



## AMS Assembly Minutes

March 24<sup>th</sup>, 2022

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

The meeting was convened at 6:30p.m. EST.

**Speaker Golrokhian-Sani:** Hello everyone, welcome! Let's get right into it.

**Motion #1 – Moved by Secretary Laura Devenny, Seconded by AMS President Zaid Kasim**  
*Motion for Assembly to approve the agenda of the meeting of March 24<sup>th</sup>, 2022].*

FOR: Unanimous

AGAINST: None

ABSENTIONS: None

*Motion carries.*

- Amendments:
  - Addition of statements by students: Alyth Roos, ASUS President
  - Striking of Motion #3: That AMS Assembly approve the changes to Clubs Policy as seen in Appendix: Clubs 2 Boogaloo

**Speaker Amir-Ali Golrokhian-Sani:** Alright I think we have a majority, so the motion has passed. Onto motion two.

**Motion #2 – Moved by Secretary Devenny, Seconded by President Kasim**

*Motion for Assembly to approve the minutes of the meeting of February 16<sup>th</sup>, 2022.*

FOR: Unanimous

AGAINST: None

ABSENTIONS: None

*Motion carries.*

**Speaker Golrokhian-Sani:** Okay, now on to Speaker's Business.

**Speaker's Business**

**Speaker Amir-Ali Golrokhian-Sani:** I'll begin with our land acknowledgment:

*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 Golrokhian-Sani:** Friendly reminder to everyone to please turn on their cameras if comfortable, and I'll remind Assembly that only Voting Members may raise their hands. With that we can move on to guest speakers.

### **Guest Speakers**

**Guest Speaker Taryn Mckenna:** Hello, I'm here to provide some insight into the Student Experience Survey. My work is to support and facilitate the ongoing conversation, education, and development of ideas around how to improve campus culture and climate at Queen's. I would like to share the basics of the survey for those of you who might not be super familiar with it, as well as some of the results, but I would like to focus mostly on the actions and next steps. I appreciate that there was already a really wonderful land acknowledgment so I won't do another one, but I would like to just acknowledge that in my work at Queen's, I do understand the significance of community and place as I work to assess campus climate. And I acknowledge that education has played a specific role in colonization and that it will also play a role in moving us forward. I acknowledge that the work to positively impact campus cultures is a process of continual learning and unlearning, and that absolutely includes decolonization.

I'm going to give, as I mentioned, a brief intro and some of the results and then some actions. The survey addresses harassment, discrimination, and sexual violence, and I understand that these can be very challenging topics for some folks, so if you do feel the need to step out or mute or do whatever you need to do, please feel free to do that as well. And there are some after-hours supports on the screen there for anyone who feels like they may need them.

OK, so a brief overview of this survey: it was sent out to students last March, and it is a campus climate survey and it responds to a need to benchmark overall campus culture and climate related to diversity, inclusion and sexual violence, and introduce campus climate metrics to measure campus culture and progress in the impact of anti-racism and anti-violence initiatives. Now if you're familiar with the Declaration of Commitment to Address Systemic Racism, it commits senior leadership to several actions intended to foster a climate of inclusion at Queen's, including efforts to introduce campus climate metrics to measure all of these things.

One component of the Declaration focuses on an important but specific aspect of the student experience at Queen's, and it is about giving a voice to the lived experiences of Queen's students related to equity, diversity and inclusion, indigeneity and sexual violence. And I think it's worth mentioning that students, particularly QTBIPOC students, courageously have shared their stories of victimization in order to allow the university to learn and hopefully improve the campus culture here.

Prior to the release of the results, the Student Experiences Survey Student Advisory Group was formed in May of 2021 to provide input regarding student perspectives to the Student Experiences Project team. It was made up of student leaders across campus who met monthly to discuss results and provide updates on action items and generally give a student perspective throughout the process. These students were paid for their contributions to the Student Advisory Group. The team included members from the HR and Equity Office, Office of Indigenous Initiatives, Principal's Office, academic operations, Student Affairs, communications, 4 Directions, and Yellow House. The Co-Leads were

Stephanie Simpson, the associate VP of Human Rights, Equity and Inclusion, and Carina Fitzgerald, the Assistant Dean of Student Affairs.

