

**LANGARA COUNCIL**  
**Minutes of a Meeting**  
**held on April 20, 2021**  
**via Zoom meeting at 9:30 a.m.**

**Participants:**

Elizabeth Barbeau

Darren Bernaerdt

Jim Bowers

Steven Brouse

Patricia Cia

Laura Cullen

Nora Franzova

Marianne Gianacopoulos

Jody Gordon

Margaret Heldman

Kerri Janota

Susan Kelsall

Gerda Krause

Gurbax Leelh

Julie Longo

Tess MacMillan

Robin Macqueen

Jane Mason

Scott McLean

Dawn Palmer\*

Wanda Pierson

Terri Rear

Viktor Sokha

Ann Syme

Lane Trotter, Chair (regrets)

Yusuf Varachia, Acting Chair

Pablo Vargas

\* non-voting

**Guests:**

Chris Arnold-Forster, Director Organizational Risk & Internal Controls

Dwayne Doornbosch, Director, Facilities

Sandra Enns, Incoming Division Chair, Social Sciences

Lisa Fisher, Director, Communications & Marketing Services

Moira Gookstetter, Executive Director, Langara College Foundation and Director, College Advancement

**Recorder:**

Alice Hsu, Executive Assistant to the President

Prior to the start of the meeting, Y. Varachia, chairing the meeting in the absence of L. Trotter, introduced guests C. Arnold-Forster, D. Doornbosch, S. Enns, L. Fisher, and M. Gookstetter.

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

- a) Draft Minutes of the Meeting held on March 16, 2021
- b) Workday@Langara Update
- c) IT Update
- d) Summary Report of the Feb. 23, 2021 Education Council Meeting
- e) Summary Report of the Mar. 23, 2021 Education Council Meeting
- f) Enrolment Update
- g) President's Report

It was moved by A. Syme, seconded by N. Franzova:

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

**Carried Unanimously.**

## 2. FOR ACTION/DISCUSSION

### a) Revised Policy G1001 – Premises Use

V. Sokha advised that Policy G1001 – Premises was outdated since it's originated in 1997 and required a rewrite. D. Doornbosch added that the College had 740 events a year prior to the COVID pandemic while the College did not have a set process to deal with them properly. One of the main reasons to rework the policy is to create a more streamlined process to reduce the number of events and ensure alignment with the College's Strategic Plan. M. Gookstetter worked on this policy with a committee, included eleven individuals across the campus, over last summer and fall. She advised that the revised policy speaks to four different categories of use of the College facilities to provide a framework for priority of use, and she noted that the yellow highlights in the draft revised policy document and Appendix I attached to the Langara Council agenda were friendly amendments recommended by the Langara Leadership Team.

Discussions ensued and D. Doornbosch and M. Gookstetter answered members' questions around event numbers, the timeline for booking events, events concerning academic freedom, events being held in the LSU Building, and ad hoc bookings. M. Heldman noted that the President's Committee on Academic Freedom and Freedom of Expression has incorporated the Premises Use policy into the document the Committee is working on and a committee for the procedures part will be struck to work with Facilities and senior leaders.

It was moved by V. Sokha, seconded by M. Gianacopoulos:

**THAT, the revised Policy G1001 – Premises Use be recommend to the President for approval.**

**In favour- 21  
Against- 2  
Abstained- 1**

### b) Revised Policy B1005 – Outstanding Alumni Awards

M. Gookstetter advised that Policy B1005, previously named Alumni Awards, has not been reviewed since it was created in 2005 and does not reflect what has been done for the Outstanding Alumni Awards program. The policy has been reworked over the last summer to bring it up-to-date, align with the Emeritum Designation policy (B1007), and create a separate document for the selection procedures. M. Gookstetter noted that the Outstanding Alumni Awards program was suspended last year due to the COVID pandemic, and the revised policy will be followed whenever we can bring the program back.

It was moved by M. Gianacopoulos, seconded by V. Sokha:

**THAT, the revised policy B1005 – Outstanding Alumni Awards be recommended to the President for approval.**

**Carried Unanimously.**

M. Gookstetter thanked everyone who has helped with the reviews of these policies and supported moving them forward.

[It was noted that M. Gookstetter left the meeting at 9:59 a.m.]

