



**AMS Assembly Minutes**  
**Thursday, February 6, 2020**  
**MacDonald Hall, Room 001**

**Minutes are tentative until approved by Assembly**

The meeting was convened at 18:32 PM EST.

**Motion #1: Moved by: Secretary Borchenko, seconded by: AMS President Pierce.**

*Motion for the AMS approve the Agenda of the meeting of February 6<sup>th</sup>, 2020.*

*No debate, vote proceeds.*

FOR: Unanimous

AGAINST: None

ABSTENTIONS: None

*Motion carries.*

**Motion #2: Moved by: Secretary Borchenko, seconded by: AMS President Pierce.**

*Motion for the AMS approve the Minutes of the meeting of January 16<sup>th</sup>, 2020.*

*No debate, vote proceeds.*

FOR: Unanimous

AGAINST: None

ABSTENTIONS: None

*Motion carries.*

**Speakers Business**

**Speaker Maule:** *Land recognition statement was read.* We are forever grateful to be able to live, learn and play on these lands. It's incredibly important to acknowledge the original keepers of this land before every assembly, not only because of the extensive past injustices that they faced but also the injustices that persist in our society and on our campus today.

We commit ourselves, here in the present, to the struggle against the systems of oppression that have and continue to, dispossess indigenous people of their lands and deny their rights to self-determination, along with the oppression they face to this day. If anyone is interested further, please go check out the Four Directions Indigenous Student Centre on Barrie Street.

I will also take this time to remember one of our own, Bethany Qun Yi Yan, a fourth-year con-end student here at Queen's who tragically passed away on January the 26<sup>th</sup>, less than two weeks ago. Bethany started at Queen's in 2015, the same as a number of us sat here tonight, and she was an incredibly enthusiastic individual who had a real passion for teaching, and touched many of the lives of those on the varsity cheerleading team, where she was a talented member for four years.

By all accounts from those who knew her, she was a special person with a commitment to making a difference in other people's lives. Even those who did not have the opportunity to know Bethany likely know of others who were affected by her passing, which is a testament to the lasting impact she leaves behind her on this campus.

On behalf of everyone in this room, our deepest condolences are offered to Bethany's family and Bethany's friends, and in her memory, we will have a minute's silence which will begin now.

In memory of Bethany, the University has established the Bethany Qun Yi Yan Memorial Fund, an award that will support students in a concurrent education program of studies with preference to members of the Cheerleading Team. To donate to Bethany's fund, please go to [www.givetoqueens.ca/BethanyYan](http://www.givetoqueens.ca/BethanyYan).

**Secretary Borchenko:** Mark Gerretsen will be joining us on March 26 for the Annual General Meeting and Assembly. I sent other requests to others but he is the only who has gotten back to me.

### **President's Report**

**AMS President Pierce:** Just a couple of things that I will be elaborating on from the report. First off, I just want to congratulate Team AJA on their successful campaign. It's exciting to have a new team in the office. We've begun the transition already and we're excited about their ideas and working alongside with them. Starting May 1<sup>st</sup>, they will hit the ground running and we want to ensure that they're ready to continually work for students. For us, Team AJW, when we were where they currently are in the process, we were terrified and scared and this team doesn't seem to show that. We're excited to help them along in the journey. The AMS website has been updated. This has been a massive project that's taken over 9 months. If you're familiar with the old site, it was atrocious, inaccessible, and difficult to navigate. This impacted students in the way that they engaged with resources and services. We've also updated the grants and bursaries and all the initiatives that we added this year have been added on site. We're continually looking to expand. It was a daunting challenge but I want to give a huge congratulations to Zachary Slater, our IT director. It was an amazing accomplishment and took a lot to do.

Secretary Borchenko will also be giving updates on the establishment of the new Health Sciences faculty. Secretary Borchenko has been working hard on this and has almost completely written the constitution. It's a policy lover's dream and we are working to establish the faculty and have it go to referendum. The Health Sciences faculty will be voting and running elections shortly

after. It's exciting to add another faculty to Assembly. This resolution will go to be passed next Assembly.

