

- 12.1 Call to Order
- 12.2 Territory Acknowledgement
- 12.3 Acceptance of the Council Meeting Agenda
- 12.4 Acceptance of the Minutes: November 27th, 2023
- 12.5 Reports
 - 12.5.1 Executive Director's Report - *Roland G.*
 - 12.5.2 Executives' Updates - *Celine L.*
- 12.6 Old Business
- 12.7 New Business
 - 12.7.1 Downtown Campus Services - *Fahad A. D.*
 - 12.7.2 EXT-11 Policy & Decision Note - *Jimmy W.*
- 12.8 In Camera
 - 12.8.1 BCIT Policies - *Stewart M. and Celine L.*
- 12.9 Open Forum
- 12.10 Reminders
 - 12.10.1 Next Council meeting: Monday, January 8th, 2024 @ 5:30 pm in Council Chambers
- 12.10 Meeting Adjournment

Please refer to attached materials.

Executives: Joshua Luu – VP, Student Experience
 Charlene Steeves – Chair, School of Health Sciences
 Jimmy Wang – VP, External
 Shelby Woida – VP, Equity and Sustainability
 Matthew Puyat – Chair, Downtown Campus
 Abdul Aziz Ansari – Chair, School of Transportation, Construction, & the Environment
 Justin Saint – Chair, School of Computing and Academic Studies
 Mia Bui – VP, Finance and Administration
 Céline Loriot – President
 Daniel Wong – Chair, Specialized Transport Campuses
 Vrishank Prabhu – Chair, School of Energy

Staff: Margarita Gaidasheva – Executive Assistant
 Stewart McGillivray – Government Relations Strategist
 Roland Gagel – Director of Finance, Interim Executive Director

Councillors:	Alexander Bridgeman	Fiona Wong	Parisa Saqib
	Andrea Martin Marcelo	Ho Yin Cheng (Pedro)	Quoc "Minh" Nguyen
	Aruzhan Basbulat	Jasmine Yang	Shanti Stein-Gagnon
	Cora-Lynn Bell	Kobie Smith	Fahad Ahmed Doza
	Daniel Mah	Xavier Delaney	Monika Monika
	Andrea Obnamia	Andrew Pham	Jadon Matthias
	Bobby Davidson	Will Ondrik	Owen Rains
	Su Yamin Tun	Kyla Cruz	

Regrets: Simran Anand – Chair, School of Business + Media
 Councillors - Edward John Gatchalian, Elaine Huang, Jaspreet Bhuller, Matt kilpatrick (BMC),
 Megan Jewell, Muhannad Ahmad

12.1 Meeting called to Order

The President calls the meeting to order at 6:00 pm (34 voting members of the Council).

12.2 Territory Acknowledgement

Daniel Wong read the territory acknowledgement to begin the meeting

12.3 Acceptance of the Agenda

Motion:

Be it resolved that the agenda be accepted as distributed.

Moved by: Matthew Puyat

Seconded by: Charlene Steeves

Unanimous

Carried

12.4 Acceptance of the Minutes: November 27th, 2023

Motion:

Be it resolved that the Council Meeting minutes from November 27th, 2023, be accepted as distributed.

Moved by: Jimmy Wang

Seconded by: Justin Saint

Unanimous

Carried

12.5 Reports

12.5.1 Executive Director's Report

As attached.

Reminder: "MyVirtualDoctor" is now operational and ready to go

- <https://www.mystudentplan.ca/bcit/en/myvirtualdoctor> will have info on how to enroll

Thursday, December 14, 2023 is the last day of SA operating

Pavilion Pop-up at aerospace campus

Peak leadership program is now open

- Has been running for the past 15 years
- Always hear good things about it

Comedy show has been rescheduled from Friday, December 1, 2023 to April 2024

Government supports the childcare worker subsidy

- It will go from \$4/hr extra to \$6/hour extra

12.5.2 Executives' Reports and Updates

Matthew updates on the Downtown Campus initiatives

- Has been providing tea and hot chocolates to students
- There's been noticeable need for it

Charlene – meeting with interprofessional health committee

- Create relationships with health authorities
- By end of February should have update on initiative

Vrishank – RC Classic and sustainable energy

- Plans to organize a Bayblade tournament next year
- Lots of prizes in the works
- Very serious.

