



MINUTES

University of Victoria Students' Society

Monday, June 14, 2021 – Google Meet, 6pm

Google Meet meeting link:

<https://meet.google.com/hea-vjeb-xrj>

Google Meet specific instructions:

1. Please mute your mic if you are not speaking.
2. Please type "x" into the chat if you'd like to be placed on the speakers' list.
3. You will be asked to vote yes or no in the chat during motions - you can always abstain if you'd like.

Attendance: Dodds, Taylor, Froese, Tran, Muir, Parveen, Nag, Fassnacht, Hernandez, Bisnar, Scholz, Pollard, Roxas, Chutter, Berman, Raichada, Pathak

Staff: Talman, Hardman, James

1. CALL TO ORDER

Dodds called the meeting at 6:02pm.

2. LIVESTREAM

MOTION 2021/06/14: 01 - NAG/MUIR

WHEREAS the UVSS Board of Directors values the comfort and privacy of all Board members, and will only proceed with live streaming Board meetings if they pass unanimously; therefore,

BIRT the Board approves the livestreaming of the June 14, 2021 Board meeting on the UVSS Facebook page; and,

BIFRT this video be kept on the UVSS Facebook page until the minutes from this meeting are ratified.

MOTION CARRIED

3. LAND ACKNOWLEDGEMENT

Nag acknowledged the land.

4. ADOPTION OF AGENDA

- a. Adoption of Agenda
 - i. 2021/06/14

MOTION TO ADOPT- PATHAK/FASSNACHT

MOTION TO AMEND - NAG/CHUTTER

To add Nag's motion to the agenda

MOTION CARRIED

MOTION TO AMEND - HERNANDEZ/PATHAK

To add Hernandez's motions to the agenda

MOTION CARRIED

MOTION TO AMEND - GUPTA/FASSNACHT

To add Gupta's board report

MOTION CARRIED

MOTION CARRIED

b. Adoption of Minutes

i. **2021/05/31**

MOTION TO ADOPT - PATHAK/BISNAR

MOTION TO AMEND - HERNANDEZ/ROXAS

To add directors reports

MOTION CARRIED

MOTION CARRIED

ii. **2021/06/07**

MOTION TO ADOPT - NAG/RAICHADA

MOTION CARRIED

5. PRESENTATIONS & ANNOUNCEMENTS

a. PRESENTATIONS

b. ANNOUNCEMENTS

6. REPORTS

a. EXCLUDED MANAGERS

b. PORTFOLIOS

1. Campaigns and Community Relations
2. Finance and Operations
3. Outreach and University Relations
4. Student Affairs
5. Events
6. International Student Relations

COMMITTEES AND COUNCILS

1. Electoral
2. Executive Committee
3. Food Bank & Free Store
4. Peer Support Centre

CONSTITUENCY ORGANIZATIONS & NSU

1. GEM
2. NSU
3. Pride
4. SOCC
5. SSD

7. QUESTION PERIOD (15 mins)

8. EMAIL MOTIONS

MOTION 2021/06/01 - POLLARD/DODDS

BIRT that the Board approves the following statement regarding the Fairy Creek blockade

https://docs.google.com/document/d/1gwKsFofcvgbnDteT2sDnYaamd5tIP5IqliO7EHV_KLQ/edit#

MOTION CARRIED

9. MAIN MOTIONS

a. PRIORITY BUSINESS

MOTION 2021/06/14: 02 - ROXAS/PATHAK

WHEREAS the UVSS Semi-Annual General Meeting was determined last meeting to be scheduled for February 24, 2022; and,

WHEREAS UVic's reading break runs from February 21-25, 2022; therefore,

BIRT the UVSS Semi-Annual General Meeting is rescheduled for February 17, 2022.

