



**AMS Assembly Minutes**  
**January 26<sup>th</sup>, 2023**  
**Queen's University, Kingston**

**Minutes are tentative until approved at Assembly.**

The meeting was convened at 6:40 EST.

**Secretary Golrokhian-Sani:** Alright, welcome everyone, I'm going to turn things over to our new Speaker.

**Speaker's Business**

**Speaker Liu:** Hello everyone, I'm really happy to be here! Let's jump straight into it as we have a busy agenda tonight and we're already a little over time. So let's quickly do the first few motions.

**Motion #1 – Moved by Secretary Golrokhian-Sani , Seconded by AMS President Sikich.**

*Motion that AMS Assembly approve the Agenda for the Assembly meeting of January 26th , 2023.*

*Motion passes.*

**Secretary Golrokhian-Sani:** Just a quick amendment, we will move the QUFA speaker presentation up in the agenda to be respectful of their schedule.

**Motion #2 – Moved by Secretary Golrokhian-Sani, Seconded by AMS President Sikich.**

*Motion that AMS Assembly approve the minutes for the Assembly meeting of December 1st, 2022.*

*Motion passes.*

**Motion #3 – Moved by Secretary Golrokhian-Sani, Seconded by AMS President Sikich.**

*Motion that AMS Assembly approve the minutes for the Assembly meeting of December 15th, 2022.*

*Motion passes.*

**Speaker Liu:** A reminder from our Scribe to please shout as we do not have a microphone, and please help me with your name and faculty because some of you do not have placards and others are sitting too far away for me to read your placard. I'll do our land acknowledgement:

*Cataraqui or Kingston, as we understand it today, is abundant in history and modern-day traditions of many First Nations and Metis. In particular, the Alma Mater Society would like to acknowledge that it's Anishinaabe and Haudenosaunee territory which Queen's University resides on. These lands surrounding the Great Lakes are immersed in thousands of generations of indigenous history, including language, art, celebrations, and resilience. We recognize that it was within the Crawford purchase of 1783 that these lands were made available for settlements, and the agreements made were upheld by the First Peoples, but not the British crown or later the Canadian government. While we work on these lands as uninvited guests we actively benefit from the oppression of indigenous peoples. Because of our settler positionality, we have an obligation to listen to indigenous voices, and we must act in ways that will condemn past and ongoing violence against indigenous peoples and support positive change.*

*As a branch of the Society that strives to connect student leaders and facilitate positive change and student advocacy on Turtle Island, we strive to maintain the core values and teachings from indigenous peoples. We are incredibly grateful for the ability to do so. As the Secretariat Office facilitates Assembly, elections and Judicial Affairs, it is our duty to ensure the voices of indigenous and marginalized peoples are amplified, as well as provide resources on how we can facilitate and help in advocacy that is important. We encourage all members of the Office as student leaders, to reflect on privileges that they have been afforded on this land, and use it to ensure campus safety, accessibility, and impact for all students. As settlers on this stolen land of the Anishinaabe and Haudenosaunee peoples, we must continue to educate ourselves and strive to decolonize every layer of our governance system and curricula, and to indigenize our learning. The resilience of indigenous peoples and their traditions should be applauded and inspire strength and kindness in us all. The Wampum belt covenant should be used as our compass as we navigate our journey of reconciliation with indigenous people of Canada. The Anishinaabe and Haudenosaunee people had a mutual understanding of how to share the land and resources peacefully with one another. By living on this land, we must also abide by these values.*

**Secretary Golrokhian-Sani:** And let's welcome the QUFA speaker.

**QUFA Speaker Elizabeth Hansen:** Hello everyone and thank you for having me tonight! I am a previous President of QUFA, and I will be speaking on behalf of our current President, Jordan Morelli, who is ill tonight. My purpose in being here is to update you on the negotiations between the faculty association and the university, because as you may be aware there is a strong strike mandate.

Currently, the parties are in conciliation. There is a conciliator, a mediator of sorts, appointed by the Ministry of Labour to try and help the parties come to an agreement. This conciliation process must happen before any formal job action can begin. If there is no agreement by February 10th, QUFA will ask for a no-board, meaning QUFA will ask the conciliator to dissolve the process. After this, a 17 day cool-off period has to pass. This cool-off period is meant to give parties a final chance to consider, to come back to the table and re-enter negotiations. Once the 17 day period has passed, job action can begin. The university can choose to lock out the faculty, and/or QUFA can declare that they are striking. So based on the current timeline, March 3rd would be the earliest date that this could occur. So as of March 3rd, there is a possibility of a strike. At any time in this process, even after the 17 days, the parties can agree to keep bargaining. The 17 day countdown is a way for the union to amp up its bargaining power.

I'm sure that you want to know how things got to this point. I was the chief negotiator for QUFA for a few rounds. When Premier Ford's government passed Bill 124, it imposed a wage cap on all public sector contracts, which included the university faculty. It meant that our union, and all public sector employees, could not get more than a 1% annual salary increase for three years in a row. Unions across the public sector challenged this because it limits their rights to collective bargaining. QUFA has been without a contract since the end of April 2022. We began bargaining for a new contract in June. The university dragged their feet and did not take bargaining seriously. Then Bill 124 was struck down on November 29th, 2022. QUFA tabled a compensation proposal before Christmas, asking for a 4% per annum increase over four years and an increase in the stipend for courses taught by term adjuncts. The university still has not tabled any compensation proposals; we do not know what their counter proposal is, so we don't even know how far apart the two parties are.

The other issues on the table are normative issues; they have to do with the working conditions of the faculty. The most important ones have to do with term adjuncts, people hired on a course-by-course basis. For context, they teach about 40% of your courses. Term adjuncts are usually people who are trained and qualified as professors, but they do not have the same job security as tenure-track professors. The university is hiring more adjuncts and less tenure-track because the university can pay adjuncts less. For the majority of adjuncts at Queen's, their Queen's income is less than the poverty line in Kingston.