Abdul – tabling with big prize

- Planning industry night
- Mentorship Program for Energy school

12.6 Old Business

n/a

12.7 New Business

12.7.1 Downtown Campus Services

Fahad A. D. holds a discussion around services inequities at the BCIT downtown campus

- Asking the SA to improve access for students for BCIT services and employment opportunities

Fahad brings concerns from international students in the ISEP program facing multiple issues at the downtown campus:

- Students unable to use U-pass program 😞, makes it very expensive
- Since they're Full-Time students – difficult to get a job
- They don't have a dental plan
- They're not allowed to work elsewhere
 - o Except only in the downtown campus
 - o Restricted to work there because of the study permit
- Submit resumes but don't hear back
- A lot of students in TA5 (ISEP program) having difficulties passing the course
 - o Unsure of the final grade
 - o Different teachers have different grading methods
- Gym in downtown campus is out of service
 - o Expensive for them to visit gyms on other campuses
 - o Especially since they don't have use of U-pass
- No access to library services
 - o can't even review the book to see if it's the current and correct one for the course
 - o if they want to buy books – must come to Burnaby campus
- Paying higher rent
- Not aware of exactly how much fees they're paying to the SA
 - o not listed on the receipt

Mia

- Students don't have access to the U-pass program
 - o it's been an ongoing issue over the years
- for the English course issue – suggested to talk to the advocacy specialists
- gym out of service – it's run by BCIT, they must fix it
- the SA fees and details are listed on the BCIT tuition fees page

Q: Dental plan – why don't they have access to it?

- Similar to part time students – they're not eligible 😞

ISEP is a 0 credit program

- Classified in a certain way
- 7 weeks in duration, then no studies for a week or two
- They don't receive full benefits from that classification
- They pay lots of tuition fees, so they should be eligible for U-pass and dental program
- BCIT registration system is a hurdle

There's a delivery service for books to other campuses

- Students don't have to travel to get their books

Q: Have there been any attempts to expand this to any BCIT campus?

- Permit is the issue (from federal government)
- Roland and Stewart and Jimmy will follow up on this
- Lobby the government

12.7.2 EXT-11 Policy & Decision Note

Jimmy W. and Stewart M. recommend that Council adopt the proposed new External Policy Position "EXT-11 BCIT Nursing Program and Parental Leaves" in accordance with the requirements found in Bylaw 21.3.

Q: How many students per year typically doing the preceptorships, clinical, or ESN placements)?

- ESN is not specific to BCIT
- Increased to 96 students (spots)
- So, they increased the number of spots, but removed the funding

Motion:

Be it resolved that proposed external policy position "EXT-11 BCIT Nursing Program and Parental Leaves" be adopted.

Be it further resolved that Council delegates to the Advocacy and Policy Committee the finalization of the written rationale for the policy.

Moved by: Jimmy Wang

Seconded by: Advocacy and Policy Committee

Unanimous

Carried

12.8 In Camera

12.8.1 BCIT Policies

Motion

Move the meeting to go in-camera

Moved by: Jimmy Wang

Seconded by: Charlene Steeves

Unanimous

Carried

The meeting moves in camera at 6:35 pm

Motion

Move the meeting to leave in-camera

Moved by: Owen Rains

Seconded by: Matthew Puyat

Unanimous

Carried

The meeting leaves in-camera at 7:02 pm

Motion

Be it resolved that the student association does not support the proposed revisions to BCIT policy 7103;

Be it further resolved that the BCITSA council urges BCIT to return the draft policy for further review by committees that do include elected students, staff, or faculty;

Be it further resolved that council requests the BCITSA president to convey its position to the president of BCIT;

Be it further resolved council asks the VPX and the ED to convey its concerns to the minister's office if not remedied by BCIT;

Be it further resolved Council in particular notes the following concerns:

- non-compliance with section 6 of the Act
- dated definitions of "revenge porn"
- an overly long review period
- inconsistent references to the criminal code
- The failure to operationalize definitions like cyber, stealthing, reprisal, etc that do not appear elsewhere in the policy
- omission of any reference to affected groups
- lack of appropriate training for decision-makers
- non-application to BOG, foundation, alumni association
- ambiguous overlap between office of the VPA and VPHR
- weak and ambiguous scope of policy application
- no substantive reference to survivors and alleged perpetrators
- ambiguous employee duty to report
- adversarial and dated H&D process
- the procedures are a bit out of date, relative to statutory Maximums

Moved by: Owen Rains

Seconded by: Joshua Luu

Yes: 26 No: 0 Abstain: 4

Carried

Q: Can the word “useless” be replaced? What is the definition of it?

