



BCITFSA VOICE

President's Message:

Interdependence



Teresa Place
President

BCIT has a unique connection with the BC economy. BCIT supplies a significant amount of BC's workforce through our applied education and meets the needs of innovation through applied research. These facts are reflected in BCIT's excellent reputation with the public. But this relationship between the Institute and government sometimes leads to the BCIT Faculty and Staff Association trying to solve issues that are not in our control, yet which need to be addressed to avoid negative impacts on our members' long term wellbeing as protected in our collective agreement.

I have always believed and proclaimed that our members are the essence of BCIT: that the work you do, your dedication to excellence, and the innovation you bring are gifts to our students and to BC. That is why we highlight your work and strive to help others grasp the tremendous worth of your contributions to the prosperity and advancement of our communities.

Martin Luther King Jr. said "I can never be what I ought to be until you are what you ought to be." To me this speaks to the interdependent relationship between all of us. More specifically, it speaks to our relationship with the government in terms of defining our work. We can't do our jobs if education isn't properly supported. We can't solve problems when mandates are too strict to allow us to deliver our unique educational offerings to those who need them.

The BCITFSA has made significant efforts in the last couple of years to establish positive relationships with government. Our government relations strategy has included many visits with elected officials and staff, the hosting of members of various government parties for tours here on campus, visits with officials in Victoria, and positive messaging to government highlighting the unique, amazing, and prosperity-driving contributions of our members. We have demonstrated that we are ready and capable of being good partners in helping the government meet BC's public policy needs. Clearly our government relations strategy has moved us forward in a positive direction.

But, at the same time, we need the government to follow through now, to help resolve the pressing matters we have proactively raised. We are reasonable and have shown where and how change can happen, but we need more than a friendly welcome. We need action.

At a recent Tech Rep meeting, members shared issues they would like to see any political party address, including Education, Environment, Childcare, Senior Care, Health, Public Transit, and Affordable Housing.

Remember, voting is where and how you can influence change.

***On May 9, Vote! BCIT has approximately
50,000 votes and each one matters.***

VOTE!

VOTE!

Executive Director's Message:

Executing a Government Relations Strategy



Paul Reniers
Executive Director

The most recent strike by a faculty association in BC was the BCITFSA strike in late 2012, just before the last provincial election. In that election, the FSA was the only BC faculty association to endorse any political party, and we supported the NDP. Since then we've taken trial membership in the BC Federation of Labour, which is formally aligned with the NDP and openly critical of the current government.

Isolating those facts, many observers would assume we've spent the last four years in a political penalty box. Yet, we are the only BC faculty association in that time to host the Minister of Advanced Education and we've carried out a government relations strategy that got the government to engage on our specific issues. How did that happen?

The FSA's government relations strategy has been built on careful observation, detailed analysis, and respectful communication that listens before it speaks. Without forgetting the policy issues that caused us to take job action and support the opposition party four years ago, we listened to the BC Liberal government as it rolled out policy and we saw a clear alignment of our interests with their priorities. Going back to our analysis of the government's Skills for Jobs Blueprint, we saw a policy with significant problems and a policy agenda where we could really make a difference. We saw the opportunity along with the problem and chose to meet the government over our mutual interests.

