Executive Committee to identify gaps in clubs service and work to enhance the benefits available to students' clubs registered with the Association.
- Maintain a current database of all Trent University Clubs ~~and Groups~~ recognized by the Association
- Provide the Vice-President University and Colleges Affairs with registrations of all Trent University Clubs ~~and Groups~~ and reports of all financial support provided to Trent University Clubs ~~and Groups~~.
- Assist the General Manager with the administration of the club's budget and finances
- Oversee the financial management services that the Association provides to Trent University Clubs ~~& Groups~~ that have been recognized as eligible for funding by the Association.
- Be responsible for administering the clubs storage space.
- Sit on Events Committee and support the events running on behalf of the Association.
- Coordinate the Tent Rental Program and ensure that the Association's tents remain in good working order.

Training:

- Minimum two-week training period with outgoing Community Coordinator. Mandatory training (i.e., AODA). General orientation to the Association's structure, services, programs, practices, and procedures.

Reports to:

- ~~Operations and Services~~ General Manager
- Executive Committee

Other Notes/Benefits:

- Parking Pass
- Bus Pass
- Extended Health and Dental Benefits package for employee and spouse/dependents
- Annual Athletics Membership or equivalent value for alternative membership
- Arrangements made for overtime and lieu time

Position Title: Services Manager
Wage & Hours: \$44,772- \$46,592 suggested starting salary, 35/hr wk

Work Terms:

- 20 days paid vacation (10 to occur during winter break)
- 10 paid sick days, access to additional paid sick days for appropriate medical issues
- Statutory holiday pay if holiday falls on a vacation day
- 4% vacation pay on gross
- Have consistent access to a vehicle
- 20% of work week can be done remotely

Jobs Purpose: The Services Manager oversees the Association's services and promotion of Association services to TCSA members.

Description Summary:

- Responsible for the management of the TCSA office and reception desks, including hours scheduling, financial filing, maintenance and tracking of sales items, including clothing merchandise, over-the-counter and school supplies items.
- Manage and ensure consistency of front desk operations, including but not limited to responding to general inquiries, Direct2U Prescription Service, consignment book sales, printing/scanning requests, merchandise & over-the-counter sales, vendor check-in, equipment rentals, fulfilling wrapped and ready orders, and non-TCSA event & clothing sales,
- Maintain clean office and storage spaces, including sweeping, dusting, organizing and communicating consistent storage standards for items held by the Association, etc. Assisting other staff members with after-event cleanup is also expected.
- Organize, make available, and provide specific and accurate information and promotional materials related to all Association services to all Trent students by way of the TCSA office and reception spaces as well as relevant university departments.
- Track and distribute funding for approved student financial assistance including but not limited to Grocery Assistance, Gardasil, Special Assistance, SERF, ATT, Apple, PSE, consignment book sales, club funding and student group non-event ticket sales.
- Sit ex-officio on the Transit, Health Benefits, and Events Committee.
- In collaboration with the Association Executives and the Communications Manager, be responsible for the management of the Brand Ambassador Team, including scheduling their attendance at TCSA events as required, reception desk hours, and ensuring their access to appropriate promotional materials.
- Liaise with the Communications Manager to coordinate services-related communications with students on a consistent basis
- Working within a budget, manage the Association food pantry, including the stocking, purchasing, and inventory of supplies and ensuring food safety laws are followed.

Reports to:

- General Manager

- Association Resource Manager
- Executive Committee

Training:

- Minimum two-week training period with outgoing Services Manager. Mandatory training (i.e., AODA). General orientation to the Association's structure, services, programs, practices, and procedures.

Other Notes/Benefits:

- Parking Pass
- Bus Pass
- Extended Health and Dental Benefits package for employee and spouse/dependents
- Annual Athletics Membership or equivalent value for alternative membership
- Arrangements made for overtime and lieu time
- \$650 taxable fund allotted for mileage annually

PART-TIME STAFF

Position Title: Front Desk Receptionist (6)

Wage & Hours: \$16.67/hr, 8-10 hrs/wk. Including one (1) summer position \$16.67/hr, 30hrs/wk.

Work Terms:

- Seven (7) staff September - April (up to 34 weeks; excluding winter break)
- Includes one (1) staff May to August (18 weeks, with 5 days paid vacation)
- Statutory holiday pay (20% of 4-week average weekly earnings)
- Potential work over reading week & exam periods; winter break off
- 4 paid sick shifts (2 extra paid sick shifts for May to August)
- 4% vacation pay on gross

Job's Purpose:

The Association's Front Desk Receptionists are a team of front-line staff who ensure a quality customer service experience for all. While overseeing point-of-sale transactions and completing assigned secondary responsibilities they are relied upon to resolve simple concerns while directing more complex questions to the appropriate staff person.

Description Summary:

- Answer telephones and general inquiries through the Association's email.
- Receive & distribute mail; contacting students when items are available for pickup.
- Assist students with Direct2U Prescription Service, ISIC cards, consignment book sales, Benefits Plan questions, printing/scanning/faxing, merchandise & over-the-counter sales, non-TCSA event & clothing sales, and mail pickup.
- Check-in vendors.
- Maintain a clean office space, sweeping, dusting, organizing & restocking over-the-counter items.
- Open/close office.
- Balance the daily float.
- Other tasks as assigned.

Additional Assigned Responsibilities:

~~**Operations & Office Assistance:** Assist the Association's staff & elected representatives with the organization of front desk oversight & services, including vendor program coordination, room bookings, ordering over the counter supplies data organizing, and financial filing;~~

Consignment Book Coordination: Alphabetize books, maintain filing system, enter incoming books into database, update database when books sell/expire, contact students when checks are ready to be picked-up, and maintain supplies. Responsible for completing a reconciliation of all consignment books once a semester.

Board Secretary: Suggested hours per month of 4-10. Attend all meetings of the Board, take minutes, note attendance, presenters, motions, movers, motions carried/defeated. Provide support to the board chair and directors as needed. Process and file minutes with Association

Resource Manager (this is a possible secondary responsibility for an individual in the front desk role).

Reports to:

- ~~Operations and Services~~ General Manager
- Association Resource Manager
- ~~Communications~~ Services Manager

Training:

Mandatory training (i.e., AODA), TCSA Orientation, & other training where available.