A while ago, QUFA negotiated a system whereby people who the university relies on year after year as adjuncts, after a set amount of time they become permanent. This means that

they get job security and they receive health care benefits and can start to build a pension. The university has engineered a situation where term adjuncts can no longer earn this stability. Queen's is deliberately keeping these people precarious. QUFA has proposed a new system under which this cannot happen, and the university is refusing to consider it.

In terms of other issues, Queen's struggles to retain equity-deserving faculty at Queen's. To be blunt, this is a hard town to not be white. QUFA proposed a table where the parties would come together and consider what powers the university has to make a difference in this regard. The university joined us for this roundtable summit, and it went *really* bad. The university said that QUFA was insulting Kingston and calling Queen's a racist institution by bringing this issue up, and then the university refused to continue the discussion.

There is one more issue that I want to discuss with you because this is a very important issue to QUFA. Some of you may be aware of what happened at Laurentian: the university went bankrupt, and all of the collective agreements (that's the contracts with faculty, staff, and facilities workers" were automatically terminated. People lost their jobs, their salary, parts of their pension. QUFA's collective agreement has a "financial exigency" clause, a process that kicks in if the university looks like it's in severe financial difficulty. What this clause means is that if Queen's finds itself in a Laurentian-style situation, the unions and the university would sit down and figure out how to go forward. We would determine together the process by which professors can be terminated *if* this is absolutely necessary to right the financial ship, rather than arbitrarily starting to fire people and cut departments. This clause is essentially a way of giving professors some agency. QUFA asked the university to commit that they would not avail themselves of bankruptcy if they find themselves in financial exigency; this means we asked them to commit to NOT doing what Laurentian did. They refused. So essentially, QUFA and the university are at a standstill because not only will the university not engage in discussion with us, they will not table a counter proposal so we do not know where they stand.

**ASUS President Hussein:** You brought up a potential strike. From a student perspective, how would this affect the academic calendar, and also how can student leaders support QUFA?

**QUFA Representative:** So the point of the strike is to disrupt classes. That is the leverage of a strike. We anticipate that a strike, if it occurs, will be short because it has bad optics for Queen's. If QUFA strikes in early March, it is unlikely to disrupt exams. But it all depends on how willing to bargain the university becomes under strike conditions. To support QUFA, you should write to the Provost and the Chairman of the Board of Trustees and say that you expect the university to give a fair agreement to the professors. Tell them that you want a university that can retain professors from equity-seeking groups, and you want a university that respects the contributions of professors who have been here for a long time.

## **President's Report**

**President Sikich:** Hello everyone, I'm going to be fast tonight because I can see our schedule is packed tonight. The Communications Office has been working on the internal and external January newsletters. The Marketing Office has been working on elections and referendum materials, as well as the AMS-Asks-You series. The Secretariat has been extremely busy with elections season and reforms to the AMS Constitution. The Student Life Centre is open and the new staff have undergone training. The HR Office is focused on preparing for the transition for the incoming team. The AMS will be hosting a hiring and information fair from 6:00-8:00p.m. on January 30th, so please spread the word about that. And finally, I just want to congratulate the Secretariat and express how excited I am that we are going to be having a contested election for the AMS executive this year! The candidates are here tonight and I wish everyone the best of luck.

**Speaker Liu:** Any questions? No, okay, we'll move onto VP-OPS Hu.

## **Vice President's Report**

**VP-OPS Hu:** Since last term, I've been working with Laura on the goal plan for the new Media Centre. The Project Manager position has been filled, and we're happy to welcome Olivia to the team! The student activity fee committee has met again and there will be some fees coming up for vote tonight. Emily and I are in negotiations about the cold beverage contract, so we'll see where that goes and we'll have updates for you all soon. All of the services are operating in person and hiring is coming up in the next few weeks. As Eric mentioned, we have the hiring fair coming up to promote these opportunities. The rebrand of the Constables is complete, and you can check out the new logo on their Instagram. We've just welcomed thirteen new members to the Constables team, and everyone there is working closely with the Campus Affairs Commissioner to make sure all events are serviced. PEACH is back up and running, and WalkHome is coming out with new merch on February 21st. The merch is part of a fundraiser they are running, all proceeds from the sales will go to the AMS Food Bank.

**HSS President Schreyer:** How can we contact the constables?

**VP-OPS Hu:** They have an email for booking events, it is listed on their service page on the AMS website. They also have an Instagram.

**Speaker Liu:** Any questions? No? Okay, we'll move onto VP-UA Robertson.

**AMS VP-UA Robertson:** Hi everyone, it is great to see you, thank you for being here. I want to start off by recognizing Tiffany's wonderful work on two projects. First, we ran our Holiday House Check program this year, and Tiffany I want to thank you for your leadership with that. Also, Tiffany thank you for your work running the first Winter NEWTS Orientation. This is the first programming to welcome winter exchange students, and I think it's a really crucial part of making sure that the exchange students who come to Queen's in the winter get the same quality of experience and the same sense of community that fall exchange students get.

We're moving into a more policy-focused time of year, and we want to make sure that whoever are in these roles next year will have everything that they need for their teams to succeed. I am working with Nikki on the events approval process, specifically focusing on ways to make it more user-friendly and streamline the process. More details on that are forthcoming. We are hosting the OUSA Annual General Assembly in March, so you may have friends from other universities coming to visit us. We have people coming from different universities across Ontario to discuss how we can improve student advocacy, and so this is a really exciting opportunity for Queen's.

Lastly, I want to talk about Orientation. I want to bring all of you more into the process as we plan for next year. I want the Faculty Societies to have a greater say, so I'm proposing one-on-one meetings with all of the Faculty Societies to talk about your priorities with orientation, that way I can make sure that is reflected in the budget. This is another step forward for transparency, and I think this year has taught us the value of that. I'll be following up in an email to all the Faculty Society presidents later this week.