Regarding the AMS structure changes, both AMS VP-UA Greene and VP-OPS Dahanayake will go over their portfolios in more specifics but overall because of the Student Choice Initiative, we had to make many cuts to the AMS. This impacted operations and so moving forward to next year, it will be great to be able to expand and offer more opportunities to students. This will improve student job opportunities. We revamped the marketing and communications departments. There is now a full time director position for AMS marketing. If anyone has any friends who are engaged in marketing and want to contribute to the AMS, direct them over to this new full time position. This is the same with the Communications Director. This is just an alteration of the current director position. They will have a lot of opportunity to support the AMS executives and this will allow the AMS executives to spend more time talking and advocating to students instead of focusing on marketing and communications. Throughout this year, we've been really busy with everything and so we hope that with these changes, Team AJA will be able to continue to advocate for students. There is also an addition of a full year research manager. We're excited about this position because we've been so successful with our advocacy this year, especially with the fall term break changes. It's all about research, data, and representing students. I hope at the end of the day, students don't see us as leaders, but as representatives for them. This position is important as it will take student voices and bring it to the table.

Also, tonight we have another discussion topic that is about the incident that happened over the weekend. The toxic culture we've had at Queen's has such a cyclical nature where events happen and people are upset by these events that continue to happen. It really shines light on the insidious side of our institution. I passionately care about this university and the community and it is heartbreaking to see these opinions and attitudes be legitimized by a lot of the conversations happening. We want to start by having a conversation here with a lot of student leader voices in the room. Thank you to all those who have come to contribute to that discussion.

### **AMS Vice President's Report**

**AMS VP-OPS Dahanayake:** I'll go over some brief updates. With the restructuring, we added 8 new salaried services staff positions. We started by looking at the weak points and what areas needed more support. We're looking to hire a marketing permanent staff to help out with our own marketing as a whole organization. The new positions are all available on AMS Apply. All the services have either added a manager or kept the same amount of managers but restructured the responsibilities. An update on Queen's Period: in case you don't know, these are the different period products we've been having around campus. Tomorrow, I have a meeting with the VP Finance and Admin and we will pitch a proposal to have free period product dispensers in the highly circulated academic buildings. We've also been meeting with Queen's Housing and Residence Society to talk about an educational campaign. Educational posters will be circulated this month. Queen's Housing will be installing the Leave-A-Tampon bins on the ground floor bathrooms of the residence buildings. They've been very supportive and I really want to thank Queen's Housing and Residence Society for collaborating with us. We'll be placing a poster in the male washrooms of residences and that will be educational to inform those who identify as a male but menstruate that period products will be available in the gender neutral bathrooms. There's lots of destruction in residence bathrooms, so we're trying a tiered approach for

education. With the pronouns campaign, we saw a lot of the posters being ripped down. It is quite detrimental then if you are a male who does menstruate to see those bins being ripped down so we're trying to work around that. Another update on that is that we also raised 900 period products to distribute in those bins in the JDUC and the ARC.

Also, we will be doing a Loving Spoonful charity month. Our AMS First Year Intern Sofia will be putting together a booth to collect your leftover fresh food. This Perishables Booth will be up in the ARC and collect fresh food, then we will drive them over to Loving Spoonful, which has a network for distribution to those who need fresh food. We will also be selling stickers and making raffles to help Loving Spoonful in collaboration with them. I also want to give a big shoutout to the Common Ground Coffeehouse team and our peers at the Tea Room who launched the Huskee Swap program on campus. For those who don't know what that is, you can purchase one of these cups and you can get a coffee in it. Then when you want another coffee, you can give your cup in and get another clean one. This is an international campaign - I can go to any participating café and they will give me a new one, therefore, you have a lifetime supply of cups. Congratulations to them, they did a great job. We're also looking to launch mobile ordering at Common Ground Coffeehouse. They're looking to do that for April as the project just got approved. They're also looking into renovations such as adding a third till, or revamping the space to make sure people aren't cramped. They're also reassessing their menu and getting new samples in so big things coming for them. Regarding TAPS, there will be a charity concert for Sexual Assault Kingston. This is the last concert of the 4-part concert series. If you know any student bands or if any of your friends want to play, please let me know. Send me a message or email me. Also brunch is coming back and they will launch pitchers and mimosas. All services will be having Valentine's Day deals. TAPS will be doing a love week. There will also be a reunion at TAPS for the 30 year reunion.

