University of Toronto Graduate Students’ Union
Board of Directors Meeting Agenda
Hybrid, on Zoom and in person (Grad loft, 16 Bancroft Avenue)
Monday, March 18th, 2024 7.00 p.m. to 9.00 p.m. EST

7.00 p.m. - Meeting comes to order

1. Meeting Comes to Order
   a. Appointment of Meeting Chair (Discussion and Decision, Page 2)
   b. Appointment of Equity Officer (Discussion and Decision, Page 2)
   c. Land Acknowledgement and Equity Statement (Commitment, Page 11)
   d. Adoption of Agenda (Discussion and Decision)
   e. Approval of Minutes (Discussion and Decision, Page 2)
      i. Board of Directors meeting March 7th, 2024
   f. Guests and Media (Discussion and Decision, Page 2)

2. Levy Fee Changes (Discussion and Decision, Page 3)

3. CWTP Levy Fees (Discussion and Decision, Page 5)

4. Suspension of the President (Discussion and Decision, Page 7)
   a. In-camera session
   b. Ex-camera session

5. Appointment of Committee members (Discussion and Decision, Page 9)

6. Executive Reports

7. Other Business

8. Adjournment
Motions for consideration - Item 1

**BIRT** the UTGSU Board of Directors appoints Nour Alideeb as Chair for this meeting.

Moved; F. Krannich

**BIRT** the UTGSU Board of Directors appoints Gadfly Stratton as Equity Officer for this meeting.

Moved; F. Krannich

**BIRT** the UTGSU Board of Directors approves the agenda as amended.

Moved; F. Krannich

**BIRT** the UTGSU Board of Directors approves the minutes for the Board of Directors meeting as presented in Item 1e of the agenda.

Moved; F. Krannich

**BIRT** the UTGSU Board of Directors moves to seat all guests with speaking rights limited to 30 seconds per speech and with a two strike conduct rule to be facilitated by the meeting Chair.

Moved; F. Krannich
Motions for consideration - Item 2

**BIRT** the UTGSU Board of Directors approves a ___% increase to the UTGSU Health Plan fees ($____ + UTGSU Admin Fee of $10.00) for a total of $_____ for FY2024 with no changes to the plan; and

**BIFRT** this fee be collected in two equal sessional amounts.

**BIFRT** the UTGSU Board of Directors approves a ___% increase to the UTGSU Dental Plan fees ($____ + UTGSU Admin Fee of $10.00) for a total of $_____ for FY2024 with no changes to the plan; and

**BIFRT** this fee be collected in two equal sessional amounts.

Moved; Z. Tawhidi

**BIRT** the UTGSU Board of Directors approves a 3.4% cost of living increase to the Bikechain portion of the UTGSU fee for FY2025 to $3.10 ($3.00 + 0.10 = $3.10); and

**BIFRT** that this fee be collected in two equal sessional amounts.

Moved; Z. Tawhidi

**BIRT** the UTGSU Board of Directors approves a 3.4% cost of living increase to the University of Toronto Sexual Education Centre portion of the UTGSU fee for FY2025 to $1.28 ($1.24+ 0.04 = $1.28); and

**BIFRT** that this fee be collected in two equal sessional amounts.

Moved; Z. Tawhidi

**BIRT** UTGSU Board of Directors approves a 3.4% cost-of-living increase in the Canadian Federation of Students - National portion of the UTGSU fee for FY2025 to $10.90 ($10.54 +0.36 = $10.90); and

**BIFRT** these fees be collected as two equal sessional amounts.

Moved; Z. Tawhidi

**BIFRT** UTGSU Board of Directors approves a 3.4% cost-of-living increase in Canadian Federation of Students – Ontario portion of the UTGSU fee for FY2025 to $9.09 ($8.79+ 0.30 = $9.09); and

**BIFRT** these fees be collected as two equal sessional amounts.
Moved; Z. Tawhidi

**BIRT** the UTGSU Board of Directors approves a 3.4% cost of living increase of the UTGSU fee for FY2025 to $73.84 ($71.41 + 2.43 = $73.84); and

**BIFRT** that this fee be collected in two equal sessional amounts.

Moved; Z. Tawhidi

**Notice for OPIRG Fees increases**

OPIRG fee has increased by 3.4% cost of living increase for FY2025 to $6.52 ($6.31 + 0.21 = 6.52).

