

SPECIAL MEETING

GENERAL ASSEMBLY

MINUTES
3rd MEETING OF 2021-2022



SEPTEMBER 13, 2021 AT 6:00 PM
Meeting ID: 839 7813 8614
Passcode: 794212

THE UNIVERSITY OF LETHBRIDGE STUDENTS' UNION - 4401 UNIVERSITY DR - RM SU180 - LETHBRIDGE AB, T1K 3M4
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GENERAL ASSEMBLY MEMBERS - 17 VOTING MEMBERS (QUORUM IS 10 VOTING MEMBERS)

BRENNA SCOTT – CHAIR, **HOLLY KLETKE** - PRESIDENT, **MARK SEREBYANSKY** – VP OPERATIONS & FINANCE, **AMY MENDENHALL** - VP STUDENT AFFAIRS, **BECCA PARKKARI** - VP ACADEMIC, **RYAN LINDBLAD** – VP EXTERNAL, **MADI ING** - A & S REP, **ELISHA WONG** - A & S REP, **SHAE DAUNCEY** - A & S REP, **CAYLEY FLEISCHMAN** - A & S REP, **JENNIFER ESEONU** – A & S REP, **MADINA ALI** - A & S REP, **VACANT** – EDUCATION REP, **JOHN CARTER** - RESIDENCE REP, **ALEXANDRA DODD** – FINE ARTS REP, **VACANT**– HEALTH SCIENCES REP, **MITCHELL NIXON** – DHILLON SCHOOL OF BUSINESS, **MICHELLE KILDAW** – DHILLON SCHOOL OF BUSINESS REP, **LIONEL MIGRINO** – CALGARY CAMPUS REP, **VACANT** - INDIGENOUS REP, **ARABA ADENU-MENSAH** – INTERNATIONAL REP, **VACANT** – 1ST YEAR REP.

ATTENDANCE: **BRENNA SCOTT** – CHAIR, **HOLLY KLETKE** - PRESIDENT, **MARK SEREBYANSKY** – VP OPERATIONS & FINANCE, **AMY MENDENHALL** - VP STUDENT AFFAIRS, **BECCA PARKKARI** - VP ACADEMIC, **RYAN LINDBLAD** – VP EXTERNAL, **MADI ING** - A & S REP, **ELISHA WONG** - A & S REP, **SHAE DAUNCEY** - A & S REP, **CAYLEY FLEISCHMAN** - A & S REP, **JENNIFER ESEONU** – A & S REP, **MADINA ALI** - A & S REP, **JOHN CARTER** - RESIDENCE REP, **ALEXANDRA DODD** – FINE ARTS REP, **MITCHELL NIXON** – DHILLON SCHOOL OF BUSINESS, **MICHELLE KILDAW** – DHILLON SCHOOL OF BUSINESS REP, **LIONEL MIGRINO** – CALGARY CAMPUS REP, **ARABA ADENU-MENSAH** – INTERNATIONAL REP.

ABSENT:

GUESTS: Doug Mackie, Mark Slomp, Kairvee, Kathleen Massey, Liam Kryz, Tori Hood, Jocelyn, Axel Froese, Rosie Costen, Scott Harling, Mikaela Crowson, Blain Strowbridge, Cailin Williams, Cayley McNeil, Lucas Choi, Caleb Fowler, Kristina Olafson.

1. **LAND ACKNOWLEDGEMENT** - *Holly*
Holly gave land acknowledgement.

2. **SPEAKING POINTS** (Insert 2) – *Holly*
Holly requested that all those who will be speaking will be respectful and considerate to those present regarding the topic at hand. See Insert

3. **ADOPTION OF THE AGENDA**
 - 3.1 **ADOPTION OF THE AGENDA**

MOTION [22858GA]

MSC: M. Kildaw/M. Serebryansky

BIMT the General Assembly adopts the agenda of September 10, 2021.

