



SIETAR BC SOCIETY FOR INTERCULTURAL EDUCATION, TRAINING AND RESEARCH

SIETAR BC – Annual General Meeting February 1, 2021

Date: February 1, 2021

Meeting Chair: Dawn Wilson

Time: 7:00 p.m. – 8:00 p.m.

Minutes: Cindy Hernandez

Join Zoom Meeting

<https://us02web.zoom.us/j/82787362300?pwd=UmtiMWtabUpJakxPVGhwc2QrWWFzdz09>

Meeting ID: 827 8736 2300

Passcode: 311287

Present

- Dawn Wilson
- Sanchit Mittal
- Sarah Murray
- Anu Pala
- Carolyn Wing
- Colin Doerr
- Tanya Cowie
- Camille Rambharat
- Cindy Hernandez
- Sandeep Nair
- Frances Clarke

Call to order 7:00pm

Agenda Item	Discussion and Action	Lead
Motion to Approve Agenda Meeting Minutes	6:00pm Francis (First Motion) and Tanya (Second Motion)	
Motion to Approve 2020 Meeting Minutes	6:00pm Anu (First Motion) and Carolyn (Second Motion)	
Territorial Acknowledgement	<p>In presenting this report, we want to acknowledge that our work and events took place on the traditional and ancestral homelands of the Coast Salish People, including the Squamish, Musqueam and Tsleil-Waututh and the Snuneymuxw nations in the lower mainland, the Songhees on the island, and the Secwepemc in the interior. As interculturalists, we honour and respect differences and acknowledge all cultures and histories that make our communities and societies.</p>	Dawn
<p>President's Report</p> <p><u>Programming (April 2020 thru December)</u></p>	<p>Our last AGM, in 2020, was a face-to-face event at Milestones in Vancouver. Before the meeting, we sat in a small room and watched the film "Free Trip to Egypt", followed by a discussion with the filmmaker. It seems so long ago that we were able to laugh, talk, eat, and be together in one space, without wearing masks. Our AGM was bookended by the major developments of the pandemic. Although it took a couple more months for things to escalate to the point where the virus was named a pandemic by the WHO on March 11. The federal government then moved to restrict travel in and out of the country. On February 5, The Province in the news about an increase in anti-Asian hate incidents. We knew that we needed to respond to counteract the stereotypes and assumptions that lead to this strong anti-Asian sentiment across our province, and indeed, across Canada. The events related to the Coronavirus pandemic, as well as the murder of George Floyd and the ensuing Black Lives Matter movement, revealed the dark places in our society where SIETAR can shine light.</p> <p>After a surge of racist incidents against Asians in Vancouver and elsewhere in Canada in March and April, it was clear that we needed to respond. We pivoted quickly, adopting an online delivery</p>	Dawn

