

- 4.1 Call to Order
- 4.2 Territory Acknowledgement
- 4.3 Acceptance of the Agenda
- 4.4 Acceptance of the Minutes:
 - 4.4.1 Executive Committee Minutes: August 24, 2025
- 4.5 Reports:
 - 4.5.1 Executive Directors' Report *- Roland G. & Sameer I.*
 - 4.5.2 Executive Updates *- Executives*
- 4.6 Old Business – None
- 4.7 New Business:
 - 4.7.1 Adding Gender Affirming Care to the Student Health & Dental Plan *- Roland G. & Sameer I.*
- 4.8 Open Forum
- 4.9 In Camera:
 - 4.9.1 Acceptance of In Camera Executive Committee Minutes: August 24, 2025
 - 4.9.2 Misconduct of Former Student Executives *- Cora B. & Sameer I.*
- 4.10 Adjournment

Executives: Cora Bell – President
Adam Matthews-Kott – VP, Finance & Administration
Pratham Pannu – VP, Student Experience
Shervin Laghaie – VP, External
Huy Tuan Tran – VP, Equity and Sustainability
Ethan Van Dyk – Chair, School of Business & Media
Abdul Aziz Ansari – Chair, School of Transportation, Construction, & the Environment
Nina Lu – Chair, School of Energy
Ja Mu Ku – Chair, School of Health Sciences
Polina Omelyantseva – Chair, School of Computing & Academic Studies
Elena Jou Luo – Chair, Downtown Campus
Marisa Price – Chair, Specialized Transport Campuses

Staff: Roland Gagel – Director of Finance; Co-Executive Director
Sameer Ismail – Senior Advisor, Strategic Policy; Co-Executive Director
Adam Beggs – Executive Assistant & Board Liaison

Regrets: None

4.1 Call to Order

The Chair, Cora Bell, calls the meeting to order at 17:34 (12 voting members).

4.2 Territory Acknowledgement

Huy Tuan Tran acknowledges the territory on which the meeting is held.

4.3 Acceptance of the Agenda

The agenda is accepted as distributed.

4.4 Acceptance of the Minutes:

4.4.2 Executive Committee Minutes: August 24, 2025

Motion:

Be it resolved that the public Executive Committee minutes from August 24, 2025, be accepted as distributed.

Moved by: Ja Mu Ku

Seconded by: Marisa Price

Unanimous

CARRIED

4.5 Reports:**4.5.1 Executive Directors' Report***- Roland G. & Sameer I.*

The Co-Executive Directors provided a written report.

- Due to a last-minute cancellation by Imaginus the scheduled poster sale did not occur.
- Hosted Wade Change, MP for Burnaby Central, on September 5, 2025. Spoke about issues facing students and the work being done by the Association.
- The Communications Coordinator role did not achieve the goals set out in theory. The new replacement role has been created to fill the gaps of the Communications Coordinator role.

4.5.2 Executives' Updates*- Executives*

The Executives provided verbal reports.

Ja Mu Ku – Chair, School of Health Sciences

- Offer letters sent to four Councillors. One has accepted so far.

Polina Omelyantseva – Chair, School of Computing & Academic Studies

- Conducting phone screenings and interviews with Councillor candidates.
- Secured one judge for the clubs hackathon. Submitted security plan to BCIT and awaiting approval.

Nina Lu – Chair, School of Energy

- Promoting Councillors positions via Discord and word of mouth to students and faculty.
- School of Energy clubs are experiencing difficulties in communicating with BCIT.

Marisa Price – Chair, Specialized Transport Campuses

- Met with the Associate Dean of ATC to discuss issues that can be addressed by the Association.
- Attending Thrive! ATC to recruit Councillors and Set Reps.
- Attended orientation at BMC.
- Interviewing Councillor candidates next week.
- Meeting with Minister of Post-Secondary Education and Future Skills at BMC in the coming weeks. Discussion will focus on the impact of program and course changes to students.

Ethan Van Dyk – Chair, School of Business & Media

- Attended six orientations.
- Interviews for Councillors schedule for this week.

