

**Board of Governors
Minutes of a Public Meeting
held on Thursday, January 27, 2022
beginning at 5:32 pm
via Zoom Videoconferencing**

Present: Maria Alonso
Mary Lynn Baum
Armor Valor Corrales
Krisha Dhaliwal
Andy Dhillon
Janelle Dwyer
Michal Jaworski, Board Chair

Ian Mass
Tess MacMillan
Raza Mirani
Scott Murray
Cole Rheaume
Melissa Roberts
Yusuf Varachia, Acting President

Regrets : Rose Palozzi

Employee Resources: David Cresswell, Vice-President, Administration and Finance (interim)
Marg Heldman, Vice-President, Academic (interim)
Jane Mason, Vice-President, People and Culture
Debbie Schachter, Associate Vice-President, Students (interim)
Pablo Vargas, Vice-President, External (interim)

Constituent Groups: Sandra Boehm, Secretary, Langara College Administrators Association
Steven Brouse, Representative, CUPE Local 15/VMECW
Pauline Greaves Aylward, President, Langara Faculty Association

Guest(s): Chris Arnold Forster, Director, Risk and Internal Controls
Elizabeth Barbeau, Dean, Faculty of Social Sciences & Community Programs
Eileen Chin, Associate Director, Finance and Purchasing
Conor Kerr, Executive Director, Indigenous Initiatives and Services
Natalie Knight, Indigenization Strategy Consultant
Larry Xiong, Director, Institutional Research

Recorder: Diana Falcon, Executive Assistant to the Board of Governors

1. MUSQUEAM LAND ACKNOWLEDGMENT

The Board Chair delivered the acknowledgement that Langara College rests on the traditional unceded territory of the Musqueam peoples.

2. CALL TO ORDER

There being a Quorum present, the Board Chair called the meeting to order at 5:32 p.m. He conveyed regrets from those unable to attend, and welcomed all guests.

3. DISCLOSURE OF CONFLICT OF INTEREST

In accordance with *Board By-Law 200: Code of Conduct and Conflict of Interest*, Board Members were provided an opportunity to disclose conflicts of interest for any agenda item that would relate to the ongoing business of the institution. With none declared, the Board Chair proceeded with the meeting.

4. APPROVAL OF AGENDA/CONSENT AGENDA

It was moved by K. Dhaliwal and seconded by ML Baum

THAT, the Langara College Board approve the agenda and approve and acknowledge the items and motions on the consent agenda:

- 4.1 Minutes of Meeting held November 25, 2021 - Approved
- 4.2 President's Written Report - Acknowledged
- 4.3 Confirmation of Remittances – Acknowledged
- 4.4 Minutes of Board Coordinating Committee meeting held December 8, 2021 – Acknowledged
- 4.5 Governor General Order of Canada – Jane Heyman - Acknowledged

Carried Unanimously

5. CHAIR'S VERBAL REPORT

The Board Chair provided the following verbal report to the Board:

- An announcement was released this morning that Dr. Paula Burns will be the next President and CEO of Langara College. He thanked the following individuals who led the process to a successful conclusion:
 - I. Mass, Chair of the President Search Committee.
 - R. Mirani, co-Chair of the President Search Committee.
 - Members of the President Search Committee.
 - Jane Mason who, through her patience, wisdom and expertise, guided the process and communications throughout.
 - The EA to the Board who expertly coordinated the multiple committee and Board meetings, stakeholder engagements, interviews, open forums, and the countless questions and logistical issues that arose to ensure a smooth process.
 - Yusuf Varachia who has been diligently fulfilling the role of Acting President since November and has been a testament of grace under pressure, as evidenced by his grit and dedication to the College throughout the process.
- Jane Heyman, former Theatre Arts faculty member, was appointed as a Member of the Order of Canada for her contributions to Vancouver's cultural landscape through her various roles within the theatre sector. The Board Chair reached out to her on behalf of the Board and an announcement was posted to the Langara website.
- A letter was received from Dr. Lane Trotter thanking the Board and the College for the establishment of a bursary in his honour. Over \$18K was raised from current and former Board members and from the College community and will provide a \$500 bursary annually to students for many years to come.

6. PRESIDENT'S VERBAL REPORT

In addition to his written report, the Acting President provided an update on the January Return to Campus noting that the College's students, staff and faculty will continue to prevail and persevere through these unprecedented times. He thanked M. Heldman and C. Arnold Forster for the ongoing planning with the Provincial Health Officer (PHO) and the Ministry to ensure that the College is aligned with their recommendations. It is important to note that BC Colleges, in collaboration with the PHO and the Ministry, worked together on one consistent approach and

shared messaging that clearly demonstrates how our colleges sector is able to collaborate on a shared vision. The College is aware that there has been student petitions to delay face to face classes as some students have concerns and are experiencing some anxiety with the return to campus. We have continued to monitor the situation very closely and have provided regular messaging as required.