Position Title: BIPOC Student Organizer (1)

Wage & Hours: \$17.17/hr, 15 hrs/wk

Work Terms:

- One (1) staff, May to April (up to 52 weeks)
- Statutory holiday pay (20% of 4-week average weekly earnings)
- Potential work over reading week & winter exam period; winter break off
- 6 paid sick days
- 4% vacation pay on gross
-

Job's Purpose:

Working in anti-oppression and anti-racism frameworks, this position is responsible for organizing Association sponsored initiatives and events in partnership with BIPOC constituencies within the Trent community. As a central point of contact for BIPOC support initiatives by the Association, this position is also responsible for being a resource to BIPOC students to ensure equitable access and engagement with Association resources and services.

Description Summary:

- Work in collaboration with the Vice President Campaigns & Equity and members of the Board to develop, organize and deliver educational campaigns and events to increase awareness of racial inequities, support initiatives and resources for BIPOC students within the Trent community.
- ~~Coordinate timelines and resources to bring the BIPOC student space to realization in consultation with the Association's BIPOC Student Space Planning Committee.~~
- Help maintain BIPOC Student Spaces on campus as needed, coordinating bookings and student use of spaces throughout the year.
- Work to promote knowledge about the impacts of racial injustice (including anti-black racism) on individuals and communities within Trent University.
- Work with the Executive, ~~Operations & Services~~ General Manager, and the Association Resource Manager to effectively implement the recommendations of the Association's Anti-Racism Review as approved by the Board of Directors.
- Responsible for fostering positive relationships between the Association and BIPOC communities, student clubs and community organizations by helping bring visibility to BIPOC student perspectives regarding the programs and services available to the community.
- Work in collaboration with the elections committee, the Community Coordinator, and other Executives of the Association to gather input from BIPOC students and help see it be implemented.
- Liaise with Trent Staff and Administration, equity and constituency organizations and the Association to facilitate engagement with events and initiatives to support BIPOC students on a regular basis.
- In collaboration with the Vice President Campaigns and Equity and other Board members, gather feedback from students to assess race relations on campus and evaluate the campus climate for BIPOC students on an annual basis.

- Organize on-campus / digital events and advocacy initiatives that inspire positive social change and demonstrate the Association's commitment to anti-oppression and anti-racism on behalf of its members.
- Assist the Vice President Campaigns and Equity to coordinate delegations to attend CFS meetings and its constituency /caucus meetings.

Reports to:

- Vice President Campaigns & Equity
- ~~Operations and Services~~ General Manager
- Communications Manager
- Racialized Students Commissioner

Training:

Mandatory trainings (i.e., AODA, Anti-Oppression), TCSA Orientation, & other training where available.

Position Title: Brand Ambassador (3)

Wage & Hours: \$16.67/hr, 8-10 hrs/wk

Work Terms:

- Three (3) staff September - April (possible late-August start, up to 34 weeks; excluding winter break)
- Statutory holiday pay (20% of 4-week average weekly earnings)
- Potential work over reading week & exam periods; winter break off
- 4 paid sick shifts
- 4% vacation pay on gross

Job's Purpose:

Brand Ambassadors serve our membership by promoting the services and work of the Trent Central Student Association. As part of a team and as individuals, they help create opportunities for membership engagement throughout the year.

Description Summary:

- Work within a team to advertise and promote all Association services, events and campaigns, while building a presence on campus.
- Use oral and written communication to promote the overall brand of the Trent Central Student Association.
- Use a variety of promotional tools and tactics, including posters, tabling and face-to-face interaction.
- Assist with the set-up and facilitation, and planning of events; engage with membership.

Board Secretary, a possible secondary responsibility for an individual in this role (1):

Suggested hours per month of 4-6 hours as Brand Ambassador, 4 hours as Board Secretary: Attend all meetings of the Board, take minutes, note attendance, presenters, motions, movers, motions carried/defeated. Provide support to the board chair and directors as needed. Prepare minutes with support from the Association Resource Manager.

Reports To:

- Executive Committee
- ~~Communications~~ Services Manager

Training:

Mandatory trainings (i.e., AODA), TCSA Orientation, & other training where available.

Position Title: Student Health Ambassador (1)

Wage & Hours: \$16.67/hr, 8-10 hrs/wk

Work Terms:

- 1 staff, September - April (up to 34 weeks; excluding winter break)
- Statutory holiday pay (20% of 4-week average weekly earnings)
- Potential work over reading week & exam periods; winter break off)
- 4 paid sick shifts
- 4% vacation pay on gross

Job's Purpose: The Student Health Ambassador serves the membership by promoting the health and wellness-related activities of the Association. Working under the direction of the Vice President Student Health and Wellness and the Operations and Services Manager, the Student Health Ambassador is intended to be a key support in the organization of student health and wellness initiatives. They will also regularly be expected to facilitate student awareness and engagement with these opportunities.

Description Summary:

- Regularly work to advertise and promote all health and wellness services, events and campaigns offered to students by the Association.
- Help develop and implement programs on campus focused on student health and wellness.
- Provide ongoing support to existing student health programs delivered by the Association, such as Wrapped and Ready, Student Health Bot, etc., and more.
- Assist with the planning and setup of events (may be unrelated to student health portfolio); regularly attending these events and engaging with membership.
- Participate in meetings with Student VIP regarding the Trent Student Health and Dental Benefits plan to help facilitate all required initiatives involving engagement with Association members.
- Provide specific and accurate information related to the Student Health and Dental Benefits Plan, supplementary funding opportunities offered by the Association, Trent managed student wellness services, and other ongoing Association activities or events (may be unrelated to student health portfolio).

Reports To:

- ~~Operations and Services~~ General Manager
- Services Manager
- Vice President Student Health and Wellness

Training:

Mandatory trainings (i.e., AODA), TCSA Orientation, & other training where available.

Position Title: Freedom Lounge Ambassador (1)

Wage & Hours: \$16.80/hr, 10-13 hrs/wk

Work Terms:

- 1 staff, September - April (up to 34 weeks; excluding winter break)
- Statutory holiday pay (20% of 4-week average weekly earnings)
- Potential work over reading week & exam periods; winter break off)
- 4 paid sick shifts
- 4% vacation pay on gross

Job's Purpose: The Freedom Lounge Ambassador serves the membership by promoting the related activities of the Association. Working under the direction of the Vice President Campaigns and Equity, BIPOC Student Organizer and the General Manager, the Freedom Lounge Ambassador is intended to be a key support in the organization of student initiatives. They will also regularly be expected to facilitate student awareness and engagement with these opportunities.

