

## SAF Board of Directors Meeting Minutes

Wednesday July 5th, 2023

[ONLINE]

**Meeting Time:** 16:00- 18:00

**Meeting Facilitator:** Abraham Dawidziak Kiermaier

**Meeting Minute Taker:** India-Lynn Upshaw-Ruffner

### Members in attendance:

Sebastián Di Poi (SAF)

Duha Elmardi (SAF)

Iqbal Hussain (SAF)

Katherine Parthimos (SAF)

Erik Huang (Community)

Mohammad (Haman) Jamali (Student-at-Large)

Elizabeth Malitastinic (Fine Arts)

### Members absent:

Paige Keleher (Sustainable Concordia)

Asif Ali (GSA)

Maria Chitoroaga (CSU)

Angelica Antonakopoulos

(Student-at-Large)

Georgette Pascual (Arts & Science)

Kelley Boileau (ENG)

Cassandra Lamontagne (Concordia Staff)

Mitchell McLarnon (Concordia Faculty)

## **QUORUM NOT MET - ONLINE VOTING**

### **1. Call to Order & Land Acknowledgement**

#### **a. Sign up for next meeting**

### **2. Review and Approval of Minutes**

#### **a. [May 26th, 2023] BoD Meeting Minutes**

**Online vote -** Motion to approve the [May 26th, 2023] meeting minutes:

- **Moved by: Erik**
- **Seconded by: Cassandra**

- In favour: 8
- Against: none
- Abstain: -
- *Motion passes*

### 3. Review and Adoption of Agenda

**Motion** to adopt the [July 5th, 2023] agenda:

- ~~Moved by:~~
- ~~Seconded by:~~
  - ~~In favour:~~
  - ~~Against:~~
  - ~~Abstain:~~
- *Motion passes*

No voting today - quorum not met

### 4. SAF General Updates

#### a. Ratification of Maria Chitoroaga as SAF Board Member (CSU Executive seat)

**Online vote** - **Motion** to vote in Maria Chitoroaga as a SAF board director (replacing Sean Levis in CSU Executive seat, to be ratified by members at AGM in the Fall)

- **Moved by:** Erik
- **Seconded by:** Cassandra
  - In favour: 8
  - Against: 0
  - Abstain: -
- *Motion passed;*

### 5. Committee Updates

#### a. HR/Governance

i. No updates, onboarding meeting will be set before July BoD meeting

#### b. SPC

i. Regular project funding budget: \$103,554.05

ii. Living Labs budget: \$101,442

**c. Finncomm**

i. Just worked on the budget, no more updates

**d. Marketing/Outreach**

i. No updates

**6. Project Funding Allocation (8 projects to review)**

**a. Regular Project Funding Budget: \$[103,554.05]**

**b. Living Labs Project Funding Budget: \$[101,442]**

**Project 1: [Sustainable Concordia]**

- Requesting [\$2,060]
- Need more info
- Presented by [Seb]
  - Notes
    - Application to hire a web programmer/designer intern
    - Redesigning website, want to create an accessible website that aligns with orgs. values
    - Want to use work-study program to prioritize students
    - Funding was removed erroneously on the part of the university, that is why they are approaching SAF
    - Total is 3060, other 1000 is from sustainable concordia
    - June 12th - Oct2nd
    - 170 internship, 10hrs/week at \$18.00
    - SPC: requested CV for student, they sent it. Requested operational budget for SC, received as well.
    - Other question around accessibility: what are the measures for visually impaired people: sent a list of the measures they're taking. Provide sufficient contrast, manual font size adjustment, keyboard accessibility, alt-text, descriptive titles and headings. Empower visually impaired people to navigate the web
    - Erik: asked about the CV, person seemed competent who was interviewed
    - Duha: have seen prototypes of the work and looks good
    - Erik and Elizabeth: support the project, would vote yes in online voting

**Online vote** - **Motion** to approve remaining funding for Sustainable Concordia.

- **Moved by: Asif**
- **Seconded by: Mitchell**
  - In favour: 9
  - Against: 0

- Abstain: 0
- *Motion passed;*

### Project 2: [Revision Request: SUKO]

- Requesting [\$5,375]
- -
- Presented by [Duha]
  - Notes
    - Funded project before, approved partial funding towards artist wages and transportation costs in March
    - Requesting for help with printing costs for magazines. TSAR printing
    - At last discussion BoD was open to them applying for a revision request

### Online vote - Motion to approve remaining funding for SUKO magazine (revision request)

- **Moved by: Georgette**
- **Seconded by: Elizabeth**
  - In favour: 17
  - Against: 0
  - Abstain: 2
- *Motion passed;*

### Project 3: \*MAY\* [Chinatown Re-imagining Forum (SLLFP)]

- Requesting [\$25,000]
- Recommend to partially fund \$19,000
- Presented by [Sandra]
  - Notes
    - SPC liked project, and the recommendation is for 19k
    - Many questions, and Sandra and Cassandra met with project - questions were answered well
    - 3 urban planning students are working with JIA an organisation in Chinatown, 3 day long event with panels and events. Inspired by vancouver's chinatown imagined
    - Happens at the end of september
    - SPC: this project was well put together and very detailed, lots of intentionality.
    - Total budget is 123,000
    - Has been approved for living labs
    - SAF portion is going to wages and honoraria, moderators, food, artists.
    - Largest amount asked for for a living labs project
    - Erik: Other projects of this scale previously funded were going to labs or infrastructures, not a one time event like this. We wanted to make it a landmark funding opportunity, and can see that it will grow in future years. The project organisers really did their due

diligence and we were very comfortable moving forward funding this project.