MOTION CARRIED

MOTION 2021/06/14: 03 - POLLARD/CHUTTER

WHEREAS various UVic Senate committees are seeking undergraduate student representatives; and
WHEREAS for the Senate Committee on Admissions, Re-Registration and Transfer Appeals received two nominations; and,

WHEREAS voting was conducted through a secret ballot webvote, and reached quorum and decisive results; therefore,

BIRT that the successful candidate, Deborah Berman, is ratified as the undergraduate representative on the Senate Committee on Admissions, Re-Registration and Transfer Appeals.

MOTION CARRIED

MOTION 2021/06/14: 04 - HERNANDEZ/PATHAK

WHEREAS the UVic Committee for a Teaching Excellence Award for Graduate Students is seeking an undergraduate student representative; and,

WHEREAS one nomination was received for this committee; therefore,

BIRT the Board ratifies Delicia Jacobs as the undergrad student representative on the Selection Committee for Teaching Excellence Award for Graduate Students.

MOTION CARRIED

MOTION 2021/06/14: 05 - NAG/FASSNACHT

WHEREAS the UVic Appointment Committee for the Dean of the Faculty of Fine Arts is seeking an undergraduate student representative and an alternate representative; and,

WHEREAS more than one nomination was received for this committee; therefore,

BIRT the UVSS board votes by secret ballot for the primary representative, and the runner up is the alternate representative.

Nominations:

Sydney Hunt

Olivia Jackson

Elected rep: Sydney Hunt

MOTION CARRIED

MOTION TO RECESS - ROXAS/PATHAK

Break for 10 minutes

MOTION CARRIED

MOTION 2021/06/14: 06 - ROXAS/FASSNACHT

WHEREAS the Access4All campaign, which was initiated by the Society for Students with a Disability (SSD), advocates for the needs of students with disabilities to university stakeholders; and

WHEREAS the asks outlined by the Access4All campaign (see Appendix A) directly address concerns faced by students with disabilities and, if implemented, would “enable academic success for all by giving students much needed flexibility and opportunities to succeed” (Access4All Lobby Document); therefore,

BIRT the UVSS Board of Directors endorses the Access4All campaign and approves the following statement in support of the Access4All campaign.

Statement:

As UVic anticipates a return to full on-campus, and in-person classes for the Fall 2021 term, the UVSS Board of Directors shares the concerns and endorses the recommendations outlined by the Society for Students with a Disability in the Access4All Campaign.

The return to full in-person classes poses a variety of accessibility barriers to students with disabilities -- barriers which were partially or completely eliminated during the transition to online

learning. A hybrid model of course delivery, with both in-person and online classes, labs, and seminars is necessary in Fall 2021 for equitable access for students with disabilities and to mitigate health risks from the COVID-19 virus and its variants for the entire UVic community.

The UVSS pledges to advocate for individual accommodations for students with disabilities and systemic changes at UVic in order to move towards an educational system that is accessible, equitable, and just for all. All students deserve safety and the opportunity for academic success.

MOTION CARRIED

MOTION 2021/06/14: 07 - NAG/PATHAK

WHEREAS Terms of Reference for Finance and Operations Committee has vacancy for two (2) members at large and members at large play an important role within the committee; therefore, **BIRT** Natalie Blecha be ratified as a member at large for the Finance and Operations Committee.

MOTION CARRIED

MOTION 2021/06/14: 08 - HERNANDEZ/PATHAK

BIRT the following list of clubs are ratified without funding:

- The Wildlife Society UVic Chapter
- Global Medical Brigades
- Global Engineering Brigades
- Global Business Brigades
- UVic Women in Science
- Product Management Club
- University Bible Fellowship

MOTION 2021/06/14: 09 - HERNANDEZ/

BIRT the following list of course unions are allocated Publication funding

- UVic Writing Undergraduate Course Union \$450.00
- OnPol (Political Science Course Union) \$1,100.00

MOTION 2021/06/14: 10 - HERNANDEZ/

BIRT the following list of clubs are allocated Travel Pool funding

- Young Communist League \$300

MOTION 2021/06/14: 11 - HERNANDEZ/

BIRT the following list of course unions are ratified and allocated their respective funding.