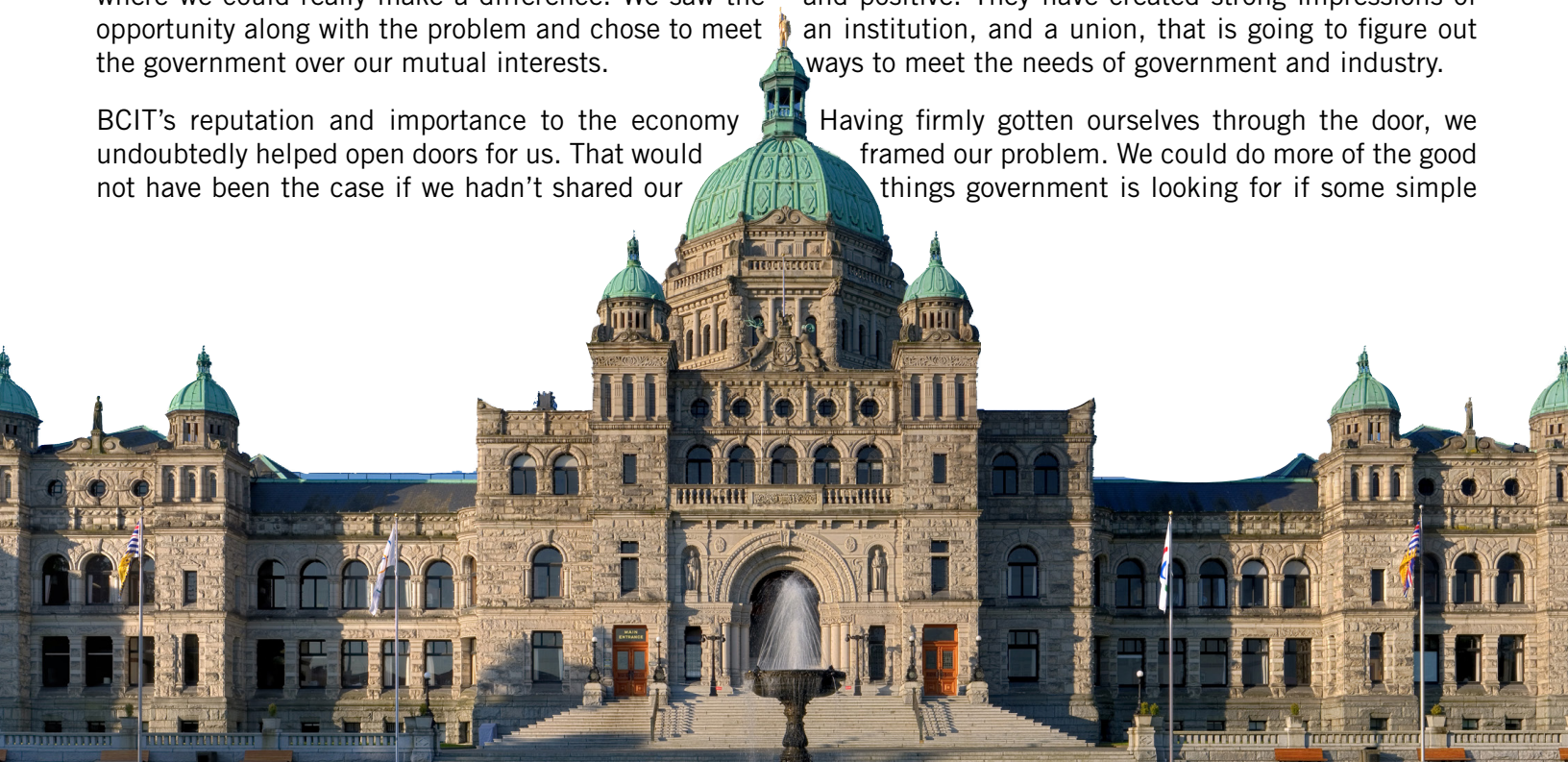
BCIT's reputation and importance to the economy undoubtedly helped open doors for us. That would not have been the case if we hadn't shared our

work with BCIT's leadership. We had important conversations with senior BCIT leaders and advisors to ensure that our messages were aligned. We were also able to advance the message that the FSA and BCIT can get things done together. Government saw that our positioning was different from what they expected from faculty unions. We also had great support from consultants who advised us who to approach in government and who helped let government know that we had something different to offer.

Digging into the jobs blueprint and subsequent policy announcements, we figured out how changes we were looking for would help advance the government's own objectives. We need BCIT to be able to negotiate with us around research work and to address salary levels, particularly for new employees. The government wanted experiential learning, graduates prepared for the innovation economy, and thousands of new nurses with advanced specialty training. Our members do those things, and we can help make them happen while continuing to meet the needs of our members.