- The issue is that those words are mentioned in the policy, but not in the government act, and not mentioned anywhere else
- Therefore there’s no weight to them, they don’t serve a purpose

12.9 Open Forum

Mia would like to thank the Bylaw committee and the Finance Committee for doing a great job
Alexander thanks the SA for the dinner (provided for the last meeting of the term)

- We should try to do it every year

Celine thanks everyone for coming to council meetings

- For great engagement
- For councillors asking questions
- Happy holidays. And happy birthday to Justin Saint!

12.10 Reminders

12.10.1 Next Council Meeting: Monday, January 8th, 2024 @ 5:30 pm in Council Chambers

12.11 Meeting Adjournment

It was moved by Matthew Puyat and seconded by Joshua Luu that the meeting be adjourned.

Unanimous Carried

The meeting was adjourned at 7:10 pm

Executive Director's Report – Council Meeting Dec 4, 2023

- **Executive Director/Director of Finance/Organizational activities of note:**
 - My Virtual Doctor is now live as of Dec 1. Students who are part of the Health and Dental Plan are automatically registered but will need to activate or register with Telus.
[Welcome to TELUS Health Virtual Care](#)
Please go to the website for more information
<https://www.mystudentplan.ca/bcit/en/myvirtualdoctor>
Detail instructions of how to access the service with a mobile phone, select the button/field **HOW TO ACTIVATE YOUR ACCOUNT!**
 - Pavilion – SA Winddown and handover is proceeding, last day of ops is Thursday Dec 14
 - GearedUp @NE1 – Planning and implementation is proceeding. Design & Finishing Framework is complete. Hoping for a mid January start. Planning for a very limited # of items for a store Pop-Up in January to serve students.

- **Student Services**
 - **SA Food Pantry:**
 - We worked with BCIT on promoting the annual **BCIT Food Drive** for the SA's Food Pantry. Thousands of pounds of dry goods and personal hygiene products and a total of \$2200 were donated throughout the month of November.
 - **Services - Past Events**
 - Pop-Up Pantry at Aerospace Campus | November 28th from 11 AM – 12 PM
 - We had 100 students visit our booth and walk away with food to take home. We surveyed students asking preferences for day of the week/time for future Pop-Up Pantry's (scheduling 1-2/term).
 - Industry Panel: Digital Portfolio Development and Review was hosted at the Downtown Campus on November 30th from 4 PM – 6 PM
 - Students heard from a panel of industry professionals for the first hour and during the second hour given the opportunity to have their portfolio reviewed by the panelists (optional).
 - We had 5 industry panelists and 27 students attended.
 - **Services - Upcoming Events:**
 - Peak Leadership 2024: Registration is now open for our exciting annual Peak Leadership program! Over the course of six weeks in the Winter term, this award-winning program is designed to equip students with hands-on leadership experience that enriches their resume and positions them as a standout candidate in the eyes of employers. Check out the full schedule of events, read about the program details and apply today [here](#).
 - <https://www.bcitsa.ca/careerservices/students-and-alumni/peak-leadership/>

- **People and Culture**
 - The Health and Safety binders have been updated and consolidated into one 'Health and Safety' document for the entire org. and is now posted on sharepoint in one location. This includes processes and forms for all workplace health and safety-related topics and incidents.