No Funding

- Public Health and Social Policy (PHSP) Student Association

MOTION TO OMNIBUS 08,09,10,11

MOTION CARRIED

MOTION CARRIED

MOTION TO MOVE IN CAMERA - PATHAK/NAG
MOTION CARRIED

The meeting moved in camera at 7:08pm.

10. IN-CAMERA

- a. Legal
- b. Personnel Committee Report

MOTION TO MOVE OUT OF CAMERA - PATHAK/BISNAR
MOTION CARRIED

The meeting moved out of camera at 7:09pm.

11. MEETING TIMES

The next meeting scheduled by the Board of Directors is:
Monday, June 28, 2021 on Google Meet (online).

12. ADJOURNMENT

13. BOARD DIRECTORS' REPORTS

Dipayan Nag (82.25 hrs)

- Strategic Planning Meetings
 - Student Affairs Strat Plan Session
 - Campaigns Strat Plan Session
 - Events Strat Plan Session
 - ISR Strat Plan Session
 - FinOps Strat Plan Session
 - Outreach Strat Plan Session
- Statement Review
 - Preparing Statements and GL.
 - Meeting with each portfolio director(Lead+ISR)
- Portfolio Meetings
 - Updating Strat Plan
- External Meetings
 - Introductory OSL Meeting
 - OSL Meeting on Common Events Hub on Campus.
 - Meeting with SSD.
- Committee+Board Meetings
 - Executive Committee
 - Scheduled Board Meeting
 - Emergency Board Meeting

- Member Outreach Committee
- Personnel Committee
- Finance & Operations Committee
- U-PASS Appeals Committee
- Campaigns Committee
- Executive Director Hiring Committee
- Other Internal Meetings
 - Leads Meeting
 - Meeting with Q
 - Meeting regarding U-PASS.
 - Meeting with MarComm regarding Strategic Plan.
- Other Administrative Duties
 - Emails
 - Editing/Reviewing documents
 - Other forms

Maríel Hernández (71.5 Total Hours)

Meetings and Committees (18 hours)

- Attended Member Outreach, Events, Campaigns, and Fin Ops committees (8 hours)
- Leads and Exec team meetings (3 hours)
- UVic meetings: Operational committee and Office of Student Life (4 hours)
- Chair and prep for ARC (3 hours)

Hiring (4.5 hours)

- AVP Outreach (0.5 hours)
- Executive Director (1 hour)
- Vice Provost (3 hours)

Clubs and Course Unions (7 hours)

- Planned Clubs and Course Union Days in the Fall
- Cleaned up accounts
- Planned Councils on June 14th

Administration (34.5 hours)

- Strategic Planning and review of Affairs financial statements (2.5 hours)
- Meetings with Affiliated and Advocacy coordinators (2 hours)
- Social media planning, writing captions, and meetings (1 hour)
- Interviewing training firms (2 hours)
- Reviewed and submitted cheque requisitions, and signed off on cheques (2 hours)
- Answered emails, questions, and complaints (25 hours)

Advocacy (7.5)

- Equity, Diversity and Inclusion project: editing report, holding one on one interviews with faculty, and strategic planning (2 hours)
- Student Participation on Committees: write advocacy document, guidelines, and meetings (5 hours)
- Food Bank and Free Store: committee meeting (0.5 hour)

Robin Pollard (78.5 hours)

General:

- Emails and Communications
- Leads Meetings
- Exec Meetings
- OSL Meeting
- BOD Meeting
- Various Committee Meetings
- Strategic Planning
 - Pep work
 - Campaign plans
 - Meetings with DALs and Board Members
- Campaign Planning
- Emails and organizing
- Check-in Meetings with Research and Coms
- Budget and Finance Planning
- Moving Forward Together – Honouring Consent Addressing Sexualized Violence within B.C. Post-Secondary Communities Forum (3 days)