<p><u>Board Fundamentals Workshop (May)</u></p> <p><u>New Web Site & Newsletter (June)</u></p> <p>Multiculturalism Grant proposal (November)</p>	<p>format and moving into the virtual sphere in order to meet our members where they were. Our first event of the year, in collaboration with the BC Council for International Education (BCCIE), was Building Unity During the Pandemic: Addressing Xenophobic Attitudes and Behaviours, with Jessie Sutherland.. The programming report will go into detail about the depth and breadth of the programs/events that were offered for the balance of the year.</p> <p>Thanks to the groundwork that was laid in 2019, our Executive Committee grew to 11 members in 2020. For several board members, it was their first time being part of a non-profit board of directors, so in May we participated in a virtual retreat with Vantage Point to learn about board governance. While the main focus of the meeting was board fundamentals and the essentials of good governance, this was also an opportunity to learn more about one another, and to bond as a group. We discussed the Fiduciary, Strategic, and Generative modes of governance, and began to chart the work ahead as a dynamic, functioning board.</p> <p>Our new Webmaster, Sandeep Nair completely refreshed the SIETAR BC website, which launched in early June. It features updated images, streamlined interactivity, a members’ portal, a blog, resources, and a chat function and a newsletter subscription button. The web site will draw members to our site, encourage engagement, and continue to be a place where we can continue to showcase what the organization is doing. The newsletter was published for the first time in December 2020. We hope to publish the newsletter quarterly moving forward.</p> <p>A call for Multiculturalism Grant proposals came in October from the Multiculturalism Branch, Ministry of Tourism, and Arts & Culture. We felt it would be a perfect opportunity to submit something. Instead of trying to generate a new idea, we decided to take the Video Voices project that Tanya Cowie had suggested, loosely based on an idea from the previous year of creating a ‘Human Library’ with personal stories and experiences of those who had encountered discrimination, racism, or been made to feel excluded because of their identity. Anu Pala, Tanya Cowie and I submitted a proposal for a \$5,000 grant, called ‘Multicultural Perspectives Library. The outcome will be announced by February 28</p>	
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<p><u>Strategic Planning</u> <u>(June thru August)</u></p>	<p>As the pandemic set in, and the George Floyd murder galvanized people to pay attention to those voices that had traditionally been silenced or overlooked, we were reminded once again how critical our work is. As we formulated our plan for workshops and events throughout the year, we realized that the activities of our organization have evolved, to the point where our Mission and Vision do not necessarily reflect what we actually do and what we wish to accomplish for our members.</p> <p>Historically and traditionally SIETAR BC was an intercultural organization based on improving people’s intercultural communication and literacy. Now equity, diversity, inclusion and social justice issues seem to supersede the Intercultural umbrella. In June, the board began to work on a Strategic Plan, to help us articulate and clarify our goals and objectives, in light of the new reality brought about with the pandemic and the Black Lives Matter movement. At this point I would like to acknowledge Sanchit Mittal for his guidance in putting together the framework for our plan in setting up the process for soliciting input from our board members. Creating a strategic plan is definitely a long term process and it involves a lot of time, expense and expertise. This is going to be one of our main goals in 2021.</p> <p>In the discussion portion of our meeting I would like to look at a structure for how we can continue to work on the strategic plan perhaps with a subcommittee that will take that on.</p>	
<p>Treasurers Report</p>	<p>Revenue for 2020 shows an increase over the last 5 years, primarily because we received financial support from a number of our institutional partners and other agencies. Vancouver Island University provided funding for the A.R.T. workshops, and BCCIE supported the ART and Jessie Sutherland workshop. Our sources of revenue were from memberships, workshop honoraria supplied by VIU and BCCIE, and fees for the IDI Workshop. Total income was \$4,619.86. Our net income was \$502.73, leaving us with net assets of \$8245.55.</p> <p>Our expenditures were also higher than in previous years because several presenters received honoraria. We would like to continue to be able to compensate presenters in 2021, so this will mean continuing to work with institutional partners, as well as potentially</p>	<p>Camille</p>

	<p>charging fees for online and face to face events to be able to do this.</p> <p>Due to COVID in-person meeting restrictions, we realized that we needed a dedicated online delivery platform. After significant research into different options, the decision was made to purchase a basic Zoom Meeting subscription for our events and monthly meetings.</p> <p>Part of our activities this year involved conducting a survey of members and non-members. We researched a few commercial survey instruments available, and found a local Canadian company called Jitsutech. Many survey companies require an annual commitment, but Vancouver-based Jitsutech, in a gesture of goodwill, offered us one year free, in recognition of our non-profit status, and in light of the work that we do.</p>	
<p>Membership Report</p>	<p>The membership report shows the last years of SIETAR BC memberships (please see membership report side on power point).</p> <ul style="list-style-type: none"> • Our membership this year consisted of 28 Regular, 3 Associate, and 6 institutional, for a total of 37 members. This represents a decrease of Regular members, but an increase of Institutional members over 2019. • The decrease can be attributed in large part to the pandemic; in 2019, many of our members joined as a result of face to face events, where members received a discounted fee. • In 2020, we decided not to charge fees for most of the workshops that were offered, recognizing that many of our members had experienced negative financial impacts from the pandemic. Thus, there was no financial incentive to join the organization. • Based on the results of the Members and non-members surveys that were conducted in late 2020, we will be reviewing our membership fees, and will also look at charging fees for online events in order to encourage people to become members. We are also planning to hold a Membership Drive early in 2021. 	
<p>Programming Report</p>	<p>Very soon after coming together as a new Board, we were faced with the challenge of moving our programming into the online environment. We have had a busy year and have worked to offer a wide range of intercultural and anti-racist programming for our members. Our goal has been to provide our members and partners with responsive, flexible and innovative programming.</p>	<p>Frances & Anu</p>

The shift to an online platform turned out to have had numerous unforeseen benefits, one of which was to bring more participants to our events, making them more accessible and wide-reaching in their scope. Two of the webinars attracted over 200 participants, with some logging in from as far away as Japan, the Netherlands, and Italy. The webinars also attracted people from a range of sectors, in many different roles.

We found that for free events, there was an average of about a 60% attendance rate, whereas for the single paid event, the IDI Workshop, 94% of registrants showed up. We plan to introduce fees for events in 2021, but there will be options for those who are unwaged or who require other economic consolations.