- **Marketing**

- Winterfest: Wednesday, November 15. The second edition of the SA Winter Fest featured 22 local vendors, 4 craft activities, 3 street artists, a donation table, and a photo wall. With over 1400 attendees, the event had significant community engagement, including a fundraising outcome of \$800 for the SA Food Pantry.
- “Study Break” Comedy Show: - Rescheduled for Friday Apr 12, 2024 in Habitat Pub.,
- “Study Break” \$12 Bites and Brews – Friday Dec 1 Replaces comedy show. Presented as a Habitat special deal, no advance tickets required. Verbal Update to come.
- Link Magazine “Lo-Fi Wellness” fall edition was released and distributed throughout the Burnaby and Downtown Campuses.
- Promotions –
 - Printshop Calendars
 - Stands Holidays Specials
 - Peak Leadership Program Enrollment

- **Childcare Centre**

- The Childcare remains full with 62 children in attendance in our 3 centers.
- All 3 of our centres are having mini craft fairs in the next 2 weeks. This includes items the children and staff have made as well as items they baked together. The parents love it and it’s a great way to teach the children about money. We then take the money and purchase toys for the centre that they are asking for.
- We will be having a staff hot Chocolate Bar and staff pizza party the last week before our holidays
- Santa will be visiting our centres on Wednesday December 6. Guess who is Santa!
- Starting December 1 the BC Government wage enhancement is increased to \$6 per hour from \$4. Thank you BC Government!

- **Retail and Pub**

For the Month of:	Nov-2023		Sales Data to:	30-Nov	% of Sale Days for Month	
Total Business Days:	21		Days of sales:	21	100%	
Location	Transactions	Net Sales	Budget	% of Budget	Projection	Difference
Geared Up	550	\$ 24,500	\$ 32,700	75%	\$ 24,500	\$ (8,200)
St Central	6,210	\$ 35,700	\$ 39,800	90%	\$ 35,500	\$ (4,300)
St South	7,310	\$ 43,500	\$ 54,000	81%	\$ 43,500	\$ (10,500)
Pavilion	16,400	\$ 121,700	\$ 141,700	86%	\$ 121,500	\$ (20,200)
Habitat	2,452	\$ 53,424	\$ 69,700	77%	\$ 53,500	\$ (16,200)

Revenue to Budget better in November than October.

Name	Position	#	Objectives	2023-2024 Executive Objectives For Council Meeting date of: 2023 Dec 4 Update 5
Céline Lorient	President	1	Improve students' mental health awareness through hosting 3-5 campus convos. JO w/ VP Student Experience.	Working with Josh and Abdul to plan the next Campus Convos in collaboration with BCIT Counselling in the Winter term.
		2	Work with the Executive Director Search Committee to appoint a permanent Executive Director. JO w/VP E&S and Chair of HS.	I have been promoting the opportunity on LinkedIn and connections at BCIT. The committee has posted it under employment on the BCITSA website. Boyden has taken care of the advertisement strategy.
		3	Foster good governance principles and practices by supporting the BCITSA governance review. JO w/BCITSA Government Relations Strategist.	Working with Vrishank, Stewart, and Tara to understand the scope of the proposed idea of creating an HR Committee and how it aligns with the Governance Review.
			Miscellaneous	I was a panellist at the BCIT President's Townhall for Students on November 22. Also, I attended a Finance Committee meeting. I participated in a Public vs Private Health Care Panel Discussion hosted by the Globe and Mail on November 23. I was a nursing student speaker for the Provincial Government Labour Announcement at BCIT on November 24, followed by an interview. I participated in an interview about the BCITSA AGM. Attended AdPoCo meeting on November 30. Planning the federal lobby trip to Ottawa in collaboration with Stewart.
Mia Bui	VP Finance & Administration	1	Host a Financial Literacy Workshop in November 2023	Objective completed!!! Metrics are to come.
		2	Host Annual Tax Clinic, similar as previous year, but expanding on scope, scale and targeted audience. Joint objective with Simran.	Will reach out to BCIT Accounting Club this week to see how they are doing and to collaborate
Shelby Woida	VP Equity & Sustainability	1	Work with the Executive Director Search Committee to appoint a permanent Executive Director	Executive brief documents and job posting have been finalized and the position has been open to the market
		2	Organize a series of fireside chats based on Indigenous education, decolonization, and Indigenizing BCIT classrooms	planned a workshop with eq & sus committee for feb 7th on decolonizing classrooms. We have worked out the main theme but I will be meeting with Indigenous Initiatives to plan the official workshop format
		3	Work with EDI specialist to update SA policies on Territory Acknowledgments and host a series of related workshops	
Jimmy Wang	VP External	1	?	Attended AA BoD meeting. AA happy with working and continuing to work w/SA. Consensus that it's a good way to keep current students and alumni engaged, beneficial for both parties.
		2	?	Hosted a productive AdPoCo meeting, discussed nursing bursary and ways to support/accomodate current and future nursing students.

