



AMS AGM Meeting Minutes

March 9th, 2023

Queen's University, Kingston

Minutes are tentative until approved at Assembly.

The meeting was convened at 8:00 EST.

Speaker's Business

Speaker Liu: Hello everyone and welcome to our Annual General Meeting, nice to see lots of familiar faces! So we're going to do things a little bit differently today, we're going to start with some housekeeping things. I'd like to ask all Voting Members to keep their voting placard up front so that I can clearly read and record your vote. Also, if you wish to make a motion on today's agenda, please do that now before Motion 1 gets approved. Any amendments to the agenda? Okay, then let's vote on Motion 1.

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

Motion that AMS Assembly approve the Agenda for the Annual General Meeting of March 9th , 2023”

Motion passes.

Speaker Liu: I'll do our land acknowledgement now:

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.

Speaker Liu: And now let's move onto the State of the Society Report.

President's Report – State of the Society

President Sikich: Hello everyone, I'll stand up for this because it's going to be a slightly longer report than normal. I'm happy to be standing here before you today as President to deliver a report on the state of the Society. As our term comes to an end, as student leaders it is important to reflect upon the year and examine the successes and failures that we have experienced. I also want to start off by congratulating all the outgoing student leaders for your hard work this year. It is a challenging role and I would like to commend the work that you have all done this past year. As Team ETC, we came to these positions with only so much knowledge of the executive roles of the AMS, but I am proud to say that this year has offered us the opportunity to grow and continuously learn how to be better leaders. Coming into the role of returning to in-person operations, one of the largest goals our team focused on was trying to re-engage students on campus and I'm happy to say that we've seen some positive movement in this area. With that said I would like to delve further into the challenges and successes that the AMS as a society has faced this past year.

Internally, the past year has seen a large overhaul in the support we provide to our staff. We have continuously worked with the Human Resources team to bring forward new standards of performance alongside new AMS policies to ensure we are compliant with best practices.

Additionally, this past year has seen numerous proposals coming forward to the board of directors to give students opportunities that will support our senior management team alongside creating new experiential learning opportunities for students. Some of the most notable changes that have been made are expanding the Social Issues Commission into two roles to allow more resources to be allocated towards equity work and to ensure our staff are not overburdened in their workload. Notably, we also brought forward and hired the AMS Media Center Project Manager to oversee the merging of Studio Q and the Print and Copy Centre next year. Significant work has also been done on getting ready for the reopening of the Queen's Centre and Rideau Building.

This year has also presented the opportunity to deal with a variety of external stakeholders, including but not limited to the Rector, university administration and Kingston Frontenacs, and SGPS. Through these partnerships, we've been able to build meaningful relationships and connections allowing for better advocacy work to be done. With the Rector and the SGPS we have worked collaboratively this year to push forward conversations to the Board of Trustees about the housing crisis alongside the issues of financial accessibility which is impacting students. We have also worked on them with a few other topics such as food insecurity, and one of the outcomes of these conversations was the Peach Cafe, which we've been able to successfully run this year. We've worked with them to increase the amount of food that is brought into that service each day. We also worked with the Board of Trustees to secure more direct donations to the AMS Food Bank to further aid in providing support for a vulnerable population. To increase community engagement with external stakeholders, we ran a truck event with the Kingston Frontenacs to raise money for the AMS Food Bank while allowing the AMS to publicly engage a little bit more with the Kingston community. We've also worked closely with Athletics and Recreation for St. Patrick's Day, and for advertising in the Queen's Center. I'd also like to mention an event that ran during the summer called Friends at the AMS, which brought together student leaders, AMS members and university administration and staff to begin collaborations and make recommendations at the beginning of the year, which I do believe was a positive start to the relations. Some other notable projects are the Veteran Report - so this report is an initiative we as executive undertook to better assess and evaluate how to make the AMS a safer work environment for all students. The Veteran Report is run by an independent consulting firm focused on EDII that works to build solutions and actionable items for organizations to take to ensure they're more inclusive overall. This report was launched this past year. We've been working with them for about six months to develop the questions. And that survey was launched three weeks ago. And it's hopefully going to be wrapping up by the end of our term to provide the incoming team with suggestions on how to make the AMS a more inclusive work environment. Additionally, the menstrual product accessibility project is an initiative that was piloted by the Vice President of Operations to bring menstrual products back to campus in an accessible way for students. The project has worked to restock menstrual products in buildings managed by the AMS alongside an informative campaign.