Description Summary:

- Regularly work to advertise and promote all Freedom Lounge related services, events and campaigns offered to students by the Association.
- Work with executives and staff to help develop and implement programs on campus focused on antiracism, equity, and inclusion
- Organize on-campus/digital events and advocacy initiatives that inspire positive social change and demonstrate the Association's commitment to anti-oppression and anti-racism on behalf of its members.
- Provide ongoing support to existing Freedom Lounge student programs delivered by the Association, such as Beading Circle, etc., and more.
- Assist with the planning and setup of events (may be unrelated to portfolio); regularly attending these events and engaging with membership.
- Provide specific and accurate information related to the Freedom Lounge, supplementary funding opportunities offered by the Association, Trent-managed student services, and other ongoing Association activities or events (may be unrelated to student portfolio).
- Help maintain BIPOC Student Spaces on campus as needed, coordinating bookings and student use of spaces throughout the year.
- Sit on a relevant constituency group through the Canadian Federation of Students.
- Liaise with student cultural groups on events, campaigns and relevant initiatives.

Reports To:

- General Manager
- Vice President Campaigns and Equity
- BIPOC Student Organizer

Training:

Mandatory trainings (i.e., AODA), TCSA Orientation, & other training where available.

Appendix I

Additional Responsibilities of Executives:

- Attend meetings of the Executive Committee.
- Attend and assist with all major events and initiatives of the Association.
- Advise, assist, and encourage the members of the Board of Directors in carrying out of their various duties.
- Endeavour to become acquainted with all aspects of the functioning and operating of the Association.
- Assist members who approach the Association with academic or other problems relating to Trent University, and when necessary, act in the capacity of an advocate on behalf of individual members to appropriate university bodies, committees, administrators, or persons.
- Establish the Association Strategic Plan to be approved annually by the Board of Directors by the first meeting of the Board in September. It should be detailed by semester and include campaigns and events as well as overall group and individual position focuses. The Executive is encouraged to be as specific and detailed as possible in describing the year ahead.
- Endeavour to gain student representation on Trent University committees where it is non-existent or ~~who~~ where students are under-represented.
- Be responsible for recording all hours worked for the Association on a weekly basis with the assistance of the Association Resource Manager.
- Be responsible for completing the Executive exit survey & any transition documentation with the assistance of the Association Resource Manager.

Reports to:

Board of Directors

Shadow Period (Training):

After the ratification of Spring General Elections, the Shadow Executive shall begin transition with the outgoing Executive of the Association under the direction of the Association Resource Manager for a period of two weeks.

During shadow, the incoming Executive shall work with the current Executive member holding the same portfolio to acquire the knowledge needed for said position at half (1/2) the hours as determined in the appropriate Operating Resolution.

Until the completion of the turnover, no member of the incoming Executive shall have a vote at the meetings of the Board of Directors unless he or she is currently a voting director as outlined in the appropriate operating resolutions of the Board except where the executive member is returning to the same position in which case, they will receive no additional honoraria.

Other Notes/Benefits:

The Association shall provide a bus pass and benefits plan to each member of the Executive or provide reimbursement of these costs if an Executive has been charged for them by the University.

Appendix II

Each Full-time Staff and Executive will have access to an individual taxable \$750.00 fund provided by the Association.

This fund will be dispersed in halves in the pay period prior to each reading break, or in full in the pay period prior to the spring reading break, as requested.

All salaries will increase each year by the Consumer Price Index (CPI) as determined by Statistics Canada.

WINTER SEMI-ANNUAL GENERAL MEETING 2023

POLICY AMENDMENT PROPOSALS

Committee Members:

Zoe Litow-Daye (Chair)

Aimee Anctil

Moriah Hillyer

Wendy Walker (non-voting)

Accessible Housing and Houselessness

Preamble

The Association believes that houselessness is an urgent problem that requires immediate relief. Students are disproportionately impacted by houselessness and inadequate housing. In addition to a belief that houselessness must be combated in all sectors of society, the Association is committed to supporting affordable student and family housing. We reject all unjust or unfair restrictions to on-campus housing, such as, but not limited to, those policies which link housing to recruitment.

The Association calls on Trent University to recognize how it contributes to Peterborough's Housing Crisis. Examples of this impact can be seen through significant year-over-year increases to student enrollment, overcrowded on-campus housing arrangements due to excessive first-year residence guarantees, supplementary housing solutions (i.e., annexes) to support enrollment increases, and limited access to housing supports for upper-year students or late enrollments.

Policy

The Association affirms that the Ontario Residential Tenancies Act should be further expanded to provide protections to students living in university residences. Moreover, the Act's provisions should be enforced consistently throughout the province.

The Association encourages ongoing review of housing policies and priorities that are inclusive of student feedback to promote accessibility, individual wellbeing, and community development. Furthermore, the Association supports considerations and initiatives to make affordable housing available for students, particularly a review of cost and availability of Trent's Indigenous Living Learning Community for Indigenous students.

The Association Supports:

- Trent University taking accountability for its role in the housing crisis and playing an influential role in providing solutions
- Student consultation as a priority in developing Housing strategies
- Sustainable enrollment levels that align with Peterborough's size and resources
- Peterborough Council creating policies and bylaws that support affordable housing initiatives

The Association opposes:

- Student Housing services solely funded by student ancillary fees

- The university increasing enrolment without the proper acknowledgement and planning with community stakeholders and groups to combat houselessness within the community
- The Criminalization of community members experiencing houselessness.
- Over-enrolment and Internationalization as a strategy to bolster the university's corporatization and making profit at the expense of the greater community.

Anti-Racism Policy

Preamble

Racism is a phenomenon based on the social, political, economic and historical construction of race and power that affects the lived experiences of all people, including students. Historically, racism has manifested itself through more explicit forms of verbal, psychological and physical discrimination. While Racialized people today still experience explicit incidents of Racism, more common forms of racial discrimination are in the systemic and structural architecture of government, civil service, the criminal justice systems and many public and private institutions— even those of higher learning. Racialized communities face numerous disadvantages in the social, political and economic spheres that are the direct result of both explicit and institutional forms of racism. Some examples of racism as it is manifested today include, but are not limited to:

- I. Racial profiling by police and security services.
- II. Academic curricula that exclude the histories and contributions of Racialized peoples, including First Nations and immigrant communities.
- III. Economic deprivation of Racialized people through discrimination in employment or relegation to part-time, precarious work with substandard pay and questionable labour and safety standards.
- IV. Restrictions on travel, or harassment when travelling based on race, ethnicity, country of origin and/or religious belief - whether real or perceived
- V. Harassment and abuse-intentional or unintentional - on physical, verbal, emotional and psychological levels, from strangers, coworkers, superiors, colleagues, classmates or friends.

