

SAF Board of Directors Meeting Minutes

Wednesday December 1st, 2021

[ONLINE]

Meeting Time: 17:00- 18:40

Meeting Facilitator: Abraham Dawidziak Kiermaier

Meeting Minute Taker: India-Lynn Upshaw-Ruffner

Members in attendance:

Sebastián Di Poi (SAF)

Duha Elmardi (SAF)

Courtney Witter (SAF)

Brett Cox (Sustainable Concordia)

Jessica Di Bartolomeo (Student-at-Large)

Faye Sun (CSU)

Erik Huang (Community)

Julia Maksymetz (GSA)

Willem Burnaby (Fine Arts)

Christopher Vaccarella (CSU Council)

Sai Praveen Gudichuttu (CASA/JMSB)

Georgette Pascual (Arts & Science)

Cassandra Lamontagne (Concordia Staff)

Mitchell McLarnon (Concordia Faculty)

Members absent:

Rebecca Black (SAF)

Roy Singer-Shay (Student-at-Large)

Kelley Boileau (ENG)

1. Call to Order & Land Acknowledgement

a. Sign up for next meeting

i. Discussion on ways we can talk about social justice issues, indigenous solidarity and other current indigenous affairs to those unfamiliar with them

2. Review and Approval of Minutes

a. [November 2nd, 2021] BoD Meeting Minutes

Motion to approve the [November 2nd, 2021] meeting minutes:

- **Moved by: Willem**

- **Seconded by: Christopher**
 - In favour: Majority
 - Against: None
 - Abstain: 1
- *Motion passed*; approved.

3. Review and Adoption of Agenda

Motion to adopt the [December 1st, 2021] agenda:

- **Moved by: Mitchell**
- **Seconded by: Eric**
 - In favour: All
 - Against: None
 - Abstain: None
- *Motion passed*; all approved.

4. Committee Updates

a. HR/Governance

i. Term limits

- Continued conversation around term limits and extending Sebs from 3 to 5 years, term limits for part time staff, nothing decided. Spoke with Governance and HR, seb to research with other committees at the university's practice on this

ii. Cost of Living adjustments

- How inflation have gone up, courtney will prepare a document
- Inflation rate can affect possible raises based on performance
- Analyze rational to all salaried employees at SAF
- To be discussed further in January meeting, and will have a motion then

ii. Evaluations for Rebecca coming up

b. SPC

i. Mid Term [outline](#) for Living Labs (LL) and [Final Report](#) for projects finalized

ii. Abolition and transformative justice are two new project topic options

iii. Updated the final report based on feedback from Buckskin babes on including Indigenous-based metrics / progress measurement

c. Fincomm

i. Financial statements

- Financial reports received nov 30, so fincomm hasn't met yet for term wrap up
- Went through most of the report during AGM

d. Marketing/Outreach

i. SRA's wrapped up halfway through the month

- Most applications ever in the Fall period
- Will be using data from the applications to inform how to target students in the new year
 - When asked "How did you hear about the awards" applicants predominantly found out about them by their professors.

ii. No Instagram takeover for December because of holiday break

- Got good feedback from STAIN takeover!

iii. Website updates

- Website consulting
- It is running more smoothly than it has been in a long time weooo! Rebecca now has the skillset to update and maintain it.
 - Our History and Our Continued Impact are back to being functional pages!
- [Annual Report 2020/21](#)

6. Project Funding Allocation (2 projects to review)

a. Regular Project Funding Budget: \$[49,692]

b. Living Labs Project Funding Budget: \$[119,293]

Project 1: [Water Recirculation System with Biofilm Filtration in Hydropony]

- Requesting \$[355].
- SPC allocated full funding
- Presented by [Willem]
 - Notes
 - Engineering and computer science project with teachers and students
 - Create a filtration system for hydroponic greenhouses to feed the plants. These filters would allow for more water reuse and less contaminants in wastewater

- SPC feels there could be more integration with culture at Concordia
- Believe in the viability of project, could possibly be implemented large scale
- Purchasing equipment with funding

Project 2: [Solvent Recovery Initiative (LL)]

- Requesting \$[29,000].
- SPC requests more information
- Presented by [Seb]
- Notes:
 - Waiting for letter of support from EHS for feasibility and institutional support of it - Letter received
 - SPC looked into research assistant's hours and salaries with Ashlee Howarth (Assistant Professor at the Howarth lab), SPC feels they will be grossly underpaid, but unfortunately this is the dynamic many times with research assistants, where they only receive a stipend instead of hourly pay. Problematic in graduate/research assistant framework
 - Advocating for higher wages
 - Working 4-6 hours for about 45 weeks
 - 9 students, but may be 7 by January, adding two summer 2022
 - Students all enrolled in masters program, paid BA pay
 - 6 hours per week at 45 weeks = 7.41\$ at their \$2000 stipend
 - SPC wants to meet with Ashley again for more info, perhaps for them to reapply with a higher budget. SPC doesn't have ability to increase funding amount
 - Mitchell (faculty member of BoD): believes students should receive masters funding as they are doing grad school work, this has happened in their experience
 - If the lab is willing to pay students more, why haven't they done it yet?
 - Open to asking them to reapply
 - Pay versus publication credit
 - Afraid of perpetuating academic exploitation
 - Really likes project, concerned about labour practices
 - Cassandra: doesn't believe they have applied for other funding, believes they have a strong proposal
 - Might lead to board wanting all future projects to minimum hourly wage for students, written in regulations for applications
 - Board likes project, feels overall more information is needed, and more discussion
 - The SPC Committee really liked the project as well
 - The Board sometimes recommends projects seek out alternative sources of funding, and if they do it is not always directly for the project, could be for other costs like lab space
 - Ashlee didn't seem concerned about funding delays for the applicants to find other funding, she seemed to want to improve labour dynamics as well. Should SAF be trying to move the needle on these exploitative Grad school practices?
 - Board discusses putting a contingency on the funding, or just giving the funding that isn't for labour costs.
 - Cassandra suggests having a contingency where they set a deadline to supplement funding for student wages.

- Seb: how do we hold them accountable for that? Do we freeze their funding? Is that too oppressive?
- Faculty should be accountable for funding students as well
- Maybe half of the labour and material costs can be approved, rest can be approved once they confirm other funding for labour. Board believes this will give the project incentive to seek out other funding streams

Willem leaves meeting at 18:22

Motion to fund the project in its entirety minus half the labour cost for a total of [S22,000] to [Solvent Recovery Initiative (LL)]. The BoD stipulates that the remaining funds will be released contingent on seeking other funding sources to contribute towards labour costs by February 1st, 2021. The BoD also stipulates that the students whose labour is being funded be given credit for their work in the form of some authorship once the research is published.

- **Moved by: Erik**
- **Seconded by: Georgette**
 - In favour: Majority
 - Against: None
 - Abstain: 1
- *Motion passed*; approved.

7. Community Announcements and Ancillary Items

- a. [Cinema Politica Made in Bangladesh](#)
- b. [SC Supporting our Houseless Neighbors](#)
- c. <https://www.sudancoup.com/> & <https://sudanearchive.org/investigations/oct30>
- d. <https://www.facebook.com/liminalconsulting>

8. Adjournment

Motion to adjourn the [December 1st, 2021] meeting.

- **Moved by: Erik**
- **Seconded by: Cassandra**
- *Meeting adjourned at 18:40 pm.*