Additionally, we saw a few developments in Orientation Week. As a one time investment, the AMS increased funding for the Orientation concert allowing for the Orientation Roundtable Team to bring increased talent to Queen's with the intention of engaging more students for the

first time. The orientation summit was also run this year to collect feedback on the positive and negative aspects of Orientation Week. This allowed us to understand where we needed to further our advocacy and what structures we needed to fix internally to better work and talk to societies and other campus partners. So that directly led to bringing out some of these issues to the University Senate and so on. This year, we also worked with the International Programs Office to run a new winter orientation to welcome new students in the winter term. We've also worked significantly on policy overhaul and governance engagement. Policy overhaul was a significant project; we reviewed a multitude of policies that you've probably seen at this Assembly and the Constitution as well, which you will see tonight.

Additionally, we worked on convocation this year, which was a huge success, I believe, and also it was quite a challenge because it was one of the years where there have been complications for two to three years now. This was the first time that we brought everybody back to campus, which was a very large scale event. It was at the Leons Center and we had to facilitate that but it did end up being successful. And I want to give a notable mention to Marketing this year. There has been a lot of work in Marketing to try and advance the engagement in the AMS and awareness of who we are. So we've had the AMS Asks You videos go out. We've centralized brand identity a little bit. We're hiring a new marketing officer for support. A lot of collaborations have taken place with the university and with the services and the Commissions as well. We've had a lot of fun on campus, worked on building relationships, and spent a lot of hours trying to improve.

Other notable things to mention are the Constables' rebranding, the opening of WestHome, increased engagement in AMS management applications this year, the return of the Tricolour Express and successful relocation of AMS offices, services and commissions. There's also been challenges this year; as a society we have faced some challenges with services running in-person for the first time in a few years. There have been issues with appropriately servicing events. Specifically, we have faced challenges with Queen's Student Constables this year, however, hopefully that work done will create a stronger team for the coming years. We also understand that the event approval process this year has been challenging. To improve upon this, we have changed the way events are processed and I've set up new positions to further support our team and the event approval process. The hope of this is that it will significantly improve upon issues in the coming year as well. Spaces have also been a challenge that we've been hearing from students this year; they do not feel that they have enough spaces on campus. We've been working with a few different individuals to try and figure out how we can best allocate space to clubs appropriately.

I also want to mention elections. This year, we did see a three way contested election for the first time in over five years. And while we were happy to see this increased engagement in teams running and in the voter turnout, it is no doubt that this was an area where one significant failure of the AMS occurred. With the lack of appropriate response the AMS failed to protect black students from a racist incident that occurred during the AMS debate and subsequently failed to provide appropriate support to the student group after the fact. It is important to acknowledge this failure is also reflective of a lack of internal structure to deal with racism in the AMS and to be actively anti-racist. It is essential to recognize this failure and to recognize the Black Students

Clubs Caucus for the work they did to address this with the AMS Assembly and executive. Work on this matter cannot be overlooked for the rest of the year or in the coming years as it is the responsibility of the AMS to ensure students on campus and within our organization feel safe, included, and represented. It is important for the AMS to acknowledge its challenges so we do not become complacent, and we continue to improve with the needs of the student body.

I have been speaking for some time now. So I would like to begin to wrap this up for everyone's sake. But on behalf of all three AMS executives, I say thank you to the senior management team. We know that the positions you have taken on are ones which continuously challenge and push you to perform your best which is no easy task. This year, we have had a team that has brought our vision of student engagement to life in the countless projects each of these individuals have worked on and we have seen growth this year and we hope that we have left a solid foundation for the next year's team to work on. Overall thank you for your time tonight, your effort over the past year, and I'm excited to see what can be done in our remaining time together and in the next year's term. Thank you everyone.

Statements by Students

Speaker Liu: Alright, we can now take Statements from Students. This is limited to five minutes per person and then each responding question or debate is limited to five minutes as well. And to direct questions and answers we give two minutes. And just for the sake of everybody knowing, I have a timer up here. So when you hit the one minute mark, I will raise my pen, and then at the 30 second mark, I'll raise it again. Is that fair for everybody? Perfect. Okay, all right. If anybody has any statement? Yes, please go ahead.

Black Student & Club Caucus Representative: Hello, everybody. We have received your response and we'd like to acknowledge the effort you put into writing it. However it has not addressed our requests in their entirety nor was it produced in a timely manner; for three weeks we did not hear from you and this is incredibly disappointing, it left us feeling dismissed and unheard. You may be having these conversations on your own in your own spaces, but we require transparency. These conversations do not happen without us. We have some follow up questions today as well some points to share during discussions, and we will be demanding a specific timeline to ensure that these consultations happen well before the end of your term.