In meeting with government, we put members first. We have emphasized the innovative and interesting things our members are doing. Elected and unelected government officials have been interested in knowing how FSA members overcome technological and educational challenges. Our tours have been stimulating, informative, and positive. They have created strong impressions of an institution, and a union, that is going to figure out ways to meet the needs of government and industry.

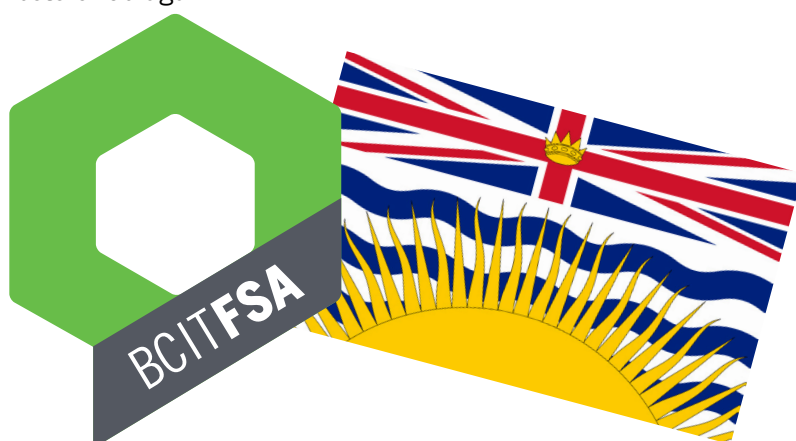
Having firmly gotten ourselves through the door, we framed our problem. We could do more of the good things government is looking for if some simple



changes were made. We also sought to underline the need for change. We pushed BCIT to confront the reality of students being prohibited from working on research activities as per our collective agreement. We made BCIT and the government understand that the Specialty Nursing program depends on our agreement to contracting out over \$1M of clinical instruction a year. Because we had shown them that we had heard and understood their interests, we found an audience for our own concerns.

We know we've been heard because the government has come to talk to us about our issues. Our meeting with the Post-Secondary Employers Association (PSEA) in February 2017 on Specialty Nursing was our first bi-lateral discussion with the bargaining authority in our sector in over ten years. That engagement got PSEA to approach the Public Sector Employers Council with potential solutions to staffing the Specialty Nursing expansion. On applied research, the Ministry of Advanced Education reached out to us to let us know that they are considering a change in our sector after looking into the issue following the tour we hosted for the minister. We're feeling heard.

It feels nice to be heard, but that can't be the end of the story. We need to see change that makes things better for FSA members and their students. At the time of writing, the government has yet to act on the good intentions they have expressed to us. Changes in applied research and placement on the salary scale can't wait another four years for government action. Changes in Specialty Nursing can't wait another four weeks before efforts to address shortages in healthcare staffing levels take a turn for the worst. This election, we'll be asking FSA members to vote for a party that will act on the changes we need. Following the election, we'll listen to the new government and find the alignment of their priorities and our members' interests once again.



FSA Hosted Tours

- The Minister of Advanced Education and their Chief of Staff
- 3 Government MLAs
- The Leader of the Opposition and 3 NDP MLAs
- 3 Ministerial Chiefs of Staff

Meetings with Officials

- 2 Assistant Deputy Ministers in the Ministry of Skills and Jobs Training
- President of the Public Sector Employers Council
- Deputy Minister of Advanced Education
- Assistant Deputy Minister of Advanced Education
- Chair of Premier's Technology Council
- Executive Director of the Post-Secondary Employer's Association
- Executive Director of Trades Training and Strategic Planning
- Opposition Critic for Education
- Leader of the BC Green Party

Impromptu Discussions with Officials

- Assistant Deputy Minister of Advanced Education
- Executive Director of Post-Secondary Governance and Quality Assurance
- Chief of Staff of Minister of Technology and Innovation
- Chief Advisor of Premier's Innovation Network

FSA 2017-19 BOARD OF DIRECTORS ELECTION RESULTS

Congratulations to the newly elected directors!