Personnel Committee

- Prep Readings etc
- Meetings

ReThink Mental Health

- BIPOC Mental Health
- Meeting with Sarah PSC
- ReThink Campaign Plan
- Meeting with Student Wellness Centre and PSC

Make Transit Work

- VRTC Meetings and Prep for Board Meeting
 - Review of Agenda
 - Prep for agenda responses
- Meetings with Lisa Trotter (VRTC)
- Transit Coalition Meeting(s)

Anti-Discrimination Campaign

- Meetings with faculty
- Working group meetings
- Campaign planning

Fair Practicum Reform

- Meeting with Michelle, Outreach and EQHR
- Meeting(s) with Michelle, UVSS and ABCS

LGC

- Meeting with AVP

Community Relations

- Other Student Society Meetings (CCSS, AMS, ABCS)

Q Roxas (81.25 hours)

Meetings + Committees (38.0 hours)

- Finance and Operations Committee
- Campaigns
- ED Hiring Committee
- OSL Kate, orientations
- Member Outreach Committee
- Talking Hot Lunch with Dale and Katie
- Planning CKO with Dale
- Leads OSL student engagement
- Operational Relations
- CKO graphics planning with Leanne and Brent
- FBFS Committee
- Meeting with Dip re budgets and food programs
- Personnel Committee
- ARC Meeting
- Emergency Board Meeting
- Advo Groups to talk about Hot Lunch
- Brent, Hot Lunch graphic brainstorming
- Leads
- Exec
- OSL (Lily & Luca) Introductory
- Board Meeting
- Troy at CFUV - Bands on the Roof
- Vikes + Thunderfest planning
- EQHR 5 Days of Action Planning Committee
- Events Committee
- Quick guest speaking at ARC to discuss ED Hiring Committee
- Multiple meetings with DALs
- SSD Access4All Townhall meetings
- Meetings with Robin/Campaigns, ReThink Mental Health + Anti-Asian Discrimination planning and organizing, writing and editing survey
- Multiple, ongoing working groups with Mariel, Robin, Marran: Anti-Discrimination campaign

Admin + Emails (10 hours)

- Contact with, or subjects regarding, but not limited to:
 - CKO
 - Thunderfest
 - OSL student orientations
 - Ombudsperson
 - NSU events
 - BIPOC Mental Health
 - CFUV + Bands on the Roof
 - Meal Exchange event
 - OSL and EDI
 - SSD Access4All

- Reading Personnel Committee documentation
- Updating and planning EC agenda
- Organizing contacts, schedules, folders, budgets, etc. for CKO

Events Portfolio (31.75 hours)

- Events yearly calendar planning
- Budgeting events
- Strategic Planning for Events Portfolio!!!
 - Prepping + orientation
 - Writing, editing, calculating, planning, organizing goals for the year
 - Sharing doc and receiving feedback
 - Follow up edits
- Developing an ongoing, collaborative To Do List for ease of communication + delegation with DALs
- Developing, planning, and balancing Hot Lunch: portions, frequency of giveaways, and expenses
- Planning for CKO
- Anti-Asian Discrimination survey editing, sending internally for edits and feedback

Outreach (1.5 hours)

- Meetings to discuss Fairy Creek solidarity
- Final edits and approval of Asian Heritage Month statement

Marran Dodds (69.25 hours)

- *Committees/Meetings*
 - Leads Meeting - 1.5 hours
 - Exec Meeting - 2 hour
 - Outreach Portfolio - 0.5 hours
 - Ombudsperson Committee - 1.5 hours
 - Board Meeting - 2 hours
 - Member Outreach Committee - 1.5 hours
 - Events Committee - 1 hour
 - Campaigns Committee - 1.75 hour
 - Operational Relations Committee - 1 hour
 - OER Adjudication Committee - 0.75 hours
 - Meetings w/ OSL - 2 hours
 - Introductory Check-in with OSL - 1 hour
 - Meeting with Jim Dunsdon - 0.75 hours
- *Ongoing Projects*
 - Equity, Diversity, and Inclusion
 - Anti-Discrimination Campaign working group - 1 hour
 - Sending emails re participation in NLC Audit - 1 hours
 - Practicum Reform
 - Meeting with EQHR - 1 hour
 - Meeting with ABCS - 1 hour
 - Return to Campus Advocacy
 - Synthesized notes from Operational Relations Committee - 1 hour