**c) Fall Planning**

M. Heldman advised that the Return to Campus Planning initiative was referenced in the President's messaging via The Langara Post just released in the morning. It is a significant initiative that will prepare us for coming back to the College in September 2021. She gave a presentation to talk about the current state, vaccination schedule, a letter the Provincial Health Officer Dr. Bonnie Henry sent to the presidents of the post-secondary institutions (PSI) on March 8, 2021, the announcement made on the same day by the Minister of Advanced Education and Skills Training Hon. Anne Kang about preparing for a safe resumption of on-campus education this fall, infection, and the planning that has been underway for the Return to Campus initiative that has four priority streams identified: Students & Faculty, Opening the Campus, Facilities and IT preparations, and Safety.

Y. Varachia provided an update on the recruitment for the fall semester and C. Arnold-Forster spoke about the considerations being given and work being done for Opening the Campus, Facilities and IT Preparations, and Safety streams. C. Arnold-Forster stressed that lots of collaborations will be required and everyone needs to work together as we do the planning for this initiative. Lastly, M. Heldman noted that the whole Academic Year 2021/2022 will be a transition year that will require continuous adjustments while the immediate focus is on the scheduling for the fall semester as we are working towards the registration deadline, June 21<sup>st</sup>, for the fall semester.

J. Gordon advised that next week sixteen members from the student services areas will do a tabletop exercise on return to campus from a student lens and the work will continue throughout the summer until we have returned to the campus.

A. Syme advised that research has shown that the first dose of vaccination will give 89% of coverage and hoped this scientific evidence will make more people feel comfortable getting vaccinated.

In response to a concern raised about non-students being able to access building hallways and classrooms, C. Arnold Forster advised that a team has been working on this from a threat assessment point of view and will bring the concern back to the table.

**d) Q and A Related to Staff Return to Campus and Accommodations Discussion**

J. Mason provided an update on what People and Culture has been actively working on. She advised that an employee survey was done in mid. March regarding how comfortable people were and what their concerns were about being back on campus. Around 1,200 people responded to the survey and the vast majority indicated that they would like to start with a survey and then a departmental focus group when asked how they would like to be engaged further around flexible work options. The same survey, with some tweaks to the questions related to vaccination, will be conducted again in mid. May and again in the first week of July. In addition, a FAQs list, similar to what was done at the beginning of the pandemic, will be posted online shortly. The FAQs will focus on Return to Campus. Employees are encouraged to submit questions, and answers to the new questions will be added to the FAQs. There will also be another survey coming out next week about flexible work arrangements. The feedback will help the College develop a flexible work arrangement framework for an ongoing basis and decide how we can move forward with that.

J. Mason then talked about accommodations – a legal structure under the human rights about the employer’s need to accommodate someone due to something happened between the person and their family member and has interference with the person’s job. She advised that it is not something the College can simply decide on its own upon receiving an application. All applications submitted to People and Culture will go through a fairly strict process and be thoroughly researched to be accommodated.

Lastly, J. Mason advised that, where possible and permitted under the PHO orders, it is our hope to have small and casual events for slow transition back to campus over the summer. People and Culture might be able to provide some funding support for these events when it is safe and allowed to do so to encourage employees to visit the campus one or two times before September.

**3. FOR INFORMATION**

**a) Langara May Town Hall: Strat Plan**

L. Fisher thanked everyone who participated in the consultation process for developing the College’s new Strategic Plan. She advised that the Board has approved the new Strategic Plan at its recent meeting and a town hall will be held on May 13<sup>th</sup> for employees to learn about the Plan and ask questions. The session will be recorded and shared via The Langara Post after the event for people who will not be able to participate.

**OTHER**

Y. Varachia thanked P. Cia, S. McLean, and L. Cullen for all of their work and service as this is their last meeting with the Langara Council.

There being no further business, the meeting was adjourned at 10:41 am.