**Online vote** - Motion to approve partial funding of \$19,000 for the Chinatown re-imagining project

- **Moved by: Paige**
- **Seconded by: Elizabeth**
  - In favour: 16
  - Against: 0
  - Abstain: 4
- *Motion passed;*

**Project 4: \*MAY\* [Where They Stood: The Animated Series (phase 2)]**

- Requesting [\$9,470]
- Recommendation of full funding
- Presented by [Duha]
  - Links: [▶ Where They Are Now - "Where They Stood" book promo](#)  
[▶ Where They Stood: The Animated Series overview](#)
  - Notes
    - SAF has funded phase 1 of this project previously
    - Led by black community research center
    - Students have been working on the project on english speaking black youth
    - First phase of animation is done, 5 students were trained in animation to help make it
    - Worked with concordia professors including Mitchell, and there were many mentors with the students throughout the project
    - Have many letters of support including BCRC
    - Making 5 more episodes
    - 4140 is to cover laptop expenses, 3000 for honoraria for interns leading workshops, 2330 to cover part of toonboom training fees
    - SPC liked the project, but recommendation to lend laptops instead of purchasing. Mitchell made a request from concordia, but IITS is not able to lend laptops since the length of the project is longer than IITS can lend.
    - Laptops would be a donation to the black community resource center after the project is completed
    - Erik: where can we find the episodes? Could we make it easier for people to find and view?

**Online vote** - Motion to approve full funding of \$9,470 for the Where They Stood animated series

- **Moved by: Paige**
- **Seconded by: Elizabeth**

- In favour: 16
- Against: 0
- Abstain: 4
- *Motion passed;*

#### Project 5: \*MAY\* [Loyola Food Forest Restoration project]

- Requesting [\$10,000]
- Rejected full funding
- Presented by [Duha]
  - Notes
    - Proposed project of city herbal apprenticeship program, formerly known as city farm school
    - Trying to restore loyola food forest post-covid
    - Will be hiring Jonah Newmark an expert in food forest design: will evaluate the current state and provide instructions to revitalize the space. Will also host a day-long workshop in july.
    - Also want to hold weekly volunteering in the food forest
    - Want to hire food forest and market assistance position, will be a concordia student who manages the volunteers and promotes the space at the farmer's market
    - Recommended funding was just for wages, other things they wanted funded could be obtained from greenhouse (seeds and garden tools)
    - Elizabeth: such a cool idea
    - Recommendation for partial funding of \$5840 to cover wages and food forest coordination budget

**Online vote** - **Motion** to approve Erik's recommended amount of \$5,870 for the Loyola Food Forest Restoration project

- **Moved by: Paige**
- **Seconded by: Asif**
  - In favour: 18
  - Against: 0
  - Abstain: 2
- *Motion passed;*

#### Project 6: [The Food Forest (FFP)]

- Requesting [\$3,040]
- Need more info

- Presented by [Duha]
  - Notes
    - Initiated by a student whos parents own a farm in Quebec
    - Student is trying to make use of the land for students to do a project there
    - Hands on experiential learning project for students at concordia
    - Garden of edible and medicinal plant life, mimicking patterns of forest, regenerative techniques, prioritizing native species
    - Inspired by deep adaptation processes
    - Won't be able to get students from concordia SAP program, since its off campus, but the project organizer is trying to get other students involved
    - Part of CFC working groups
    - Total is 3809, asking 3040 to cover two students working on this, for 5hrs/week for two students at 19.00
    - Hoping the project can eventually support the hive and other food streams on campus
    - Many questions from SPC: volunteer situation, what is the transportation? People with cars will be carpooling. But what about liability for driving? More clarification for CFC support
    - Project responses: work hours of coordinators will be divided into maintenance of the food forest, knowledge transfer/documentation, social media, volunteer management, and collaboration and networking
      - CFC's support/involvement: Erik Chevrier has helped with guidance, invited to join CFC working group
      - Transportation situation: would clarify liability to volunteers
      - Both applicants plan to work in food forest project post graduation and continue to grow the project
      - SAP volunteer situation: will speak to meredith at OOS
    - Erik: likes reponses, lots of effort into this application. Sincere intention to long term success and integration into Concordia

**Online vote** - Motion to deny funding to the Food Forest Project (FFP)

- **Moved by: Cassandra**
- **Seconded by: Erik**
  - In favour: -
  - Against: -
  - Abstain: -
- *Motion passed;*

**Project 7: [Nurturing the Nurturers: A BIPOC Community workers retreat (Black Healing Centre)]**

- Requesting [\$9,750]
- -
- Presented by [-]
  - Notes

- Project by Black Healing Center who have been funded twice by SAF for healing through art days and black wellness summit projects
- Black healing center is a collective between community members and concordia students and alumni, want to provide black mental health resource to the community in montreal
- This initiative is to create space and allow BIPOC community workers/organisers to take a break, who are often overworked and underappreciated
- Collaboration with young roots farm, nature integration and reconnecting with the land
- Aiming to accommodate 20 participants, young roots farm is providing the space for free
- Letters of support from NouLa
- Total budget is \$10,550
- Budget is going to coordinators, yoga and meditation workshops, \$600 for two other workshops, \$300 for lifeguard, 2 active listeners for \$300, bus to go to farm is \$1,850
- Haman: what is an active listener?
  - Duha: when events that have to do with mental health related stuff, the active listener is there to help people who need time away or who become triggered. They provide support to those people in those moments
- Erik: this sounds amazing
- Duha: their previous similar event was expensive, so its great that they are asking for funding so this one can be free

**Online vote** - **Motion** to approve full funding (\$9,750) for the Nurturing the Nurturers project

- **Moved by: Elizabeth**
- **Seconded by: Mitchell**
  - In favour: 14
  - Against: -
  - Abstain: 4
- *Motion passed;*

#### **Project 8: [Community Ambassadors Program]**

- Requesting [\$10,000]
- -
- Presented by [Duha]
  - Notes
    - Project by the Refugee Center, who supports the newcomer population in concordia and montreal
    - Student led project that introduces an experiential learning opportunity. Students will produce materials to impact their communities
    - Project developed from refugee center advocacy group to combat the bureaucratic barriers newcomers face in canada
    - Program has 3 students apply and select a stream they want to focus on helping: racialized populations, queer communities, legal etc. Once they are selected they are



trained and begin speaking with political figures and community organizations to work on their goal. Will do research and independent project creation. Materials could take the form of guides, community letters etc. Students will gather information to determine the barriers and what are ways moving forward