- Meeting with Jon (Campaign Organizer) - 0.5 hour
 - Attended Student Reference Working Group re Return to Campus Guidelines - 1 hour
 - Drafted follow up email to BC Provincial Health Office - 2 hours
 - Meeting with Delicia to finalize email - 0.5 hours
 - Drafted motion and statement in support of Access4All - 0.5 hours
- Wellness Journals
 - Organizing IG Takeover Plan - 1 hour
 - IG Takeover - 1 hour
 - Meeting with Leanne and Brent - 0.75 hours
- PIRG Award
- UVSS Swag
 - Meeting with Fairware - 0.5 hours
 - Emails and Admin - 0.25 hours
- Community Immunity
 - Brainstorming with Q - 0.25 hours
 - Organizing SM Outreach plan - 1 hour
 - Meeting with Graphics - 0.25 hours
 - Working Meeting w/ Deb - 1.5 hours
 - Approved campaign logo - 0.25 hours
- Strategic Planning
 - Prep for the planning session - 2.25 hours
 - Strategic planning session - 1.5 hours
 - Working on Strat Plan - 2.5 hours
- *Administrative & Misc.*
 - Emails, Administration, and Organizing - 21.25 hours
 - Creating Agendas - 1 hour
 - Preparing IG Story information for support for Kamloops Residential School News - 2 hours
 - Communication with students - 1.5 hours
 - Communication with Dals and Advo Reps - 1.25 hour
 - Prep for OER Adjudication Committee - 1 hour
 - Scheduled Ombudsperson Committee Meetings - 0.5 hours
 - Finalizing Senate Committee membership - 0.5 hours
 - Sent out policy to Ombudsperson Committee - 0.25 hours
 - Looking over finances/budgets - 0.5 hours

Joshua Fassnacht (21.5 hours)

- PSC Committee (1 hour)
- Access4All (4.5 hours)
 - Meetings
 - Admin & Emails
 - Planning
- Member Outreach Committee (1 hour)
- ISR Strat Plan (5 hours)

- Admin
- JF+SP
- Planning Meeting
- Campaigns Committee (2 hour)
- RP+EL+JF ISR Planning (.5 hour)
- Fin Ops Committee (1.5 Hours)
- Responding to Students (1.5 hour)
- General Admin/Project Planning (4.5 hours)

Rowan Froese (10.5 hours)

- Board Meetings (1.5 hours)
- Strategic Planning (6.25 hours)
 - Portfolio Planning Meeting
 - Rough Draft
 - Strategic Planning Meeting
 - Portfolio Wrap-Up Meeting
- Read Financial Documents (0.75 hours)
- UPass Appeals Committee (1 hour)
- Read Minutes for FinOps Committee Meeting (0.5 hours)
- Other (0.5 hours)

Hailey Chutter (7 hours 10 min)

- Various Meetings and work on the Campaigns Strat Planning document (3.5 hours)
- Divest planning meeting (1 hour)
- Board meeting (15 min)
- Portfolio meetings (1h 45 min)
- FBFS meeting and organization (40 min)

Deborah Berman (8 hours)

- Outreach Portfolio (0.25)
- Access 4All meeting (1.25)
- Member Outreach Committee Meeting (0.5)
- Events Committee Meeting (1)
- Campaigns Committee Meeting (0.75)
- Strategic planning (1.5)
- Community Immunity Social Media Planning (1.5)
- Member Outreach Committee Meeting (0.75)
- Campaigns Committee Meeting (0.5)