In response to a question about Langara students signing a petition, Y. Varachia advised that there was a petition started on January 7, 2022, called "Delay the Return to In Person Classes", but it was signed anonymously by 1,302 people, was not addressed to anyone in particular, and nothing has come formally to the College from any groups to be able to address this. We have focused on increased messaging to our community so they are aware of the low transmission rates and the recommendations from the PHO. The Langara Students' Union has not posted, re-shared, or endorsed this by any social media platform. It was reported that the activity around the petition has significantly slowed down and we have not heard anything further. M. Roberts advised that she has not heard any rumblings from students on campus.

In response to a question if students should choose to protest vaccine mandates on campus, M. Jaworski advised that the College is a campus where students are free to express themselves, but it must be done safely and not interfere or disrupt campus activities. The College has a Statement of Principles on Academic Freedom and Freedom of Expression that identifies a process for people who wish to come on campus and express themselves. There are College policies and procedures in place to deal with all manner of speech, controversial or otherwise. Y. Varachia added that there was talk about a protest but it did not have any traction. We are an education institution where we support and allow students to express themselves and would work with the student groups to ensure that they have a voice.

7. COMMITTEE REPORTS/ RECOMMENDATIONS/ APPROVALS

7.1 Governance and Nominating Committee

a. Summary Report of meeting held January 13, 2022

R. Mirani, Chair of the Governance and Nominating Committee, highlighted the summary report of the GNC meeting held January 13, 2022, attached to the agenda for information.

7.2 Audit and Finance Committee

a. Minutes of Meeting held December 8, 2021

b. Draft Minutes of Meeting held January 17, 2022

Andy Dhillon, Chair of the Audit and Finance Committee, highlighted the minutes of the meetings held December 8, 2021 and January 17, 2022 attached to the agenda for information.

c. Audit Plan for 2021/22

A. Dhillon, Chair of the Audit and Finance Committee, highlighted the 2021-22 Audit Plan attached to the agenda. He advised that there was not much change from the previous

year noting that the emphasis for the auditors will be on COVID with the key emphasis on looking at the change of a few key positions in finance. The auditors advised that they are comfortable with the finance team currently in place and it is still possible that the audit may be done remotely with COVID considerations. He noted that materiality has increased slightly from the previous year and is what the auditors use to determine what they are going to test and how they are going to test. For new Board Members he noted that audits are a form of assurances over our financial statements to give all stakeholders comfort in the numbers contained in the statements in terms of their accuracy and completeness. The method in which it is done is prescribed by the Assurance Guidelines of Canada and materiality is a prescribed way of calculating an amount that is ideal and meant to capture everyone's expectations.

Discussion ensued and Board Members questions were answered.

It was moved by J. Dwyer and seconded by AV Corrales

THAT, the 2021/22 Audit Plan be approved.

Carried Unanimously.

8. FOR INFORMATION

8.1 2021-2025 Strategic Plan – Year 1 Update

Y. Varachia introduced P. Vargas, Interim VP, External, who provided a high-level overview of the Draft Year 1 update on Langara College's 2021-2025 Strategic Plan (attached to the agenda for information).

P. Vargas advised that this is the first year of the 2021-2025 Strategic Plan and is an opportunity to reflect on the progress we were able to make this year despite the very challenging circumstances with COVID. He noted that although the objective is to bring yearly updates on current state and targets achieved in the Strategic Plan, we do not have a full calendar year for the Year 1 update as the Strategic Plan was launched on May 13, 2021. This also informs why we are not at the desired target level for some of the priorities, however we wanted to stay with the timeline and bring a partial update on the strategic priorities.

P. Vargas noted that the College is looking for Board feedback on the Year 1 update that may advise the deliverables and adjust to the Board's expectations moving forward. He noted a few minor edits that will be done for the final document. The report is an update on the first partial year of Langara's progress towards achieving the strategic initiatives set out in the 2025 Strategic Plan – Weaving our Shared Future. Despite a slightly shorter reporting period, it demonstrates progress to meeting those targets as well as any slight adaptations that would have been made as of December 2021. The report includes baseline data taken from the previous 2020 Strategic Plan as well as updates to those baselines. The impact of the COVID pandemic on the College community and the shift towards online learning and working was and continues to be a significant challenge as reflected in the strategic priorities that heavily rely in on-campus events and in-person participation. P. Vargas noted that the format of this document is similar to the past and highlighted a few high-interest priorities.

M. Jaworski thanked P. Vargas and L. Xiong for the update noting that a tremendous amount of work went into the material. He commended the College community for making progress on these strategic initiatives while at the same time delivering in these extraordinary times, and for the remarkable commitment reflected in the document.

Discussion ensued and Board members questions were answered.

In conclusion, it was noted that feedback on the Draft Year 1 update is being received by the EA to the Board until February 3, 2022.