- Guided by refugee center program director
- Reports will be published and given to community groups, and will also be disseminated on campus and in the community
- Partnered with immigration studies department for internships, as well as BCRC and political figures and community members involved.
- 20hrs/wk for 30wks at 18.00/hr for students hired
- Erik: supports application
- Seb: really likes application

**Online vote** - **Motion** to approve funding for Community Ambassadors Program

- **Moved by: Georgette**
- **Seconded by: Cassandra**
  - In favour: 5
  - Against: 0
  - Abstain: 0
- *Motion passed;*

#### **7. Community Announcements and Ancillary Items**

- a. Duha: Fundraiser for sudanese feminists & Human rights defenders <https://gofund.me/983c235e>

#### **8. Adjournment**

**Online voting via email - see highlighted motions in the minutes**

**Online voting via email - discussion**

- July 10 2:32pm - Paige: I would like to motion to approve partial funding of \$19,000 for the Chinatown re-imagining project, approve full funding of \$9470 for the Where They Stood animated series and I would like to motion to approve Erik's recommended amount of \$5870 for the Loyola Food Forest Restoration project. I abstain from voting for the SC project as it's a conflict of interest for me, but I can answer questions about why we are asking for this funding if need be
- July 10 4:53pm - Elizabeth: Hey team! Thank you for putting this together. I am having a hard

time finding the info about the SUKO magazine so if someone could point me in the right direction that would be great! Otherwise, here is my feedback/motions...

- I, Elizabeth, would like to second Paige's motion in regards to the China Town Re-Approval
- I, Elizabeth, would like to second Paige's motion in regards to the Where They Stand project
- I, Elizabeth, would like to second Paige's motion in regards to the Loyola Food Forest project
- I, Elizabeth would like to motion to approve full funding for the Nurturing the Nurturers project
- July 10 5:01pm - Duha: Hi Elizabeth, Thank you so much! Here's the [link](#) to the info about SUKO magazine's revision request. We approved partial funding last time because we did not have enough money, and now they are asking us to fund the remaining amount of \$5,375.
- July 11 12:22am - Asif:
  - 1- I would like to oppose Paige's motion for partial funding to Chinatown re-imagining project because although the project is going to highlight the importance of safeguarding Chinese culture, I don't see any proposal in the files where it is environmentally sustainable, promotes zero waste, initiates climate action or focuses on sustainable research.
  - 2- I would also like to oppose Paige's motion for the Where They Stood animated series because although the project seems really interesting but in the budget they are asking for \$4140 for laptops, I am assuming nowadays everyone associated with learning or education has a laptop already. Why do they require new ones? I also have a question for Duha, can you please enlighten me about the team of this project as to how many Black English speakers are on the team working on the animated series? Because in the beginning they mention 'in collaboration with 10 Black English speakers'.
  - 3- I would like to support Paige's motion for the Loyola Food Forest Restoration project.
  - 4- I think Sustainable Concordia has provided sufficient information. So, I motion to approve Sustainable Concordia's funding in full.
  - 5- I would like to motion for rejecting the 'Nurturing the Nurturers' project because I generally am not in the favor of supporting catering parties especially when there is no reference to food acquisition, waste disposal and absence of reference to sustainable practices regarding such arrangements.
  - 6- The Community Ambassadors Program wishes to engage with only 3 students. Moreover, they are asking for 30 weeks of work just to make videos and posters. And, the letters of support seem pretty generic to me. So, I propose to reject funding for the Community Ambassadors Program.
- July 11th 3:38PM - Katherine: **I am here today to respond to your comments to the motions made above as well as your participation as a collective board member.**
  - It's unfortunate that after being on the SAF's board for nine months, your point about **item 1 -The China Town Project**, reflects a complete disregard to Social Sustainability, thus reinforcing false ideas that Sustainable action is only based on environmental issues.
  - Please review this definition of Social Sustainability "Social Sustainability occurs when the formal and informal processes; systems; structures; and relationships actively support the capacity of current and future generations to create healthy and livable communities. Socially sustainable communities are equitable, diverse, connected and democratic and provide a good quality of life. [And you can read further here.](#)

- The SAF mandate strives to implement and promote all THREE types of sustainability, Social, Economic and of course Environmental. Hopefully now you can see how The Chinatown project has already been confirmed as being a sustainability focused project which aligns with our mandate.
- Next point, **Item 2- Where they stood**; your assumption regarding accessibility to laptops is completely ableist without reason, different people have different means available to them and materials for education, production and organizing are a crucial part of project organizing in any capacity. Of course if you had attended the board meeting or have reviewed the video footage carefully you would have known that the topic of the laptops had already been discussed. IITS denied their access and therefore finally the purchased laptops would be purchased and afterward become a donation for future community members to use.
- On another note regarding **Item 2- Where They Stood**, your comment about verifying how many Black English speakers are actually in the project is absolutely inappropriate and disgraceful. You are assisting in the continued action of gatekeeping and further trying to scrutinize a marginalized community.
- Here we have **Item 5- Nurturing The Nurtures** Project, you claim for another time that “You are generally not in favour of supporting catering” when we have tried numerous times to explain to you at other meetings how it is part of the SAF’s mission to fund food items and catering because it tackles food insecurity and the ongoing promotion of attending events. It has become far too repetitive and you do not seem to be willing to accept the SAF’s pre-determined decision on funding food (which was decided well before you became a board member).
- **In conclusion, many of your actions and statements during your term as a board member have been very personal to you and your personal biases.** It should go without saying that a board member such as yourself, has been elected by the student body to represent a larger group of people. This type of position that you hold requires an understanding that you must not act out of personal biases, you must act as a representative of the wider community that you represent. Your job is to accept projects that are in line with the sustainable mission of the Sustainability Action Fund’s mandate, not if it falls within your personal private opinions.
- All in all, for the rest of the board. **The motions that have been made above are in place since they have already been seconded and we can now go for a vote.**
- Thank you to all the board members who attend our meetings and participate, since it is because of you that students around Concordia are able to fund their sustainable projects. We are lucky to have a huge budget and with that we can make huge differences.
- July 11th 4:21PM - Mitchell:
  - Chinatown Reimagining: **I have a conflict of interest here** since I have collaborated with some of the activists/researchers mentioned in the proposal, but I am in favour of approving partial funding of 19K. Perhaps I should abstain here. I’ll leave this up to all of you, but I think it’s important to note how integral these events are.
  - Where They Stood: **I have an even larger conflict of interest here** too since Ayana is one of my students and I collaborate with the BCRC on several projects (including this

one), but I am also in favour of approving full funding. @Asif Ali, the animated series is an expansion on this book:

<https://library.concordia.ca/about/exhibitions/virtual/take-a-moment/where-they-stood.php>. The BCRC does excellent front-line work for many Black-Anglos. If they application states that they are working with 10 people, that seems like a conservative number given what I know about the organization. Again, perhaps I should abstain here. @Asif Ali I have many students who can't afford textbooks, let alone a laptop. Furthermore, I reached out to my department about providing laptops and unfortunately, we don't have laptops that are either suitable for the project's purpose/laptops that the university can lend out for an extended period of time.

- Loyola Food Forrest Restoration Project: In the SPC meeting, I stated my concerns with this project and its overall ethos (and what appears to be the exact same application with slightly different language), but I am in approval of partial funding as motioned by Paige.
- I am in favour of approving full funding for Sustainable Concordia.
- I am in favour of approving full funding to Nurturing the Nurterers. As a side note, since there is a McGill student listed, I always encourage that student to seek funding from the SPF (<https://www.mcgill.ca/sustainability/engage/spf>).
- Communtiy Ambassador Program: **I have another conflcit of interest here** since I sit on the ParcX Communtiy-Based Action Research table with Perry Calce and collaborate with Raeanne Francis (she's the executive director of the BCRC). While I concede that some of the connections in the application could be better developped, I think it's a really interesting initiative with an amazing supporting cast, but perhaps I should abstain here as well.
- July 11 4:43pm - Seb: Thank you for your input on the projects.
  - Asif, I urge you to review the applications as well as the discussions that took place in the SPC and the board meeting of the Chinatown Re-Imagining Forum project because they demonstrate that the project has an incredibly high estimated impact across Concordia, including potential for research, faculty and student support, and a strong sense of accountability and mutual aid with the surrounding communities. This project is undoubtedly a fit with the SAF and your comments unfortunately show a fundamental misunderstanding on how to apply the SAF's values in project decision-making. Again, I invite you to re-consider your position after referencing SAF's values and strategic directions.
  - Furthermore, accessibility is an important value at the SAF, and ensuring that projects focus on the accessibility of their work as well as recognizing when projects (like the Where They Stood project) are taking the necessary steps to guarantee accessibility is vital to what we do. We mustn't overlook these efforts projects make, and our impact directly manifests in the funding we allocate to said projects. I urge you to reconsider your evaluation of the importance of this element as well as to rethink the assertion that all members associated with higher education have laptops accessible to them.
  - I'll leave my points at that, and I'll echo the remaining sentiments that Katherine put forward regarding your position on the number of black English speakers, funding for catering and making decisions as an aligned board member to the SAF' mission.
  - **Seb shares online vote link**
- July 11th 4:43pm - Duha: Thanks Katherine for elaborating on those points, I echo your sentiments. Thank you Mitchell for your votes and explanation of your positionality with some of the projects. I wanted to add some more points for consideration:

- In addition to Katherine's excellent point on social sustainability, the Reimagining Chinatown project has gone through an extensive process of vetting since they are applying for Living Labs (SLLFP). They had to respond to a number of questions posed from myself as well as the Office of Sustainability. Then they met with Cassandra and Sandra from the Office of Sustainability to answer more questions regarding student engagement. They also answered our question about environmental sustainability for food. This is their response which was relayed in the SPC meeting: "There will be plant-based options, sustainable packaging and recycling on-site. But one key sustainability objective here is to better understand adaptive reuse of the heritage buildings in Chinatown. The built environment holds 40% of global carbon emissions and with 80% of 2050's building stock already in existence, it is critical for cities, universities and communities to contribute by finding creative adaptive reuse solutions. And this is one of the key subjects being tackled in both our panel discussions and one pop-up exhibition." The food will be locally sourced from local vendors at Chinatown.
- In regards to Where They Stood: Echoing what both Katherine and Mitchell said. And also just a reminder that Black community organizations are the most under-resourced and underfunded in Canada, [here](#) is where to get more information about that. Black organizations get as little as 7 cents for every \$100 donated to charities in Canada. We have discussed some of these issues in a panel we hosted this year on obstacles and barriers to BIPOC project leaders, which you can watch [here](#). This also applies to the project of Nurturing the Nurturers by the Black Healing Centre as well as The Refugee Center's project the Community Ambassadors Program. In addition, I have personally been invited to their event before for the first phase of the project and have met some of the youth working on it. You can also see some of them in the video posted above. Echoing what Mitchell said about the BCRC, it is a respected organization that does great work for the Black Anglo community in Montreal, and we have funded them before for almost the same amount for the first phase and had no issues with them throughout the process. They have always been very responsive and transparent with us.
- For Nurturing the Nurturers, in addition to Katherine's point, we have funded the Black Healing Centre twice, and have funded food both times. I have personally attended the second event we funded, the Black Wellness Summit, and can attest that there were composting stations at the center, reusable tupperware for people to take home any additional food, and the food was sourced from a local Haitian family business. They will be sourcing the food this time partly through midnight kitchen, which is a community based organization and the rest through the local caterer, they just are waiting for a confirmation from them because the venue is more distant.
- Lastly, in regards to the project by The Refugee Centre, this is also one that I have met with numerous times and can attest to their dedication to this work. It is true that they are only working with 3 students, but the quality of the work being done, as well as its relevance for the populations served is strong. I think it is important that we challenge our own assumptions that quantity is always better than quality.
- July 11th 7:05PM - Asif: Hi Everyone!
  - Katherine, my opinions and questions are based on what is uploaded in the projects folder. I have no affiliation, introduction, friendship or background here at SAF, Concordia or Canada, as such I have no clue about how 'Nurturing the Nurturers' or any other project proposal plans to procure the food and how they are planning to dispose of it unless they mention it in their project proposal application or other supporting documents.