Dhruvi Raichada (6 hours)

- Strategic Planning
- Events portfolio meeting
- Correspondence and planning with lead
- Personnel committee meeting

Siddharth Pathak (7 hours)

- Strat Plan Meeting & Document Editing (3hrs)
- Communicating with Engineering Club (2hrs)
- Emails (1hr)
- Committees Minutes Reading(1hr)

Nigel Bisnar (8.25 hrs)

- Board Meeting (1.5hrs)
- Emergency Board Meeting (0.25hrs)
- Member Outreach Committee Meetings (2hrs)
- Finance and Operations Committee Meeting (1.5hs)
- FinOps Portfolio Meetings (2hrs)
- FinOps Strategic Plan Revision (1hr)

Kishal Scholz (6 hours)

- Strategic planning (1.5 hours)
- Events Committee (1 hour)
- Portfolio meetings (1 hour)
- Correspondence and planning with lead (1.5 hours)
- Anti-Asian Discrimination survey (1 hour)

Shilpa Parveen (5.5 hours)

- Meeting with the director of ISR [2 hours]
- Worked on emails, social media and to do list as a DAL [2 hours]
- Strategic Planning with Alannah, Dip & Josh [1.5 hours]

Kritika Gupta (8 hrs)

- Portfolio meeting = 1.5 hrs
- Strat planning meeting = 1 hr
- Campaigns committee meeting = 2hrs
- BIPOC mental health planning - 1.5hrs
- Strat planning = 2hrs

Delicia Jacobs (23 Hours)

- Committee meetings (3 hours)
- Admin, phone calls and emails (7 hours)
- Coordinating and planning meetings with varies stakeholders (3 hours)
- Providing feedback from an SSD perspective (6 hours)
- Attending access for all meetings (2 hours)

- Editing (2 hours)

Kai Muir (3.25 hrs)

- ARC, .75 hrs
- GEM collective meeting 1.5 hrs
- Meeting with coordinator .5 hrs
- Reviewing materials for Events committee .5 hrs

Gina Tran (2hr)

- board meeting (30 mins)
- ARC (30 mins)
- upass appeal (1hr)

Owen Taylor (3 hours)

- Emergency ARC meeting (0.5 hours)
- Campaigns meetings (1 hour)
- Board Meeting (1.5 Hours)

APPENDIX

Appendix A:

May 13th, 2021



Access4All Lobby Document Regarding Hybrid Course Delivery

We are elected representatives for students with disabilities at UVic. We are responsible for ensuring that the needs of students with disabilities are properly understood and considered by university stakeholders.

UVic's transition to online course delivery removed several access barriers for many UVic students with disabilities. Additionally, many parents, caretakers, and working students found it easier to engage in UVic's online-delivered courses. As our campus plans a transition back to in-person courses in the Fall, health concerns are top of mind for many members of the campus community. While a transition to in-person courses could have negative consequences for many, a transition to hybrid course delivery could enable academic success for all by giving students much needed flexibility and opportunities to succeed. It is imperative that UVic listens to the voices of those who are going to be impacted the most by this transition.

Our Asks to You:

- 1. A hybrid course delivery consisting of both online and in-person classes, labs, and seminars is necessary in Fall 2021 for equitable access for students with disabilities and to mitigate health risks from the COVID-19 virus and its variants for the entire UVic community.**

And;

- 2. Conduct a review of UVic's hybrid education model after the Fall term to understand its educational efficacy and to determine whether or not it should be continued post-COVID.**

Why Hybrid Course Delivery?