17% of registered students responded to this survey and it confirms that equity-deserving students, including black, racialized, non-binary, trans, indigenous students and students with disabilities have fewer positive responses to questions about belonging, inclusion, diversity, feeling safe and connected to campus, harassment, discrimination, and food and housing security.

It also showed that certain demographic identities are more likely to experience sexual harassment and sexual violence, and more likely to report that sexual violence is an issue at Queen's. And so, early December, the Student Focus Report was released after the initial snapshot of results in the fall, and it details two statistically significant findings in themes. A statistically significant finding is one in which it is very likely that the pattern is reflective of a real pattern, not due to chance. So that means that there was a certain threshold that needed to be met in order to report it.

This report amplifies student voices. It identifies priority areas for action identified during student consultations. It raises awareness of student services, supports, and resources, and outlines next steps to advance campus climate with actions and accountability. This is also part of the promise to students that their voices will be heard, and a commitment under the Declaration to share the results widely and to act on these results as well.

I'll mention just a few of the stats that were high level results in the survey. So 94% of respondents reported feeling safe at Queen's. However, the percentage of equity-deserving students who do not feel safe is quite high. More than 1/4 of student respondents who identified as nonbinary or Two-Spirited reported they didn't feel safe on campus. 20% of all trans student respondents said they did not feel safe on campus, and 19% of black women. It is clear that equity-deserving and marginalized students report far higher rates of *not* feeling safe at Queen's.

When asked, "have you experienced harassment or discrimination?", 17% said they had experienced harassment or discrimination, and only 5% formally reported the incident

to the school. And there are a number of reasons for why people didn't report, the top reason was that respondents believed no action would be taken, they were afraid they wouldn't be taken seriously, and they just wanted to forget what happened.

On the topic of campus culture and connectedness, when asked to reflect on the statement "all students feel welcome and supported by students at this school, regardless of background or identity", it was a 50/50 split between "agree" and "disagree". With the same question, but referring to staff, was 64% agreed.

On food insecurity, 13% said "yes", they had experienced food insecurity and this rate was higher among first-generation students and students who identify as having a disability. And when it comes to housing insecurity, 9% said "yes", they had experienced it. 1st generation students and international students reported higher rates of housing insecurity than other students. When asked, "do you feel that issues of diversity and inclusion or adequately addressed in student organizations?", 75% said "yes" and when asked the same question about supports and services for students, 66% said "yes". And finally, when asked "in your opinion, how much of a problem is sexual violence at your school?", 64% of women, 60% of non-binary or two-spirits students, and 43% of men respectively, agreed that it was "definitely" or "somewhat of a problem" at Queen's.

So I'm going to give you a few actions and resources that were either created in alignment with or as a direct result of the Student Experience Survey results. You've likely heard of a number of these, and I'll only highlight a few, one being the new unified Harassment and Discrimination Policy, as well as the Insight Tool. And if you're not familiar with the Insight Tool, it offers an opportunity for those who've experienced or witnessed harassment or discrimination to anonymously share their story and contribute to positive systemic change. So whether or not a student decides to make a formal complaint, sharing this information can still paint a powerful picture and help the university take a meaningful step. And if the students are unsure as to whether or not to file a formal complaint or go through the Insight Tool, they can always speak to a human rights advisor for confidential support.

A few highlights from campus culture and connectedness: the Equity Ambassadors are BIPOC students on campus who help incoming students with the admissions process and welcoming them into their first year. The Undergraduate Equity Self-Identification Form allows students who have accepted an offer to Queen's to identify as an equity-deserving student, and there are a number of new roles as of this year, including Sexual and Gender Diversity Advisor Kilmartin in the Yellow House, who is amazing, a BIPOC Wellness Advisor, and the creation of my role as well to address the results of the Student Experiences Survey. I should mention that faculties have access to the results as they pertain to students within their own faculty, and they are taking action as they see appropriate within.

