

LANGARA COUNCIL
Minutes of a Meeting
held on October 19, 2021
via Zoom meeting at 9:30 a.m.

Participants:

Pauline Greaves Aylward	Jody Gordon	Jane Mason
Elizabeth Barbeau	Margaret Heldman	Wanda Pierson
Darren Bernaerdt	Kerri Janota	Terri Rear
Jim Bowers (regrets)	Susan Kelsall	Debbie Schachter (regrets)
Steven Brouse	Conor Kerr (regrets)	Viktor Sokha
Alena Buis	Gerda Krause	Ann Syme
David Cresswell*	Gurbax Leelh	Lane Trotter, Chair
Sandra Enns	Julie Longo*	Yusuf Varachia
Nora Franzova	Tess MacMillan	Pablo Vargas
Marianne Gianacopoulos	Robin Macqueen (regrets)	

* non-voting

Guest:

Parizad Mistry, Director, HR Services

Recorder:

Alice Hsu, Executive Assistant to the President

Prior to the start of the meeting, L. Trotter introduced guest P. Mistry.

1. APPROVAL OF AGENDA/CONSENT AGENDA

- a) Draft Minutes of the Meeting held on September 12, 2021
- b) Workday@Langara Update
- c) IT Update
- d) Summary Report of the September 12, 2021 Education Council Meeting
- e) President's Report

It was moved by A. Syme, seconded by G. Krause:

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) **Revised Policy B3008 – Human Rights**
- b) **Revised Policy D1007 – Respectful Workplace**

J. Mason advised that it has taken over two years to update these two policies. She thanked the many groups and individuals who helped review and develop these revised policies particularly N. Dhaliwal, HR Consultant, P. Mistry, HR Services Director, and Elta Marott, Respectful Workplace Consultant.

P. Mistry advised that these two existing policies were due for a review and update and the process started about two years ago. People and Culture engaged Dr. Larry Axelrod, an expert in the field of human rights in the workplace, to facilitate ten focus groups to get feedback from the College community and to help us draft the revised policies. The draft policies were put out to additional focus groups for further feedback, and the Langara Faculty Association Board and the College Board were also consulted during the process.

P. Mistry referred to the draft revised policy B3008 – Human Rights and D1007 – Respectful Workplace attached to the agenda to provide a summary of the changes made to update the wording of the policies and to meet industry standards in terms of the best practices. She advised that the key goal is to do more positive framing around the conduct and cultural standard we want to see at the College, to provide more information and education, and to be more prevention and resolution focused other than complaint focused.

As part of the implementation plan, People and Culture is working on creating a dedicated SharePoint resource page to provide interactive tools and support resources, and a confidential respectful workplace email address for employees to get information and/or seek advice on a respectful workplace related case. People and Culture will also be hosting some information and education sessions as part of the rollout of the revised policies for employees to learn about the updates and the resources and the options they can use to help them facilitate conversations or address a conflict.

Last, P. Mistry noted that the core investigation process does not change in the case there is a formal complaint and investigation is triggered.

Discussions ensued and P. Mistry answered a member's question around how the policy is more resolution focused while the core investigation process remains the same.

[Marianne Gianacopoulos joined the meeting at 9:43 a.m.]

It was moved by J. Mason, seconded by V. Sokha:

THAT, the revised Policy B3008 – Human Rights be recommended to the President for approval.

Carried Unanimously.

It was moved by J. Mason, seconded by A. Syme:

THAT, the revised Policy D1007 – Respectful Workplace be recommended to the President for approval.

Carried Unanimously.

L. Trotter thanked J. Mason, P. Mistry, and all the people involved in doing the work and during the consultation process.

[P. Mistry exited the meeting at 9:45 a.m.]

3. FOR INFORMATION

a) Equity, Diversity, and Inclusion

J. Mason advised that to advance the work around equity, diversity, and inclusion (EDI), which is included in our Strategic Plan 2025, the College will be hiring a Director of Equity, Diversity, and Inclusion to help start formalizing the development of a framework around EDI. This will not stop all the good work that is already happening in many departments but will bring an overarching strategy to help us identify the strengths, weaknesses, and opportunities of what we are doing and ensure we are acting as a whole within our institution. The position will report to both J. Mason and Y. Varachia. Individuals throughout the College have been consulted to help develop the position profile as it will cover the entire institution including faculty, staff, and our students, and the posting is expected to go out in the next few weeks.

Y. Varachia added that he and J. Mason will be the sponsors of the work and their role is to listen to the College community and provide support. The EDI Director's role is to bring the community together to share a common language to learn about the best practices and come up with a framework to help us move forward and support each other. The initial position profile might not be perfect as it is an area that is still evolving but changes can be made along the way. Once the College community is brought together and has a better understanding of our needs, we can then look at what our next steps should be and how to better support the initiatives that have already been happening in the College community.

Discussions ensued and J. Mason and Y. Varachia responded to a Council member's comments around including social justice and anti-racism aspects in the Director's position profile and ensuring the work will have a systematic approach that will work with all departments in the institution at the policy and strategic level and not just dealing with the HR component.

OTHER

L. Trotter advised that the next Langara Town Hall via Zoom has been scheduled for November 18, 2021. More details and the RSVP form will be shared with the College community via the Langara Post close to the end of October.

There being no further business, the meeting was adjourned at 9:58 am.