Speaker Liu: Sorry, was that a direct question or statement? Statement? Okay. So I see no other statements so we'll move on to Question Period. Again, it is the same structure and your question can be about the President's report or any others.

Question Period

Black Student & Club Caucus Representative: You mentioned that there will be a compensation policy for marginalized individuals, but you did not provide a timeline for this guarantee that these consultations will be paid. When will these consultations happen and are they guaranteed?

AMS President Sikich: Are you referring to the policy on compensation for consultations? So the thinking behind that is that that consultation process is not going to be directly with students because that will take a long time. The intention with that is that we will work with individuals who have developed policies similar. I know there has been work at the university level with Stephanie Simpson to develop policies very similar to that, if not the same, and that I don't know what state they're in, but they're a lot better than what we have right now. And I'm hoping that if we're able to internally figure that out, it'll be a lot faster and then we can begin providing compensation as soon as that is done. I don't know exactly when that will be because we do need to continue those consultations, but I will provide more updates soon.

Black Student Clubs Caucus Representative: I've been taking a look at the agenda, and we see that we are last on the list which just reiterates the fact that you do not see us as a priority. Why is that?

Speaker Liu: First, I should just clarify that this is the CGM, the Corporate General Meeting, so there is actually a separate agenda for this meeting. The agenda that you are looking at is for the Assembly later tonight, which is when we are able to open the floor for specific student issue discussions. It is in no way a statement about you being or not being a priority, the Constitution of Assembly says that Discussion Period must always be at the end of an Assembly, that way new items for debate can be introduced.

Black Student Clubs Caucus Representative: Okay, so since the last assembly, what steps have you taken to address the issues which the incidents of the last few weeks have made apparent, and which we raised in our written statement?

AMS President Sikich: Well, we have been planning and investigating what we're able to do next. I detailed our plans in our response to your statement, but I can go over that again now. Since we last spoke, we had to do some digging into what we were able to find in terms of compensation policy and putting in place a framework for the consultations because we want to make sure we are thorough and sensitive in how we carry these out, but that we are also efficient so we can start working on actionable items.

Black Student Clubs Caucus Representative: Okay, so, obviously, thank you very much for working towards that. But the question is, why does it take so long to get a product? I understand that this is an organization that does have a structure, there's a lot of things happening, but once again, back to the previous question, we clearly are not seen as a priority. Because it shouldn't

take you that long to get to us. We wouldn't have even had to come to you if you had responded faster. Then we come back here a second time, and what we're hearing is, okay, well, we're putting in place a plan to get you guys an answer, but you're not giving us an answer. You're planning to get to us? I would have to disagree.

AMS President Sikich: I think that we do have a plan in place to actually move forward with certain steps. I do agree with your point, it does seem that it has taken a while because it has taken a while, I don't disagree with that. I would say capacity is really the issue that we have. We really wanted to make sure we were nuanced in the response that we had and in the plan that we created. There was a lot of writing on my end and in collaboration with individuals in the AMS for a lot of drafting. And that's why it took so long unfortunately and I can understand why that's also not not appropriate.

Black Student Clubs Caucus Representative: In terms of transparency and this stuff, we are just wondering what efforts are being put in place to foster connections?

AMS President Sikich: Yeah, that's a great question. I think the initial step, which I think you've all pointed out, is that the AMS really has not done the work to consult with students. And that really is where it needs to start because if we're not speaking with students directly, then we have no idea what black students need in terms of support or in terms of responses to this issue. So it really does start with consultations.

Black Student Clubs Caucus Representative: Okay, in terms of continuity, you are all coming to the end of your terms in office, so what sustainable things are being put in place that will be passed on to the new executive?

AMS President Sikich: I was going to go over this in the Assembly report, but I can go over a bit more now. There is a plan to strike a committee on Terms of Reference before the end of our year and another committee to focus on our compensation policies so that we're able to have it for next year, so it will be transitioned for the incumbent executive. And to make sure the work continues, it's not just a floating committee. While it's a committee that's going to be composed of external stakeholders, it will be housed under the AMS so that it's able to remain functioning and so that it's able to continuously be there in perpetuity for however long it needs to be.

Black Student Clubs Caucus Representative:

Will they have autonomy? Because as we know, the AMS is systemically white supremacist and racist and specifically anti-black. Although it might be made up of external stakeholders, if they do not have autonomy then the AMS can fire them or disband them at a time.