Terry Gordon
Treasurer
(Acclaimed)



Karl Hildebrandt
Director-at-Large



Zaa Joseph
Director-at-Large



Shannon Kelly
Director-at-Large



Nancy Knaggs
Director-at-Large



Paul Mills
Director, Associate Members
(Acclaimed)



Silvia Raschke
Director-at-Large



Ted Rutledge
Director, Associate Members
(Acclaimed)

*The FSA would like to thank all candidates who put their names forward
and all members who participated by voting in the election.*



From the Membership:

Nursing instructors, who deliver clinical courses in such settings as the Vancouver Downtown Eastside (DTES), are doing work that is often invisible to those who work on campus. This article celebrates the educational work our members do in this unique environment, delivering cutting edge approaches to the promotion of health in a community whose realities are properly of concern to us all. This is especially true in the face of the opioid crisis that is gripping the DTES community with particular force.

As professionals who are witnesses to this crisis and the other facets of vulnerability and marginalization, we want to draw the BCIT community's attention to what FSA members are addressing as they carry out their vocation, as educators, relationship-builders, and sometimes first responders to the crisis at hand.



Built on Trust

*Dorothy Cumming, FSA Member, Faculty, Nursing
In conversation with Kyla Epstein, FSA Member Engagement Officer*



“As an educator I wouldn’t trade this for the world.” Minutes into a conversation with Dorothy Cumming you can tell she means it. As an instructor in the Community Health Nursing clinical course at BCIT, Dorothy supervises nursing students placed in the Downtown Eastside (DTES) in Vancouver. The students are placed in agencies such as First United, Robert and Lily Lee Family Community Health Centre, Powell Street Getaway, and the Strathcona Community Centre and Elementary School. InSite, the first legal supervised drug injection site in North America and an organization focusing on harm reduction, also provides observation shifts for students.

Placing students in these agencies and in this neighbourhood requires Dorothy to build relationships centred on trust with the agency staff and the members of the community; and the same is expected of the students. This work is predicated on the understanding that this trust needs to be earned; that Dorothy and her students aren’t going to let people down and can be counted on to do what they say they will. She finds that her students understand these expectations and don’t want to disappoint the agencies or the community.

Dorothy Cumming came to BCIT in 2002 and in 2008 was tasked to look for new clinical placements for students. Dorothy’s previous clinical experiences didn’t provide her with an avenue to considering the DTES as a possible clinical environment. Through a connection with long-time advocate Judy Graves at a forum on poverty and homelessness, Dorothy was introduced to agencies in the DTES and worked hard, with Judy’s support, to build the trust needed to place BCIT students. She has also had to work over the years to ensure that everyone at BCIT understands that it is appropriate for her to work in the DTES, and that it is not a threatening environment but rather a space where the full scope of community health nursing can be practiced.

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BUILT ON TRUST
(continued from page 5)



Some students who come into this rotation start unprepared and uncertain, some start curious, and some (a minority) have been waiting their entire education for this. Their theory gets put into practice - relational practice - where their unconscious assumptions and biases get tested and students are regularly blown away by the strength, resilience, generosity, authenticity, and humour of the community. This requires communication and relationship skills to be intertwined and the results have been significant. Students who experience working within the DTES community have a chance to open their hearts and ears. They often start out one way and leave different and they are able to name that difference. A shift happens and a change takes place in the framing that we often have about 'certain people' as well as the language used to describe them. Students are able to focus on the stories that people carry with them, and to learn more about the human side of nursing. They learn that individual choice is often severely compromised or limited from a very young age.

Dorothy and the students she supervises concentrate on using a strengths-based lens and on the social determinants of health (SDOH). They seek to expand their focus beyond a specific wound, injury, disease, lifestyle, or behavior,

to emphasize the promotion of health that considers the community conditions related to accessing housing, food and water provision, bathrooms, and additional financial resources.



“How do you teach compassion?
It has to start from a nugget and then grow.
This work is that nugget.”

The work is rooted in the stories of the community members and seeing each of them as a whole person. It requires an awareness of the assets within a community, and acknowledging the value for students of what Doane & Varcoe (2005) refer to as “*connecting across difference and focusing on the join, the space between differences.*” Dorothy feels the students become better people, better members of society, and better nurses for life.