Geographically, events had traditionally been held in the lower mainland, with a couple also being held in Nanaimo in 2019, but in 2020, every event was offered online. When we surveyed members in the fall, respondents welcomed this change, so we will continue to offer this type of model in 2021 and beyond. Although the virtual realm has its limitations, it does offer significant benefits in terms of cost savings for facilities, equipment, and refreshments, and makes events much more accessible to members outside the Vancouver metropolitan area.

We hosted several well attended webinars that came about as a direct result of issues arising from the Covid- 19 Pandemic.

With the support of VIU, SIETAR BC and BCCIE offered the webinar: Building Unity During the Pandemic: Addressing Xenophobic Attitudes and Behaviours. This very well attended webinar provided a venue to discuss strategies for dealing with xenophobic attitudes and behaviours during the COVID-19 pandemic, particularly towards ethnic cohorts present throughout Canadian society, including international students, immigrants, or visitors to Canada. Presenters Jessie Sutherland and Queenie Choo offered strategies to those who are targeted, bystanders, and those who support and work with them including instructors, student support teams, community and integration support workers, health care professionals and friends and family.

SIETAR BC and institutional partner Langara College hosted a very timely session. This webinar was facilitated by Carolyn Wing, SIETAR BC Board member and Intercultural Engagement Advisor at Langara College. Presenters included Dr. Smythe, an Associate

<p>Digital Inequalities and Intersectionalities in Covid Time</p>	<p>Professor at SFU’s Faculty of Education and a researcher and practitioner in Adult Literacy and Adult Education; Dr Daryl Smith the Director of the Center for Intercultural Engagement at Langara College; and Peg Fong, an instructor in Langara’s journalism program.</p> <p>This was panel discussion facilitated by some of our board members. Moderated by Heather Tobe with panelists: Dr. Zhenyi Li, Dr. Kyra Garson and Dr. Margaret Hearnden.</p>	
<p>The Emerging Pandemic Intercultural Work Environment: a Panel Presentation and Discussion</p>	<p>We also wanted to explore some different types of programming and see if there were things that could work on an online platform. Early in the year the programming committee had discussed the idea of a book club. Thanks to Camille the book club has now commenced. The</p>	
<p>Book Club</p>	<p>SIETAR Book Club, launched in January 2021 and will meet quarterly to share light, fun and educational fiction and non-fiction books with others interested in intercultural relations.</p>	
<p>Self-Studies</p>	<p>We continued with our Self Studies programming in the fall - “Self-Studies in Language Instruction and Pedagogy series through an Intercultural and Racially Aware Lens”. In these monthly sessions, instructors and administrators are invited to join conversations in teaching and learning. These conversations involve a shared reading and discussion on teaching practices in EAL education. The facilitation of these sessions is peer led and has a different monthly focus in keeping with the mission and vision of SIETAR BC and BC TEAL.</p> <p><u>Mindfulness and Intercultural Communication</u></p> <p>Dr. Anea Wilbur, Ed.D, MBSR Certified, and Taslim Damji MA, ICP, RYT, MBSR Trainer, and Past President of SIETAR cohosted,. Participants learned the basics of mindfulness, how it applies to intercultural communication, and co-created practical strategies. We also practiced a modified intercultural skill cycle adapted from John Kabat Zinn's Mindfulness Based Stress Reduction (MBSR) program to acknowledge, understand and work with challenging intercultural situations.</p>	

	We would like to acknowledge all the diligent and collaborative work the SIETAR 2020 board has put into the 2020 programming.	
Communications Report	<p>This year SIETAR BC’s communication team’s focus was on developing a marketing plan and continuing to build our presence on social media. While we decided to make our Instagram account dormant until we establish a clear vision for the platform, our Facebook and Twitter feeds were kept very active.</p> <p>The year kicked off with our #covidkindness campaign, sharing stories of positivity when the virus first became news. This was followed by heart-felt sharing from our board members in regards to Black Lives Matter, including blog posts and our “We Stand Against Racism” video.</p> <p>We also worked to increase the professionalism of our social media channels, updating the logo to fit the graphic limitations and making the descriptions consistent with each other and the website.</p> <p>We currently have 543 followers on Twitter, and 667 followers on Facebook.</p> <p>Our branding continued to be refined with the update of the website and event posters that kept a consistent aesthetic.</p> <p>Our newsletter focused mainly on event promotions. We kicked off the new year with a fresh newsletter template that includes items such as event reviews and promotions. We look forward to improving upon this method of communication with our members and supporters.</p> <p>Our SIETAR BC marketing plan included objectives, audience, messaging, challenges, and recommendations. The three main recommendations: update and make information consistent across all the platforms; clear interlink between platforms and the website; and regular timely posts; were all accomplished through the year.</p>	Sarah
	We would like to acknowledge all the hard work the marketing team has done. Through Sarah’s leadership we were able to create a presence in the community.	