8.2 Indigenous Initiatives Update

Y. Varachia introduced Conor Kerr as the new Executive Director, Indigenous Initiatives and Services. C. Kerr highlighted his background and provided an update on his work at the College which is to build on the work that has been done, to honour the name *snəw'eyəɬ leləm'*, and to move forward with the College's relationship with Musqueam. He advised that he has been able to identify the gaps within his team structure and make the necessary changes to bring in some key players who will help build internal strategies around recruitment and retention. He highlighted the work that he has done related to indigenization and decolonization, and looked forward to working with the Board to move this forward.

Y. Varachia introduced Dr. Natalie Knight, Indigenization Strategy Consultant.

N. Knight provided an update on the Indigenization Strategy and highlighted the process that started with external engagement in the Fall 2021. External engagement included conversations with Indigenous post-secondary leaders in the Lower Mainland and Vancouver Island, connecting with Musqueam Chief and Council, Squamish and Tsleil-Waututh Nations, and urban Indigenous organizations. The process then proceeded with internal engagement that included conversations with Gail Sparrow, Musqueam Special Advisor to the President and Nk'xetko Mary Jane Joe, Elder in Residence, Indigenous student sharing circles, Indigenous faculty and staff, LFA, CUPE, LCAA, and leadership and governance groups such as Education Council (EdCo), Academic Planning and Priorities Committee (APPC), Senior Leadership Team (SLT), Langara Leadership Team (LLT), Langara Council, and the Board of Governors. By Spring 2022 a second round of external engagement took place with Musqueam, Squamish, Tsleil-Waututh and urban Indigenous organizations to identify community needs and aspirations. A second round of internal engagements included employee lunch and learns with LFA, CUPE, LCAA and leadership and governance groups including the Board. Summer 2022 will be focused on synthesizing and writing the information gathered which would then proceed to final consultations. The Indigenization Strategy launch and celebration will occur in the Fall 2022. She highlighted the six institutional priority areas for Indigenization to include:

1. Community Relationships

- a. Institute tuition supports and waivers for Musqueam students.
- b. Initiate custom skills training co-developed with Musqueam.
- c. Develop relationships with Squamish, Tsleil-Waututh, and urban Indigenous organizations.

2. Faculty and Staff

- a. Create Indigenous-specific positions across college.
- b. Decolonize hiring practices and develop supports for Indigenous employees.
- c. Enhance relevant PD opportunities for all employees.

3. Students Services and Supports

- a. Create Elders program with dedicated staff support.
- b. Develop Indigenous recruitment plan in partnership with MST and urban Indigenous organizations.

4. Curriculum and Pedagogy

- a. Hire specialized Indigenous curriculum specialists by Division.
- b. Develop land-based learning opportunities.
- c. Develop courses co-taught with Indigenous community members.

5. Governance and Policies

- a. Create Indigenous advisory council with community members and Indigenous staff.
- b. Develop Indigenous senior administrative positions to ensure voice at highest level.
- c. Instigate comprehensive policy revision and development.

6. Space and Infrastructure

- a. Develop stand-alone Gathering Space built to reflect Coast Salish culture and territory.
- b. Increase module classroom furniture for collaborative learning and circles.
- c. Create outdoor ceremony and cultural space.

Discussion ensued and Board members questions were answered.

8.3 Langara Foundation Update

ML Baum provided an update on Foundation activities as follows:

- Holiday Hamper program was an overwhelming success! 76 students with families and an additional 745 students received support over the holiday season. A total of \$204,015 was distributed to our students who need it most. This includes a record-breaking \$41,268 (after matching) that was fundraised by our departments to support the 76 student families.
- Work continues on the plan and test the case for support for an Indigenous Fundraising campaign. A plan has now been tabled with the VP External and President for review. The silent phase of the campaign will launch later this spring. It is anticipated that the public facing campaign will launch early next fall in tandem with the Indigenous strategy.
- The Foundation audit will commence with KPMG the second week of February with the Annual General Meeting scheduled for April 13th.
- At fiscal yearend, before our audit, we raised \$1.64M. This is the third straight year that we have exceed \$1M. Last year \$1.14 M was raised.

9. EDUCATION COUNCIL REPORTS

9.1 Summary Report of Meeting held November 23, 2021

T. MacMillan, Chair, Education Council highlighted the summary report of the Education Council meeting held on November 23, 2021.

It was moved by M. Roberts and seconded by AV Corrales

THAT, the Education Council Summary Report for the meeting held November 23, 2021 be received.

Carried Unanimously.

10. BOARD MEMBER REPORTS

There was no report.

11. STAKEHOLDER MEMBER REPORTS

There was no report.

12. VISITOR'S COMMENTS

There were no visitors.

13. NEXT MEETING

13.1 Thursday, March 24, 2022

The next Board of Governors meeting is scheduled for Thursday, March 24, 2022.

14. CONCLUSION

It was moved by AV Corrales and seconded by ML Baum
THAT, the meeting conclude at 7:16 p.m.

Carried Unanimously.