Carried

4. CHAIR REMARKS - Brenna Scott

I had pleasure of being the ULSU president five years ago. It's great to be your Chair this year.

5. ITEMS FOR ACTION: CLUBS, GROUPS, AND INDIVIDUALS

5.1 DE-RATIFICATION - KAPPA BETA GAMMA, ALPHA IOTA CHAPTER (Insert 8.1) – Holly

President of Kappa Beta Gamma – Haley Gray

- As we are coming out of COVID lockdown it is important for people to make connections with each other. We hope that we can be ratified so we can participate in Club Rush Week.
- Our organization has provided countless hours of volunteering on and off campus.
- We do have a national body who governs our chapter.
- Without the ULSU these issues could be perpetuated.
- We all ran for these positions to make these known changes.
- We want to find long term solutions.
- Please ask yourselves if de-ratifying KBG is the best course of action.
- This organization is a part of our identity.
- We know there are systemic issues within our organization and want to move forward with some solutions.
- Our executive council has removed a member who violated our standards.
- Some of our members have received backlash from people on social media. People have disclosed confidential information.
- I would not be the woman I am today without KBG. The organization has given me a lot of self-confidence. I have met my best friends here. I feel I have found my home. I want to work with the ULSU to work things out, I hope you will consider this. We are extremely committed to change.

Explanation

- The reason this motion is on the floor is because the University of Lethbridge has requested an investigation into Greek Life organizations, for sexual violence and secrecy.
- Holly read an explanation document.
- A request was made to move in-camera.

IN-CAMERA

MSC: A. Mendenhall/M. Ing

BIMT the General Assembly move in camera.

Carried

MSC: S. Dauncey/M. Ali

BIMT the General Assembly move out of in-camera.

Carried

Discussion

- I feel it's our responsibility to protect the individuals. The members who came forward were Greek Life members. Want to reiterate that the ULSU does not want this to be a punishment, we want to work with these groups. We want something to build something better, it's a good opportunity to improve. I don't feel that we can do as such while we continue with ratification.
- I would like to make it clear that as an elected member of the ULSU. The Greek Life organization does have an external board that can function without the ULSU. If we choose to vote to de-ratify these organizations what authority does the ULSU have over them to mitigate these issues? If there is a de-ratification, what can the ULSU do to oversee change in this issue?
- This isn't to rid the organizations forever, if they are de-ratified.
- How can we build back safer and inclusive so everyone can feel part of a family?
- If we do de-ratify the organizations, we will have no authority over them but they lose a lot of benefits. That has been heavy on our minds. We realize this culture is spread across campuses all over the world. We hope Greek Life will come to us and volunteer themselves to work with us to make things better.
- I haven't been on the Lethbridge campus much since I'm Calgary Rep, but I have been to many events.
- Greek culture isn't inclusive and doesn't emphasize a safe environment. How do we build that safe and inclusive culture moving forward? Or perhaps is it even possible to build that culture with Greek life?
- What are the measures that will be put in place if they are de-ratified? If they do get de-ratified, how will they get re-ratified?
- It's in the terms in ratification. We want to completely overhaul the Greek Life Council and recreate it so it benefits both parties involved.
- We would like to have regular reviews, and keep open with the chapter. We are just students and using the resources we have.
- We would like to focus on KBG and focus on the nature of the findings. Our hope there is that there is no hurt at all and offer support to our sisters. We have an extensive list of policies and bylaws and our rituals that are past down are traditions. There are rituals for graduations and death. It's paying an ode to members, not to exclude anyone. We would

really appreciate it if you could allow us to be part of the ULSU. If there is any way we can show you that we are committed to this, we will do it.