**COMPSA President Boateng:** I'm just wondering which residence buildings will have the posters?

**AMS VP-OPS Dahanayake:** Jean Royce Hall, Leonard Hall, and Victoria Hall.

**AMS VP-UA Greene:** Congratulations to Team AJA and all the incoming members that are here. We're excited to see you transition into your roles. Just a couple things. One is on the sexual violence prevention. OUSA made a proposal to the government to have the Women's Campus Safety Grant to double the funding for this grant. This grant is maintained year-over-year and could allow for a wider range of projects to be considered, such as funding for project evaluations, salaries for prevention and response trainers, and other awareness initiatives related to the prevention of sexual violence. Regarding the Sexual Violence and Prevention paper, they also updated the paper. The name is a little outdated: it is not gender-neutral or inclusive. Beyond changing the name, we also want to expand the terms of reference. We've also been involved in talks regarding the sexual violence and prevention policy. What it will do is take more of a survivor-centric approach and will clearly state what the limits on confidentiality are so that will be materialized in the coming weeks. A few updates on job structure are changes to the Food Bank Manager and Assistant Director of Clubs, as well as the Campus Affairs Commission. This will be the Campus Activities Commissioner position this year, but has changed so that they are largely taking on advocacy, research and things on campus facing policy.

Also just wanted to say that I'm extremely happy with the Huskee Cup Project. We're also seeing Tim Hortons implement their sustainability fee. It's nice to see the momentum of students

taking off. Happy to take any questions. Chairperson Niddam-Dent just got back from advocating to Ontario MPs about things they want to see in the post-secondary sector, so he can answer any questions in that regard.

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

**Chairperson Tharp:** I want to apologize for having no report but I was not able to attend the last board meeting. Just a few updates are on the Board Community Director hiring. There has been a working group established for this hiring. It's difficult to find someone who would be able to serve the board and provide insight necessary. The board also had their first meeting where they set their direction for the next 5 years. This white paper is a 1-2 paged document that talks at a high level about what the goals of the AMS should be such as modernization of the services. It also takes a look at the annual report and things such as the TAPS deficit. The reports all the way ranging back from 1993 also report a deficit. If it's been that problematic for that long, why aren't we doing anything? It basically provides guiding principles for the next 5-10 years and provides insight to that. Happy to take any questions of emails.

I also had to update everyone on this situation. Last night, I had the Dean of Engineering over for dinner. I want this to serve as a reminder there are ways to engage on campus beyond this experience of Assembly. I went to the Dean and asked him: "Do you want to have dinner at my house?". His executive assistant looked very confused. We got to talk about issues facing students such as females in STEM and their experiences. I want to encourage you that there are other ways to communicate on campus and welcome you all to do something like that.

**Rector da Silva:** What did you have for dinner?

**Chairperson Tharp:** I thought that his last name was Delissio so we served the Dean a nice salad, a nice pie for dessert, but for dinner but we had Delissio.

### **Undergraduate Student Trustee's Report**

*Undergraduate Trustee was not present.*

### **Student Senator's Report**

**Chairperson Niddam-Dent:** That's a hard one to follow. I did not have dinner with anybody. Apologies for no report but we do have some good news. Regarding the fall term break, we've got some success on that front. At the last senate meeting, it was a huge success as student caucus persuaded the Senate to amend the motion for 2020-2021 fall term break and to have it attached to Thanksgiving Break. This was a great win for us. We amended the motion and the data on the break will be collected this year. This allows students who experienced having no break and having the fall term break to give their informed opinion. I'm excited to see the Senate vote with us. AMS President Pierce was very powerful in his advocacy and Member-at-Large Harris was there providing incredible data as well as AMS-VP Greene. Moving forward, next year is the big year. A lot of people will be moving into positions next year, therefore this will heavily affect the next academic year. Senate Committee will be undertaking deep consultation,

and there is pressure on all levels of student government to make sure that our voice was heard. Since we presented fact-based arguments, they didn't have much to say. We need to continue to stay focused on this issue.

