I want to acknowledge all of the hard work that people have been doing over the past 6 weeks, as we’ve pivoted the way we do business and worked together to find creative solutions. I’m heartened by the positive examples of people stepping up and departments helping each other out. This newsletter features a few of these examples.

I also want to draw your attention to the resources for mental health and well-being featured in the newsletter. We know that staff have had different experiences of the pandemic, with needing to balance challenging workloads, adjusting to new technologies and remote work, and providing child and elder care. Our resilience is being put to the test and it’s an important time to focus on taking care of ourselves and supporting each other.

Lastly, I’m happy to share updates from the Human Resources team. Please be in touch if you have any questions.

With kindness,
Sandi de Domenico

AVP Human Resources
All around us, there are positive examples of leadership and SFU teams coming together in order to respond to the COVID-19 pandemic. We’d like to highlight a few.

**SERVING RESIDENCE STUDENTS DURING SOCIAL ISOLATION**

When SFU moved to online learning and staff began working from home, the Residence and Housing team had to quickly pivot how they served the 650 students who continue to live in residence. They recognized that they needed assistance adapting their services to meet the changing needs of our new COVID-19 reality and put out a call to Student Services for help. Staff responded in overwhelming numbers. Zoe Woods, acting director, residence and housing, says, “Together, these amazing Student Services staff worked alongside our housing staff to deliver food to students who were self-isolating, joined a calling campaign to check-in on our residents, and completed administrative office support as needed. This assistance was invaluable as we found our footing and pivoted to serve students in the new reality we’re living in.” They also had help from partners such as Fraser International College, Health & Counselling Services, Dining Services and BEST cleaning staff to be able to continue providing a safe and welcoming home to residents.

“In this experience I am reminded that in a crisis such as this, no one person can, or should, solve this alone; it takes a team. Our amazing Residence and Housing staff team and the partners who answered our call for help allowed us to pivot our services to meet the changing needs of our students.”

**SUPPORTING STUDENTS WITH SUDDEN FINANCIAL HARDSHIP**

Since mid-March, the Financial Aid and Awards (FAA) office has been the main point of contact for students suddenly managing significant financial hardships due to COVID-19.

These hardships present themselves through various emergency funding requests, such as: students who have lost their part-time jobs; or the new requirement to purchase a laptop because the on-campus computer labs are closed; or the need to fly home to be with family abroad; the list goes on. The FAA office worked to quickly manage the influx of requests while also shifting from an on-campus work environment to their home living rooms.

In the past three weeks, over $1 million dollars has been processed in emergency assistance funding to more than 1000 undergraduate and graduate students enrolled this spring term.

Leadership, flexibility, timely communication, and being able to rely on colleagues for strength and support have been key for FAA to adjust swiftly in this difficult time. The ability to help students navigate their situations has also been enabled by working with other units in Student Services and the Senate Policy Committee for Scholarships, Awards, and Bursaries to allow for this exceptional funding to be disbursed.

**COLLABORATING FOR STUDENT FOOD SECURITY**

COVID-19 has presented opportunities for coming together to build bridges and communities in ways that no one imagined. In response to food insecurity that the economic downturn has created, the Student Experience Initiative, the Surrey Office of Community Engagement, Ancillary Services and Residence and Housing came together to launch a Food Security Program to support students in need of a meal.

SFU colleagues leveraged relationships that members of each office had built prior to the pandemic, bringing the teams closer than ever before and making it possible to launch the program in less than a week at the Burnaby and Vancouver campuses. The Food Security Program runs until the end of the Spring 2020 exam period and the team is discussing possibilities of continuing the work into the summer semester.
RESOURCES TO SUPPORT MENTAL HEALTH & WELL-BEING

Here are a number of new and existing resources to help:

- **Wellness Together Canada** - Tools and resources to help Canadians during this challenging time. Includes modules for addressing low mood, worry, substance use, social isolation and relationship issues.
- **COVID-19 Stay Well in Uncertain Times** – Tools & tips to stay well through the COVID-19 pandemic. Includes strategies for when you’re feeling overwhelmed.
- **COVID 19: Stay in Touch with Others**
- **Bounce Back** – Free, evidence-based program designed to help youth & adults experiencing symptoms of mild to moderate depression, low mood or stress, with or without anxiety. Teaches effective skills to help people improve their mental health.
- **Heretohelp** – Information about managing mental illness and maintaining good mental health, including screening self-tests.
- **Crisis Intervention & Suicide Prevention Centre** – Confidential, non-judgmental, free emotional support for people experiencing feelings of distress or despair, including thoughts of suicide. Call 604-872-3311.
- **Employee & Family Assistance Program** - We encourage all staff to create an online account to access a variety of resources. When needed, confidential, professional counselling is available for you and your family members (online or by phone). Phone: 1-800-663-1142.
- **Psychologist Support** - Psychologist benefits through Pacific Blue Cross for those who have extended health benefits (to check eligibility and coverage, login to your PBC Member Profile).
- **Mindfulness meditation** – Drop-ins for staff, faculty and students through Zoom. No experience necessary.
- **HR’s Wellness & Recovery team** - Advice and resources relating to return to work, sick leave and workplace accommodations.
- **More resources**

RESOURCES FOR PARENTS WORKING FROM HOME

**Coffee Conversation for SFU Parents Working from Home (via Zoom)**

The number one issue we are hearing about is the challenge of working from home AND looking after children.

We invite you to join us for an informal conversation with other SFU parents. The purpose is to connect, share experiences, and hopefully take away creative ideas from colleagues to help make balancing work and children easier. You are not alone! Please grab a coffee and join us.

Registration:

- **May 20, 2020**: For parents of school aged children. Register here.
- **May 19, 2020**: For parents of toddlers & preschoolers. Register here.

Additional resources for parents are available on the HR website.

**CONTACT**  
Saira Virji  
Director Wellness & Recovery  
saira_virji@sfu.ca
LABOUR RELATIONS

BARGAINING UPDATE

The University is pleased to inform the community that three of our unions, CUPE, Poly Party and TSSU, have all ratified their Memorandum of Agreement to conclude collective bargaining.

The three agreements are all in keeping with the government’s 2019 Sustainable Services Negotiating Mandate, which includes a three-year term of 2019 – 2022. Both the Public Sector Employers’ Council (PSEC) and SFU’s board have approved the settlements. The University would like to recognize that each of the Unions, along with our Labour Relations team, worked very collaboratively to reach these agreements under what are incredibly uncertain times.

We have presented APSA with a similar offer to settle collective bargaining; to date however, we have not reached an agreement.

Please continue to check the Human Resources website for updates and details on the signed memorandums.

CONTACT  Chris Hatty  
Director, Labour and Employee Relations  
hatty@sfu.ca

HR BUSINESS PARTNERSHIPS TEAM

NEW PAR FORM

SOMETIMES IT’S THE SMALL THINGS THAT MATTER

We are pleased to introduce a more user-friendly, streamlined People Action Requisition (PAR). Based on your feedback, the simplified PDF-fillable PAR is designed to make processing of people movement changes easier and more efficient for supervisors. It will also help pave the way for an electronic workflow in future. Please continue to share ideas and feedback with your HR Coordinator as we work to continuously improve processes.

JOB EVALUATION REQUESTS

To help expedite job evaluation requests, please visit the Compensation webpage for the most up-to-date submission forms and process information. We also encourage you to work with your HR Business Partner for organizational design guidance and support before you submit to the Compensation team for review.

CONTACT  Carla Deresh  
Team Lead & HR Strategic Business Partner  
carla_deresh@sfu.ca
The Research Personnel Initiative (RPI) continues its work to bring research personnel into SFU employment, in support of our Engaging Research goals.

This initiative is intended to help strengthen SFU as a research university and solidify the roles of research personnel and graduate students through more stable and better-defined employment by offering the rights and benefits associated with employee status. It will also provide faculty members with support to manage these employee relationships and comply with BC and federal laws.

The first phase saw the transition of Postdoctoral Fellows to SFU employees. The next phase is transitioning eligible research assistants, which includes updating the applicable policies and creating the necessary processes and documentation. This is being completed over the next couple of months to support a smooth transition into the fall semester.