AMS President Sikich: That wouldn't be decided in terms of reference. I don't know who that would be decided by, I will have to look deeper into the committee policy.

Speaker Liu: Any other questions?

Black Student Clubs Caucus Representative: Yes, the question was, why was there no note in terms of transparency? A "hey, by the way, we're working on a plan to write a statement".

AMS President Sikich: That's a great point. I think we could have done that. I think we just were hoping that we were going to get something out sooner, we hadn't planned for such a delayed response.

Speaker Liu: Okay, with no more questions, we'll move on to Motion 2 which is moved by Secretary Golrokhian-Sani and seconded by President Sikich.

Business Arising from Minutes

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

Motion that AMS Assembly approve the changes to the Constitution as seen in Appendix Summary.”

Motion passes.

Secretary Golrokhian-Sani. This reading is the formal first reading, we had reading zero at the previous Assembly and we got a lot of great feedback, and for the full detailed amendments to the Constitution you can read the Appendix and see how your input was implemented. Some concerns we need to discuss more, so if you still have concerns I'd love to meet with you after this. I'm happy to meet with you this month or next month to try and make those changes and hopefully this will be satisfactory. There will also be a few points that I will be putting forward to my successor to look into further for next year. I'm happy to answer any questions.

Res Soc President Yeung: Yes, I have a question. So first and foremost, thank you for the changes. My question is, three weeks ago, I asked for a review of the Constitution in terms of like, something being modified or added. Unfortunately, I wasn't able to see that. So number one, how many motions need to be done for the Constitution? Question number two, if everyone in this room is part of Assembly, which means part of terms of agreements in collaboration with AMS, why did they not have any conversation prior to the previous one realizing that it wasn't included? We have a motion going on without consensus from stakeholders.

Secretary Golrokhian-Sani: So number of motions for the Constitution, it's a little complicated, certain changes have to be made and if people want changes they have to send them in on time. The Constitution usually needs two motions, but one of these needs to happen at an Annual Special General Meeting like tonight, it is different from a regular Assembly. This is the only time we can vote for this year unless we call an emergency meeting again which is really hard to make work. So we said this one time we'll be doing one motion. That's also our motion otherwise, this will be going on in April. Moving forward it will probably be several years before the Constitution is reviewed again but it depends on what the next Secretary wants to do. The

policies in this document were structured by the Secretariat, I will teach them to the Secretary after me. I will let them know that there were certain concerns that came up like notes taken on my end so they actually know what that suggests and they'll be able to continue those conversations.

ResSoc President Yeung: I think that's exactly where I'm failing to see because within three weeks you didn't have a conversation with like, myself or someone else for revisions to be implemented for this example. So I am just like concerned as to like why it took until now to know about these types of changes when it could have been dealt with in the past. I know we just had the policy review committee, which Assembly members signed off and then we brought it to the Senate at the last Assembly, so I'm just curious because you mentioned last Assembly it is possible for other parties who are mentioned in the Constitution to review the changes before the motion came up. And it hasn't been done, and now we're reaching the stage that our motion has been commenced for changing those policies.

Like last AMS Assembly, I suggested that potentially, we should have time for like putting forward suggestions to be implemented for this exact same motion. Now we're at the point where we're actually motioning, where people can vote for changes on the AMS constitution, but I requested modifications and adaptations, and it wasn't done or communicated with us in the past three weeks. And you're saying that the Constitution can't be reviewed in the next three years, it has to wait for triennial review. That means three presidents before the next change happens. And the whole point was to do it in 2023, now that's going to be done in 2026. So my concern is like, why, in the past three weeks, wasn't there any consultation with us before you motioned here?

Secretary Golrokhian-Sani: Once again, the Constitution always comes up for review every three years, that's not me. This is something that my successor will know about and they can continue discussions but at this point we do need to pass the changes already made because we need to leave a locked in constitution for next year's team, not one that's in drafting stages, otherwise they can't operate.

ResSoc President Yeung: Okay, I mean, that's a great point, I guess. What we believe is that maybe the Res Soc specific portion wasn't appropriate for the Constitution, because they've been a separate Corporation. And we're hoping to put it in the Assembly policy that is having to be updated anyway. And maybe that's not the appropriate change, and I understand that as well. I just think that if we can go back and talk about this and we can like bring this back after this meeting and have a conversation about it that would be good. I think it was just misunderstood on our end because we thought that maybe it being an Assembly policy would be appropriate. Correct me if I'm wrong here.

Speaker Liu: All right, the motion is on the floor. Are there any other questions on the motion?