When asked about ethical issues that might arise in this clinical setting, Dorothy says that it isn't a matter of ethics of pedagogy or nursing practice that are in question here but rather the challenge is to the ethics of our society. It is clear that social-economic distribution isn't reaching folks who need it most and that there is a need for a system change.

In answer to the question of what can be done for better health promotion, Dorothy remarks: “*Our hope is to take upstream approaches, instead of catching people downstream. But the reality is that we are hardly able to get to the stream – people are mostly focusing on survival. The reality is that no one chooses to be that poor or that addicted. There is a clear connection between drug use and experiencing trauma. There is also the closure of places like Riverview and a lack of care for people with mental illness. Not to mention the lack of affordable housing.*” Through harm reduction, increasing income assistance and disability rates, raising the affordable housing stock, and the building of relationships like BCIT has done with the community, Dorothy hopes that Canada can once again become a leader in health promotion as opposed to health care alone. She refers to this shift as the paradigm shift that Benita Cohen described, which requires that community health nurses and others work in accordance with the broad view of health promotion, “one that is based upon specific values and principles such as social justice, equity and participation – and focused on modifying the social, political and economic environment” (Cohen, 2012).

As a BCIT instructor, Dorothy approaches relationship-building in the DTES with the strong faith that she and the students will do good work and will forge strong relationships. These efforts have been recognized not only through the trust they've built with the community but also by agencies such as InSite, for bringing students into the DTES and supporting the community. Dorothy has also been invited to speak in support of the community securing funding for a food security program at Strathcona Community Centre. She has supported students to find work in the DTES, and a March 2014 site inspection report by the Canadian Association of Schools of Nursing (CASN) commended the work and called for more of its kind.

Dorothy's work as an educator and a health promoter reminds us in the FSA that trust, relationships, and effective community engagement are at the heart of better education and a better province.

“I am educating students to practice nursing for the next 30 years not just the next 5. My biggest legacy in nursing will be that every term I can be with students in the DTES and effect a little change in each of them as a nurse and as a person.”

AFFINITY PROGRAM CAUT Canadian Association of University Teachers

As members of CAUT through your FSA membership, you are eligible to utilize the CAUT Affinity Program. Because of its national scope and large buying power, CAUT has been able to negotiate special rates and services with several businesses and financial service corporations. These services provide added value to your CAUT membership and give you more choices when you need to make decisions about travel, insurance, mortgages, investments, and credit cards.

Visit the CAUT website to find out more:
caut.ca/membership/affinity-programs



END WORKPLACE VIOLENCE

The BCFED believes that violence is not part of our jobs, but sadly this is not the experience of most workers. An alarmingly large number of workers in BC are exposed to workplace violence on an ongoing basis.

Find out more about the campaign to end workplace violence:
endworkplaceviolence.ca

BOARD MEMBER PROFILE: Kenzie Woodbridge



Kenzie Woodbridge has had a tremendous influence on the FSA Board of Directors. They have worked tirelessly on updating and developing our policies and improving the process for doing so. They are an observant, insightful, articulate, and witty contributor to discussions who ensures that the FSA always acts with integrity while we strive to meet the needs of our diverse membership.

Why is it important for the FSA to be a strong advocate for members? Because advocacy takes time and attention and persistence and members need to be able to do their work. For members, time spent advocating on their own behalf is time they'd need to take away from teaching, interacting with students, improving IT services, improving curriculum, doing research, and so on. The reality is that for many, those activities are always going to be more important. In addition, advocacy is a skill set and helped by specialist knowledge, and if the quality of any individual member's career advancement or work environment is going to be determined by their own skills in self-advocacy, then there will inevitably be inequities between members.

What motivates you to be involved with the FSA as a board member? BCIT is my village. I care about what happens here and how the people who work and educate and learn here experience their participation in this community. As a Tech Rep, Bargaining Team member (2014 round), FSA board member and now as VP, I have had the opportunity to learn so much more about how my village works and about where the levers are for effectively

making necessary changes. Part of what motivates me is that I feel useful and feel like I can do some good as a result of my involvement. And finally, I enjoy working with the other board members and the FSA staff.