		3	?	Coordinated meeting time for Upass working group. Meeting this week. Attended SIF meeting. Provided feedback regarding funding for club events and other requests for funding.
Simran Anand	Chair, School of Business + Media	1	Host Ask Alumni Workshop pairing a graduate from a certain program working in the industry with a current student for lunch/coffee chat atleast once a month to offer our students the opportunity to gain practical knowledge, career advice, and inspiration from alumni who have excelled in their respective fields.	Planned a budget for 100 gift cards (\$10 each), of which half the budget will be expensed by the Alumni Association. 2 sessions were done (including online on zoom). The November 17th session with Navi Mand(alumni) had to be rescheduled as it was organized on a short notice and not enough promotion for someone to sign up within a few days. During set rep meetings, request for more coffee chats were brought up.
		2	Reach the goal of 500 members in School of Business + Media Discord channel by the end of May 2024.	
		3	Miscellaneous	As requested by Cathy, the group worked on post secondary off campus housing reasearch in order to create BCIT off campus student housing web page along with a housing guide. Had a meeting with Laura Vail and Dan from financial aid department regarding bursaries/emergency funds for international students and the increase in tuition fee for a reserve for international students. 4 sessions of set rep meetings done- invited the dean Kenton Low and the associate dean of marketing program Morgan Westcott as the guest speaker for the recent meeting, prizes/draws were given. Morgan Westcott expressed her interest to do a set rep summit in the next term.
		4	Host a Tax Clinic in collaboration with the VP Finance and Administration.	Tax clinic prep starts next year until late February.
Vrishank Prabhu	Chair, School of Energy	1	Facilitate cross club collaboration within the School of Energy	Liaised with Robotics Club, IEEE and ESS to sort out event bookings for Great Hall, funding requests with Clubs Committe + Coordinator, RC Classic collaboration for 2 industry nights, and a Christmas party + pub crawl after finals. Looking to do Pi Day next year, a BBQ and a couple more events, assisting with ESS in the lead. Hoping to connect w/ Abdul for CSCE, and begin talking to BAJA/CSME/INCS Club
		2	Begin systematic changes of the set rep program through the Set Rep Program Ad-Hoc committee	Hosted second meeting, went over job description for set reps. Working on splitting up tasks and delegation to committee members, as well as a schedule for next years meetings. We have split the committee into 2 working groups, 1 covering history/research and 1 covering communication/creating the report for council. Looking to work with Bylaw committee & clubs committee for incorporating a component of the set rep program into the bylaws

		3	Host the RC Classic, a past School of Energy event	Had a meeting w/ Marketing team & Kirk about implementing the RC Classic strategy from IEEE & ESS to a timeline. Contacted my supplier for merch. Got deadlines. Next step is to delegate tasks to club members, work on the sponsorship package over the break and follow the timeline
		4	Host an industry night focused on sustainable transportation and renewable energy.	Worked with Jadon & Su to initiate planning the event. Connected with SA marketing team to understand how much they could help me host this event. Next steps to follow up with internal parties and create a sponsorship package. Shoutout to Jadon for getting on top of the brochure so quick!
Justin Saint	Chair, School of Computing and Academic Studies	1	Connect with two new industry expert event sponsors for QDS Hacks 2024 in order to increase capacity from 100 to 120 and sell 40 free tickets to students who identify as female, Indigenous, or LGBTQ+	New Hackathon date March 8-10, 2024. Have partnered with Computing Club, Women In Computing, Dev Hub, and BITMAN to organize QDS Hacks. New theme: Student Wellness. Received support from MarCom and Career Services team to help contact more potential sponsors. Current focus, finding more sponsors to reach \$20k target. Currently at \$10k.
		2	Improve communications within the set rep program by creating new and updated documents about set reps that are concise and easy to find	(worked on in the summer and September) Updated Set Rep information package with Margarita and Darla, published on the website. Worked on Set Rep Information handbook with Wellness and Advocacy team.
		3	Host one Computing social event and one karaoke event at the Pub each semester	Computing Social - September 1st, Halloween Party w/ Karaoke - October 27
Charlene Steeves	Chair, School of Health Science	1	Increase interprofessional collaboration and education for School of Health Science students by hosting student-led Power Hour events that bring in speakers to discuss topics relevant to the health sciences field. First event will be held on October 25th, 2023.	Met with SOHS IPE Committee members to begin strategizing and planning for Power Hour in the New Year.
		2	Increase Set Rep participation and engagement within the School of Health Sciences by the end of the year (May 31, 2024), measured by attendance and feedback.	
		3	Help the Executive Director Search Committee appoint a new Executive Director	Executive director ad is now live and available on the Boyden and BCITSA website.
		1	Host a De-Stress Event every semester post-midterms for the DTC	11 / 20 - Post-Destress Debrief Report available upon request 11/25 - Ongoing Outreach of clubs for the next destress day