**HSS President Schreyer:** I think it would be beneficial to have both the outgoing and incoming heads of Orientation for each faculty present at those meetings.

**VP-UA Roberston:** Sure, and all of your executive is welcome too.

### **Board of Director's Report**

**Board of Directors VP DiFrancesco:** Hello everyone, I'm speaking on behalf of Laura tonight. It's been a really productive month. As most of you know, on December 1st we had our Annual General Meeting and heard the results of our audit. The Strategic Committee is continuing to meet and discuss how we can prepare students for success in their leadership roles, particularly with the StudioQ-PCC merger. We've also been focusing on policy, particularly developing a new Standards of Performance policy which is more user-friendly. Also, the Board is excited to be entering our hiring period, so if you are interested in being a student director please reach out because I am happy to answer questions. I think all of you would be great candidates.

## **Student Undergraduate Trustee Report**

Trustee Sharma sends regrets.

## **Student Senator's Report**

Student Senate Caucus Chair Matiss sends regrets.

## **Rector's Report**

Rector Crawford-Lem sends regrets.

## **Statements by Students**

**Speaker Liu:** Now we can move on to the next slide, with Statements by Students, and I'll open up the floor to the presenter from Global Engagement.

**Heather from Global Engagement:** Hello everyone. I'm Heather and I work in the Office of the Vice Provost (International). I am here to update you on the developing Queen's Global Engagement Strategy, which is based on the Queen's Strategic Framework. This strategy is meant to define our global objectives and plans to achieve them. This process has had input from various Deans and student leaders. It has been a two year process of consultation and development. Two years ago, we created seven working groups focused on seven different areas of global engagement. Each group created a vision and values for their area of focus. We've also worked closely with Nikki, the Campus Affairs Commissioner, and over the past two years we have spoken to about 400 members of the Queen's community. The strategy will be officially published online in February. The document begins with our principles of global engagement. One of the things that our working groups emphasised is that we need a greater emphasis on EDIAA so that all people, international students included, feel welcome.

Each of the groups had at least one undergraduate and one graduate student and one member of the Queen's community who has a professional background in equity, diversity and inclusion. The groups pretty much established and created most of the content that's in the strategy today. One of the things that we also learned from the working groups was that one of the key roles of the global engagement strategy is to create an environment to which all school students can thrive and can feel like they belong and not experience barriers to success based on

their identity. And so, a global engagement strategy is very critical to achieving anti-racism, anti oppression goals. This is reflected in pillar one, which is all about implementing partnerships that are more anti-racist, anti-colonial and informed by ensuring that they are mutually beneficial and non-extractive. We want members of our community including faculty members to have the resources to go outside of the Anglosphere; we have very few University partners in Eastern Europe and Central America. We also want to build a sense of sustainability and stewardship. We mean this across all definitions of that term, environmental, economic, social, cultural.

There are six objectives in the strategy: building mutually beneficial partnerships, looking at non-traditional forms of knowledge, creating a more inclusive learning and teaching space, developing a campus environment that is inclusive of diverse faculty and staff, enhancing university-wide cooperation, and improving Queen's' reputation on the world stage.

I thought it might be good to focus on the initiatives that are focused on IEDA. So the first one is about developing a values-based regional partnership strategy for the university. I kind of touched on that when I first started speaking. Basically, what my office is doing is trying to make sure that faculty members, administrators, students, have resources that they need to develop these mutually beneficial partnerships in a wider variety of geographical locations. This strategy also aims to create a much more diverse campus community by increasing the diversity of support for international students as well as post-doctoral fellows, faculty members and staff as well. We're mostly doing this by increasing financial aid and scholarships. By the diversity component, we mean the country of citizenship of international students as well as their economic status. So trying to create that much more diverse community. One of the other ways that we're working towards this is through the Principal's Global Scholars and Fellows Program, which provides funding for students as well as faculty members who have experienced displacement. Again, our goal is to increase the number and diversity of students who participate in learning abroad while at Queen's. So one of the ways that we are going to measure that is by tripling the number of students from underrepresented groups to participate in mobility annually. And we plan to do that by obviously reducing barriers to existing programs, but also focusing on creating new programs that address the needs of students.

The last few things to highlight are our focus on enhancing anti-racism intercultural competency training for students throughout your time at Queen's and there is some amongst administrative units discussion about how to identify, consolidate, broaden what's available to many different options all across the university. This applies to both undergraduate and graduate students' courses. And then developing mechanisms for advancing student led approaches to making Queen's a place of global identities. I would say that this last one is probably the least well developed within the strategy partially because in some ways, it is harder to achieve. And that's exactly the reason we've been talking to Nikki about some of the concrete things that we can work with in terms of strategies to support student-led approaches. I know this isn't the venue for it, but it would be great to hear from anyone who's interested. If you have any thoughts, please feel free to contact us. We'd love to talk to anyone who has thoughts about what they've heard. We're also going to be putting the whole strategy online in February so the link will go out and they'll be formats for you to be able to provide input. But if you want to talk to



us, message us and we're happy to set up one-on-ones or group conversations. Thanks so much for your time. Do you have any questions?

**Speaker Liu:** Right, okay we're moving along well and now I will talk significantly slower just because we're well on schedule. On to motion four!

### **Business Arising from the Minutes**

**Motion #4 – Moved by Secretary Golrokhian-Sani , Seconded by AMS President Sikich.**

*Motion that AMS Assembly approve the change to the date of the 2023 Annual General Meeting from April 6 to March 9."*

**Secretary Golrokhian-Sani:** There are two main reasons why we're doing this. First, constitutionally, this meeting needs to be at a different time than the Transition Assembly. Second, we also need to update some sections of the Constitution which can only be changed at an AGM, they need to have their first reading.