**Chairperson Tharp:** What would the consultations look like this year?

**Chairperson Niddam-Dent:** We're not entirely sure. We specified it would have to be student consultation. You don't have to be a senator to serve on senator committees but limiting it within that body is not good enough. We don't know what it will look like. The structure of SCAB does not lend itself to consultations well but at the next senate meeting, we'll make sure that it will be or making proper motions to ensure that it will be. The Senate is highest academic body so my hope is that we can get student voices in. I will just say that we will stay on this issue and get more clarity before the next meeting. Committees like SCAB will take consultation and we can possibly use base consultation from the AMS or faculty societies so keep an eye out for something like that survey that went out in the winter. Hopefully, something similar will come out this spring.

### **Rector's Report**

**Rector Da Silva:** Congratulations to my successor, Sam. It's been a very exciting time and we will continue to work through the transition. We've had some really amazing conversations and I'm excited for all that's coming in future months. There was an external relations and development meeting where we largely discussed the direction of strategy surrounding the advancement office. We talked about the focus and goals of the organization for the next 5-10 years. Advancement has changed and we wanted to talk about what it looks like and what it'll look like. The approach and office haven't really changed even though advancement has. There was some goal setting and we were really looking at patterns in the sector and how they can come back to our community. I spent all of last week working on the Agnes Benidickson Tricolour Award selection, which included logistics and scheduling and making sure everything went smoothly. I spent 35 hours of the weekend interviewing and deliberating with people and we've narrowed it down to 4 recipients, of which three are in this room: Chayce Perkins, Jared den Otter and Liam Tharp. The other recipient is Beatrice Huh. The biographies on those folks will be online pretty soon. The primary way that they are honoured is a reception on April 4<sup>th</sup> this year. I will be distributing the information to them first and will expand it to the list of people who will be attending. If anyone here would like to attend so you can come celebrate some really cool people, just let me know. Happy to take any questions. Also, regarding the sexual violence and prevention policy, we made it pretty clear at the last meeting but we will be moving the old Section 8.8 on disclosure. If you disclose, there will only be the necessary notification because we're moving towards a more nuanced policy. Our biggest concern is easy to understand, it's not an obvious yes or no thing but we're making it into something that is case and exception-based. We want to make sure students understand what they want to say when they're disclosing. After deciding what the new Section 8.8 will look like, we need to figure out how to make it something that students easily understand. It needs to be easy to navigate so that if students are thinking of disclosing something, they'll easily find it.

### **Statements by Students**

*No further debate.*

### **Question Period**

**ENGSOC President Benoit:** I was wondering if Chairperson Tharp had any updates on Queen's Journal and QMP, as alluded to last Assembly for the mid-year update.

**Chairperson Tharp:** That's still being looked at. No action has been taken at this point, but pursuant that QMP did well on budget. However, I'm not sure what the result will be on that.

**COMPSA President Boateng:** Regarding the referendum on establishment of fees – is there any way for students to see which fees were established?

**Secretary Borchenko:** All established fees are available on the website with the press release from election night.

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

*No business arising from the Minutes.*

### **New Business**

*No new business.*

### **Discussion Period**

**Secretary Borcheko:** Just an update on CFRC. This situation has arisen due to the lack of communication between the CFRC and the AMS. We are allowing them to run in referendum during March Trustee by-election as a result. Their question asked during the vote was unclear, and biased against them. It was not communicated that the question was changed since it was in the Tri-Annual review format. It wasn't apparent for people who believed that if they voted, it would be up for Tri-Annual review. It will be in referendum at the same time as Trustee ballot in March. There will be a question on their fee. There will be a press release tonight about their fee. Please email if you have any questions.