Please note that the CWTP, DLS, UTERN and SBA fees do not increase by cost of living and remain the same.
Motions for consideration - Item 3

WHEREAS the UTGSU, on behalf of the Centre for Women and Trans People, annually collects $1.00 per full-time graduate student and $0.50 per part-time graduate student; and

WHEREAS all UTGSU fee-collecting levy groups are required to submit annual budget, financial statements, audited financial statements and a list of approved signing authorities; and

WHEREAS the UTGSU has not received audited financial statements for the following fiscal years: 2018/19, 2019/20, 2020/21, 2021/22, 2022/23; and

WHEREAS the UTGSU previously moved to withhold fees in 2021/22 after a motion from the October 2021 UTGSU Council and a commitment from the CWTP to provide audited statements by March 2022; and

WHEREAS the CWTP only provided a programming and budget report in April 2022 but did not send the audited financial statements for the previous fiscal years by the April 15, 2022 deadline;

WHEREAS the UTGSU has collected and withheld roughly $90,000 in fees for the Centre for Women & Trans People.

WHEREAS the UTGSU met with representatives from the Centre for Women & Trans People requesting an update and timeline by January 2024;

WHEREAS the UTGSU has not received any communication from the Centre for Women & Trans People;

WHEREAS the UTGSU must notify the Office of the Vice-Provost Students to cease the collection of fees; and

WHEREAS the CWTP has fundamentally breached the accountability mechanisms and expectations required by a UTGSU fee-collecting levy group; therefore

BIRT the UTGSU Board of Directors move to cease collection of the Center of Women & Trans People (CWTP) Levy for the 2024-25 academic year;
BIFRT the Finance Committee be tasked with developing a proposal for distribution and allocation of withheld fees.

Moved; Z. Tawhidi
Motions for consideration - Item 4

**BIRT** the UTGSU Board of Directors moves in-camera at ___ pm, with the meeting Chair, the Equity Officer and the Executive Director present.

Moved; F. Krannich

**BIRT** the UTGSU Board of Directors moves ex-camera at ___ pm.

Moved; F. Krannich

**WHEREAS** an investigation has been conducted regarding the behavior of the Member Lynne Alexandrova ('the Respondent') during their time as UTGSU President before their suspension, and

**WHEREAS** it has been found that the Respondent has repeatedly not followed organizational procedures and breached their Executive duties by not adhering to resolutions decided by the Executive Committee, and

**WHEREAS** it has been found that the Respondent has acted against their fiduciary duties towards the Union and abused their position on the Executive Committee by forwarding confidential information to private email accounts, and

**WHEREAS** it has been found that the Respondent has contributed to conduct that may be considered workplace harassment and/or contributing to a poisoned work environment, and

**WHEREAS** the Respondent has shown during the investigation that they do not recognize their actions as potentially harmful to other people, and

**WHEREAS** the Respondent has been vacated/removed from office in 2018 and 2020, and

**WHEREAS** the Respondent has been suspended since September 28, 2023 from the position of President of the UTGSU but a Members meeting for removal from office in accordance with Bylaws 10.3.2.3 has not been called, therefore

**BIRT** the Board of Directors recognizes that the allegations raised by the complainant Executive Members and the former Executive Director have been substantiated on a balance of probabilities, and
BIFRT the Board of Directors of the UTGSU offers the Respondent to either resign from the position of President with effect immediately or to go ahead with the process of calling a Members meeting for removal, up to the sole discretion of the Board of Directors.