*Motion Passed.*

**Motion #5 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*Motion that AMS Assembly approve the changes to the Assembly crest and placard designs as seen in appendix (165).*

**Secretary Golrokhian-Sani:** On the screen you can see an example of the proposed crest. Thank you to Reem and Nikki for making this happen. We are updating the crest and adding the animals that represent each of the executives. We thought it was time for a fresh look.

**VP-OPS Hu:** Is the new crest used for Assembly, and just Assembly?

**Secretary Golrokhian-Sani:** Yes.

**ASUS President Hussein:** When will we get them?

**AMS Director of Marketing:** February, as long as everyone uploads their files to the shared info doc.

*Motion Passed.*

## **New Business**

### **Motion #6 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$0.15 fee (subject to individual opt-out) to support Qapsule?”*

**HSS President Schreyer:** They are a health sciences-based research journal.

Motion carries.

### **Motion #7 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$0.50 fee (subject to individual opt-out) to support Queen’s Musical Theatre (QMT)?”*

**Secretary Golrokhian-Sani:** Correction, this is a continuation of a fee, not an establishment of a fee.

**AMS VP-OPS Hu:** Point of information, I wanted to let voting members know that all of the fee questions you’re seeing today have been vetted by the AMS Fee Review Committee. We’ve reviewed their budget and we feel that all of the money is going to appropriate places, so I just wanted to give Assembly this reassurance.

Motion carries.

### **Motion #8 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$0.05 fee (subject to individual opt-out) to support Queen’s Chess?”*

**Representative from Queen’s Chess:** We have been a legacy club at Queen’s since the university’s establishment. We require this funding for sending our team to international events.

Motion carries.

**Motion #9 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$0.40 fee (subject to individual opt-out) to support  
Queen's Correctional Services Volunteers (QCSV)?”*

Motion carries.

**Motion #10 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$4.00 fee (subject to individual opt-out) to support Food  
Bank?”*

**Representative from the AMS Food Bank:** The Food Bank is run by volunteers, our fee is primarily used to purchase the groceries that we give to our clients. As many of you know, grocery prices have sky-rocketed, which means that we are serving more people who are struggling to afford food, and that our budget to buy food doesn't stretch as far as it used to.

**CESA President Galvani:** What is the current fee?

**AMS Food Bank Rep:** \$2.

**HSS President Schreyer:** Is the fee not included in the overarching AMS fee?

**AMS Food Bank Rep:** No.

Motion carries.

**Motion #11 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$0.15 fee (subject to individual opt-out) to support  
Exhibit Change?”*

**Secretary Golrokhian-Sani:** I am also the Co-Chair of this club, so I'm just disclosing a conflict of interest. This club is an artistic advocacy club. They use a variety of mediums to do advocacy on social issues. This is our second year, and we would like a fee to increase our access to art supplies so that we can expand our club.

Motion carries.

**Motion #12 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$0.15 fee (subject to individual opt-out) to support  
Queen’s Project Sunshine?”*

**Project Sunshine Representative:** Our club was established in January 2022. Project Sunshine is an international organization. Our mission is to assist children struggling with medical challenges in hospitals and give them the chance to feel like normal children. Our volunteers receive national standardized training and background checks ,and they deliver interactive play through virtual settings. This was developed to fill a gap during the pandemic when hospital volunteer programs were cancelled. Since January of 2022, we have raised over \$3,100 for Project sunshine. Every \$10 provides the funding for a project and every \$50 allows Project Sunshine to provide materials or volunteer-led programs. We are campaigning for a student fee to cover the cost of socials and fundraising initiatives. So we hope this will allow us to expand club memberships and decrease the cost of the application/background check process for our members.

*Motion carries.*

**Motion #13 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly place the following fee question on the Winter 2023 Referendum Ballot:  
“Do you agree to the establishment of a \$0.15 fee (subject to individual opt-out) to support  
Queen’s Hellenic Student’s Association?”*

**Representative of Queen’s Hellenic Society:** We are a club for individuals on campus who identify with Greek heritage or want to celebrate Greek heritage. It has been hard to foster this sense of community through Zoom socials over the past two years, and so we are hoping that with this fee we will be able to run more in-person events.

*Motion carries.*

**Motion #14 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly approve the deratification of the Queen’s Album Club”.*

**Clubs Commissioner Hughes:** The Queen’s Album Club asked to be deratified, because there are a lot of regulations and requirements to be ratified. We are doing this at their request.

*Motion carries.*

**Motion #15 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly approve the changes to Clubs Policy as seen in appendix (Cake)*

**Clubs Commissioner Hughes:** The biggest changes to policies here are a codification of policy that was already done. The AMS regulates clubs to make sure they are following AMS policy and the code of conduct. When clubs are in violation, we have a process to try and talk with them and resolve the issue. This policy proposes adding sanctions that are lesser than deratification but still an incentive for the club to change their behaviour. For example, taking away event approvals, or removing a problematic executive. We are also scrapping some covid policies since events have resumed in-person.

*Motion carries.*

**Motion #16 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly ratify Ryan Chen, Elisabeth McHarg, and Alicia Parker (ERA) as candidates for the AMS Executive Election”*

**Secretary Golrokhian-Sani:** Ryan Chen: We are Team ERA, and we are running to be the next AMS executive. I am hoping to run for the position of President. We are excited to take questions!

**ASUS President Hussein:** Why are you interested in running for these positions and what do you hope to achieve?

**Ryan Chen:** I have been acting as the PHEKSA President, and this role has really empowered me to help make changes on our campus and make a difference for my peers, and I would like to move into a role with more responsibility and student advocacy power to continue this work. One of my number one goals is to improve financial accessibility for our students: It’s tough to get that full Queen’s experience with financial strain in the way.