Institutional Partnerships & Membership Sub-Committee Report	<p>In November, SIETAR BC sent surveys out to members and non-members, with the goal of gathering information to better serve member interests, strengthen our programming and ensure that we remain responsive and relevant. All questions were optional and confidential. The results showed:</p> <ul style="list-style-type: none"> • Over 45% of respondents are from the education sector and 22% from the Health & Social Care Sector. • Membership categories were tweaked to fit in students. • The most important aspects of SIETAR BC were racial literacy and cultural competency. • Members would like to see more events that are focused on social justice, anti-racism, cultural competency, and other areas such as diversity and mental health. • Members would also like to see SIETAR BC undertake workshops regarding racial equity and human rights. • SIETAR BC's core work of cultural competency, racial literacy and our mission and values remain relevant and welcomed • There is high satisfaction with quality of programming and events offered • There is significant interest in past members to re-join SIETAR BC and recommending to join SEITAR BC to friends and colleagues • Membership remains low but attendance at events is relatively low but potential to join is high • Most attendees at events are neither present or past members (in part due to exceptional circumstances shaped by pandemic) • Of the 600+ attendees at our events this year (April – December 2020) only 6% were members • There exists great interest in continuing with the online programming • The majority of respondents would support an increase in both regular and institutional membership fees • 90% of respondent support differential fees that support diversity, equity and inclusion • Majority of present members have been with SIETAR BC 1-3 years. • There was an 8% response rate from past members. 32% of respondents are satisfied with the most recent event attended. 21% of respondents follow SIETAR BC on social media. 25% of respondents attended a SIETAR BC event in the past year. 	Colin

	<ul style="list-style-type: none"> • 71% of respondents are likely to renew membership and 91% of respondents are likely to recommend to SIETAR to others. <p>Recommendations</p> <ul style="list-style-type: none"> • Don't stray too from SIETAR BC's core mission and values • Launch initiative to increase membership within education, health and social service sectors 94% of attendees at SIETAR BC events are non-members • Consider strategies to both attract and retain SIETAR BC members • Continue to offer online programming • Consider increasing institutional and regular membership fees while ensuring that fees are not an impediment to participation 	
	<p style="text-align: center;"><u>Recognition of Partners & Sponsors</u></p> <p>SIETAR BC would not have been able to do some of its most important work without the support of its institutional partners. Specifically, we would like to mention:</p> <p><u>Langara College's Centre for Intercultural Engagement</u> supported two webinars, Digital Inequity with Suzanne Smythe & Developing an Anti-Racist Organization with Dr. Ismael Traore</p> <p><u>Vancouver Island University (VIU)</u> provided financial support for two webinars: Building Unity During the Pandemic: Addressing Racist Attitudes and Behaviours and Anti-Racism Response Training (ART) workshop.</p> <p><u>BC Council for International Education (BCCIE)</u> hosted the Building Unity During the Pandemic workshop with Jessie Sutherland, and provided financial support for the Anti-Discrimination Response Training (ART) webinar.</p> <p><u>Jitsutech</u> provided the technology for our Members' and Non-members' survey, and became an Institutional member</p> <p><u>OPTIONS Community Services</u> hosted the workshop on Humans Understanding Humans presented by Alysha Baratta</p> <p><u>Vancouver Community College (VCC)</u> continues to be a valuable partner in the Self-Studies workshops, in collaboration with BCTEAL.</p> <p><u>BCTEAL</u> co-hosts the monthly Self-Studies Series, in collaboration with VCC</p>	