Having said that, I don't jump with excitement whenever a project proposal has reference to any of the minority community. Apart from social sustainability, I have been elected to ensure a project is sustainable in its entirety. Sadly, as much as I want to support a project and support funding for all the projects, due to lack of reference to other forms of sustainability the project doesn't seem like something that I would be in favor of. For reference I would like to quote SAF's Food System Plan " Become recognized as a leader in sourcing food that supports an environmentally and socially sustainable food system". As part of SAF we also stand for Zero Waste, so for me, reference to a minority community having food is not enough to support a project, I need a plan in their documents about how the project will be environmentally sustainable apart from being socially sustainable.

- Regarding the China Town project, I acknowledged in my previous comment that it is going to safeguard Chinese culture but as it is applying funding through Living Labs, as I mentioned before, I did not find any reference to sustainability in the Food system, climate action or it being zero waste oriented. It is yet again following the same suit as Nurturing the Nurturers.
- Regarding Where They Stood, there isn't any reference to why they need laptops now, when they were fine using their hardware before? What I think is that laptops and computers are easily available to borrow and there is no need to buy new ones. If the University can not loan out for extended periods of times we can save the data in an external storage and get the laptops reissued. We might as well fund all the projects for new laptops then!
- Regarding my question to Duha, I was generally interested in knowing the number of people who were Black English speakers on the team because the collaborators in the documents and the team had different numbers!
- Katherine, your comments and accusations were highly unprofessional. I would like to remind you that I am also part of a minority group not only ethnically but religiously as well. As such, I am well aware of social sustainability and thanks to the SAF I have learnt a lot about it. And, thank you for being patient with me and trying to explain to me What food insecurity is. I think I know what food insecurity is as I come from a third world country. I also have knowledge about climate change and how global environmental degradation led to 1/3rd of my country being under water last year. So, I will only be in favor of supporting catering when it is sustainable in all aspects. I will look at your criticism in a positive and constructive light but we have to be respectful towards the point of view of Board members. It is the beauty of difference of opinion in the board that we get to explore different perspectives. I would suggest that we keep promoting a socially sustainable board where we respect each other's point of view. I can also say how you disregard the other aspects of sustainability when it comes to social sustainability and food but that is your point of view. So, I am not judging your role, efforts and contribution to the SAF and I request you not to judge others either. We are all trying to participate as much as we can.
- This is not the first time someone has personally attacked me in a meeting. I ask the chair once again, am I entitled to my opinion on this board or not? or should I just bandwagon?
- July 11 7:56pm - Duha: Hi Asif, Thank you for your response. I can address some of the concerns you raised in this response:
  - In regards to 'Nurturing the Nurturers', the reason that I happen to know where they will be sourcing their food is because as a part of my role, I make efforts to attend community

events that we fund and get invited for whenever I can, and secondly, is because I meet with projects during their application process and throughout their entire funding cycle, it isn't because of friendships or affiliations, and I inform the SPC and the board of things that come up during the meetings that may not be in the form. I have clarified in the earlier points what I know as a part of my role. It is natural that I will have more information as I am the one who meets with projects. It is also natural that sometimes students miss writing something on the application, that is why I meet with them, to fill in those gaps.

- No one here jumps into excitement whenever there is a project led by minoritized populations. That is not the base of our judgements to projects. It is good that you don't do that.
- In the case of Reimagining chinatown, I have highlighted in yellow in my previous response what their answer to the questions you raised is. Please refer to it. The project has been approved by the office of sustainability already as a Living Labs project under the sustainability action target **Research 4.1** Promote and enhance Concordia research to enrich local, Canadian, and International communities. They did not apply under the food plan, so that does not apply to them, they applied under the research plan. Also for reference that is not SAF's plan, that is Concordia University's sustainability action plan, and we only follow it for living labs applications because that is a partnership with the university. If that is all not sufficient for you to decide on, that is your prerogative, you do not have to vote on it, or you can hold your rejection position.
- For the Where they stood project, they need 3 laptops for 5 students. They are working with animation softwares which normally requires stronger computers. The SPC thought that it was a reasonable ask on the occasion that the university can not provide them with such. *We do not fund all projects laptops, we fund projects that they need, this project needs laptops, others don't.*
- Regarding the number of English speaking Black students, the entirety of the project engages 10 students who go through the process of being trained on 2D animation, and then working on the episodes. Phase 1 that we previously funded had 5 students do the first 5 episodes, and this second phase has another 5 students do the remaining 5 episodes on the series that highlights the experiences, histories and realities of English Speaking Black Community in Montreal and Little Burgundy.
- In regards to your response about Katherine being unprofessional in her response, I echo her response and do not find it unprofessional. Being a part of an ethnic and/or religious minority is not all it takes to understand social justice or social sustainability issues. All of us come with biases and things that we need to continue unlearning. It is a continuous effort of learning, understanding, engaging and organizing, just because I am a minority does not mean that I automatically have unlearned the ways in which oppression can manifest in my thinking and behavior. That is why we continue to have anti-oppression sessions for board members and staff every year. Even if we already attended one before. And we encourage all of us to further our learning on how we can challenge capitalist thinking and embrace decolonial ways of being in the way we do our work, if we truly want it to be leading to positive social change. If I may, I recommend the incredible work of Tema Okun on this, this is one that I use in the anti-racism and anti-oppression sessions that I give, and also in my own learning, it is precious work that is available for all of us free of charge.
- I don't think that what we said is disregarding other forms of sustainability, it is rather

providing nuance and adding more information so that we don't practice a binary thinking when we discuss the applications, and we take into account context, ability...etc..

