

**LANGARA COUNCIL**  
**Minutes of a Meeting**  
**held on March 15, 2022**  
**via Zoom meeting at 9:30 a.m.**

**Participants:**

Pauline Greaves Aylward  
Elizabeth Barbeau  
Darren Bernaerdt  
Jim Bowers  
Steven Brouse  
Alena Buis  
David Cresswell  
Sandra Enns (regrets)  
Nora Franzova

Marianne Gianacopoulos  
Margaret Heldman  
Kerri Janota (regrets)  
Susan Kelsall  
Gerda Krause (regrets)  
Gurbax Leelh  
Julie Longo\*  
Tess MacMillan  
Robin Macqueen

Jane Mason  
Wanda Pierson  
Terri Rear  
Debbie Schachter  
Ann Syme  
Yusuf Varachia, Chair  
Pablo Vargas

\* non-voting

**Guests:**

Patricia Aroca-Ouellette, Incoming Division Chair, Applied Sciences  
Michael Koke, Director, Financial Services & Interim CFO  
Peter Walsh, Mental Health Initiatives Consultant

**Recorder:**

Alice Hsu, Executive Assistant to the President

Prior to the start of the meeting, Y. Varachia introduced guests P. Aroca-Ouellette, M. Koke, and P. Walsh.

**1. APPROVAL OF AGENDA/CONSENT AGENDA**

- a) Strategic Transformation Office (STO) Update
- b) IT Update
- c) Summary Report of the January 18, 2022 Education Council Meeting
- d) President's Report

It was moved by A. Syme, seconded by M. Gianacopoulos:

**THAT, the Langara Council approve the agenda/consent agenda and acknowledge receipt of the consent agenda materials for information.**

**Carried Unanimously.**

**2. FOR ACTION**

**a) 2022/23 Final Budget Recommendation to the President**

M. Koke first acknowledged the hard work of all cost center managers, the budget team, and everyone who helped create the 2022/23 budget, and then provided some highlights of the budget document attached to the agenda. He noted that the College is not allowed to run

deficits as a public post-secondary institution. While breakeven is expected, it is important that we plan for a buffer to ensure that we will not be running into a deficit.

M. Koke also talked about the changes Finance will be making that will allow the College to react to changing circumstances quicker, improve communications with the College community, and make the budget process shorter and much easier. He noted that the entire College is expected to use adaptive planning for the fiscal year 2023/24.

Discussions ensued and M. Koke answered members' questions about the budget set aside for salaries, future budget timeline, inflation's impact on the budget; changes in facilities subtotal, and adaptive planning.

It was moved by D. Cresswell, seconded by M. Gianacopoulos:

**THAT, the 2022/23 budget as presented be recommended to the President for approval.**

**Carried Unanimously.**

[M. Koke exited the meeting at 9:55 a.m.]

### 3. REVIEW OF MINUTES AND BUSINESS ARISING

#### a) Draft Minutes of the Meeting held on February 15, 2022

#### b) Rescinding of the Motion to Repeal Policy E1002 – First Nation's Employment Equity

Y. Varachia provided an update about Policy E1002 – First Nation's Employment Equity that was recommended to the President for repeal at the February 15, 2022 Langara Council meeting. Given that some Council members expressed their concerns during and after the meeting, he and VP Mason discussed this further and agreed that more conversation would be required before a decision could be made with regards to repealing Policy E1002. An email was sent on the same day to notify the Council members about this decision, and a motion is brought forward today to officially rescind the motion that was carried at the February 15<sup>th</sup> meeting.

It was moved by J. Mason, seconded by R. Macqueen:

**THAT, the minutes of the meeting held on February 15, 2022 be approved, and the motion "Policy E1002 – First Nations' Employment Equity be recommended to the President for repeal", be rescinded.**

**Carried Unanimously.**

### 4. FOR INFORMATION

#### a) Employment Mental Health and Wellbeing Development Plan

J. Mason advised that People & Culture continues to standardize and develop sustainable employee wellness and professional development programs. She introduced P. Walsh, who then gave a presentation on 'Future Directions in Employee Mental Health and Wellness Professional Development' to talk about the future proposed vision and walk through the plans that will be rolled out in the coming months for mental wellbeing for employees.

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Discussions ensued and P. Walsh answered members' questions around racialized groups and suicide response.

There being no further business, the meeting was adjourned at 10:12 am.