The Trent Central Student Association (TCSA) recognizes that oppression is rooted in historical, social, cultural, political and economic forms of systemic discrimination. This systemic discrimination is structural in nature and uniquely marginalizes Racialized students and Indigenous students.

The TCSA affirms that racism is a system of advantage based on race; the ability to act on the belief that people of different races have different qualities and abilities, and that some races are inherently superior or inferior. Racism manifests in many ways, from dislike and avoidance of people based on their race to discrimination against them on an institutional level to acts of race-based violence. Racism is related to power, who has power, and who is given power by society; it exists beyond one-on-one interactions, hence its systemic and structural nature.

The TCSA acknowledges that Racialized students disproportionately experience greater levels of poverty, lower incomes, and higher debt levels. In the student union's efforts to advocate for an affordable and accessible education, special attention will be placed on the unique socio-economic barriers that Racialized student's experience.

Policy

The Trent Central Student Association objects to any and all discrimination on the basis of race, ethnicity, place of origin, immigration status, linguistic ability, and religious or spiritual belief—both real and perceived. All students have the right to study, work and socialize in an affirming *safe* environment that is free from harassment, violence and discrimination.

The Trent Central Student Association will:

- I. Fund an anti-racism committee with funding from the annual operating budget. The committee will be open to all students and mandated to conduct research and education on issues of racial oppression. The committee will work to promote anti-racism awareness on campus through events, educational materials, general campaigns and outreach. The committee will reference the recommendations made by the Task Force on Campus Racism, organized the Canadian Federation of Students- Ontario, and the Trent Central Student Association Anti-Racism Review to support its work.
- II. Advocate for access to affordable education free from explicit and systemic forms of racism.
- III. Support the work of all students, clubs and organizations that seek to eliminate racism both on and off campus.
- IV. Promote equity-based institutional initiatives that seek to correct the historical injustices of the past and create a level playing field for Racialized students.
- V. Seek inclusion of multiple cultural perspectives, histories and narratives in academic curricula and course material.
- VI. Support equal opportunity programs that promote equitable employment and academic opportunities for students from racialized communities, including Indigenous and immigrant students.
- VII. **Seek** Support the creation and designation of campus ~~designated-campus~~ spaces for BIPOC and Racialized students, such as The Freedom Lounge, where students can feel empowered, celebrate their lived experiences and honour their histories. Within these spaces, we will seek to see students engage ~~students~~ in initiatives that actively dismantle oppressive, racist and colonial ideologies and practices.

- VIII. Implement and maintain policies and protocols that address the unique manifestation of racism on campuses and society, while acknowledging intersections on the basis of gender, class, sexual identity, religion, or ability.
- IX. Achieve and implement the recommendations put forward by Shanese Anne Indoowaaboo-Steele's Anti-Racism Review of the Trent Central Student Association (March 2021).

The Trent Central Student Association Opposes:

- I. All explicit and systemic forms of racism in campus life and outside of the institution, including, but not limited to the criminal justice system, employment, healthcare, childcare, mental health services, financial assistance, and housing.
- II. The formation of student groups that deny the historical and present-day existence of racism against people of colour, and/or the promotion of white supremacist ideology.
- III. Institutional racism in hiring and curricula, policy and governance, and the delivery of services.
- IV. Discrimination and harassment from police or other security and government services both on and off campus.
- V. Reductions or elimination of funding for critical area studies including but not limited to African Studies, South Asian Studies, East Asian Studies, Latin American Studies, Caribbean Studies, Indigenous Studies and Middle Eastern Studies.
- VI. Tokenization of Trent's Racialized, BIPOC and International Students from Trent Communications, interior and exterior organizations and media outlets without explicit consent and compensation.
- VII. Establish an anonymous reporting mechanism for Students, Staff and Faculty to report acts of discrimination

Canadian Blood Services – Behaviour Based Screening

Preamble:

In 1985, Health Canada introduced a policy banning men who have sex with men from donating blood for life. Today, with significant knowledge about HIV/AIDS, enormous public education about prevention and new technology that can detect HIV within twelve days after infection, we know that this policy is based on stereotypes and not science. Canadian Blood Services (CBS) currently estimates the risk of undetected HIV- positive blood being introduced into the blood supply at one in eight million.

Policy:

- I. The Association recognizes the importance of proper blood screening and the safety of the blood supply and, as such, ~~shall~~ the Association advocates for behaviour-based donor screening.
- II. The Association opposes blood screening policies that determine eligibility to donate through screening criteria that are inherently discriminatory.
- III. The Association urges Health Canada and Canadian Blood Services to change policies and screening questionnaires to eliminate racism and homophobia.
- IV. The Association supports campaigns or initiatives to reduce or eliminate discrimination in blood screening policy and practices.

Counselling Services at Trent University

The Association encourages Trent University to hire adequately trained counsellors. Furthermore, the Association calls on Trent Counselling Services and Trent University to ensure progress toward every student having access to quality counselling appointments within a week of requesting them, with no restrictions on the number of visits permitted per semester or calendar year.

Additionally, the Association encourages Trent University to:

- Implement culturally conscious mental health services for domestic and international students from diverse cultural backgrounds.
- Work in partnership with The First Peoples House of Learning (FPHL) to have counselling or social work staff who identify as First Nation, Métis, and Inuit.
- Work in partnership with The First Peoples House of Learning (FPHL) to obtain a Two-spirit (2S) counsellor.
- Work in partnership with Trent International (TI) to have a wellness advisor on
- Increase diversity among staff by implementing equitable hiring processes that prioritize hiring staff that identify as BIPOC, Racialized, Disabled, Queer, Trans, multi-lingual, and other intersections of marginalization.
- Hire a Queer counsellor that specializes in working with students who identify as 2SLGBTQIA+.
- Establish an on-call crisis response team that is connected to counselling services.
- A proportional ratio of 1 counsellor to every 1000 students.
- Increased funding allocated to accessing mental health services.
- Further fiscal resources allocated to Consent at Trent and additional sexual/gendered violence-related supports on campus.

Digital Infrastructure and Hybrid Learning Resources at Trent University.

The Association calls upon the Board of Governors and administration of Trent University to ensure that there are updated computer workstations and printers on campus. Additionally, the Association requests adequate internet service across campus to ensure timely access to essential technology for students.