- It is unfortunate that you took that as a judgement on you. We appreciate your time and efforts in this and simply have been trying to explain why we have been funding food and other things for a long time now. You are entitled to your opinions, and we are also all entitled to referencing our mandate, strategic directions, values...etc.
- July 12 10:16am - Gigi: I second the motion Elizabeth's motion to Nurturing the Nurturers. I abstain from the Sustainability Concordia because I am on the board. I motion to approve the remaining funding for SUKO Magazine and I motion to approve Funding for Community Ambassadors.
- July 12 10:50am - Elizabeth: I second Gigi's motion regarding the funding for SUKO magazine.
- July 13 3:00pm - Erik: Hi all, a lot has been well-said, I do not have much to add other than that I echo the sentiments of Duha and Katherine. Much of the clarifications provided by email were already covered extensively in the attached meeting recording (re: laptops, vetting trustworthiness of groups), as well as having been discussed in various capacities at previous board meetings (re: catering, etc.) For detailed plans on zero waste and such, it should be noted that conversations around vetting the catering option to ensure local / sustainably sourced / ethnic food options were presented, as well as usual reminders to opt for zero-waste options for dishware etc.
  - For those who could not attend neither the SPC nor the board meeting, I highly encourage you to review the written meeting minutes and the recorded zoom meeting to make sure you are well caught up to speed before positing a lack of information in the application. The links are always conveniently provided and are critical in ensuring board members get the whole picture; the application folder is not enough—that's why we have scheduled meetings. If you do not have time to review the video, then at least ask if you are missing information before forming a motion or a declaration/judgement call, and we will no doubt be happy to reiterate what was said.
  - Some of the other points raised are valid:
    - Asking groups to ensure compost collection for catering at least would be a great recommendation. (I would not withhold funding regardless)
    - Applications don't need to tick every single box of sustainability to receive funding. The 3 pillars of sustainability are equally important – we fund projects even if they only speak to 1 of the pillars. For example, we easily have funded projects focused solely on environmental work, even if they did not have an explicit social equity component. If the 3 pillars stand equally, then the opposite should be true: a well-built project focusing on promoting solidarity but that does not explicitly outline every environmental action should still deserve to be funded. Of course, the extent to which all three pillars are invoked might affect the magnitude of funding approved – this is a reasonable starting point for discussion (rather than outright rejection).
    - Hope my two-cents were worth something. I know many of us probably feel frustrated – let's hope that this discussion can shed light on how we can orient and train board members so that board applicants' values are in-line with SAF's mandate, both before and after the election process.
- July 15 12:25am - Asif: Hi everyone,
  - Duha, thankyou for relaying all the valuable information about all the projects. I appreciate your hard work and perseverance. As the SPC meeting was not in line with my schedule I wasn't able to attend it and the information that you have now given me about



the Reimagining Chinatown and the other projects is not mentioned in the minutes of June 2023 SPC meeting. Moreover, the information that you are providing should be provided by the project proposers in the first place. If it is not, they should be asked to revise their proposal to provide this information in writing to the board. In this way, the written material provided shall be available to all board members to review in detail at any time and there will be no confusion amongst the board members. If the information is left out due to negligence or deliberately by the project proposers, it reflects that the project proposal is not serious enough to address all the points that are necessary to secure funding. Thereby, deeming it ill fit for funding.

- Duha, in regards to your response about Katherine being not unprofessional. First of all any of my comments or questions about the projects were not addressed to her. Secondly, I suggest that you go through the responsibilities of the Communications Coordinator. Her responsibilities don't include or hint any reference to how she is obliged to remind a board member of his presence or absence at a meeting due to personal reasons or due to any reason as a matter of fact, "Of course if you had attended the board meeting ", judging, accusing and making decisions about a board member's opinions and questions about a project "your comment about verifying how many Black English speakers are actually in the project is absolutely inappropriate and disgraceful", "You are assisting in the continued action of gatekeeping and further trying to scrutinize a marginalized community." and at another place " your assumption regarding accessibility to laptops is completely ableist without reason". Her responsibilities also don't include judging my performance as a board member and how I should be representing the body that elected me. If she is a student and has problems with me representing the student union, she must raise them at the student union, this is not the right forum to raise such questions. I will continue to raise questions about how and what the project proposal should have or not. It is not for Katherine to decide how and where the board wishes to steer the strategic planning or the policy of the SAF.
- Sebastian, I appreciate you for reminding me about the SAF values and strategic directions. I would also like you to refer to the role of Board of Directors. It is for the board to continue, amend and/or steer the strategic plan and/or policy wherever the board deems fit as such it is the duty of the board members to strive and be opinionated about policy and strategic planning. Regarding the video recording of the last meeting. I was told that there was no quorum and assumed the meeting did not commence and as i recall, correct me if I am wrong, if there is no quorum the meeting can not commence.
- Directors, I would like to quote the funding allocation guidelines, page 11 " Projects that address environmental or social issues only in their process. This includes catering from local cooperatives, having compost at events that serve food, minimizing transport emissions, reducing energy consumption, minimizing printing or use sustainable printing methods, and more. All of these sustainable actions strengthen your application. While this is a very important prerequisite to apply for SAF, it is not enough. Projects need to incorporate sustainability in their core content." Moreover, I have already mentioned in the previous email that the vision of the University is to make food projects both environmentally and socially sustainable. Remind you, all of what I am striving for at the board are mere prerequisites already mentioned in the guidelines. If basic information that concerns environmental sustainability is missing from the project proposal, how can you expect me to support it? I would also encourage you to either call the project to revision, so that they are obliged to submit their plans about all aspects of sustainability formally in

writing with the project application, or reject funding if the proposal is not in coordination with any of the aspects of sustainability.