What is something you have learned since joining the FSA board? It's difficult to think of just one thing in answer to this question! One area where I really feel that I've learned a lot is union and management relations. I have a much better and more detailed understanding of how that relationship works and where the various boundaries are between the two.

How does the FSA support your work at BCIT? By working on issues that matter to me personally and that impact my work, and by keeping a higher and more strategic perspective on the whole of what it is to be an FSA member at BCIT than I, as an individual, can.

What did you think you were going to be when you grew up? A writer and a teacher! I basically forgot about this after elementary school, because high school was complicated and I lost track of thinking about my own future. So it was interesting a few years ago to find that I had basically achieved that ambition without realizing it. After all, the technical training I do in my Web Services job is teaching; the technical writing I do for ITS is writing, as is the policy writing I do for the FSA. I may not have known the many forms that being a teacher or a writer could take when I was 7, but that desire to communicate and to make learning accessible was present in me then, just as it is now, and I'm very happy with how my roving and exploratory work life has turned out.



FSA is PROUD!

 **Pride Day Parade**
August 6, 2017



2017 marks our fourth year as a part of the BCIT entry in the Vancouver Pride Parade. Participating in the parade and encouraging you – our members – to join us brings our value of social justice to life. Contact Trina Prince (tprince@bcitsa.ca) to be a part of the float!

MEMBER PROFILE: Julia Foy



In addition to being Faculty in Broadcast and Media Communications, Julia has gained recent notoriety at BCIT for her skillful hosting of the President's Forum. Still, FSA members will most likely recognize her from her continuing work as a TV news reporter. Julia is another example of how FSA members connect students with what's current in their industries and use their professional skills in the service of the BCIT community.

How long have you been at BCIT? My BCIT journey began when I attended Hospitality and Tourism between 1977-79 and then again for Broadcast Journalism in 1983-84. I started as a Part-Time Studies Assistant Instructor in 1997. I taught a few courses into the full-time program of Broadcast and Online Journalism, before joining the faculty as a full-time instructor in 2013. I became a regularized faculty member in 2016.

What motivates your work? My love of broadcast journalism! Never before in my lifetime has it been so important to teach students about the value of a free and open society and how journalism plays a crucial role.

What lessons has working at BCIT taught you? Working at BCIT has been a wonderful experience, and I enjoy being inspired by my students as well as other faculty and staff. Storytelling is an art, and everyone in Broadcast and Media Communications is passionate about it.

What would make your work even better? I would like to work more with co-workers on curriculum development and delivery. I think faculty all have different strengths and we should regularly brainstorm about what we are teaching in our own classrooms, and how we are delivering the information. Team teaching can really rock!

How does the FSA support your work at BCIT? The FSA offers me support when I have questions about conditions of work or personal challenges which may affect my work.

What motivates you to be involved with the FSA? I think we all need to be reminded about the value of the FSA, and how our work lives would be very different without it. I would be open to helping spread the message of why the FSA is important. One possible idea is to email an interesting fact from the contract every week, to help educate members about some of the benefits/opportunities which they may not have explored before.

What keeps you busy when you're not at work? In my spare time, I work in industry as a TV News Reporter for Global News. I have had the opportunity to work as a broadcast journalist for 30 years, and it has been a fascinating and rewarding career. If you have a great story to tell, give me a call!

Our next event is on May 29th. We will be bringing panelists from industry to share with members of the BCIT community about the importance of diversity in our work.

Watch for details at
bcitfsa.ca/diversitycircles/



STAFF PROFILE: Adrienne Smith



Adrienne Smith began a one year temporary appointment with the FSA as a Labour Relations Representative this month, back-filling a leave. In addition to being an accomplished human rights lawyer and community activist, they have also practiced in the area of worker compensation and spent the last year as a Regional Representative with the Canadian Labour Congress. Beyond an impressive resume, Adrienne demonstrated great skills during the selection process that made them stand out from a strong field of candidates.