The TCSA supports

- Policy that standardizes hybrid learning and clearly defines expectations for faculty and students.
- The hybridization of classrooms equipped with recording devices, microphones, digital displays and adequate seating.
- The release of slides and lecture notes.
- Open resources, textbooks, and literature.
- The incorporation of verbal transcript writers to enhance accessibility in the classroom.
- Further investment in library resources, particularly digital textbook access for students.
- The increase in asynchronous course availability
- Further infrastructure created to support professors, educators, teachers, and students with accessing online resources, running digital synchronous sessions, and recorded lectures.
- Accessible learning models and resources that emphasize diverse learning capacities and abilities.
- Further allocation of financial resources to the development of hybrid learning digital infrastructure.

The TCSA opposes

- Limitations to access of hybridized learning on the basis of intellectual property.

Ethical Purchasing

Preamble

Human Rights are linked to issues of environment, social and economic justice. Purchasing practices are directly linked to issues of social and economic justice through the workers implicated in production processes of goods purchased. As a union, the Association stands in solidarity with the struggles of workers and migrant workers in Canada and around the world who are demanding dignified and fair working conditions. The purchasing practices of the Association and the purchasing practices of Trent University must uphold human rights and take a stand against exploitation and injustice through ethical and sustainable purchasing practices. The Association is committed and works in solidarity with the CFS in support of Students for Migrant Workers.

Policy

The Association supports the purchase of goods and products that have been produced under fair working conditions, such as those that have been recommended by the Workers' Rights Consortium or certified Fair Trade by Fair-trade Labelling Organizations International (FLO). The Association supports the adoption of procurement policies by Trent University that preference the purchase of goods, products or services which have been produced under fair and dignified conditions.

The Association supports the No Sweat and Fair-Trade Certified procurement policies adopted by Trent University and will work to deepen and strengthen such policies.

The Association does not support the purchase goods or products that have been produced in unfair or "sweatshop" conditions where human rights have been undermined for the sake of increased private profit by private interests.

Food Services

1. Exclusivity and Multi-Year Contracts in Food Services

Preamble:

Food services and food service providers play an important role in providing adequate nutrition to students on campuses across Ontario. The current trend in food service agreements is for multi-year contracts to be signed. Multi-year contracts often lead to static meal options and limited availability for the competition from the marketplace. Competition can lead to better food services, nutritional and dietary options, and lower rates for students.

The Association Supports:

- The inclusion of student representation in food service contract negotiations and contract reviews.
- Open and transparent food service contracts to be viewed by the membership.

The Association Opposes:

- All multi-year and/or exclusive food services contracts.

2. Fair Wages and Working Conditions in Food Service Operations

Preamble:

Food service providers maintain operations through the efforts of their workers. Many workers in food services or the food service industry work in non-unionized conditions with unfair wages and little to no benefits.

The Association Supports:

- Safe and secure working conditions in campus food service operations.
- Fair wages and benefits packages for all on-campus food service workers.
- Job security at all levels of employment.
- Unionized working environments with strong collective agreements.

The Association Opposes:

- Unsafe working conditions for workers in campus food service operations; and

- Solely part-time employment in food service operations, to the exclusion of full-time employment.

3. Local, Organic, and Culturally Specific Food

Preamble:

Food services on campus must meet students' cultural and dietary needs. It is vital to local economies and the environment to use locally produced foods. Students should have the option of avoiding genetically modified foods and choosing organic food options for dietary, religious, cultural, and personal reasons.

The Association Supports:

- Food services sourcing locally produced, organic, and culturally appropriate foods.
- Funding for on-campus growing groups and using the produce from campus growing groups within campus kitchens.
- The right of each student to have access to food on campus that is suitable to their personal beliefs/faith and that provides for a healthy balanced diet.
- The right of every student to be made aware of the nutritional value of the food they consume.
- Access to religious and culturally specific food options such as but not limited to; Halal, Kosher, vegetarian, and vegan.
- Open standards and policies for the identification of organic and locally grown foods on campus.
- Open standards and policies for the identification of Halal, Kosher, vegetarian, vegan, gluten-free, and nut-free foods on campus.

The Association Opposes:

- Food service providers who deny access to culturally appropriate foods or vegetarian and vegan food options because of claims of insufficient demand.

Food Security

Preamble:

Food insecurity is a major issue among post-secondary students, with an estimated 50% of Trent students experiencing it throughout their education. Research shows that rates of food insecurity are the highest amongst Black, Brown, Indigenous and International students. Furthermore, food insecurity impacts students' health, grades and graduation rates.

Food insecurity amongst students can take various forms, such as not having enough money for food, skipping meals, not having access to food that meet your dietary or cultural preferences or worrying about having enough to eat. This is often accompanied by stigma and tremendous psychological stress, and shame.

The Association Supports:

- Universities recognizing their role in addressing the income gap, which aids in food insecurity.
- Campaigns and initiatives that actively combat food insecurity on campus.
- Campaigns and initiatives that address the stigma of food insecurity.
- Food services that offer low-cost meal options that address religious and dietary needs.
- Access to free, nutritious, and dietary-conscious food through campus pantries.

Freedom of Religion

The TCSA has an anti-oppression mandate and strives to achieve inclusion not only within the campus but within society as well. The Canadian and Trent University population is diverse and includes people with different religious, spiritual, and cultural identities.

The Association Supports

- I. The consideration of religious, spiritual, and cultural holidays in academic scheduling;
- II. The right of students to have access to multi-faith prayer spaces on campus that are stable, accessible, adequate, and respectful to the religious and spiritual needs of all students;
- III. The rights of Indigenous students, staff, and faculty to traditional ceremonial practices, smudging and pipe ceremonies within institutional spaces, and to have outside foods brought in that are not accessible within the institution;
- IV. Universities offering courses on religious understanding and freedom;
- V. Food options that are inclusive of all religious, spiritual, and cultural dietary that meet HMA and COR certified at campus dining establishments;
- VI. Opportunities for members of the campus community to bring in food that is otherwise unavailable, and the option to opt out of meal plans if dining options do not accommodate their dietary needs.
- VII. The right of students to freely practice their religion, or no religion, without having another religious group's beliefs imposed on them.

The Association Denounces

- I. Aggressive and deceptive forms of religious recruitment, free from pressure, alienation, and exploitation.
- II. Discrimination, persecution, alienation, and exploitation of students based on their religion
- III. Religious or spiritual recruitment on campus from exterior organizations.
- IV. Academic or non-academic penalties imposed for religious observances.

Multi-Faith Campus Prayer Space

The TCSA acknowledges the importance of religious and spiritual practices for students and staff in postsecondary education institution campuses. These spaces should be inclusive, safe, easily accessible, and should be appropriately sized for the number of individuals using them.

