

Round Table

Round Table Topics

- Designated smoking (cannabis) areas
- Communication with residents (floor meetings, orientation, handbook, website, etc.)
- Group interview questions/activities
- Structure of RES life and Ops
- Diversity, Inclusion and equity in residence/campus (e.g. supporting marginalized identities → privilege and oppression)
- Software programs for summer accommodations
- Do you house students not for your own institution?

Legend (optional)

- L = large institution
- S = small institution
- AB = Alberta Institution
- BC = British Columbia Institution
- P3 = private, public, partnership

Government and Political Climate

- Possible loss of funding/services with election
 - Loss → what services
 - Who makes the cuts?
 - OHS policy
- Budget Reduction
 - Travel freeze
 - Staffing changes
 - Changes to student fees/tuition
 - Budgeting challenges
 - Maintenance, etc. → how to plan
- Possible changes to student loan program access to funding/less students
- AB – mental health cuts → putting strain on Residence Professionals?
- Legislation changes
 - What if cannabis laws change/revert?
 - Drinking age changes
- Government scholarships
- AUPR/APO SCOOP

Residence Life and Student Experience

Q: Communication with Residence and how we do this:

- MRU
 - Moving to trying to spread information over social media (Residence Facebook, Instagram, community specific Facebook)
 - RAs do newsletters, trying to get more community meetings

- U of C
 - Newsletter sent out 2 times per month via email
 - RAs have monthly meetings
 - Residence and community specific Facebook groups
 - RAs at doors during orientation week
- College of the Rockies
 - Meeting with all students, giving information through presentation

Q: Programs – How involved are pro-staff? Are there proposals?

- MRU
 - Programming model → programming proposal → 4 learning objectives, broad themes → Resident Programming Advisors → approve /meeting/budget req.
 - Not monthly programming (phase programming)

Campus Policy and Community Standards

e.g. cannabis; designated smoking areas

Q: Designated smoking areas?

- City policy on cannabis

Q: S.A.: who approves E.S.A. and S.A.

- Accessibility
- University
- Residence services

Q: Sexual violence policy:

- Is there one?
- How does the institution handle it?
- City involvement?
- Provincial/government involvement?
- A: campus equity department
 - Training
 - On-campus collaboration

Q: Gender inclusive housing options

- Gender inclusive unless otherwise requested
- Designated areas for gender inclusive housing
- Application questions – require gender neutral housing, comfortable with it, not comfortable with it

Diversity, Inclusion and Equity in Residence

Supporting marginalized identities

- ASO
- Diversity working group
- International student advising
- Gender inclusive housing

- Use preferred names
- Partner with campus experts on most of these

Accessibility of RA role/How do you recruit a diverse and inclusive Residence Team?

- Clear statements in inclusion
- Encourage applications – be intentional with promotional material
- Be out and demonstrate support

What training do you do for students/professional staff? Starts with the hiring process

- Unconscious bias training
- Bystander training
- Blanket exercise
- Diversity inclusive working group
- You

What programming do you do in Residence?

- Specific programmes in Residence
- Partner with campus offices and resources
- Set up safe spaces for difference conversations

Human Resources

1. Group interview questions/archives
2. Structure of ResLife and Operations
 - a. Positions
 - b. Hiring
 - c. Reduction in team setting
3. Group Interview Structure
 - a. S/AB – Lakeland
 - i. Application
 - ii. Carousel
 - iii. Panel interview
 - b. S/AB – Lethbridge
 - i. Application
 - ii. Panel interview
 - c. L/AB – U of C
 - i. Application – ask for reference letter
 - ii. Carousel
 - iii. Written assessment
 - d. L/AB – U of A
 - i. Application
 - ii. Carousel
 - iii. Interviews
4. Student to Staff Ratio
 - a. 1:61 – Lethbridge
 - b. 1:50 – Lakeland

- c. 1:48 – U of C
 - d. 1:40 – U of A
- 5. On-call structure
- 6. Maintenance
 - a. In house or on call out to contractors?
- 7. Gender Inclusive Housing
 - a. Opt in vs. opt out
- 8. Unionization
 - a. SFU – in progress
 - b. U of A – yes
 - c. U of C – No
 - d. MRU – No
 - e. U of L – No
 - f. UVIC – yes
- 9. Payment Structure of Student Staff
 - a. U of C – taxable benefit, no pay
 - b. U of L – dining plan, stipend
 - c. MRU – stipend, front desk hourly
 - d. U of A – hourly