What excites you about working with the FSA? I came out of an academic CUPE local at the University of British Columbia teaching assistants union, and I've always felt especially at home with academic unions. They are professional, high skill workers who have not lost their connection to more industrial trade unionism, but they have evolved to meet the needs of modern workplaces and the academy. I'm thrilled to be working with smart people who share my values.

What brought you to this work? I was a CUPE garbage truck driver when I was younger. I came from a stable local with not much room in the elected officers, but a budget for training. I took all the union training that was available to me. Later when I came to UBC ready to finish my master's degree and get on with my life, there was a sign outside a classroom that said "union meeting-bargaining update" and I jumped at the chance to use what I had learned about trade unionism in an academic context. I took a break from the labour movement to work in the nonprofit sector, and to go to law school, and I find it really fitting to come back to this place and help.

What is important to you about being an advocate? I like empowering people to solve their own problems but also letting them know they are not alone. Some of the most satisfying work I've done was in the downtown eastside and with transgender clients. Explaining to people that they do have rights and that the law and the collective agree-

ment are not about other people but they can work for you - and then working with them to solve their problems- that's really satisfying for me, and the person I'm working with.

Why do you think members should be involved in their union? Our terms of employment didn't fall from the sky. The institution didn't give them to us. We fought for them, and we bargained for them, and if something isn't working we all have the opportunity to try to make things better in bargaining. But the number one reason to be involved is that it helps lift us out of our individual disciplinary silos and meet other members who might be working on something completely different in their shops and classrooms, but they share some issues and values with us. Meeting other members and being stronger together is what unions are all about.

What is important to you about public post-secondary institutions? Education is still the gateway to a better life for regular working people. Without access to public post-secondary education I would still be working on a garbage truck. Not that there was anything wrong with that - I loved the work, and my coworkers, and I was delivering a necessary public service. I was proud to be a truck driver. I still have an air brake ticket. But I'm more useful to the movement and I have so many more opportunities because I was able to go to school and open doors for myself. I will feel this even more strongly when I finally get out from under my student loan!

Favourites!

- Book: The Master and Margarita
- Comic: Ta-Nehisi Coates' Black Panther: A Nation Under Our Feet
- Music: Anything Celtic
- Film: Classic 1977 Tron
- Website: CBC news. Every day starts here.
- Food: Potatoes. All of them. All the ways.
- Friend: My dog Keisha!



Contribute to the FSA Voice!

Do you have news or a story that you think other FSA members would be interested in? Consider contributing to the FSA Voice! Contact Kyla at 604.432.8569 or kepstein@bcit.ca

Upcoming Events

May 10 Tech Rep Ice Cream Social
2:30-4:00pm
Town Square D

May 17 Board of Directors Meeting
4:00-8:00pm
SE16-116

Jun 7 Board Changeover Meeting
4:00pm-8:00pm
DTC

Aug 30 Board of Directors Meeting
4:00-8:00pm
SE16-116

find out more on bcitfsa.ca/calendar

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twitter.com/BCITFSA



search 'BCITFSA Group'



loop.bcit.ca/groups/BCIT-FSA
BCIT internal only

We acknowledge that the BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the Musqueam, Tsleil-Waututh, and Squamish Nations.

the FSA Team



Teresa Place
President



Kenzie Woodbridge
Vice-President



Terry Gordon
Treasurer



Karl Hildebrandt
Director



Zaa Joseph
Director



Shannon Kelly
Director



Paul Mills
Director, Associate Members



Joe Newton
Director



Silvia Raschke
Director



Ted Rutledge
Director, Associate Members



Paul Reniers
Executive Director



Heather Neun
Union Counsel



Ken Howie
Labour Relations Rep



Christine Nagy
Labour Relations Rep



Tess Rebbitt
On Leave



Adrienne Smith
Labour Relations Rep



Sascha Swartz
LR Information Officer



Kyla Epstein
Member Engagement Officer



Maria Angerilli
Executive Assistant



Sicily Ng
Operations Assistant