Matthew Puyat	Chair, Downtown Campus	2	Support Student Wellness via advocating for Gym and Rec Services + small Quality of Life Initiatives	11/5 - English Breakfast All gone, new schedule to release it once a week on a certain day so that it doesn't run out all too fast 11 / 8 - SSDC Meeting on DTC gym, BCITea, and getting coffee 11/ 15 - DTC Set rep meeting - Review on the Post Destress Event, Downtown Fridge, and Food Pantry 11/17 - 40 packet of hot chocolate made available with Earl Grey. 11 / 22 - Hosted Set Rep meeting for ATC 12/1 - Menstrual products follow up - to be implemented in December
Daniel Wong	Chair, Aerospace Campus	1	Water Bottle Filler	1 Dec 2023 - Aranged a meeting with Abdul, Chair of the student spaces development committee regarding next steps for the water bottle filler onjective -How to approach BCIT about plumbing and installation and how to proceed with the purchase and installation of a water bottle filler. Other items to look at include new pool cues at ATC and a fridge at BMC.
		2	Specialty Counsellor Info Sheet	Completed.
		3	ATC Flag/Merch	Inquired with Theo, Shaleeta and Kim regarding Theo, the previous STC Chair's, progress on the ATC Flag competition from last year.
Abdul Aziz Ansari	Chair, SoTCE, Student Spaces	1	(Joint objective with Matthew Puyat) Create a feasibility report for the improvement of the DTC gym by January 1st	DTC Gym Feasibility report was not possible > for SSDC created a list of ongoing tasks which are pending completion, including more quiet study pods, tables for the health sciences building, microwaves, and other amenities requested by students
		2	Working with Josh and Celine with the bjective of hosting de-stress events and sunfit for student health	Planning the next campus convos event with Celine and Josh
		3	Hosting events to create better school to work transition in the school of TCE	Planning has commenced with Vrishank to host an Industry Night in the next semester for both the schools of TCE and Energy, planning has also commenced for a industry mentorship program closer to the end of second semester, some set reps and councilors have been notified in order to organize this event

DECISION NOTE

December 1, 2023

PREPARED FOR:	BCITSA Council
PREPARED BY:	Government Relations Strategist and VP External
ISSUE:	New policy supporting nursing students

RECOMMENDATION:

That Council adopt the proposed new External Policy Position *EXT-11 BCIT Nursing Program and Parental Leaves* in accordance with the requirements found in Bylaw 21.3.

MOTION:

Be it resolved that proposed external policy position “EXT-11 BCIT Nursing Program and Parental Leaves” be adopted.

Be it further resolved that Council delegates to the Advocacy and Policy Committee the finalization of the written rationale for the policy.

(needs 2/3 majority) (notice provided at November 14, 2023 Council meeting)

BACKGROUND:

Council has the authority to adopt External Policy Positions ([link](#)), and the VP External and the Advocacy & Policy Committee take the lead on studying and proposing new policy positions for consideration by Council. This process was introduced in late 2020 and ten External Policy Positions have been adopted since that time, the most recent in May of this year.

The Advocacy and Policy Committee has been actively engaged in policy development since October. Due to an extremely productive level of output by the Committee and Council in 2022/23, there are very few policies coming due for review during 2023/24. As a result, the Committee is actively reviewing additional policy areas that could be prioritized and these have been previously reported out to Council. As a first step, the Committee has decided to prioritize a policy regarding supports for nursing students specifically as well as more generally for students who become parents.