HSS President Schreyer: I just want to point to like the equity aspect of the competition, especially considering that like it would be more of a turnover thing, seeing that its something that we wouldn't want to be rushed for completion. I know you've brought up potentially going into this in transition with your successor, but if there can also be some form of more like

commitment of sorts to ensure that this doesn't fall through the cracks that would be good. There may be concepts and things that can obviously change over time and I trust that this person who is incoming will do a nice job at it and it won't be like pushed under the rug, but just that there's like a form of commitment of sorts, either like something that we could potentially motion for or ask for, or just so that it continues is all fine.

Secretary Golrokhian-Sani: I can see that concern. I'm trying to think of how we can make a commitment here to make sure that this happens because I highly encourage a more serious commitment to this as well. I'll need to do a bit of research on this. Because we can't enforce anything on next year's team, same as the issue we've been having with the orientation discussions.

HSS President Schreyer: Alright. There's no need for a response right now, but it's so significant for me that I would appreciate you looking into it. Thank you.

Speaker Liu: Any more questions on this motion?

Secretary Golrokhain-Sani: Yeah, I'll just make a comment quickly. I think that there's some concerns around the Constitution, but I think what's important for us to understand is that a lot of the Constitution work that we've done so far has been a lot of updates that are very needed because it's a Constitution that hasn't been updated for four years, it wasn't able to be updated last year. So with us updating it's not really we're trying to slide anything under the rug, it's that these updates are quite essential to be made. And if it doesn't happen this year, there's a chance that we don't know what's gonna happen next year. Like you said, we can't enforce anything next year. I think that the primary concern on our end is if we don't get it done this year, we don't know what's gonna happen specifically next year. But there is always the opportunity for us to have conversations with our outgoings to try to persuade them to do whatever with the Constitution.

HSS President Schreyer: Isn't there any way that we can like make a commitment or like a motion to say that maybe, the Constitution should be reviewed again next year, like pretty much no matter what, we are making sure that these EDI factors are being considered as well as these Res Soc issues? That way we don't leave a question of 'Is it going to happen three years from now? We know it's gonna happen in one year, we are making that commitment here and now that next year on the AGM it will be dealt with. Like, you said we can't enforce anything on our successors, but maybe there is a way that we can motion this so that it is a commitment the company must meet. I like that idea. I'm just wondering, I mean, you certainly can motion to open the Constitution at any point. So I mean, we're saying that we have to make sure it's done next year, trying to stress to the team next year that this is important to do. I guess I suppose my question is two things. First, the question of is it only voting members who could bring them for Assembly to review unless it's the AGM? Because my issue with that is like some people impacted are not voting members so how can we make sure that they are still getting their voice heard to have things be brought up? Like you said, there can be a lot of mistakes in transition. But that's kind of like my first concern. Regarding also Amir's points about the work that it took, I would also argue that if it is something that's reviewed, like regularly, there's also usually less work. It's like meetings, the more often you have meetings, the less there is to go over. So I think

also if it was reviewed yearly, there shouldn't be as much workload for the next internal affairs team, they would have fewer things to work on because you've done such intensive work.

AMS President Sikich: Yeah, sure. My understanding is I think anybody can motion for something even if they're not voting for it. To your second concern, my only response to that is I would be a little worried, because I think that might create a little less opportunity for them to review other policies because I know that for example, each year in the Constitution, we usually have about three or four policies that we are trying to look into and it's not that the Constitution is perfect by any means, which is what we're saying right now. So you could work on the Constitution, do as much work as we did here, and change a bunch of stuff, too. And that would take a lot of work. I also think we don't want the Constitution to be that document that needs to be reviewed every year, it should be pretty good that it's set in stone every three years, because it's so extremely time-consuming to do a thorough review.

Speaker Liu: Any comments, questions or discussion? Okay, let's vote then, and since this is the AGM everyone in the room can vote whether you're a Voting Member of Assembly or not. Alright, motion carries, onto Discussion Period. Are there any topics that people want to bring forward, or would people prefer to hold their discussion points for the AMS Assembly discussion period? And just a reminder that there are 10 minutes to introduce the discussion topic, five minutes per question from members, and two minutes for responses, and you can also yield time.