BIFRT the Board of Directors enacts Bylaw 10.5 to discipline Lynne Alexandrova in their role as a Member of the UTGSU at the Board of Directors meeting on April 8, 2024, to impose the following sanctions:

1. In accordance with Bylaw 10.5.3.1.4 deem the Respondent ineligible to be a candidate for Director and Officer positions

2. In accordance with Bylaw 10.5.3.1.3 prohibit the Respondent from:

   a. Attending, both in person and virtually, meetings of the UTGSU Board of Directors, the UTGSU Assembly and Committees/Caucuses of the UTGSU,

   b. Accessing the UTGSU Building (16 Bancroft Avenue),

   c. Contacting, both verbally and in writing,

      i. Staff of the UTGSU,

      ii. Members of the Board of Directors, the Executive Committee and the Executive Director, besides the designate selected by the Executive Committee,

      iii. Members of the Board of Appeals besides its Chair.

   d. The Respondent shall only be allowed to contact the UTGSU regarding any of the Unions’ services through emails sent to a designate selected by the Executive Committee, which will determine by their sole authority how to proceed with any inquiries. Inquiries of the Respondent to any staff members of the UTGSU shall be denied in accordance with the Collective Agreement, 6.7 Denial of Service, which stipulates the right of employees to refuse service to individuals which behave belligerently or abusively.

   e. The Respondent shall only be allowed to reach out to the Chair of the Board of Appeals regarding the filing and the processing of an appeal.

   f. The Executive Director shall ban all private email accounts set up and/or used by the Respondent, from contacting or being contacted by any UTGSU email accounts. The Executive Director shall ban the Respondent’s official UofT email address (‘lynne.alexandrova@mail.utoronto.ca’) from contacting or being contacted by any UTGSU email accounts besides the email accounts of the
Chair of the Board of Appeals and the designate selected by the Executive Committee.

**BIFRT** the Respondent should exhaust all internal UTGSU dispute resolution avenues, before proceeding with any outside avenues. As such, any appeal of these decisions or of any action taken during the process of suspension of the President may only be done through the appeals process of the UTGSU as stipulated in UTGSU Policy G10: Appeals Process. This provision specifically clarifies that an appeal can only be submitted to the Chair of the Board of Appeals - any written or oral statement to members of the Executive Committee, the Executive Director or the Staff of the UTGSU does not constitute an appeal.

**BIFRT** the Governance Committee reviews the progressive discipline process for sanctioning elected members in Executive and Director roles, using the UTGSU Bylaws as a basis for the expansion of this process.

Moved; F. Krannich
Motions for consideration - Item 5

WHEREAS Director C. Rodgers has stepped down from his positions at the Governance Committee and the Finance Committee, therefore

BIRT ___ (Director Division 4) be appointed to the Governance Committee, and

BIFRT ___ (Director Division 4) be appointed to the Finance Committee.

Moved; F. Krannich

WHEREAS a Committee to evaluate the honoraria of Directors has been created, therefore

BIRT ___ be appointed to that Committee, and

BIFRT one (1) general Member be appointed to that Committee with voting rights.

Moved; A. Moghaddam
Land Acknowledgement and Equity Statement

The following statement expresses the Union’s commitments to equity and informs the way in which we conduct business of the Union. The statement will be read aloud during the opening address of meetings of the membership, the Board of Directors, and at UTGSU events:

We acknowledge this land on which the University of Toronto Graduate Students’ Union operates. For thousands of years, it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit River. Today, this meeting place is still the home to many Indigenous peoples from across Turtle Island and we are grateful to have the opportunity to operate on this land.

As many of our members are settlers on Turtle Island, the Union directly benefits from the colonization and genocide of the indigenous peoples of this land. It is imperative that the Union acknowledge that it is on occupied land and that to engage in acts of decolonization is an important aspect of equity work in Canada.

Student Union solidarity is based on the principle that all members deserve to be equal, respected and should be understood. As members of the Union, mutual respect, cooperation and understanding are our goals. We do not condone or tolerate behaviour that undermines the dignity of any individual. Expressions of hate such as intimidation, harassment, offensiveness or hostility will not be tolerated.

We will struggle against all forms of discrimination and harassment, including but not limited to: Islamophobic, anti-semitic, xenophobic, sexist, racist, classist, ableist, homophobic, transphobic, ageist sentiments and remarks. We all have an obligation to ensure that an open and inclusive space, free of hate is established. We support growth and understanding and believe in providing opportunities for individuals to acknowledge the impact of their remarks, with the understanding that the experiences of those impacted by discriminatory sentiments or remarks will be privileged.

If you are not here in an understanding of good faith or you have violated this understanding, you will be asked to leave. Do you agree?