The formal rationale for adopting EXT-11 is summarized below, and the Committee will further consider refining the written reasons over the coming weeks.

By adopting this proposed policy, BCITSA Executives and staff would be able to continue advocating on these important issues. The proposed position informs the Association’s participation in various BCIT processes as well as enabling the BCITSA to collaborate with other student organizations in the province, or nationally, with respect to these matters.

Subject: BCIT Nursing Program and Parental Leaves	Policy Number: EXT-11	Last reviewed: 2023 Dec. 4
Approved by: [Council]	Managed by: Advocacy & Policy Committee	Next review: 2025 Jan. 30

Policy Rationale:

This policy fundamentally establishes and promotes several objectives. Firstly, it helps to focus and articulate the Association's stance in reacting to the announcement that BCIT nursing students in Term 6 or earlier will no longer be able to receive the nursing bursary historically associated with the Term 9 preceptorship at BCIT. In conjunction with this specific priority, various general measures and stances are set out with respect to nursing enrolments.

An additional objective relates to concerns brought forth principally by female students in BCIT's nursing program: the absence of a BCIT policy relating to parental leave from one's studies. Briefly, these are decided on a case-by-case basis at best, but students who become pregnant are not guaranteed the opportunity to return to their program. Academic standards cannot be compromised and time away from school would need to be assessed in conjunction with a returning student's skillset. However, pregnancy and family status are matters disproportionately affecting female students, and this impacts female-dominated fields such as nursing.

Female-dominated professions and programs, such as nursing, are just as valuable to society as male-dominated professions and programs like apprenticeships and the skilled trades. Unreasonable barriers to access should be eliminated and policies should be implemented to promote equal access to post-secondary education for female students pursuing a career in female-dominated professions and fields of study.

External Policy Position:

1. The Student Association supports:
 - A. Investment by the Ministries of Health or of Post-Secondary Education & Future Skills in one-time emergency relief for BCIT nursing students impacted by the decision to sunset the preceptorship bursary, including through the use of any unspent departmental allocations for the fiscal year ending March 31, 2024;
 - B. Ministries in the B.C. government re-assessing the unpaid nature of student labour in the health care system, specifically during clinical and preceptorships;
 - C. StudentAidBC reviewing its policies and practices to accommodate the fact that BCIT's intensive course load in the nursing program is acknowledged by students and faculty to make it more challenging to work an additional job between terms or during one's term;
 - D. A review by the federal and provincial government agencies responsible for student financial assistance of direct or indirect supports relating to the numerous out-of-pocket costs incurred by students in certain programs, including for the costs associated with buying scrubs, getting mandatory vaccines, travelling between hospitals, and parking at sites;

- E. Increased provision of incentives and training opportunities to get more mid-career health care professionals into nursing programs at BCIT and elsewhere;
 - F. Government policies and programs, in conjunction with health authorities and sectoral partners, to increase enrolments in BCIT's nursing programs, given demonstrable challenges over the years;
 - G. The Minister of Post-Secondary Education and Future Skills issuing a binding policy directive to post-secondary institutions in accordance with section 3(c) ministerial powers under the *College and Institute Act*, said directive to require that they refrain from discriminating against female students with respect to leaves and withdrawals; and
 - H. Institutional compliance with statutory duties under section 24(2)(b) of the *Act*, including an Education Council's legal obligation to establish policies concerning student withdrawal from courses, programs and institutions.
2. The Student Association opposes:
- A. The decision by the BC government and other sectoral partners to eliminate funding for the BCIT nursing preceptorship bursary without an adequate transition plan;
 - B. Decision-making processes at the governmental or institutional level which do not adequately consult or communicate with students directly affected by these decisions;
 - C. Any delays or gaps in the efficient implementation of health authorities hiring increasing numbers of BCIT students as Employed Student Nurses (ESN);
 - D. Any unreasonable barriers to growing the skilled workforce in BC's health care sector, whether created by government, professional bodies, health authorities, or other sectoral partners;
 - E. Any government or institutional policies which create unequal access to education for women; and
 - F. Any disregard by the Government or by post-secondary institutions for mandatory statutory duties imposed on institutions by legislation, regulation, or ministerial order.