**AMS VP-UA Greene:** Point of information: club ratification will also be happening tonight, but I don't see it in the agenda right now.

**Secretary Borchenko:** I didn't put it in the agenda, but you're right.

**Motion #3: Moved by: AMS VP-UA Greene, seconded by: AMS VP-OPS Dahanayake.**

*Motion for the AMS Assembly to amend the Agenda.*

*No debate, vote proceeds.*

FOR: Unanimous

AGAINST: None

ABSTENTIONS: None

Motion carries.

**Motion #4: Moved by: AMS VP-UA Greene, seconded by: AMS VP-OPS Dahanayake.**

*Motion for the AMS Assembly approve the ratification of 23 new clubs as seen in the Clubs Appendix.*

**Director Schrempf:** We just finished our ratification period. We went through 38 applications. After me and Deputy Clubs Director went through all the club constitutions and interviews, we think there were 23 clubs that were unique enough to put forward for ratification here. I welcome any questions you have for me.

**COMPSA President Boateng:** Is there any way we can get more information on these clubs as some are just acronyms such as QISA dance team or Queen's AIM?

**Director Schrempf:** The QISA Dance Team was formally a part of QISA. QISA is not going to be re-ratifying this year so they took proactive measures into next year rather than have a period of not being ratified. This allows them to continue to recruit people in the fall too. Queen's AIM is not an acronym but what they do is work with at-risk middle schools in the community and works specifically with fostering female empowerment in the mindsets of females in grade 7 and 8.

FOR: Unanimous

AGAINST: None

ABSTENTIONS: None

Motion carries.

### **Addressing Racism on Campus**

**AMS President Pierce:** This was something discussed earlier but I will reintroduce the topic. This came out of a conversation that happened last night at President's Caucus regarding the recent events that have occurred. I love Queen's but there are negative sides to the school that every once in awhile, something occurs that sparks a lot of controversy. There's usually tons of discussion and then it'll fizzle out. There are lots of people who work on hard on campus, whether they're the AMS or Faculty Societies, to try to combat this. We want to pull as many people into a conversation. We also want this to be a very long-term conversation that focuses on creating long-term impact. It will take everyone on campus to address it. I wanted to bring all the faculty societies and invite people to have a discussion on this earlier this week. The Social Issues Commissioner, AMS VP-UA Greene, President of SGPS, and the Rector sat down with different groups to discuss what to do. There's been a lot of really great ideas, but there needs to be more conversation about this. For myself, as a white heterosexual male, it's difficult to put myself into this shoes of experiencing discrimination on campus. That's why we need to pull in as many people so we can finally have some long-term change. I really welcome as much discussion as possible. We want to be able to change the culture. We can have some thoughtful ideas here but you're always welcome to come to my office and my door is always open if you don't feel comfortable speaking today. That's the same with if you want to send an email to AMS VP-UA Greene or AMS VP-OPS Dahanayake. We do have a representative here for a

trigger booth so if you feel uncomfortable, feel free to reach out to them. And again, feel free to reach out to us if you want to continue to have a conversation outside of Assembly.

**Director Schrempf:** Just so everyone's aware, if you leave the room and if you don't need support, just give her a thumbs up if you're just going to the washroom so she knows not to follow you out.

**Rector da Silva:** Just wanted to make some introductory remarks about what we want this conversation to be about. There's a reason to keep talking about the culture here at Queen's that fosters this behaviour, as AMS President Pierce said. It came up a lot that it's most effective to not talk about the weekend incident as an isolated incident. As we look back at the incidents that have occurred over the year, there are lots of intersections and similarly misogynistic systems of oppression. Ideally, what we'd like to hear is commentary on why the culture at Queen's creates this feeling that allows students to feel like actions like that are permissible and excusable. If you have ideas on immediate action, that's also valuable and important. For the sake of long-term, we'd like to look at it from a higher birds-eye perspective. We'd like to not encounter another situation like this and wait four months for something else to happen and to not just be reactive.