- A reminder was made to the voting body that there are three separate votes on the agenda. I think a great deal of due diligence has been conducted. Moving forward, the right steps will be taken but it won't be easy. I am more than happy to lend any policy advise.
- De-ratification could lead to an underground sexual violence culture. As we mentioned, this is about cost benefit. The third-party investigator agreed that a hard reset would be the best option.
- There has been discussion that it's unfair that we are focusing on Greek Life.
- This is a tangible action that we can take at this point. We want to see these organizations ratified in the future but seems counter active providing the information that has been brought forth. The ULSU would like to work with them to become ratified in the future.
- Why does something bad need to happen before change is made? Why do victims have to relive their trauma? What can we be doing to prevent it in the future?

MOTION [22859GA]

MSC: H. Kletke/R. Lindblad

BIMT the General Assembly de-ratify Kappa Beta Gamma, Alpha Iota chapter for the 2021/22 academic year, with consideration for the additional recommendations provided in the notice sent by the ULSU and University administration.

Carried 13/0/1

8.2 DE-RATIFICATION - KAPPA SIGMA, OMICRON XI CHAPTER (Insert 8.2) – Holly

Kappa Sigma

- Our chapter wants to work with the ULSU and policy reviews to ensure we are good members of the university community. We have a history of working with counselling services and with the ULSU. All of our members sign our code of conduct document. Any member found guilty of sexual conduct will be expelled from our chapter. We have high standards. The chapter gives disciplinary actions when necessary. We do want to work with the ULSU. We feel that de-ratifying us is a wrong course of action. It's unfortunate that you are unable to see our direction.

Discussion

- Dealing with criminal charges on formal complaints. There is a culture of ostracization and intimidation.
- I would like to work with Kappa Sigma to see how their judicial processes work. We did deliver a notice of probation but Kappa Sigma has broken those terms.
- This is a dangerous year to be playing a game of risk with groups where there will be a lot of feelings coming into this and people not knowing how to deal with it.

- Liam read a document of implementation moving forward. The Rush video that was posted, was in hopes that we would be re-ratified.
- We didn't wait for something bad to happen before we made changes. We make changes every semester to make our environment safer on campus. We want to work with the ULSU and the University, and want as much collaboration as possible. We have done just about all we can.
- Some of the changes we have made: we added annual sexual violence training, restructured judicial process and a lot of bylaws.
- With a spirit of collaboration, this is an opportunity for Greek Life to take advantage of that.
- Wanted to respond to Axel -- What made you want to work on improving the sexual violence policies?
- We are trying to be proactive. We weren't trying to clear our name, we sincerely want to be a better organization and to make it a safe organization on campus. We want to make the changes as much as you do. You are basically sending someone to jail before making things better first.
- The ULSU is disappointed that we have not seen cooperation from Kappa Sigma thus far and that that we have been accused of uncooperating.
- We did complete the mandatory sexual violence training as part of the ratification process. We are down to 20 members and that's why we offered the amended probation appeal.
- Would like clarification on how much the investigation cost.

MOTION [22860GA]

MSC: H. Kletke/R. Lindblad

BIMT the General Assembly de-ratify Kappa Sigma, Omicron Xi chapter for the 2021/22 academic year, with consideration for the additional recommendations provided in the notice sent by the ULSU and University administration.

Carried 11/0/1

5.3 DE-RATIFICATION - DELTA ETA IOTA, ALPHA CHAPTER (Insert 8.3) – Holly

Delta Eta Iota

- In the HR report, DHI is never mentioned at all in this report. There is no mention of our organization of bullying or rape culture. We were founded on the U of L back in 2008. We are a locally focused organization. DHI has always held ourselves in an academic standard. This goes back to our founders back in 2008. The ULSU has sighted this investigation to reduce sexual violence from the campus which we support. We have expelled members in the past from bullying and perpetuating a toxic environment. We do not take these things lightly; we operate to safely protect our sisters while mitigating this kind of culture. We have always been big supporters of the LGBTQ, supported victims of sexual violence and other things. DHI has not been a hindrance but a tool of empowerment. DHI presence in Greek Life culture --

we define our culture as not being like other GL organization. We have always and continue to shape our culture with our sisters as being in opposition to any kind of ostracization. DHI is not an organization of perpetrators; we stand with victims. These funds have been made available for investigation and we want to be an active part with eliminating this culture. We have been provided with no evidence that we have perpetrated in the sub culture.