**Elisabeth McHarg:** I am the ASUS Community Outreach Coordinator right now. I have worked with a lot of faculty societies, and I want to run for operations to have the opportunity to continue to help all of these teams and be a support system for all of the services’ Head Managers to achieve their goals. Community integration is my main goal.

**Alicia Parker:** I’ve done 3 years of student government with ASUS and I am passionate about student advocacy. I think it is really important that we are providing a well-rounded experience for Queen’s students and I am excited to focus on this. I have also worked for 2 years with the

university in Indigenous Services, so I am hoping that I can help push the needle on inclusivity issues.

**COMSA President Rezvan:** Can you speak to how you've built your platform?

**Team ERA:** We really want to hear from everyone, and we're working on reaching students that have been unengaged. We also want to hear from the current executives to learn from your experience. We've also had some great meetings with Student Wellness, QUIC, Housing Services. We've also taken time to connect with faculty societies. We really want to hit the ground running and have as many diverse perspectives under our belt as possible so that we're ready for any challenges that come. We also made sure that the structure for the consultations was quite broad so that students could feel free to bring up whatever issues were important to them.

**VP-OPS Hu:** Can you each tell us a memorable experience you had at Queen's and how that ties into your desire to be an AMS executive?

**Ryan Chen:** The first experience that comes to mind is Orientation. I was so nervous coming to Queen's and I felt like as soon as I arrived here, everyone was so positive and supportive, especially all of the other first years who were just as nervous. My peers have made my university experience better since day one, and I want to pay that forward.

**Elizabeth McHarg:** I work with the Queen's Dance Club and I've met some of my best friends through that. I've met so many new people from different backgrounds.

**Alicia Parker:** This year I'm on the ASUS council, and I was very enthusiastic coming into this position. I see that sometimes students feel very detached from student government, and I want to make sure that all students feel like they're really part of the AMS and part of Queen's.

Motion carries.

**Motion #17 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly ratify Kate McCuaig, Michelle Hudson, and Victoria Mills (KMV) as candidates for the AMS Executive Election”*

**Team KMV:** Thank you for having us, and thank you to Team ERA for your presentation, it was fantastic.

**Maria (student at large):** Do you plan on ensuring accessibility to wellness and academic supports for all students?

**Team KMV:** Exiting the covid era, we can see a lot of gaps and areas where improvements are needed. We've been in active consultations with the Accessibility Hub and a lot of other wellness services on campus. We know that accessibility is the key to making the Queen's experience the best it can be and to ensuring equity for all students. The AMS needs to support the entire student body, and that means we have to be accessible for all students.

**ASUS President Hussein:** The current AMS executive is composed entirely of Arts and Science, and so is your team. How will you represent other faculty societies?

**Team KMV:** We all have experience working in services and extracurriculars that serve all students, and these have been great experiences for all of us because we don't know everything and we want to learn. We want to listen and we want to hear how we can do better for everyone. We are also working in our consultations to open lines of communication with everyone. We are really working to reach all student groups and make sure we are hearing all perspectives so we can meet all of their needs.

**AMS President Sikich:** Where do you see yourselves facing challenges in these roles?

**Team KMV:** I believe that the ability to overcome challenges all depends on having the right foundation, having a team that I can rely on. I trust the people beside me and I have absolute confidence in their judgement, and so I trust that whatever challenges come up, we will be able to support each other through them. We know there will be a learning curve, we have all faced this in previous leadership positions, and we have developed strategies to help us hit the ground running. I think that our biggest risk will be getting too involved, taking on too many missions at once, because we're all very passionate.

Motion carries.

**Motion #18 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly ratify Thomas Crawford, Ben Bertin, and Dante Caloia (TBD) as candidates for the AMS Executive Election”*

**Thomas Crawford:** Hello everyone, I am Thomas Crawford. I use he/him pronouns. I'm in fourth year political science and I'm running for President.

**Ben Bertin:** Hello, my name is Ben Bertin. I use he/him pronouns and I am a fourth year sociology major. I'm running for Vice President of Operations.

**Dante Caloia:** I'm Dante, some you guys might know me as the Saturday DJ at the Mansion. I'm running for the Vice President University-Affairs. We're happy to be here and ready for your questions.

**Speaker Liu:** I see VP Hu with our first question.

**VP-OPS Hu:** I'd love to know what your group's priorities are going to be for this year.

**Team TBD:** We have a major theme of unity this year. We decided when we'd done our consultations that there is a lot of miscommunication, and a lot more work that can be done to communicate not only within the AMS but as well as to students and to the greater Kingston community. We thought that after COVID, a lot of stuff has happened, we've lost a lot of sense of our community and Queen's and we need to find a way to bring us together. And that's kind of how we're building a platform right now. But that's how we've come to that and just we think a sense of community Queens is the most valuable.

**Dante Caloia:** The big thing that I would want to really focus on is Clubs. For me, clubs are like the heart of community. I've talked to a lot of clubs that feel like they're kind of disconnected from the AMS, like they just haven't really been able to get themselves out there after COVID. I really want to equalize all the clubs in Queen's. I feel like sometimes certain clubs get focused on and there's other clubs that get left on the backburner. I think that in my role I can really help with providing accessibility to all clubs, and just the general student body as well. I don't want to leave anybody behind.

**Ben Bertin:** Building off the unity portion, the central theme of our platform, I would say, through consultations, one of the things that we heard most often was that there seems to be a disconnect between the governance side and the services side. We would like to bring that together because I think there's a lot of room for cooperation between services and governance. And that is something that we would like to solve. And of course, we have some ideas, one of which is this very simple idea, of course, but even something as simple as just having a lunch for all of the AMS and inviting people together to just talk. It doesn't even have to be in a professional setting, just to communicate more openly with each other.