**ASUS Representative Chen:** Before we talk about personal opinions, I brought my friend Member-at-large Zhang who is a Chinese international student here on campus who saw the party happen.

**Member-at-large Zhang:** I am a Chinese international student in my 4<sup>th</sup> year. I was impacted by both the incident and the comments of the post on Facebook and how a lot of the members from the Queen's Community, specifically on Overheard responded to it. A lot of the response led to racism and exclusion and the post was removed by the moderator so now there is no evidence on that situation. I am also seeing how other members in my community have been impacted and how they feel and how they responded is raising a lot of discussion. There are bigger issues at play as you can see that there's the common mentality from the post and previous emerging mentality of how a lot of people at Queen's will live in different cultural pockets, with the most predominant culture becoming very disconnected from other cultural bubbles. Accolading your words, to take a more birds-eye view, I attended the Principal's Conversation. My friend and I, in solidarity, want to bridge the cultural gaps that exist at Queen's. You can't make it mandatory for people to attend anti-racism workshops, but we could start with initiatives like Humans of Queen's. This would be for people to share their personal stories, and how they've been impacted by this incident and other incidents. These stories can be circulated through the AMS, who has a lot of followers and this is how you can make this initiative more well known to Kingston and Queen's Community. I'm also very open to other leaders' suggestions on how to bridge the cultural gap and enhance acceptance, respect and empathy. This should not just be with words and but for people to know they should take responsibility for what they do and to learn. I don't think it's so terrible to make mistakes if you don't do it with a bad intention. If you keep making mistakes and keep doing it with bad intentions, it's not going to end the cyclical fostering of this Queen's "culture".

**ASUS Representative Chen:** Before I start, I just want to preface that we're not here to bully or insult any students. We all make mistakes but it's more important to learn from those mistakes. As an international student, I have been affected by the coronavirus party. I'm actually working with the Queen's Journal to write a full opinion piece so hopefully that can be published before Reading Week. Just wanted to echo what AMS President Pierce and Rector da Silva said about

our student leaders needing to come together to make those things come to actual actions instead of just giving statements. Our student government has responded on it, but we need to move forward and create actions to bring positive changes to our campus.

**ASUS Senator Le:** I'm looking to try to connect the incidents in all the previous years. In the previous year, the Chown Hall incident - they've been isolated in residences. I feel like there's a problem with the incoming student culture and the lack of connection with those students and this can fester just overall discrimination on campus. When I was in first year, I felt discrimination on campus between different faculties and through this pocket of having different groups of people in residences not connecting with each other, it can create this culture. A good way for long-term changes is to implement more inclusivity and educational events for students to get to know people of other backgrounds. This will create a way of meeting each other and hearing each other's personal backgrounds to try to break down discrimination overall on campus.

**Rector da Silva:** Point of information: for next year, the education and programming for Queen's Residences is changing. Most other universities have a curriculum model and Queen's Residences next year will follow that format as well. The educational and programming will be coming from top down. If you or anyone wants to chat about what should be reflected in that curriculum about Equity and Diversity and Inclusion, I would love to bring forward to Residence Society.

**ASUS Senator Le:** I want to ask about how can we contribute to that project that you're working on? How do students get a way to contact you about that initiative? This consultation should be open to all.

**Rector da Silva:** This hasn't been my project, I haven't really been involved but I will start getting involved and bring it as a student-facing project.

**AMS VP-UA Greene:** I want to respond to Senator Le. I agree, there is a need to get to first years. The culture is built over years and years and is deeply embedded in students. Through the Orientation Roundtable and through communication with Faculty Societies, we're trying to focus on general themes on how we can make our orientation weeks more inclusive. We welcome more messages on faculty orientation weeks and how people can learn from each other. We want to hear feedback on that as well.