The Association Supports:

- The creation and maintenance of inclusive, safe, accessible, and appropriately sizeable prayer spaces on campuses, fully funded by the university
- Prayer spaces being equipped for various individual and group religious activities
- Prayer spaces being open seven days a week for as many hours a day as possible
- Annual consultation with students regarding needs within the space

The Association Opposes:

- Prayer spaces that are not inclusive, accessible, or sufficiently sizeable
- Prayer spaces with limited hours that provide significant inconveniences for students and staff
- Multifaith spaces on campus funded directly by student ancillary fees

Smudging

Preamble

Historically, the intent of colonial policies implemented by the Government of Canada was to assimilate Indigenous peoples by forcing them off their lands, removing children from their parents and homes, and placing them into residential schools. Indigenous peoples were forced to abandon their cultural and spiritual practices when these traditions were banned. Smudging is one of these ceremonies that was banned. Using medicines typically include but are not limited to: Sage, Tobacco, Cedar, Sweetgrass and Palo Santo. Smudging is done to purify a space, send prayers, and to ensure that actions and words are spoken from a good place.

The Association Supports

- The rights of students to practice religious and spiritual ceremonies
- The creation of policies and accommodations that allow students to practice their cultural, religious, and spiritual protocols

- The right of students to refrain from smudging due to religious, spiritual or physical reasons in a respectful manner
- The creation of safe smudging infographics and resources in partnership with the First Peoples House of Learning
- Smudging within all TCSA owned spaces, with appropriate communication and measures taken

The Association Opposes

- The University's ban on open flames despite its use in cultural and spiritual ceremonies.
- The mass unethical harvesting and selling of Indigenous traditional medicines, especially those that are non-renewable or endangered.

Mental Health

Preamble

Students arriving at a post-secondary institution for the first time need to adapt to significant changes, including but not limited to moving to a new area, separation from family and friends, establishing a new social network, managing a budget given the realities of high tuition fees, combining academic study with other commitments, coping with access in a new environment and, for international students, living in a new country and adjusting to a different culture. While these changes can be exciting and challenging and an intrinsic part of the attraction of going to university or college, they can also give rise to anxiety and stress.

Students may experience emotional or psychological difficulties that, without appropriate professional support, are more persistent and inhibit their ability to participate fully in higher education. These difficulties may take the form of a long-term mental illness or a temporary but debilitating psychological condition or reaction. In addition, some students may arrive at university or college with a pre-existing psychological problem, either declared or undeclared. Mental health problems can seriously impair academic performance and overall behaviour. Minor difficulties that interfere with a student's capacity to work may also result in distress and undermine academic progress.

Policy

The Association Supports: ~~mental health strategies that:~~

- I. Utilize on-campus committees mandated to investigate mental health services and ensure adequate delivery of quality service. These committees should be comprised of representatives of the institution, students' union representatives, student group representatives, faculty associations and staff unions;
- II. Recognize the diversity of cultural backgrounds among students and the diverse forms of mental health support students should have access to.
- III. Consider the impacts of high tuition fees and underemployment on students' mental health;
- IV. Adequately fund and provide resources for campus mental health and counselling services, including crisis and trauma centers;
- V. Work to de-stigmatize mental health issues within the student population and promote a culture of safety in discussing these issues; and
- VI. Respect the confidentiality of personal information provided by students and service users.

- VII. Re-evaluation of the distribution of coursework, to highlight the importance of reading week and term breaks for students' mental health
- VIII. Re-configuration of priorities to ensure students' mental health is central to reading week, therefore limiting workload or educational expectations for students to commit to during this week.
- IX. The allocation of funding toward mental health programming, particularly drop-in counselling sessions.
- X. The clearance of weeks leading up to midterms and exams for the needs of students for counselling drop-in sessions.

The TCSA Opposes:

- I. The misuse of fiscal resources meant for mental health supports and programming.
- II. Reporting mechanisms that stigmatize or compromise the mental health and well-being of students.

Opioid Crisis

Preamble:

The City of Peterborough is facing a detrimental opioid crisis. ~~Between January and July of 2019, Peterborough has seen a total of 154 overdoses. Out of those 154, 19 of them resulted in death.~~ Peterborough Public Health has been collecting data on drug-related overdoses and deaths since 2019. The jurisdictions they conduct data collection within include Peterborough Country, Curve Lake First Nation, and Hiawatha First Nation. Peterborough Public Health reports a death from drug poisoning every 7 days. The Opioid crisis also extends beyond Peterborough and is an epidemic that is faced across the country.

Source:

<https://www.peterboroughpublichealth.ca/your-health/drugs-and-harm-reduction/opioids/opioids-data/>

Policy: The Association supports the City of Peterborough and its local First Nations communities in its efforts to combat the Opioid Crisis in Peterborough.

The Association Supports ~~Efforts that:~~

- I. ~~Focus on~~ Harm reduction initiatives that supports those who are ~~struggling~~ living with addiction.
- II. ~~- Open the doors to centers such as safe-injection sites that encourage healing.~~ The creation of safe injection sites and needle drop boxes across the city.
- III. Adequate city funding for harm reduction campaigns and initiatives.
- IV. ~~Recognize~~ Recognition of the social determinants of health that affect access to care and support.
- V. ~~Hold our governments accountable for not advocating or funding the supports that are needed to combat the opioid crisis.~~ Federal and Provincial funding for harm reduction campaigns and initiatives.
- VI. Campaigns that educate the membership on the safe consumption of drugs and alcohol.
- VII. ~~Support~~ Grassroots organizations~~al~~ that provide front-line intervention, support, and advocacy for people living ~~struggling~~ with addiction.
- VIII. ~~Provide~~ Training opportunities for students and community members, such as Naloxone training, and overdose recognition training.
- IX. Accessible needle drop boxes on campus.

Policing & Militarization

Preamble:

The police are an institution empowered by the state to enforce the law, protect property, and limit civil disorder. However, as an institution, the police force often acts to perpetuate violence, misconduct, discrimination, and oppression against already marginalized people. Racial profiling, excessive use of force, targeted surveillance, victim-blaming, immigration raids and criminalization of political dissent are a few of the many ways in which the police uphold systems that perpetuate sexism, racism, homophobia, transphobia, ableism, colonialism and other forms of marginalization. Similarly, military forces act as government agents who work to protect the state's best interests and carry out policies rooted in colonization. In many cases, police and military forces are used interchangeably and often train and work together on policing initiatives in communities in Canada and around the world, often under the guise of peacekeeping.