**Thomas Crawford:** If I can just quickly add one last thing as well. All three of us don't necessarily have the most experience within Student Government. I know at least for myself, I was on the ASUS Committee for about a semester. But as someone who's been really involved in other aspects of student life, communicating a lot with my peers during COVID, I feel like we can kind of look in from a neutral perspective. There's no bias coming in as someone who's been part of the government. For people who have been part of the AMS for years, you don't really think about what you can fix about it because it's kind of like what you do every day. I completely understand that for those people coming into it. I think that we'll have a better kind of neutral approach of what great and what also needs to be fixed.

**HSS President Schreyer:** EDIIA is critical to building community at Queen's, how will you do this?

**Dante Caloia:** I will be focusing on making clubs more accessible and highlighting EDIAA within clubs.



**Ben Bertin:** I think that we really need to be talking to students and asking what they want out of their student government. Equity is central to our platform. We acknowledge that we are three white men, which is why we've been really trying in our consultations to seek out those other viewpoints and fill our blindspots.

**Commissioner Golotti:** With each of your positions, which position under you are you most excited to oversee?

**Dante Caloia:** I am most excited to oversee the Commissioner of Clubs and Commissioner of Campus Affairs because I think that events and clubs are the best way to draw people into participating in campus life.

**Thomas Crawford:** The Student Life Center, because I think that they have a lot of potential to improve student experience at Queen's. We want to make sure that we are offering the highest quality of everything to students.

**Ben Bertin:** For me, I'm excited to work with all of the services, but particularly the Tricolour Outlet. I have a lot of experience in retail, so I kind of gravitate to that.

Motion carries.

**Motion #19 – Moved by Secretary Golrokhian-Sani , Seconded by AMS VP-OPS Hu.**

*“That AMS Assembly ratify Reem Al-Rawi as a candidate for the Undergraduate Trustee Election”*

**Reem al-Rawi:** Hi everyone, I am a 3rd year in health sciences. I've been very involved with the AMS in different capacities during my time at Queen's and I've been lucky to work closely with some of you. A few fun facts about me are that I am originally from the Middle East and I speak Arabic. In my free time, I love painting and doing graphic design. I am really passionate about mental health awareness, and that's been a big focus of my advocacy work at Queen's. I've been the Chair of the Mental Health Awareness Committee for two years.

**ASUS President Hussein:** The undergraduate trustee sits on a lot of bodies, and some of these roles can be intimidating. How will you make sure that you are always advocating for students and taking meaningful things away from this discussion?

**Reem al-Rawi:** I will always keep it at the front of my mind that I am there to advocate for students and to learn as much as I can so that I can better serve students. I will prioritize making as many connections as possible with other leaders to best advocate for students.

**Commissioner Onuah:** What is the most exciting aspect of this job for you?

**Reem al-Rawi:** I heard about the position through my current role in the marketing office. I've had a chance to hear from a lot of advocacy bodies about what needs to be addressed, and I see this role as an opportunity to support that advocacy.

**Director of Marketing:** How will you ensure that you are continuously gathering students' perspectives to advocate for their needs?

**Reem al-Rawi:** I plan to have multiple outlets for student feedback, both online and in-person forums. I think diverse outlets will allow me to hear diverse voices.

Motion carries.

## **Discussion Period**

### **a. Student Status of Executives – Is it necessary to take a course?**

**Secretary Golrokhian-Sani:** This refers to a question that came up from the policy review committee. Policy says executives must take one course and no more than three. But executive roles are extremely demanding, and a course might take time away from their work.

**Commissioner Onuah:** I am only in one course, I have a lighter workload than the executives, and I struggle to keep up.

**Commissioner Golotti:** Most OUSA schools do not require their executives to take a course, most just require that the prospective executives run while they are still students.

**COMSA President Rezvan:** What is the rationale behind having a requirement of one class?

**AMS President Sikich:** To ensure that the executives were students, but I'd argue that we have other better metrics for that.

**COMSA President Rezvan:** I think being in one class just for the sake of being in a class is kind of arbitrary.

**HSS President Schreyer:** It's my undertaking that to be an AMS member you have to be a student, how are we measuring who is a student who can run for office if not by taking classes? How would that change your AMS membership? And if it's going to be allowed that as effective you don't have to be taking it off and therefore not considered students? Why are we not allowing other students who are taking full time courses? For example, online students to be AMS members?

**AMS President Sikich:** We're actually going to address that concern in another discussion point. But returning to the earlier comments, under this policy you have executives that are actually in these positions who are making not honestly significant wages, who are then also taking a course and they're not getting it for free, they're also paying their tuition for example, so it makes it actually financially less accessible to run for an executive position.

**ASUS President Hussein:** Erik brings up a good point about how the tuition component makes it less accessible for people to run for executives, and I would be curious to hear from other past executives whether it made a difference for them to still be in a course in terms of their ability to advocate for students. I think before any decision is made we should survey that.

**ENGSOCC President Rivard:** How many hours do executives spend on duties?

**VP Robertson:** Technically, 40. But to actually manage the workload, it's more like 55-60. So we're actually putting in a lot of unpaid labour. In the summer it's more like 40, but through the school year things just keep piling: orientation, then clubs getting off the ground, and it all just snowballs from there. And different times of the year are busier for certain executives.

**HSS President Schreyer:** I'm from Alberta and if you are a part time student, they will cover tuition. Does OSAP work that way?

**President Sikich:** In certain cases yes, but Tina and I are in a return-to-study program and so we cannot receive OSAP.

**Marketing Director:** I was just wondering, in the case of people taking a reduced course load and planning to resume a full course load after being an exec, how will this affect execs leaving the role and transitioning back into normal studies?

**VP Robertson:** This is very dependent on faculties, but most allow people to defer one year in the middle of a degree.

**ASUS President Hussein:** I'm thinking about internship programs, we require them to take one course. So how will you ensure that you are still able to uphold a strong sense of student advocacy when you are no longer a student?