Cora Bell – President

- Set date in February for hearing clinic at AIC in conjunction with the faculty.

Discussion (postponement):

- Concerns were raised regarding the approval of increasing student fees without Council.
 - The increase of student fees can only be estimated because the charges are made based on usage during the year. The services provided can be adjusted as deemed necessary by Council.
- The deadline to include this for the current academic year is before the end of the month. Any later and it would be for the next academic year.
- Concerns were raised regarding new Councillor’s lack of training and sparse appointments thus far.

Motion:

To call the question.

Moved by: Adam Matthews-Kott

Seconded by: Polina Omelyantseva

Unanimous

CARRIED

4.8 Open Forum

Ethan Van Dyk – Chair, School of Business & Media

When will enrolment numbers be shared? – They will be sent by BCIT to the Executive Assistant around September 13, 2025.

Huy Tuan Tran – VP, Equity and Sustainability

With the completion of Tall Timber and in the increase of students living on campus, will the allocation of Housing Councillors increase? – The allocation for that interest group is flat and can only increase if amended in the bylaws.

4.9 In Camera:

Motion:

Be it resolved that the meeting move in camera with Roland Gagel and Sameer Ismail.

Moved by: Cora Bell

Seconded by: Adam Matthews-Kott

Unanimous

CARRIED

The meeting moved in camera at 18:40.

4.9.1 Acceptance of In Camera Executive Committee Minutes: August 24, 2025

Motion:

Be it resolved that the in camera Executive Committee minutes from August 24, 2025, be accepted as distributed.

Moved by: Ethan Van Dyk

Seconded by: Marisa Price

Unanimous

CARRIED

4.9.2 Misconduct by Shelby Woida, VP Equity & Sustainability 2023-2024

- Cora B.

Motion:

WHEREAS BCITSA expects all executives to uphold the highest standards of professional conduct, and WHEREAS the former VP of Equality and Sustainability, Shelby Woida's actions during her tenure did not reflect the standards; and

WHEREAS such actions included falsification of legal advice, falsification of an HR complaint, violations of confidentiality that contributed to a hostile work environment, and acting in bad faith;

NOW THEREFORE BE IT RESOLVED that Shelby Woida is censured for the above reasons and retroactively impeached for her conduct.

Moved by: Cora Bell

Seconded by: Pratham Pannu

Unanimous

CARRIED

4.9.4 Misconduct by Juan Lee, VP Finance & Administration 2024-2025

- Cora B.

Motion:

Be it resolved that Juan Lee is to be issued notice of contemplated sanctions of retroactive impeachment, censure, and bad standing.

Moved by: Adam Matthews-Kott

Seconded by: Polina Omelyantseva

10/0/2

CARRIED

Cora Bell declared a potential conflict of interest because of a prior dispute with Juan Lee when he was an Executive. With the Committee's consent, Cora Bell continued to chair and participate in the discussion. Cora Bell abstained from voting.

4.9.7 Misconduct by Xavier Delaney, VP Student Experience 2024-2025

- Cora B.

Sameer Ismail – Senior Advisor, Strategic Policy; Co-Executive Director recused himself and left the meeting at 20:12.

Motion:

WHEREAS the former VP Student Experience (“former VPSE”), Xavier Delaney, was the Respondent to a complaint made pursuant to INT-11 (the Respectful Workplace Policy); and
WHEREAS the complaint was of a reasonably serious nature; and
WHEREAS the former VPSE was aware or ought to have been aware of the contents of INT-11; and
WHEREAS the former VPSE was approached on multiple occasions to resolve the complaint by the People and Culture Manager, and did not respond to any such communications while he continued to attend in-person meetings of the BCITSA; and
WHEREAS directors at the BCITSA must act honestly, lawfully, and in good faith pursuant to the Societies Act; and
WHEREAS the directors of the BCITSA are considered employers and must comply with bullying and harassment policies at their workplace; and
WHEREAS the Executive Committee considers the former VPSE’s noncompliance with the resolution of the complaint against him a violation of both INT-11 and his fiduciary obligations to the BCITSA;
NOW THEREFORE BE IT RESOLVED THAT Xavier Delaney is placed in bad standing.