- All the assumptions and negative sentiments concerning my role at the board have left me in stress. I am posing a question to one staff member and the other one is replying, I am answering the other one and third one is replying. As if I am being ganged up on by the staff, I don't feel at all comfortable. I volunteered to join SAF because I thought it would be a learning opportunity for me but it feels like the older members and the staff don't want me to participate in the policy or propose a new perspective, rather they want me to be a robot and go with the way they think is suitable for SAF. Nevertheless, I will stay positive and strive to be the less appreciative environmental lens of the board. In respect of all of your comments and passion for the projects I chose to abstain from voting in the projects I had concern for.
- Lastly, I have posed a question to the chair which still remains unanswered.
- July 15th 12:44pm - Paige: Asif, If the meetings do not have quorum, voting cannot take place. The meeting can still take place but the board will have to vote at a later date when quorum can be reached. That is why we are having this online vote in the first place. Meetings are then recorded for informational purposes as discussion occurs. To your point about applicants not being serious about their project if they leave things out on their application, you're just wrong. Students are not required to be expert event planners, that is why Duha's position exists: to liaise with student groups and fill gaps in the applications so that board members can make informed decisions. When they leave things out it's not because they are trying to swindle us, nor is it because they aren't serious about their project; it is likely because students have a lot on their plate. It is our responsibility from a social sustainability lens, to be cognizant and empathetic to those facts when we make our decisions. Katherine is right that your comment about laptops already being available for students in higher education being classist and ableist. It's not an attack to call you out for this behaviour. Not everyone can afford a laptop and that can be a barrier for many students in higher education. You also mention that the board has attacked you for voicing your personal beliefs and that you were elected to represent the student body. So which one is it? Are you here to represent the student body, who may be horrified to hear of the audacity you possess to denounce projects based the value it holds for marginalized queer folks, or are you here to represent your interests and your interests alone? I believe that you can represent the student body effectively without invoking your personal homophobic beliefs whenever you don't want to fund a project. You can abstain from voting without making the meetings an unsafe place for queer and poor people. We do anti-oppression training specifically so that all board members understand the mission, mandate and values of SAF and so that it is clear that we are working from an anti-oppressive framework. You don't have to be anti-oppressive in your personal life, but you cannot bring that shit here. Mitchell, Seb and Erik have echoed Katherine's sentiments but I don't see you quoting them and picking them apart. I urge you to consider why that could be. You say that this is not the first time that you have been attacked for your personal beliefs, but in the times that I have explained to you that funding food for events in an important anti-oppressive ideal, I have only ever referenced the mandate's goal to provide a catering alternative to Aramark and to have food at events to address food insecurity that students on and off campus experience. It is not because we are in a "developed" country that there aren't people struggling to make ends meet. Food at a university event could be the thing that prevents starvation for a student. Poor people --food insecure people-- deserve to have enriching university experiences as well. It is more ethically sustainable to get food from somewhere where their waste practices aren't perfect, then it is to get food from a multinational invested in the continuation of prison industrial

complex.

- In regards to the question posed to the chair, maybe ask it again since it has been buried by the board's attempt to answer your questions. No one here wants you to feel stress, we all have information that could help you, and we all hold vastly different schedules. Any attempt made by another board member to answer your question, is an attempt to get you the answer you seek promptly.
- Finally, there are queer (VERY GAY, VERY TRANS) people on this board, if that makes you uncomfortable, I suggest you resign.
- July 15 2:00pm - Abraham (chair): Hello, Sorry to be late to the party. Indeed, I am not only both very gay and trans, I am also very poor and food insecure (and unable to eat at events with free food because of food allergies lmao), and have been busy scrambling for housing as well as gig work throughout the week. So while I've kept an eye on the discussion, I have not had "the spoons" to sit down, read carefully, and craft responses.
  - I think Paige has done a pretty good job at delineating the difference between representing a study body and standing by personal opinions, and that everyone else has been quite careful, deliberate and professional in presenting their thoughts and stances.
  - Asif, you are entitled to your opinions, of course; that also means you are entitled to receiving challenges to those opinions, particularly when they appear to be out of alignment with the values of the organization of which you are a part. It is not my place to encourage you to double down on your stance or bandwagon either way; that would be an infringement of your personal sovereignty and I'm not about that.
  - It is not my place to present my own opinions on any of these matters, particularly not in the context of voting; my role as chair is to facilitate our live meetings, to ask questions that prompt discussion when it is necessary, and to moderate discussion that gets heated as best I can without shutting down perspectives being brought in. This is the first time I've had to be called in on heated debate in online voting processes, so I am unsure of my footing.
  - As someone who personally struggles with emotional regulation when receiving feedback contrary to my wishes, opinions and desires, I can understand how these exchanges may have made you feel attacked, triggering a defensive stance.
  - Projecting solely on my own experiences (as I do not know you at all, Asif, not your voice, not your face, certainly not anything more substantive), doing the work of challenging my own subconscious biases and prejudices around marginalized identities came hand in hand with either realizing I belonged to those groups or falling into circumstances that made me member of them; I resisted this changes in my early 20s because I did not want to risk losing what, in my late 20s, I ended up losing regardless. I do not regret it, and I understand that there are often things others can't see that keep us from moving in alignment to values we nominally espouse.
  - I can understand your reticence in hearing and reflecting on what members of this board have to say. I understand that to change your opinions may change your relationship with cherished traditions, frameworks, or even family members and friends, and that you may feel like that the cost is too high.
  - Only you can decide whether to risk possible discomfort, shame or grief is worth the effort to listen to the feedback you are hearing from this particular environment you have chosen to participate in during your time at university, or whether these people have nothing to offer your growth and perspectives.
  - Regardless of the choices you may make, having you on the Board has certainly

contributed to my professional development in new ways, and for that I appreciate you.