**President Sikich:** That's a fair point, but really if AMS execs are just scraping by in one course for the sake of filling a requirement, they're no more engaged with student body than if they were not taking a course.

**Commissioner Onuah:** I graduated last year and I take one online course, and I don't find I interact with students through that. But all the events I attend through my exec role are what make me feel connected to students.

#### **b. What qualifies as a student during a campaign period?**

**Secretary Golrokhian-Sani:** This is a follow up question to the point above. If you are taking an internship, co-op, or anything that means you are not taking courses at the time, the policy is unclear on whether these people are eligible to campaign for an executive role.

**VP-UA Robertson:** When we conceptualize a student, we need to look beyond taking classes. What matters to me in a candidate is whether they are present in the campaigning process and engaged in the school community and that they will be physically here on campus during their exec term, and I think that students doing internships and co-ops are capable of doing this.

**COMSA President Rezvan:** I echo that completely. I think it's even more impressive when students with workloads like that are engaged enough to campaign and be thinking about this role. And I think I can add some insight for this because in Commerce, most students are away doing their internship in upper years and they have to campaign virtually, virtual campaigns are actually the norm in our faculty. And I think it's amazing to see students working so hard to make connections and be involved even when they are not physically here.

**HSS President Schreyer:** What is the current rule?

**Secretary Golrokhain-Sani:** Currently, it's vague. We're looking for clarity and more specific wording. We've been interpreting it as "as long as their degree program considers them a student, so does the AMS". But we would like to have more specific wording, so perhaps this is something we can all reflect on and discuss again at the next Assembly.

### **c. HSS Equitable Access to Healthcare**

**HSS President Schreyer:** We actually want to talk about accessible access to AMS membership. And I will yield my time to my online representative.

**HSS Online Rep:** We want to begin by praising the AMS' role in supporting students. Online designated students cannot currently access AMS membership. The online student demographic is constantly evolving and since COVID, there is a blurring line between online and in-person students. We now have online students taking a similar blend of online/in person courses as their counterparts who are designated as in person students. These students would like the benefits of AMS membership, including access to clubs and events, health care, mental health, dental and vision care. In the spirit of equity and inclusion we are asking that online students who want to access membership be able to. We would like them to have the same "opt-in" option as part-time students and students at Bader College. And then the other thing that we're asking for is just a dialogue on the fee structure again to just reflect equitable access for online students. So we acknowledge that equity work takes time, effort and collaboration, but in the face of inclusion and moving forward with a growing online student body. We think that here the AMS has a great opportunity to uphold the values serving and representing a diversity of students into university. So we are looking forward to collaborating in this effort to better serve the community.

**ASUS President Hussein:** What current barriers are there to having the opt-in option?

**AMS President Sikich:** There are a few different barriers. One is that this program has never been assessed for AMS fees, so we would need to bring this fee to referendum and we would need a certain number of online students to agree to this fee slate. The "opt-in/out" piece is also tricky. There are a few certain circumstances in which individuals can do this, one of them is part time students. And the reason behind that was primarily because part time students are usually thought to be students who need to take a step back from school for a semester or two semesters due to certain reasons that we don't really specify. Those students are offered that option. And Bader students actually don't get the option to opt in they either have to opt in to their health plan or they cannot go to Bader because they need health coverage that applies abroad. And in general, students need to provide proof of health and dental plans to opt out. And a few other barriers are that right now we're still trying to evaluate what that online student population looks like and what the population is. We want to be able to provide them with AMS membership, but we need to understand what the need or the wants of the population is and we need to do surveys to access that data. And before doing that we're not really able to evaluate students on a whim. And we can't begin assessing that right now because fee assessments only happen on a yearly basis. So it's not something that could be brought forward, unfortunately, midway through the

year. So those are few barriers at the moment. So what we're currently doing is trying to assess the size and scope of the students' needs. We've obviously heard that there is a desire to be involved in the AMS, to have the option to opt in a health plan and have access to a lot of the other services that we provide. And we're trying to evaluate now what that actually looks like for us to accomplish it.

**VP-OPS Hu:** If anyone is unfamiliar with ancillary fees, I just want to point out that the mandatory \$782 fee is also designed to cover more than just health and dental, it covers AMS on-campus services.

**HSS President Schreyer:** What makes an online student different from a part-time student, when both are adapting their course load to deal with extenuating circumstances? If we are making an exception for one group of students, why can't we make it for others? Also, let's consider what it means to be an on-campus student. As my online representative mentioned, most online designated students are taking the same blend of in-person and online courses as students designated "in person".

**AMS President Sikich:** That designation is made by the university, not the AMS, but I agree that covid has made that distinction blurry. The AMS is not in the business of assessing the situations of individual students, we focus on catering to large groups. And there are actually only about 50 part time students who the Registrar has assessed as eligible to opt in. but I agree that this is an equity issue, and if online students are taking full course loads they should be assessed as full time students.

**ASUS President Hussein:** In terms of the timeline, could we see a referendum for this as early as fall 2023, or would data collection take longer? And what kind of advocacy can we be doing to speed this along?

**AMS President Sikich:** We could see a referendum that early, and we have a survey ready to go. One of the barriers is that we need to decide whether we're assessing all students, or on an individual basis as an individual opt-in.

**HSS Online Rep:** We do have a small subset who are fully willing to pay the fee slate. I have some concerns over the fact that students won't be able to access on-campus resources this year given the long timeline. Is there anything you can do about that?

**AMS President Sikich:** That is absolutely a concern and it's unfortunate that this change was made in the faculty without consulting with the AMS. Unfortunately our hands are tied because there are procedures to follow.

**HSS President Schreyer:** Point of information. This process started at the transition period when Team RTZ entered their AMS roles.