Faculty and department members are being invited to participate in focus groups and working sessions to inform the development of these processes and identify the most effective way to implement them. More information can be found on the Research Personnel Initiative web site, or via email: rp_info@sfu.ca.

**CONTACT**

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**LEARNING & DEVELOPMENT**

**LEARNING AND DEVELOPMENT OPPORTUNITIES**

**EMPLOYEE DEVELOPMENT – VIRTUAL OPPORTUNITIES**

Your team members may have varying capacities for learning and development with the current situation. There is a myriad of virtual learning opportunities available:

- Articles, webinars & podcasts from your professional networks
- **LinkedIn Learning** - Provides access to quality learning opportunities on a huge range of topics. Free for SFU staff.
- **San’Yas: Indigenous Cultural Safety Training** – Facilitated online training program. Free for SFU staff.
- **Harvard Business Review** – Articles, podcasts & video clips on a range of topics.

**CONTACT**

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<tr>
<td>Tara Black</td>
<td>Director, People Development</td>
<td><a href="mailto:tblack@sfu.ca">tblack@sfu.ca</a></td>
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NEW EDI WEBSITE

A new EDI website has just launched, highlighting that "It is our responsibility and our challenge to create a culture where equity, diversity and inclusion work is not merely an initiative, but a promise that we make to ourselves and a commitment that we make to each other."

Joy Johnson recently shared a message about how the COVID-19 pandemic has amplified inequities in society and SFU’s efforts to create a community where all thrive in a new video.

EDI LEARNING OPPORTUNITIES

Pride at Work Canada continues to offer learning opportunities to enhance inclusion in the workplace.

- Pride at Work Canada LGBT 101 Training (Register using coupon code ‘SFU10’)
- Webinar: Exploring the + in LGBTQ2+
  May 13, 2020, 9:00 am - 10:00 a.m.

The Canadian Centre for Diversity and Inclusion (CCDI) continues to offer learning opportunities for employer partners such as SFU and until May 31, 2020 webinars are also free for the public. Please select “I work for a CCDI Employer Partner” when registering for these free webinars.

- Webinar: The History of Indigenous Peoples in Canada
  May 7, 2020, 10:00 a.m. - 11:00 a.m.
- Webinar: Allyship – Your Role in Supporting Minorities
  May 21, 2020, 10:00 a.m. - 11:00 a.m.

AWARENESS DAYS

- May 4 - 10: Mental Health Week
- May 17: International Day Against Homophobia, Transphobia and Biphobia
- May 21: World Day for Cultural Diversity for Dialogue and Development

CONTACT
Rosie Dhaliwal
Equity, Diversity & Inclusion Specialist
rosie_dhaliwal@sfu.ca
PBC’S COVID-19 RESOURCE CENTRE

To ensure you continue to receive the services and support you require, Pacific Blue Cross has developed an online resource centre to help, including:

- answers to questions on your benefits or insurance coverage
- details on prescription medications and early refills
- mental health support to help you manage and navigate these difficult times.

While paper claims, calls, and emails will be temporarily delayed, electronic claims continue without interruption and are fast and easy. If you have not already done so, go digital and have your claims paid directly to your bank account.

To set up direct deposit, find insta-claim providers, and see coverage details visit your member profile or download PBC’s free mobile app from the App Store or Google Play.

TAKE PART IN PBC’S HEALTH CHALLENGE

In their Health Challenge, PBC is rewarding healthy goals while we flatten the curve. Share yours for a chance to win $2,020 in health cash.

CONTACT Pension & Benefits Team
benefits@sfu.ca

SFU NEWS

ANNOUNCING THE LAUNCH OF SFU CAN:
COVID-19 ACTION NOW

From Andy Hoffer’s SFU spinoff company weaning critically ill COVID-19 patients off ventilators, to SFU Mechatronics students designing and 3D printing supplies for frontline workers, to a new Slack workspace to collaborate with the community – that’s what you’ve been missing if you have yet to visit the SFU COVID-19 Action Now (SFU CAN) site.

The new hub highlights SFU’s ongoing work around the pandemic and provides opportunities to build partnerships and support future recovery efforts. There’s never been a more important time to connect, collaborate and mobilize our collective knowledge.

CONTACT Tiffany Akins
Director, Media Relations & Public Affairs
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