The creation of Canada's police force (The RCMP) was not to maintain peace but to uphold and enforce Canadian authority on Indigenous nations through colonial policies, land theft, and assimilation of Indigenous peoples. Furthermore, they aid in the suppression of immigration and minority groups. Within Peterborough, we have seen an increase in policing from local forces of BIPOC, Racialized, 2SLGBTQ+, and houseless communities.

The excessive use of force by police can also be seen in low-income, marginalized communities, where groups of people who are Racialized, impoverished, status and non-status Indigenous peoples or dealing with mental health and addiction are targeted, placed under surveillance, harassed and profiled on an ongoing basis.

As a response to this, communities are developing alternative and community-based policing models, ensuring community-wide accountability, and curbing high rates of brutality, criminalization, and incarceration. All people should be free from endangerment and unfair treatment, both in Canada and globally. Governments have the responsibility to support people

living within their borders and act on their behalf at home and internationally. The police and the military both share a history of targeting marginalized communities and a history of recruiting members from those very groups they target. Students are amongst those groups the police and military have worked to repress dissent, target student activists and vulnerable low-income students when recruiting new members.

The TCSA Supports:

- i. Alternative, community-based policing and accountability that focuses on trauma-informed crime prevention and rehabilitation.
- ii. Trauma-informed, community-based outreach/recruitment initiatives that are respectful of the experiences that Trent's diverse student population has with policing / military institutions.
- iii. Domestic and foreign policy that aims at peace-building, disarmament, and demilitarization and promotes the safety and human dignity of all people.
- iv. Pacifism as state and societal policy which calls for the abolition of the institutions of the military and war.
- v. The idea of multilateral disarmament.
- vi. The elimination of all nuclear weapons as a step towards global peace.
- vii. The reallocation of police and military funding to equitable community programs.

The TCSA Opposes:

- I. Insensitive recruitment initiatives or presence on campus that are not for educational or safety-related purposes.
- II. Plainclothes or uniformed police on campus as a form of general surveillance or intimidation.
- III. The use of police force to perpetuate racism, colonialism and systemic discrimination.

- IV. War and occupation as state policies.
- V. The use of police to further the Prison-Industrial Complex.

- VI. Cuts to social and educational programs that increase military spending.
- VII. Forced military conscription.
- VIII. Brutality in domestic policing and foreign military actions, including but not limited to actions classified as “peacekeeping” and “security.”
- IX. The aggressive use of force by police or military against protestors or any civilians to repress dissent.
- X. University funding being allocated towards pro-policing initiatives.
- XI. Negligent university programming or communications by departments that coerce students to seek unsafe police intervention.

Policy

No TCSA resources, space, recognition, or funding will be allocated to enhance groups/individuals' support toward police and military activities. Such activities are defined as any campaigns, demonstrations, distribution, solicitation, or lobbying efforts that seek to recruit or promote recruitment. This policy extends to all funding allocated to TCSA-registered clubs.

Privatization of Post-Secondary Institutions

Preamble

Privatisation threatens access to post-secondary education and the integrity of post-secondary public institutions. Privatization on campus can take the form of increased tuition fees, Internationalization, partnerships with the private sector for product sales and the provision of services, cost-benefit analysis, a cost-recovery approach to campus services, the transfer of institutional facilities and services to private ownership or management, and the opening of fully private post-secondary education institutions.

Privatization is the result of a growing reliance by post-secondary programs and institutions on revenue from private instead of public sources. Higher tuition fees are the most common effect of privatization and represent a significant barrier to access for low and middle-income students. In addition to high fees, an increasingly prevalent example of privatization is the reliance on public-private partnerships for funding new buildings, departments, and facilities. Such funding regimes serve to starve certain programs within the post-secondary education system and exacerbate inequities between institutions and programs.

The encroaching privatization of post-secondary institutions is also manifested in the increased outsourcing of institutional and student-run services, such as food services and administrative services, by large corporate chains. Such agreements frequently give the company exclusive rights to the campus that often can compete directly with or prohibit the existence of services and operations run by the campus student unions. Privatized services on campus prioritize profit by maintaining low wages, limiting consumer choice, avoiding ethical purchasing policies, the use of union-busting tactics, and promoting consumption, all of which can undermine quality and affordability.

In exchange for generous donations, corporations can receive direct or indirect influence over the governance and management of post-secondary institutions. Direct influence can come in the form of input into course content or research focus, grants and funding, ownership over research results and outcomes, and representation on departmental, faculty, and institutional governing bodies. As private fundraising increasingly becomes a permanent institutional objective, institutional governing boards have taken on appointees selected, over local community representatives, for their fundraising potential. Indirect influence is a by-product of a greater institutional reliance on private financing and can lead to informal and invisible control as institutional priorities and policies are modified to fit the interests of corporate sponsors and for-profit agendas. Both forms of influence undermine the autonomy of institutional governing

bodies and threaten to distort the mandate of public postsecondary institutions through the incorporation of Neoliberal values into the policies and operations of public colleges and universities.

The establishment of fully private for-profit institutions threatens to undermine the entire public system of post-secondary education as well as the agency of senate, faculty, staff and student voice. The existence of a parallel and competing private education system siphons resources from the public system, offers sub-standard education, and endangers sovereign policy-making under international trade liberalization agreements, resulting in undue negligence towards the student experience and supports.

The Association Supports

- I. A fully-funded and administered public post-secondary system;
- II. Campus services and departments that are fully funded by the government;
- III. Institutional policies that restrict the influence and reliance on private sponsorship and donations;
- IV. Departmental and institutional boards with a majority of members from the campus and immediate community;
- V. Full and complete academic freedom regarding research results, outcomes, and content.
- VI. The de-corporatization of post-secondary institutions.

The Association Opposes

- I. Any and all forms of privatized education;
- II. The reduction of public funding to universities and colleges;
- III. The trend toward the deregulation of tuition fees and other user fees for education;
- IV. Privatization of existing public educational programs and institutions;
- V. The opening of accredited private post-secondary institutions;
- VI. The loss of public accountability caused by the replacement of public funds for research with private funds and the creation of public-private partnerships;
- VII. The transfer of institutional facilities and services to private ownership and management;
- VIII. The outsourcing of college and university services to private for-profit companies;
- IX. Corporate representation on governing bodies of post-secondary institutions.

X. Over enrollment and Internationalization

Relations with Peterborough

The Association believes that Trent University has benefited since its inception from an amiable relationship with the citizens and residents of Peterborough.