- I came back into a second degree and have been part of DHI for 10 years, as an alumni and active member. I was always encouraged to improve myself. I've met with people from generations and have seen benefits and growth of the organization. Some of our sisters have blossomed into leaders. I feel this de-ratifying process would cause more harm than good. It would cause people to not come forward if they knew the organization, they loved would be de-ratified. The GL council wants to work with executives. We built GL council around working with the ULSU, to ask questions, to share communication. It isn't that way now. There were other executives who didn't see the value in GL council.

Discussion

- What would happen if we left one GL organization in place? I would like to hear from the university administration.
- The results from the investigation are in our hands and we want to be productive moving forward. The ULSU feels this is the best way to move forward. We would like to act now with the sense of urgency that this topic deserves.
- I don't think this is the fault of any individual or team, we need to look forward into the future. What we have now is the opportunity to put positive structures in place to account for worst case scenarios and to ensure safety for students in future years.
- I'm honored to hear that there have been benefits within the sisterhood but I don't see how those steps can prevent sexual assault in the future.
- What we can do is to put in place policies for our sisters. We don't have control if someone gets assaulted, but we do have control over the support we provide. This is an issue that directly affects us. If I felt that Delta had any part in this, I would be out the door. I'm here to support our sisters. If we have one incidence of bullying, they are out the door. We don't have the resources or money that the other organizations do. I do not want my sisters dragged in with their names, as have being assaulted. We are not an organization of perpetrating this culture. The meeting minutes do not list the vote on cost of approval. We are concerned that several people and ULSU executives are not basing their decision on bylaws. It seems like an inconsistency to us.
- The authority to de-ratify is ULSU bylaw 34.
- I am currently the youngest member of DHI. The people I've met and worked with while being a sorority sister have been amazing individuals. They have taught me to be strong and independent. They mean a lot to me because they are my family. I think it's inappropriate to de-ratify us.

- We are and will be transparent, we just haven't received our bill for the investigation yet. The university has offered to pay for some of it. Once we get it, it will be passed in a GA meeting and those minutes will be available.
- We have a proposal on things that we can do if we are ratified or de-ratified to help show we are working with the ULSU. There are a lot of options to work with you without being de-ratified. This feels like a punishment, not an opportunity. Is there a middle ground that we could do?
- No alcohol is present at our pledges and also have other rules in place. We have not perpetrated this culture. This is a sweeping generalization to fit us in with this culture. We treat our pledges with the utmost respect.
- Every single club, someone can join and something can happen. I joined DHI and it is the only organization on campus that has accepted me and loved me for who I am and I've been in university for over 10 years.

MOTION [22861GA]

MSC: H. Kletke/M. Ali

BIMT the General Assembly de-ratify Delta Eta Iota, Alpha chapter for the 2021/22 academic year, with consideration for the additional recommendations provided in the notice sent by the ULSU and University administration.

Carried 8/3/2

6. OTHER BUSINESS

Cheri – we will regroup and reach out to these organizations.

Becca – A shout out to GA members to check your emails.

Holly – This has been a heavy topic for all of us, take care of yourselves and do something for yourselves.

Cheri – Thank you for the university people who attended.

Karivee – None of the students who came tonight will receive any reprimands.

Kathleen – It takes a lot of courage to have an open dialog. Yes, there is no penalty or reprimands for anything that has been shared.

7. NEXT MEETING

September 23, 2021 at 5pm

8. ADJOURNMENT

8.1 ADJOURNMENT

MOTION [22862GA]

MSC: M. Serebryansky/C. Fleishman

BIMT the General Assembly adjourn the meeting of September 13, 2021.

Carried