Disability Access Associated with a Return to in-Person Course Delivery

- In our consultations with disabled students thus far, we've heard about a multitude of accessibility barriers that have been partially or completely eliminated due to UVic's transition to online course delivery. Some examples of this include:

- Students with disabilities that impact focus and attention in a classroom setting have been able to control their environment to support their individual access needs, allowing them to learn more effectively and efficiently.
- Flexibility provided by online classes, especially recorded lectures, has enabled students to attend classes and complete their coursework while working around regular medical and disability-related appointments.
- Students with disabilities that impact their ability to leave the house on a regular basis have been able to consistently attend classes and can more readily access their coursework and connect with classmates online.
- Students living with chronic pain have been able to engage with their coursework without increased pain from uncomfortable seating or walking to class negatively impacting their ability to focus and retain information.
- Recorded lectures have reduced learning barriers for students with auditory and visual processing disorders and disabilities that impact sustained attention, such as ADHD, autism, PTSD, depression, anxiety, and chronic pain. Being able to replay parts of a lecture can significantly help students who struggle with attention, as well as benefiting students who have chronic illnesses that may require them to take breaks at unpredictable times when symptoms arise.
- Students with mobility challenges and chronic pain have been able to enroll in labs that were previously inaccessible to them due to physical requirements such as walking and prolonged periods of sitting and/or standing.
- Mask requirements for in-person classes will pose a significant accessibility barrier for Deaf and hard of hearing students who rely upon lip reading to communicate with their peers and professors.
- UVic will further structural ableism by retracting the flexible learning environment that was implemented for the pandemic which promotes accessibility.
 - Students with disabilities should not have to attend inferior, online academic institutions to have their access needs met.

Health Risks Associated with a Return in-Person Course Delivery

- When feeling sick, students will be forced to decide between quarantining or falling behind in their course work.
- A Lack of sufficient vaccine protection/access for students, faculty, and staff will make on-campus settings unnecessarily risky for all members of the UVic community, especially those who are disabled, immunocompromised, mature, and otherwise more vulnerable.
 - It is not anticipated that students will have received a full-dose of vaccines by September, 2021.
 - Some vaccines are likely less effective in protecting against certain COVID-19 variants.
 - There is a possibility that the vaccines may not provide effective protection against long-covid, which could lead to UVic community members becoming temporarily or permanently disabled as a result.

- An outbreak on campus will affect the entire lower-island, due to reduced capacity in VIHA facilities and community spread. Any further strain and delay of other medically-necessary procedures will most negatively impact disabled people, older demographics, racialized people and all those at a higher risk.

How International Students Would be Negatively Impacted by a Return to In-Person Courses

- Travel + quarantine uncertainties and lack of accommodation among that of usual financial struggles, the worsening of financial struggles due to COVID-19, and government/UVic increasing MSP/tuition fees.
- Different vaccine schedule... Not all international students will be able to be vaccinated in their home country in a timely fashion + different variants of covid.
- If precautions are not taken, less international students will be able to come to campus. So, if classes are not to be hybrid and accessible, this will result in financial loss for UVic.

Other Important Factors To Consider in Relation to Course Delivery

- A return to in-person course delivery in the Fall will have serious consequences for international students, who will have to decide between travelling international and quarantining for two weeks or taking the semester off.
 - Additionally, international students will not be vaccinated according the the same schedule as domestic students, meaning that many international students may be yet to be vaccinated in September.
- All students who appear to be East Asian may be subject to anti-asian hate, which has been increasingly prevalent since the beginning of the COVID-19 pandemic.
 - Hybrid course delivery will enable all UVic students to learn in an environment where they feel safe and can be free from discrimination.
- It is easier for parents/caretakers/employees to attend online courses
 - Hybrid course delivery will enable many UVic students to graduate sooner
- Hybrid Course enables Academic Success
 - Certain students with disabilities will be more able to access equal opportunities to achieve academic success
 - All students will be able to take advantage of the opportunities associated with hybrid course delivery, such as attending class anywhere they'd like and re-watching recorded lectures.
- Potential incoming UVic students will likely find a hybrid course delivery model to be attractive. Thus, recruitment efforts may be improved by implementing a hybrid course delivery