**Member at Large:** We seem to be touching on the topic of timeline, and what I am hearing here is that we need commitment not just from current executives but from the incoming executives too.

**AMS President Sikich:** It's unfortunate that this issue was not brought to our attention in our transition so we did not learn about this. And we apologize for all of the delays. But yes, we can ensure that this is part of the transition for the new team. And yes, I plan on including this in my transition manual.

**AMS Marketing Director:** Do you have any stats on how many HSS students are taking in person classes?

**HSS President Schreyer:** Unfortunately not, but our program director might be able to assist and provide that information.

**President Sikich:** That also opens up another barrier that we have had. Covid has changed the distinction, so the Registrar is not as aware of who is technically an online vs in person student.

**Board VP Luca DiFrancesco:** Are you suggesting online students would opt into the full slate of fees, or just hand picking?

**HSS Online Rep:** We want to open a dialogue on that, and what it looks like to equitably access fees.

**CESA President Galvani:** So how would we determine, for online students who are taking some on-campus courses, at what point do they classify as an on-campus student who should be paying all of the fees?

**HSS Online Rep:** I would say that any taking any on campus courses should be paying full fee slate.

**VP-OPS Hu:** Do you understand why a student, when offered the option of online degree vs on campus, would initially choose online but then shift to doing most of their courses on campus?

**HSS Online Representative:** I have a degree prior to this one. To enter my current program, there is legislation preventing me from enrolling in the on-campus program but not online. For many online students, flexibility is important; it makes the degree accessible to students trying to simultaneously work to support themselves.

**AMS President Sikich:** With the online specifically, I think if we are going to bring this forward, it may take longer if the Registrar says no. I just wanted to put that out there.

**CESA President Galvani:** How clear is it when people are applying that they will not be able to opt-in?

**HSS Online Rep:** It was not clear. And many other members of the HSS feel the same. I have had people mention that if they knew that, they would have chosen to study elsewhere. And so far, the Registrar does not seem resistant.

**AMS President Sikich:** I am looking forward to continuing this conversation and I am committed to making sure that the next team is aware of this so that the conversation continues.

#### **d. Student Perception of Menstrual Product Accessibility**

**VP-OPS Hu:** I would just like to open a discussion, do you as student leaders feel that menstrual products are available on campus? And if anyone remembers the Take One Leave One campaign from 2019, I would love to hear thoughts on that.

**ASUS President Hussein:** I thought the campaign was a great initiative, but it did feel more like a “take one” campaign, we need more incentives to leave one. Also, we need a greater financial contribution on part of AMS to ensure it is stocked.

**Commissioner Golotti:** I agree with that right now, they are completely empty but when the campaign started it was a lot better.

**Director of Marketing:** Has there ever been discussion about making a 10 cent student fee for this project?

**VP-OPS Hu:** No, but I love that idea. The Take One Leave One project has moved around in terms of which portfolio was in charge, so we’re trying to get it back up and running. And I think a fee is a great option. There are universities that have a fee, so there is a precedent for this. I think it would also be great to have the university pitch in, that way it is not just students funding the program.

**HSS President Schreyer:** I think this is a great initiative. And like you said, the “take it” is more utilized and it is easy for people to forget to bring one to leave. It would be a good idea to have a period product drive to help bulk up the “leave it” aspect.

**VP-OPS Hu:** Is the consensus that Assembly would be favorable to rebooting an initiative like this? (\*\*general nods of agreement\*\*). Great!

#### **e. Should Executives Campaign as a Slate?**

**Commissioner Golotti:** I wanted to bring this up because in talking with other executives from other OUSA schools, I’ve noticed that most schools do not have their exec campaign as a slate. The two major arguments in favor of this are that 1) it makes it more accessible for students to run individually, because they do not have to find a team in order to run; 2) it increases individual candidate accountability.



**HSS President Schreyer:** I think this is interesting because it removes the risk of a popularity vote. It forces people to learn to work with different people and how to be team players, and it will also lead to more diversity in candidates.

**VP-UA Robertson:** I've been discussing this with other students too, and the slate is a really interesting dynamic. Personally, I think that we do not need to require a slate, but I think that banning slates is also harmful. And it does get tough to regulate what a slate is; in the situation where there is a ban, it gets messy. So if we were to move away from a slate model, it would need to be optional.

**Secretary Golrokhian-Sani:** I am hardline that a slate is required to have a trustworthy team. Engagement would go up without a slate, that's true. But we have alternatives to improve engagement, like the mixer idea that we wanted to implement this year but ran out of time for (the mixer would allow people interested in running to meet, network, and build slates). I want to see candidates who are aligned in their values and their goals, because this leads to lower internal discord once they're in. This helps us get cohesive teams to give our students the best governance. The three execs work really closely together and really rely on each other, so we want them to come in unified with a strong bond.

**Student at Large:** Is it even feasible to have an optional slate, because how would independent candidates run against a slate?

**Secretary Golrokhian-Sani:** It is difficult to know. Even in theory, there are going to be a lot of challenges. I don't think we could enforce anti-slate behavior. We cannot make sure one person has equal footing with three. So we would have to do slates, or everyone runs independently

**Commissioner Golotti:** Every student union in Ontario except us are currently not allowed to run as a slate. And yes, slates might help people work together, but it also clusters friend groups together, which can shut out the diverse perspectives of the student body. I'll also point out that we have six commissioners who work closely, the same as the execs, we work very well together, and we were all chosen individually. We didn't know each other prior to coming into the roles.

**Director Boytchuck-Hale:** Apologies for interrupting, I was just asked to remind all the executive candidates that they might need to go home to get ready for the all-candidates meeting.

**Speaker Liu:** Yes, it's gotten quite late so I move that Assembly adjourn.

### **Adjournment**

**Moved by ASUS President Hussein, Seconded by CESA President Galvani.**

*Motion carries.*

Assembly is adjourned at 9:40 EST.