Discussion Period

Black Student Club Caucus Representative: Our main point that we want to discuss is election policy. My first question is, why wasn't there anything in place previously? I really don't want to have another future round of the AMS neglecting to address racism. I think we've kind of understood that you say you're looking for answers and you talk about advocacy and community and I see a lot of promises but not a lot in terms of actionable items. And your article that you put out was really lacking in terms of details, it had a few supports listed for people of different sexualities, a couple for disabilities, but there's nothing for black students that I could specifically identify. In your policy, the part dealing with this is extremely short. I think it's section seven which is talking about equity specifically. There's like two sentences there. It needs to be changed, like immediately, and election policy also needs to be changed. I understand that consultations and things take a long time. We also don't want to work for free. This is our time right now. It's a Thursday during midterm season, and we're coming here unpaid. A lot of the members here right now are on the clock, right? So like, we're not the same and we're all on the same grounds with what we're working on right now. So although we need to be consulted, and I get that compensation policies take time but we need to get the changing policies right now, because when something happens tomorrow, our community doesn't feel safe as it is. I know you're hiring for senior management. Your applications have been extended, I'm guessing because no one wants to apply. And phone conversations have been happening within my own communities, within people of color. People don't feel safe within the AMS. Do you have any plans to address this? You've kind of brushed past this and you've just posted for hiring. I

understand that right now, like, you don't know what you're going to do, but that's your job to figure it out.

AMS President Sikich: Okay, I think there's a few questions in there. Are you able to clarify specifically what you'd like us to respond to? Is it what we're going to do? Just about the whole situation? Or everything?

Black Student Club Caucus Representative: I can break it down a little bit more. But my first question is, do you plan on changing that policy, section seven? Are you aware that it's lacking?

AMS President Sikich: Okay, so about principles and policies? No, I was not aware that it was lacking to answer your question and I think that's a good point. I personally have not seen that section of principles and policies. And I think it's something that likely needs to be reviewed because if you're saying there's cause for concern in it then we need to address that.

Black Student Club Caucus Representative: A couple minutes ago I said you guys don't see us as a priority. So the fact that you just said that you haven't taken a second to look at the section of your policy that deals with this issue. Once again, this reiterates my point. Clearly, if you haven't taken a look at that you don't see us as something that you're constantly checking for. The AMS is a PWI predominantly white institution. So obviously there are certain blindspots, because there are extra things that I have to worry about as a black woman. The first thing that came to my mind with the accident was how I wasn't feeling safe. And coming here and having these incidents happen, it proved my point. So that's number one. My second question is about transparency. So we happen to sit in on one of the moments in your meeting that has to do with Res Soc, and EDII and once again, that same issue of transparency came up as leaders. Well, we are your student body. You guys are working on our behalf. So imagine if we don't know what is going on, we have no clue. And this is happening within your organization as well as people who are general members were saying. You guys are not telling us anything, but apparently you're also not telling your members. I don't know if that is an issue at like, you know, your leadership style or I don't know what it is exactly. But guys come on, like we we need to get past this. Like these are things that we need to work past. This should not be a present issue. It takes nothing to have someone who is in charge of outreach, or someone who's in charge of communication. This is what we would like to see, someone asking 'would you guys like to give us your opinions?', little things like that actually make a big difference for how students relate with you guys. Hence why you guys don't have anyone wanting to apply to your position because there's no transparency they don't know what is going on.

ASUS President Hussein: On that note, we currently have a lot of discussions surrounding the overhaul of the AMS as well. And thank you for the great points on that. We are in a problem situation and Queen's was built on systemic racism, it's very much ingrained in the university and that goes without saying for sure. And I think that, without looking to take the spotlight away from the specific issues brought up, but also like, I think going into other student government policies, as well as like on a university level that we do see a lot of that consistency of like, you know, references of a certain reports that are updated or policy that is lacking or not tangible enough. And I think that it's really important that these discussions are happening now. And seeing as we are in March right now, not like in November where current leadership are not

in the process of transitioning, and we have some incoming executives and so do you folks. And so I think we're at a very critical point right now - and I'd also love to hear from other students as well - but at a critical point where a the creation of a committee like Eric was bringing up earlier for example, like ensuring that that that that commitment towards the areas of concern for black students, but also solidarity for other racialized students on campus and other minorities that is not currently reflected within the AMS structure kind of like the reshaping of the judicial commission this year. But I think it's like really important to also target the conversation towards what sustainable measures that we hope to see in place that will go that go across all the faculty societies and that we can also take it away and ensure it's passed on into our transition so that this is not a one off deal today, but we ensure that it continues and it's written policy and our successors can benefit from such policies. I would love to hear any society representatives who have thoughts, how you're looking into your transition meetings.