	<p>We would also like to acknowledge all the hard work Sarah Murray, Sanchit Mittal and Sandeep Nair have done for SIETAR BC. Sanchit Mittal has been a vital part of the evolution of SIETAR BC. Sandeep our webmaster, created SIETAR's interactive website. Sarah Murray has played an integral part in our marketing plan and has helped SIETAR's visibility through our social media platforms.</p>	
<p>Introduction of Nominees for New 2021 Executive Board.</p>	<p>Three new nominees applied to be part of the 2021 SIETAR BC board.</p> <p><u>Maria Drueco</u> Based out of Alberta, Maria is an HR professional who specializes in Diversity and Inclusion work, integrating Intercultural training and knowledge in advancing D&I.</p> <p>Through my knowledge and experience, I would love to contribute to the mission of SIETAR BC in :</p> <ul style="list-style-type: none"> • Advancing intercultural competence awareness and it's important to the D&I work - Being an advocate in promoting intercultural work in influencing education, policy, and in supporting immigrants in integrating to the Canadian society • Help in advancing the work/ projects of SIETAR BC <p><u>Thabata da Costa</u> She has dedicated most of her academic and professional life to understanding socioeconomic development issues. By gaining proximity to other cultures and looking back at my own, she continues to develop new perspectives on the implications of the lack of education around race and culture. While still learning to navigate social labels, assumptions and bias on a personal level, I would love to promote positive impact around cultural competency and racial literacy. SIETAR's core values are aligned with how I perceive change can be implemented. Having experience in similar projects to which SIETAR BC delivers, to become a member-at-large of its Board of Directors would be a great way for me to meaningfully participate in improving our community.</p> <p><u>Kate Steckmest</u> Kate Steckmest holds two BAs, one in International Development Studies and another in Spanish, as well as a CELTA through Cambridge English, and she is working towards her Master of Arts</p>	

	<p>in TESOL. Her roles leading international programs and teaching languages (Spanish and English) have taken her to Central and South America, Europe, and Oceania. She is an EAL Instructor and enjoys being involved in the local community; She is a member of BC TEAL's Private Sector Committee and volunteers working with newcomers through MOSAIC, and as a copy editor for Vancouver Latin American Cultural Centre.</p> <p>Kate is particularly interested in the interconnections between language and culture and is an advocate of recognizing and valuing diverse linguistic backgrounds. She aspires to practice cultural humility, approaching situations with curiosity and reflection. She enjoys attending SIETAR BC events because they provide opportunities to engage in dialogue with people from diverse backgrounds about topics that matter, and as a board member, she hopes to help with organizing these events.</p>	

<p>Vote for the Slate of New Executive Board 2021</p>	<p><u>Slate of Directors:</u></p> <p>President: Dawn Wilson <i>No nominations from the floor, by acclamation Dawn is now acting President.</i></p> <p>Acting Vice President: Carolyn Wing <i>No nominations from the floor, by acclamation Carolyn Wing is now Acting Vice President.</i></p> <p>Treasurer/Membership: Thabata da Costa <i>No nominations from the floor, by acclamation Thabata da Costa is now Treasurer.</i></p> <p>Secretary: Maria Drueco <i>No nominations from the floor, by acclamation Maria Drueco is now Secretary.</i></p> <p>Website Coordinator: Cindy Hernandez <i>No nominations from the floor, by acclamation Cindy Hernandez is now Website Coordinator.</i></p> <p>Communications Coordinator: Frances Wintjes Clarke <i>No nominations from the floor, by acclamation Frances Wintjes Clarke is now Communications Coordinator.</i></p> <p>Programming Coordinator (shared): Camille McMillan Rambharat <i>No nominations from the floor, by acclamation Camille McMillan Rambharat is now Program Coordinator (shared).</i></p> <p>Programming Coordinator: Tanya Cowie <i>No nominations from the floor, by acclamation Tanya Cowie is now Program Coordinator (shared).</i></p> <p>Institutional Partnership Liaison: Colin Doerr <i>No nominations from the floor, by acclamation Colin Doerr is now International Partnership Liaison.</i></p> <p>Member at large: Anu Pala <i>No nominations from the floor, by acclamation Anu Pala is now Member at Large.</i></p> <p>Member at large: Kate Steckmest <i>No nominations from the floor, by acclamation Kate Steckmest is now Member at Large.</i></p>	<p>Sanchit</p>
<p>Strategic Plan Ad hoc Committee Discussion.</p>	<p>We are currently looking for people to join a special ad hoc committee, to work on the strategic plan. It should consist of institutional, regular and board. Members who would like to join this committee please submit your name to Dawn. There are no guidelines for now but ideally meeting guidelines can be discussed once the subcommittee is formed.</p>	<p>Dawn</p>

Closing Comments	<p>Heather Tobe would like to recognize Helena Hansley. Helena has been with SIETAR BC for around 20 years and is one of the founding members.</p> <p>We would also like to thank Dawn for all of her work and leadership, especially because we have had a tough year.</p>	
Motion to Adjourn 2021 Annual General Meeting	8:00pm First Motion Anu – Second Motion Camille	