Moved by: Cora Bell

Seconded by: not captured

10/1/1

CARRIED

4.10 Meeting Adjournment

The meeting adjourned at 20:40.

Minutes Recorded by

Adam Beggs & Polina Omelyantseva

Approved by Council on:

September 29, 2025

Executive Directors' Report for Executive Committee Meeting – September 8, 2025

Executive Directors/Director of Finance/Organizational activities of note

- Student Fees for August 2025 and YTD 2025-26

Student Association of BCIT						
Fee Summary Schedule to the Fiscal Year End						
May 31, 2026						
Year to Date (YTD)						
31-Aug-25	2025-2026					2024-2025
Per Month	Student Fee	Capital Levy	Building Fee	Medical Fee	Total	Total
May-25	\$ 256,174	\$ 20,117	\$ 100,571	\$ 49,392	\$ 426,254	\$ 366,237
Jun-25	831,287	84,814	463,102	644,399	2,023,602	2,070,081
Jul-25	566,809	56,594	287,199	418,019	1,328,622	1,312,805
Aug-25	188,991	16,815	75,091	110,250	391,147	377,246
Sep-25	-	-	-	-	-	53,876
Oct-25	-	-	-	-	-	405,047
Nov-25	-	-	-	-	-	2,948,345
Dec-25	-	-	-	-	-	452,195
Jan-26	-	-	-	-	-	111,669
Feb-26	-	-	-	-	-	911,785
Mar-26	-	-	-	-	-	242,057
Apr-26	-	-	-	-	-	220,264
May-26	-	-	-	-	-	426,254
Total Fees	1,587,088	158,224	825,392	1,172,668	3,743,371	9,531,625
Year To Date	1,587,088	158,224	825,392	1,172,668	3,743,371	3,760,132
YTD % Change	-0.5%	-2.0%	2.9%	-2.4%	-0.4%	8.7%
Actual % change in Fee	-3.1%	-2.0%	0.3%	-2.4%	-2.0%	6.4%
Proj Fees on 12 mth YTD % Change	4,171,996	392,399	2,032,245	2,564,957	9,161,597	9,804,442
Student Fees Budgeted 2025-26	4,791,000	444,800	2,148,800	2,735,000	10,119,600	9,136,800
Proj Variance to Budget 2025-26	(619,004)	(52,401)	(116,555)	(170,043)	(958,003)	667,642
Fee Per Student Per Year Assuming 2 Terms						
Nominal Fee per year (2 terms)	\$ 307.48	\$ 32.00	\$ 205.12	\$ 294.00	\$ 838.60	\$ 825.60
Fee Change %	2.6%	0.0%	2.6%	0.0%	1.6%	2.3%

- Student Fees for the 2 main categories of fees, Full Time Tech and Trades is up 2.5% and 3.9% respectively both adjusted for the annual fee increase.
 - The category that continues to lag is Continuing Education or Flexible Learning which is down 30.6% YTD or \$73,000 from last year. It will be difficult to determine the actual trend of fees until October fees are reported as that is one of the 3 big P/T Studies collection months (Oct, Feb, May).
 - The year end fee projection to budget shows a budget shortfall of \$619,000 or 12.9% but Flexible learning represents 87% or \$536,000 of the budget shortfall so if Flexible Learning registration recovers in September and October then the shortfall will be greatly reduced.

Engagement

- The SA Communications Coordinator, Bob Mulamba, sadly had his last day this past week.
 - The Communication Coordinator is not being re-filled but rather recast and changed into:
- Engagement Operations Supervisor, who among other duties and responsibilities, will be helping launch a new casual work program for BCIT Students to assist with event and engagement programs and services. More information on this exciting opportunity to come
 - Resumes are being gathered and interviews scheduled

Marketing & Communications:

- Forge & Smith, our Website Development Company, continues to work with the team
 - Marcom is curating images and final content
 - Beta site should be available by the end of September

Events:

- Kirk sent an email out to the organization on Tuesday with key Events coming up this month! We hope to see many of you at these and hear your feedback.
- BCIT KickStart was on September 3, and our team was there talking about the BCITSA and inviting them to our upcoming events
- A reminder of upcoming key events happening in early September include
 - **Clubs Day** September 9
 - **Thrive!** Burnaby on September 10
 - **Frosh Night** on September 12;
 - check the SA Events Calendar for more! bcitsa.ca/events/

Publications:

- The student agenda is flying off the shelves! It's two days into the new year, and we've already distributed 2500 copies to students
- The newest issue of Link is released, and will be distributed in full force this week to all campuses!

Clubs:

- Club Executive Training went well in August, and we feel ready to tackle a wonderful year!
- Again, Clubs Day is on September 9! We booked up the Great Hall with enthusiastic Clubs, so we hope to see you there

Student Services

- August 27 SA Open House for BCIT Staff
 - Was well attended and well received, big thank you to all that participated and contributed to

Career Services

- Technology Career Specialist on parental leave; hired a highly-experienced replacement as interim – Reena Didi
- Contacting and organizing industry contacts for all of the fall Career fairs

Advocacy:

- Have coordinated with Adam Beggs and updated Set Rep training module for implementation at the 1st Set Rep meetings in early October
- Have connected with Simon Lam Director of RDI Office
 - RDI is looking for student input for BCIT policy update on sexualized violence

Wellbeing:

- Updating plans, policy and procedures
- Job for Wellbeing Manager has been posted – Internal, Indeed, Charity Village, LinkedIn
- Have been brought into the loop on the Hearing Test program for BMC and AIC et al and will coordinate the various elements for the successful delivery of said program.

Childcare

- Finalizing design and licensing elements for the new Childcare Centre.
 - Tentative Completion and opening date: January 2027

Food Services

- New pub menu unveiled August 25th
- BCIT student residence welcome back BBQ for 700 people Sept 7th at the Tall Timbers Student Housing Building
- First Trivia Nite was Thursday September 4, about 30 people participated

Retail

- Still recruiting staff but will be extending hours at Stand South, SE 12 to 7:30pm as of Sept 8
- Sales for Stand Central, Stand South, GearedUp and GearedUp @NE1 at about 12k per day as a group

DECISION NOTE

September 8, 2025

- PREPARED FOR:** BCITSA Executive Committee
- PREPARED BY:** Roland Gagel & Sameer Ismail – Co-Executive Directors
- ISSUE:** Adding Gender Affirming Care to the Student Health & Dental Plan

PROPOSED MOTION:

BE IT RESOLVED THAT THE EXECUTIVE COMMITTEE APPROVES THE ADDITION OF A GENDER AFFIRMING CARE BENEFIT TO THE EXISTING HEALTH AND DENTAL INSURANCE PROGRAM AT A COST OF \$9.48 PER YEAR OR 0.79 CENTS PER MONTH PER ENROLLED STUDENT, WITH NO CHANGE TO THE CURRENT FEE PAID PER STUDENT.

BACKGROUND:

Alumo (formerly Gallivan) is the broker that organizes and arranges the SA Health and Dental Program for the students of BCIT. They have recently arranged to have an optional Gender Affirming Care benefit to be added to the H&D Program. Please read the fact sheet attached for details of the benefit.

Students enrolled on the H&D program currently pay a fee of \$294 per year whereas the premium cost of the program paid to Alumo is \$255 per student. The difference between the fee collected and the premium paid is \$39 per year. This excess amount is largely used to fund the Wellness Department and the programs and services delivered by the Wellness Department (the food security program is funded separately). The H&D fee of \$294 per year paid by students will not increase for the 2025-26 academic year. There are currently approximately 9,000 Students enrolled on the H&D plan so the increase of \$9.48 per student per year will increase the cost to the plan by about \$85,000. Though the 2025-26 budget of the Medical Fund for the Health and Dental plan was set at a deficit of \$120,000 due to the transfer of funds to the Events Department, which is not expected to continue going forward, and the \$85,000 would increase that deficit to \$205,000, the restricted Medical Fund should still have reserve of over \$1,000,000 at the end of the 2026 Fiscal year, and we expect that going forward the fund will return to a cash-flow positive (or neutral) state in the next fiscal year.