HSS President Schreyer: I guess this is a statement and a response. I also think personally, it is kind of ridiculous that the Queens Black Caucus only received one response from their time that they took here at Assembly last time as well as their Calls to Action. Being the President that had been that response, even for myself being like a white student, I felt like I was actually behind when I emailed them, like I did it a few days later, and I was just like, “wow, I'm really behind on this”. And then to find out that I was the only one who had done it was quite disheartening. And I felt like at least, even if my letter was not perfect, they understood that my effort was there and I think, and please correct me if I'm wrong, but it's that effort that is really needed here. So we just want to be there to support and I expressed how as a Faculty President, a lot of the Calls to Action if I didn't feel like I could do a whole lot about, for example the hiring within the AMS I don't have anything to do with that. But I can reach out and see if they have Health Sciences members who will be willing to come and talk and also understanding that I maybe also don't have the budget of the whole AMS society to pay for that consultation, but being honest and trying to provide an open environment. So what I hear you saying is that you're wanting to make sure that we are continuing those conversations. I know I've been working with my incoming president who was also brought here tonight to create those connections now, so they are continued even after my term has ended. So I think it's also just a collective effort that we need to put in. I think that there's a lot of questions and actions that we can't necessarily answer right off the top of our heads but we can still show that we are putting in the effort and we care about the issue.

Speaker Liu: Do you have any questions for this discussion? Oh, sorry. Yes.

COMSOC President Rezvan: Thank you for all the points brought forward and all the guidance on what we can do better. Like we've identified transparency as an issue, and I think everything that has happened over the last month has challenged us to look at the systems and structures that we have control over and what we can do to better those and move them forward. We've identified that one of the areas that we've historically failed in and have still failed in is how to work with our student leaders who are kind of the front lines of student experience in our society. And the biggest thing that came from that consultation is, you know, our terms are only one year. Just because one executive wants to do something doesn't mean that that's going to translate into next year. And I think that concept of institutionalizing these efforts is huge. And I mean my personal perspective on policy is it's great but sometimes it's very high level. And we always

kind of say we're scared to get too specific with what we're putting into policy. And I think because of that we've explored how we can institutionalize practices without putting them into policy. So for example, and we have a bit of a different reach because we have like less clubs, than the other faculty societies. But we're creating a new program, a leadership development program that's mandatory for any student leaders in our society that actively challenges any biases and perspectives that people are going into their roles with, into these leadership positions. So I mean, that's just one example. I don't think we're here to share what we're working on. I know we're all kind of doing it in our own ways. But just from my perspective, I'd love to hear anyone's thoughts on that. I think a lot of it is just getting started and institutionalizing things beyond just policy.

Black Student Clubs Caucus Representative: So in terms of hiring, I'm just really concerned as a student for the future of AMS management. If you look around, the AMS is majority white, the Assembly is majority white. I'm very concerned about representation within the AMS in terms of senior management, in terms of like where we are, I don't know if people of color feel safe applying for roles. What are you doing to mitigate that?

AMS President Sikich: I think one thing, and I don't want to harp on this point too much because I know I've already spoken about this, is the Standards of Performance. I know the past few years, we didn't have a permanent staff HR member, and that's that's a huge concern. It is a risk to the organization not only for compliance purposes, but also for just best practices. We didn't have those best practices. I think with an individual coming into this role permanently, you've seen a lot of changes in policy and HR which have kind of introduced some new policies which we've seen this year in the standards of performance, but with that also said I think it's a matter of what we're doing this year. Specifically, the Veteran Report is what we were doing because that report really is supposed to specifically face internally at the AMS and look at the structure within the AMS and figure out where the issues lie. I think part of the issue was we didn't know where the issue was specifically. So we're trying to get this report done, to see where the issues lie and what actions can be taken to start resolving those issues or to get a more inclusive work environment for everybody. Because as you mentioned, if we have individuals that don't feel that it's a very inclusive work environment, it's not okay at all. The report should be out by the end of this semester. With all the work that we've done around equity policy this year, I have hope that people will try to think about EDII tenets when they're hiring, but we can't guarantee that, all we can guarantee is that we will always train people to do that, and maybe we need to look beyond just the senior management with that training. And again, this report is very important, it's being published in March which means that you won't have the results to work with this year unfortunately. This is not a one-year issue, it's a perpetual issue and I think with this we're doing one step in trying to work on it.

Black Student Club Caucus Representative: Follow up question, why did you choose to do this so late? Not before hiring this year? This year I think we also saw a vast majority of white candidates. I feel like you know, I see an issue with that just in terms of kind of representing the student body accurately. And so why has it taken this long to try and mitigate some of this?