**ASUS Representative Chen:** Also in my own experience, there's nothing mandatory about orientation week. Students can choose to go to things so we can't force people to go to these events. What are initiatives that we can bring to students like workshops?

**AMS VP-UA Greene:** We can't tackle the mandatory vs optional nature of orientation week. We also don't need to take the approach of workshops but I think it's about integrating specific messages in each group about inclusivity and seeing how we can embed these themes into things that exist already. This is the beginning of the conversation, I don't have all the answers, but I encourage anyone who has an opinion to reach out.

**ENGSOCC Representative Arpin:** Leading on that theme about putting it into something mandatory: every first year in engineering has to take an engineering practice course. I don't know if other faculties have that but that's a way of engaging first years where they have to take that course, be there and be engaged. It is a way of getting more audience, whereas orientation week you can't guarantee involvement.

**ASUS Senator Le:** I just want to talk about the idea on the identity of being a “Queen’s Student”. I really enjoyed first year and felt a part of the Queen’s community as a “Queen’s student”. Some students might not have that same feeling – if they only see themselves as a Queen’s student. Some students have no opportunity to attend Orientation Week due to financial or personal reasons. Those things cause a lack of identity that causes people to go into little pockets that exclude other people who are not a part of their group. That causes some discrimination on campus. We could try to promote the idea of a Queen’s “identity” on what a Queen’s student is. We are all Queen’s students, we’re all here to help you. This can help to ensure that everyone feels that they are a part of Queen’s so we’re no longer international students vs. Toronto students. We’re all Queen’s students. I would love to hear some ideas on how to promote the idea of a Queen’s “identity”.

**AMS President Pierce:** I really like that idea. One initiative we tried this year was Queen’s Day where we tried to refocus and reshape the kind of the image of Queen’s. We wanted it to be a spirit of comradery and giving. If anything has defined our year, we’ve accomplished so much this year and this needs to continue. When we were at the Queen’s University International Centre event, people wanted to come together for a big purpose. If it’s not addressing racism on campus, then I don’t know what it would be. It’s a great idea and I would love to hear more ideas in the future about how we can accomplish that. Everyone’s getting to that point where it can’t be just one thing and we as student leaders need to work together on that.

**ENGSOCC President Benoit:** I think it’s important that we should be celebrating our diversity on campus, but I also think it’s important to continue to work on educating and empowering students so that when they do see racism on campus, they feel compelled to say something. I’m not saying that we should be calling each other out but take more of an educate each other stance in a productive way so that people don’t feel comfortable making racist remarks. This is the flip side of making a space more inclusive is also making sure that people don’t feel so comfortable being racist.

**Commissioner Samuels:** We also want to create communities on accountability and solidarity and this also starts with acknowledging our own positions of power and privilege. Whether the discrimination is racism or sexual orientation; how do we create those safe spaces to facilitate those discussions? How do we have those conversations? Are we only having dialogue? What mentorship steps are we making? Do we see these students reflected in upper year classes, and how are we going about those conversations? Where are we acknowledging where our power to empathize starts and ends and how we can move forward?

**Chairperson Niddam-Dent:** From the broader university side, the first thing is that it stems from the fact that the student body across Canada isn’t as diverse. We have a bigger responsibility on the side of student recruitment and faculty hiring. Queen’s against the Canadian average is very average and we have to do better not just to meet the average. We should look to exceed the status quo and work on changing the homogeneity of the campus, which can help to break some barriers. This is a pattern from what I see. Every year there are reports on Equity, Diversity and Inclusion such as PICRDI and marketing materials. However, there isn’t anything in there that tells how to improve the situation. It’s important not to wait 4-5 years so we should keep that pressure up every year on the university to enact change. Measures haven’t been implemented yet, but year-over-year, month-over-month, day-to-day we should keep that pressure up. We can’t wait 2-3 years for new strategic direction. That’s just a bit of leadership and advocacy on that side that we can continue.