If the motion is approved, the benefit should be up and running by October 1, 2025.

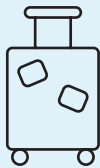
Gender Affirmation Care

mystudentplan

LGBTQIA2S+ Support

Gallivan: Student Health and Wellness is committed to making sure that all students have the care they need to lead healthy, fulfilling lives. As part of this commitment, we offer Gender Affirmation Care, a service that provides three forms of support for students who have been diagnosed with gender dysphoria or gender incongruence:

Health insurance & legal assistance designed to support students in their Gender Affirmation Care.



The travel component is designed to alleviate travel costs when the student is seeking eligible gender-affirming care procedures out-of-province:

- ✓ Up to \$1,00 for transportation and accommodation expenses
- ✓ 50% co-pay



The medical component is designed to complement the coverage already provided by provincial health insurance that covers:

- ✓ Up to \$5,000 per procedure (to a lifetime maximum of \$50,000)
- ✓ Eligible gender-affirming care procedures listed below



The legal component connects students with a partner law firm, giving them access to a legal consultation service that includes:

- ✓ Guidance on the appropriate course of action in their gender-affirming journey
- ✓ Legal advice on gender and name changes

Medical coverage: covered expenses & maximums

While provincial health insurance may cover some gender-affirming health care, eligible procedures are often limited.

Gender Affirmation Care was developed by our partner insurer GreenShield, in collaboration with student focus groups, the Canadian Professional Association for Transgender Health (CPATH), and the Social Collective, as a first step to help fill this gap.

We recognize that this service has limitations in its current early form, and our aim is to further expand and improve it through ongoing consultations with the student and LGBTQIA2S+ communities we serve.

The service is available in both French and English to both domestic and international students (as long as they are covered by a provincial health plan or an equivalent plan) and is offered at the same price and terms for all clients nation-wide.

Gender Affirmation Care medical coverage is designed to complement provincial health care coverage.

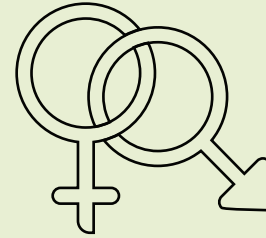
For eligible procedures, Gender Affirmation Care covers up to \$5,000 per procedure (up to a

lifetime maximum of \$50,000) when the following conditions are met:

- ✓ Eligible expenses are not covered by provincial health care
- ✓ A diagnosis of gender dysphoria or gender incongruence from a legally qualified medical doctor or nurse practitioner

Separately from this benefit, Gallivan: Student Health and Wellness can also review Health Plan prescription drug

coverage with any interested partner student associations, to determine where further adjustments can be made to support gender-affirming care.



Provincial health care coverage varies by province. The following table shows an example of some of the GAC procedures that may be covered depending on your province:

Foundation (Core)	Focused
Transition-related genital and chest/breast surgeries not covered by province	Nose surgery
Vocal surgery	Liposuction/lipofilling
Tracheal shave	Face/eyelid lift
Face/eyelid lift	Lip/cheek fillers
Vaginal dilators	Hair transplant/implants
Laser hair removal	Gluteal lifts/implants
Facial feminization surgery	

Program Conditions

Limitations

It is important to acknowledge the following:

The requirement of a diagnosis of gender dysphoria from a physician /nurse practitioner presents a barrier to access for some students. We recognize that not all those in need of the covered services may necessarily have gender dysphoria or gender incongruence or access to resources to receive a diagnosis.

Pay-Direct service is currently unavailable for this coverage, meaning that students must pay for a procedure out-of-pocket first and then submit a claim for reimbursement. Our aim is to make Pay-Direct an option as soon as possible to eliminate up-front costs that place a financial burden on students.

Gender Affirmation Care may not be able to serve all students for the full duration of their gender transition journey, as they only have access to the service during their studies while they remain plan members.