The Association believes that the educational experience of Trent students is enriched by the close relationship that they maintain with the civic, athletics, artistic, recreational, spiritual, social, and other organizations and communities of the City of Peterborough.

The Association will work to maintain the presence of Trent students in the life of the Peterborough community and opportunities for students to reside and participate in that community.

The TCSA supports:

- I. The creation of community-based research relationships that ameliorate the bonds between students and community members.
- II. Partnerships in which students aid in advocating for improved circumstances for houseless community members.
- III. Investment in community-based research initiatives that encourage educational enrichment as well as support community involvement and programming.
- IV. Initiatives and programs that centre the student life as enriching to the Peterborough community
- V. Recognition that post-secondary students are essential to the Peterborough economy
- VI. The agency of the student body as a significant actor and stakeholder in local politics.

Trent University Security

The Trent Central Student Association stands firm in the mission to create a safe and inclusive environment on campus for those who identify as Black, Indigenous, Racialized, or a Person of Colour. Furthermore, the association acknowledges the stories of students' experiences with racial profiling and other forms of discrimination from Trent Security on our campus.

The TCSA calls on Trent Security and Trent University to implement the following:

- Mandate anti-oppression training, anti-racism training, conflict resolution and de-escalation training for all security staff.
- Provide translators to security staff to aid in communication barriers between security and students who do not speak English as their first language.
- Increase diversity among security staff by implementing equitable hiring processes that reflect the diversity of the Trent University student population. This includes hiring staff who identify as BIPOC, Racialized, female, Queer, Trans, multi-lingual and other intersections of marginalization. Special attention should be given to hiring guards who speak languages of large international student groups, and Indigenous languages such as Anishinaabemowin.
- Work in partnership with Trent Counselling services to implement a wellness response team to respond to incidents of a mental health crisis and sexual violence on campus. This team must be staffed with a mental health aid and social worker.
- Sexual violence calls should be responded to by a social worker, mental health aid, or sexual violence prevention worker who is trained in sexual violence response.
- Ensure one BIPOC or Racialized guard is on duty at all times.
- Ensure that one female-identifying guard is on duty at all times.
- Increase diversity amongst dispatcher staff by hiring students who identify as BIPOC, racialized, female, queer, Trans, multi-lingual and other intersections of marginalization.

The TCSA supports

- I. A re-assessment of student support protocol structures that centre privacy and safety on the student's terms.
- II. Campus Safety emphasizing de-escalation measures
- III. Further allocation of resources toward mental health supports on campus. Particularly preventative and safety programming.
- IV. Program of accountability and recording system for Trent Security's mandatory anti-oppression training and EDI

The TCSA opposes

- I. Biased protocols and language that targets marginalized community members and students.

University Residences

As a result of the unique role of Trent's college system, the residences of Trent have an integral place in the academic, educational and social life of Trent students.

The Association supports the maintenance of university residences, which are owned and operated for the benefit of students and of the collegiate life of the university rather than for private profit.

The Association supports the integration of residential facilities as parts of colleges in close proximity to common spaces, professor's offices, administrative offices and classrooms, in keeping with the collegiate tradition of Trent.

The Association supports the provision of services related to residences and residential colleges, including donning, administrative, academic, custodial and maintenance work through university staff, faculty and students.

The ownership or operation of student residences by private corporations aimed at generating private profit risks compromising Trent's unique college residential system.

The Association will therefore work against attempts to permit private corporations to operate or own student residences at Trent. The Association will work against the running of events and promotions of for-profit, non-university-owned residences with the exception of the use of the Association vendor program following the existing corporate stipulations of the program.

Where Trent students live in privately-owned or operated residences, the Association will work to ensure the protection of the rights of students as tenants under the appropriate landlord-tenant legislation.

The TCSA supports

- I. Student Housing prioritizing person-first reporting mechanisms
- II. Student Housing providing student staff with sufficient access to mental health supports
- III. Student Housing allocating adequate budget toward student staff crisis support programming
- IV. Providing student staff with a livable wage, beyond minimum requirements.
- V. Livable conditions and negotiable contract terms
- VI. The unionization of Student Housing student staff.
- VII. Further training regarding sexual/gendered violence prevention for student staff, centring discussions on power dynamics, appropriate language, and personal support.

- VIII. Meaningfully incorporated EDI training that centres individualized supports and subconscious/conscious biases.
- IX. Creation of accountability and recording system for Trent Housing's mandatory anti-oppression training and EDI training for all staff
- X. Affordable student housing on campus.
- XI. The lifting of the first-year student prioritization system for Student Housing.
- XII. The incorporation of accessible living conditions for every residence building.
- XIII. The Endahying LLC prioritizing the hiring of Indigenous student staff
- XIV. A re-assessment of the Living Learning Model Guidebook incorporating further research into the EDI Learning Goal through the consultation of diverse racialized student groups and the Anti-Racism Task Force

The TCSA opposes

- I. The exploitation of student staff through demeaning protocols and insufficient support.
- II. Insufficient staffing of buildings overnight.
- III. Exploitive scheduling that compensates for the understaffing or unavailability of a residence don team.
- IV. Off-Campus Housing designated for upper-year students being rented by the university for first-year student residence.
- V. A future residence building that does not presently accommodate or take accountability for the housing crisis Trent has perpetrated on the basis of over-enrolment.
- VI. The misuse of funds dedicated to supporting Indigenous students, such as Student Housing not providing financial assistance to Indigenous residents and staff
- VII. Scheduling that is non-conducive to a safe living and learning environment, nor compliant with worker union standards.

Profiling and Carding

Preamble:

Racial profiling and carding protocols used by law enforcement have significant and negative impacts on specific members of the Peterborough population, including Black and Brown youth, Racialized immigrants, and marginalized communities. These members are disproportionately targeted and criminalized by law enforcement as they are subjected to random carding and searches caused by racial profiling.

Racial profiling is based on stereotypical assumptions because of one's perceived race, ethnicity, or place of origin. Carding and racial profiling by law enforcement continue to negatively impact Racialized individuals, ranging from mental health issues, trauma and police brutality. These tactics continue to disproportionately incarcerate Black, Brown, and Racialized youth within our society.

The Association Supports:

- The right of all students to live without harassment from law enforcement and other state agents;
- Accessible education for all students regardless of race, ethnicity, ancestry, religion, country of origin, or citizenship;
- The right to security of the person and personal privacy for all people;
- Freedom from discrimination, and all carding data and information in the province of Ontario be eliminated from police records.

The Association Opposes:

- The ongoing state-inforced carding and racial profiling practices of law enforcement.