**Member-at-large Zhang:** I have two stories to share that are relevant. One of my fellow Chinese international students, in the past few years have been called chink and other different words. She experienced these micro-aggressions and then she went through the normal procedures. She didn't get any results. She filed the report and the people referred her to support but they didn't hold the people accountable and were not asked to take any responsibility. Another example is a fellow international student living in residence. She got involuntarily located on a party floor and she has a neighbour. Most of the people on her floor are Caucasian males, known to be very loud. They filed a lot of noise complaints but it didn't work and they often in their room talk about things where they mention Chinese people and racial things. She isn't that fluent and she would be very scared because she has no clue what they're saying. Her neighbours would knock on her door sometimes or stick kiwi under her door. These acts of aggression are very concerning to students who come to campus trying to improve their language skills. They don't know where to go for help. The residences services warned the neighbours however, there were no results there, nor were there any from QUIC. All the supporting systems gave them a direction however, it's not tackling the root problem. The people who are hurting other people are not being held accountable. They can't really afford to have them apologize publicly, however if they don't apologize, the students who have been hurt will feel like they haven't been taken seriously. Things will just keep happening and the people who have been hurt have been told that to get over it but it's not stopping the hurt.

**ASUS Representative Chen:** Speaking on international student side, I've been talking with people who have been called chink or when they wear their masks on the bus, they get very isolating looks. Speaking on the root problem, it's not only Chinese students or Asian students who experience this but all sexual orientations and minorities do too. Everyone deserves to feel safe. Do we have any punishments or actions towards the people who went to the party?

**Secretary Borchenko:** The one route that is used for on-campus things is the Non-Academic Misconduct system. Unfortunately, depending on your perspective, they reduced their scope this year so it does not have jurisdiction over things off-campus. It does on things that happen on campus. If you need to file a complaint with the student conduct office, they have ability to investigate students for racist or sexist acts, but they don't have jurisdiction off-campus.

**ASUS Representative Chen:** I walked with Principal Deane. He said the same thing that the party did not happen on campus so thank you so much.

**Chairperson Tharp:** Is there anything in NAM that deals with issues for equity, diversity and inclusion?

**Secretary Borchenko:** Under things in the Student Code of Conduct listed under punishable acts are acts of homophobia, racism, sexism which are all listed. I also think it's discrimination under categories listed under Ontario Human Rights Code.

**Rector da Silva:** Point of information: the university has a harassment and discrimination policy that's currently being updated but there is one that exists. It fills the gap where the Student Code of Conduct doesn't. It's a little more specific.

**Chairperson Tharp:** I would like to address everyone in this room. You are all elected officials. Everyone here has a voice on campus. It is not only your right but your responsibility to take what you heard today and foster those discussions and make sure they're happening. Talk to people and make sure this is happening on campus. I believe that it is your responsibility. I'm

hoping to call on people in the most positive way. I believe everyone in here is well intentioned so I encourage you to have those conversations.

**Commissioner Samuels:** As someone who identifies with the black and South Asian community, the issue isn't about us having conversations. I remember getting off the bus and being told that I deserve to be the slave of a white man. We're coloured individuals and trying to have those conversations but for anyone else here who knows how difficult it is for us to have those conversations on equity, diversity and inclusion. That is our lived identity and we don't just turn it on during these discussions, we live with them all day and everyday. In our positions of power, we're already having these conversations. Is everyone who doesn't identify as a part of our community, are you having these conversations? How are you using your positions of power to show your support? We need to change up the dialogue to not only be things that are written on a piece of paper.

**AMS President Pierce:** Thank you to everyone who contributed. We'll leave it here today, but as we just said, the conversation can't stop. We need to keep thinking critically. We can have this conversation continue and learn more about the actions necessary to take. The fact that this happened in this forum is a really great start.

### **Adjournment**

**Moved by: AMS President Pierce, seconded by: AMS VP-UA Greene.**

*Vote proceeds.*

FOR: Unanimous

AGAINST: Unanimous

ABSTENTIONS: None

*Motion carries.*

Assembly is adjourned at 19:42 PM EST.