- July 16 9:08pm - Asif: Hi everyone,
  - Paige, I appreciate the time you took out to explain the meeting but I can't seem to find any reference to any official meeting of the SAF taking place without a quorum rather the Handbook of SAF Governance has this to say " Directors may set the quorum for meetings of the Board of Directors by resolution, but unless and until it is thus decided otherwise, the quorum is set at a simple majority of Directors (2020/21 - 7). The quorum set must be sustained throughout the meeting." , maybe if you have a reference for the meeting to commence/continue I would like to increase my knowledge about the governance of SAF.
  - Moreover, Paige, for any organization to function it is made sure that all the essentials are officially submitted by the project proposers in writing. Of course we are here to help and no one is perfect. That is why we need to remind them that they are missing the information that either they dont have or forgot to mention. That is why they should revise their application to include the missing information and the board can make a decision thereof. This is not the first time when we have projects missing information, it is a routine matter at the SAF, you can consult the projects submitted throughout the year. If they want us to take them seriously and give the money that the students have entrusted us with they should include all aspects of sustainability and it is our duty as SAF to remind them. If you think that if they just tell it to Duha and she conveys it in the meeting if someone has any questions about it then that is your point of view and I respect that, but my point of view is that they should submit it in writing to the board like how it works in all the working organisations of the world.
  - Paige, Regarding your claim about Katherine being right about judging my view about the laptops, I still don't think that there is a lack of access to computer technology for students at Concordia, may it be personal or borrowed. Here is a link to the availability of desktops at Concordia's Library <https://library.concordia.ca/technology/computers/desktops.php> and for borrowing laptops <https://library.concordia.ca/technology/borrow/laptops.php>. If you believe that all of these resources are not enough for the project proposers it is your point of view and I respect that. Having a different opinion doesn't make me all the fancy words that you are using for me. It was not only me who raised the concern about the laptops but the minutes of the SPC are evidence that other members had different concerns about laptops too. As such we should have given them an opportunity to revise their application to include why they need over \$4000 for laptops in writing and submit it to the board.
  - There is a reason why there are human beings on the board and not robots because people have brains and the capacity to critically analyze something. As such we read, analyze and create opinions based on the criteria of approving funds set down by the guidelines. The elected body and the students at large have trusted us with their money to critically analyze and scrutinize projects to see if they are sustainable in their entirety. If we don't analyze and form our opinions in the light of guidelines then Artificial Intelligence can do a better and a quicker job at approving funding just by looking up the words food and minority in the project application.
  - Moreover, I have never denounced any project based on what ethnicity, color, nationality, and community it targets. You have once again chosen to attack me personally, I would like you to present any facts, evidence or quotes where I denounced, commented or even voted against any project targeting the LGBT+ community. I didn't know that you need to

profess your economic situation or sexual orientation to be in the SAF. I thought we are supposed to talk about the projects and how the applications are in line with sustainability or not regardless of our economic background, color, nationality, religion, sexual orientation or gender. Me questioning how and why a project needs money for laptops doesn't make SAF an unsafe place for the poor, rather it ensures that the money of all the poor students that are contributing to the SAF's fund is going to the right place.

- Paige, please don't try to be my mother and tell me how I should be representing who, and how I can or can not abstain from voting, who when and how to respond to someone or I should resign or not. Those decisions concern my personal life and should have no concern to you. It would be better if you focused on your role then mine, oh wait a minute I almost forgot that this a meeting about projects of SAF, it seems more like a meeting on how to judge other board members for raising questions. The values of the SAF don't include judging a fellow board member for questioning, neither do they include your assumptions about my private life and they definitely don't include using the non-parliamentary word "shit". The values include sustainability and that is what I am talking about here. And it is better that we have a workshop designed around not judging someone's intentions just for raising questions in a learning environment, not assuming "shit" about someone, presenting evidence and facts with one's "shit".
- To the chair, thank you for reiterating that I have the right to have an opinion, I have always talked about the sustainability of the projects without passing any judgement on how and why one board member is supporting a project or not. It is the right of every board member to raise questions and support or deny support for a project which he/she thinks is not in line with the goal of sustainability. I have made it clear a lot of time where I am drawing my opinions from and unlike others I respect the opinions of all the other directors and staff. I just don't want to be judged for raising questions about a project and suggesting how we can make the system of SAF better. The feedback I am getting would have been more well-taken if it did not have disrespect, judgemental and a gang up look to it. I am always open for feedback, it helps me learn and challenge my preconceived notions. I assure you that as much as I get excited to be in favor of a project and how I want to approve funding for all of them, the applicant's inability to tackle all aspects of sustainability in the applications lets me down. I would like to wish you goodluck in dealing with your struggles in life, as I have my own. Being a queer muslim brown foreigner in a land with foreign languages without shelter or food, and a hefty loan to repay without any support or family, 5 times the tuition compared to a local student, I can totally understand how difficult it is to cope with discrimination, shame, discomfort, grief and pressures of life. Having said that, my background and my life struggles are not relevant to a project's ability to be sustainable. Moreover, I have always abstained from taking part in discussion or voting if any projects include the LGBT+ community because I am from the community and I don't want my soft corner for the community to hamper my decision making process and overlook the sustainability of the project. I have also abstained from commenting and voting if the projects contain or have reference to alcohol because I don't consume alcohol, so I don't want my dislike of alcohol to affect my ability to support it. Even though the staff and some of the board members continue to judge me and attack my personality, I would still continue to voice my concern about a project's ability to be sustainable for which I was elected and how SAF can have a better system. If someone has a problem with it then so be it.
- July 19 10:46am - Seb: Hey all, We need the following motions from board members -

- To vote in Maria Chitoroaga as a SAF board director (replacing Sean Levis in CSU Executive seat, to be ratified by members at AGM in the Fall)
  - To approve the May board meeting minutes.
  - Once motions and seconded are made I'll add the vote to the google form.
- July 19th 11:51am - Erik: I motion to vote in Maria Chitoroaga as a SAF board director (replacing Sean Levis in CSU Executive seat, to be ratified by members at AGM in the Fall). I also motion approve the May board meeting minutes.
- July 19 3:37pm - Cassandra: I second the motions
- July 21 12:19pm - Cassandra: I second the motion to approve Funding for Community Ambassadors Program.
- July 31 9:51am - Cassandra: I motion to deny funding to the Food Forest Project
- July 31 4:29PM - Erik: I second the motion