AMS President Sikich:: I actually don't know who the candidates were this year, I'm not part of that process. But with that said, we actually started this process about six months ago. And it

takes quite a while to build this out to work with all these individuals. So we got the contract finalized about three months ago and ever since then we've been working on this. So it has been a longer term project, working with this independent review company, we were on their timeline.

Black Student Club Caucus Representative: I wish you had done more than just an external survey to try to change the public and the BIPOC outlook on the AMS. Having a more diverse group of students is beneficial to you, so can you provide some insight on how you will provide this in the future?

Speaker Liu: Just a point of order, please remember that if you'll be going over your allotted speaking time, please ask another member to cede their minutes to you.

HSS President Schreyer: Not to put team KMV on the spot, but since you are the incoming executive, how do you plan on solving these equity issues?

Team KMV: Yes, we certainly acknowledge that the survey is only the first step, this for us is about gathering perspectives and information so we can identify specific areas where the AMS as an institution is falling short, and we'll be holding lots of consultations with student organizations and with our predecessors to strategize how we can tackle these issues. For example, we're putting more resources into equity and professional development trainings to try and solve the disconnect between the wider student body and the AMS and make sure all students are aware of the opportunities that the AMS offers. And we're going to look not just at disparities in hiring, but in why those disparities exist and what systemic factors are behind them.

Black Student Club Caucus Representative: Yes, okay. Just two things. I believe these things are not necessarily important to the discussion we're having right now but the first thing is, I feel like every time we have a discussion, there's a tendency to cut it off. I understand that you're supposed to do that. But it just doesn't come up as very respectful. Especially when the last time I was here it was a lot. You have your procedure, but it's like, these conversations don't take five minutes to understand that this is a need that you guys are having. And it doesn't pay us to be here and we're talking and we're trying to have a conversation and we're thinking about more than the time and it feels like you don't get that so I just wanted to point that out. Second thing, when she said something about, you know, the AMS is predominantly white, she mentioned that she wasn't trying to erase anyone's experiences here. But at the same time, the AMS is historically white, right? So even if there's people sitting at the table right now who identify as non-white, there's an institution, so maybe understand that. There's a difference between just blatant racism and systemic and institutionalized racism. So even if there's people of color sitting on the table right now, there's still a history of racism that's ingrained into our system. So I just wanted to point that out, you know, like, we want to be respectful towards people, and I don't feel very respected.

Speaker Liu: Yes, I just want to be really clear that I don't mean to be disrespectful to anyone or cut anyone off. My job as speaker is to keep us to the agenda and make sure debates follow the timing and format in the Constitution and also for the sake of the minutes. But I do understand as you're speaking to something very personal and emotional, and so sometimes I give you some leeway on the time constraints, but I do apologize if anyone feels disrespected.

Black Student Club Caucus Representative: So because things have taken this long, so many business days, at this point, the Calls to Action and formal demands are not really requested anymore. These are things that we're expecting to see and focus on. So by the end of next week, we want to see a timeline for consultations. We need to know when this is going to happen and we need to know pretty much now. We would also like you to outline again when the compensation policies will be finalized. If you have any idea. Again, that might not be your term, but we chat about it. I'd like to have a conversation and we'd also like to be part of it because a lot of these compensations for consultations are done for people within BIPOC communities. And that affects us. We would like to sit in and have a conversation with you, have a consultation, we're obviously more than willing like we're always open to anyone responding like we just want to hear from anybody on a Saturday, at this point we feel unheard. We've been ignored for three weeks straight, and so that's kind of our expectation that there will be some communication. It's your job. We've expected you to reach out to us. But if that's not possible, again, we're reaching out to you and saying set a meeting time and place so we can have a conversation that isn't in front of all these people who don't all have stakes in the matter. That's all I have to say. I think we're expecting an email by the end of next week.

AMS President Sikich: Of course, I think it's safe to say we're expecting to be able to provide a timetable for the consultations within the next week, and I thank everyone for their patience. And thank you all for attending. I realize this is a Thursday night and you are not being paid to be here. And in my response I mentioned that I was going to contact each club individually. Would you rather I did that, or communicated with the Black Clubs Caucus as a whole?

Black Student Club Caucus Representative: You can contact the caucus, we can send out the information from there.

Speaker Liu: Okay, that brings us to the end of the AGM Agenda, we will adjourn, take a really quick break for people to get some food and drink, and then we will begin Assembly.

Adjournment

Moved by ASUS President Hussein, Seconded by PHEKSA President Chen.

Motion carries.

Assembly is adjourned at 7:40 EST.