A few things worth mentioning: The Inclusive Queen's website hub, which provides resources and tools for students on the topic of equity, diversity, inclusion, and indigeneity, and a few other new roles, counselor, a second cultural counselor at 4 Directions, the Commitment Scholar Awards which provide bursaries, and financial aid for equity-deserving students. And then on the topic of sexual violence prevention and response, expanded peer-led gender-based violence prevention and response, community outreach and student support, a sexual violence counselor at Student Wellness, and consent-focused residence programming for first-year students.

The last piece here is the work that I have been doing since I joined the Queen's community in November. I've been working with the Student Advisory Group to implement student engagement about this survey, the results and the related actions and next steps. There is an Instagram account to promote and share the work that I'm doing under the Shift Project, which is the new name for all the initiatives related to the Student Experiences Survey. Open student feedback sessions happened in January, and the central theme for the student feedback session was "what does it safe and inclusive campus look like to you?". It was just a safe space for open dialogue on how to make Queen's safe and inclusive for all students.

I have been connecting with student governments on how I can support EDII within their initiatives. The podcast "The Shift Podcast" will be coming out in April, and it features

students from equity-deserving or historically-underrepresented communities who come on and speak about their lived experiences at Queen's and how their experience was shaped by their identity, their visions for safer and more inclusive campus, and what needs to happen for there to be a meaningful and lasting culture shift.

The Sunday Supper series aims to encourage open dialogue in a safe space and address the experiences of students on Queen's' campus. And again, this is always informed by the results of this Student Experiences Survey. The first one happened in February, it was on the topic of creating safe and affirming spaces for trans, non-binary and two-spirit peers. And then this Sunday, the second one coming up is creating a culture of consent. Registration is still open if that sounds like an event that any of you would like to attend and you can find information about that on the Queen's calendar. Student Voices Week is next week, it starts on Sunday and goes to the following Saturday, and this week celebrates equity-deserving student voices on campus for a range of events and initiatives run by student clubs and the university. It's a great opportunity for students to showcase their advocacy work, learn about equity-focused initiatives at Queen's, and most importantly engage in a conversation about how to improve campus culture at Queen's. The next survey will be coming out next year and will be released every two years again after that, and it will help us measure the progress and the impact of the EDII work that we're doing on campus, including the work that I'm doing under the Shift project.

Thank you very, very much for letting me come infiltrate your space today to share this information. I think that it is very important that this is a team effort. I think that is the only way that we will see lasting and important change here at Queens. I know that this work is never done and that the work to change systems and structures can feel incredibly challenging. But I do think that the more we are able to band together and have a dialogue and actually commit to acting on what we've learned from the survey, the more we'll be able to contribute to a culture shift. If anyone has questions, comments, concerns or would like to just generally chat about any of this, please do feel free to reach out. Thank you very, very much for having me and for listening.

**Speaker Golrokhian-Sani:** Alright, any questions? OK, I don't see anything, so I believe that now move on to the Executive Reports. First will be President Kasim.

### **Executive Reports**

**Secretary Devenny:** President Kasim could not be here this evening, unfortunately, he is very ill.

**Speaker Golrokhian-Sani:** Okay, then we'll move to VP-OPS Wong.

**VP-OPS Wong:** My report can be short and sweet, not too many updates as all the services have begun transition which is taking up a lot of our time. I just wanted to highlight two of our services have already moved as we prepare to move out of the JDUC. So Walkhome is now operating out of the Queen's Center or the ARC as many of you know it. And the same for the Printing and Copy Center, they are also now in the ARC. They're now on the 2nd floor behind Co-Gro in one of those big meeting rooms. We're also beginning preparations for the other services who will be moving out soon. I'll be sure to pass those updates along as those moves happen.

**Speaker Golrokhian-Sani:** Alright, thank you. Any questions? Okay, then onto VP-UA Seig.

**VP-UA Sieg:** Thank you all. I'll try and keep this pretty quick. We've had our spring OUSA General Assembly and we covered 3 pretty exciting papers concerning student financial aid, tech-enabled learning, and mature students. We did a wonderful job on the student financial aid paper, that's been really big advocacy priority this year. And if you recall at a previous Assembly I mentioned that this was one of our asks to Parliament, so very exciting to have some people from our own delegation working on that paper. So big shout out to them. We have the final rounds of the equity grants coming up, those will be opening up soon. Please apply to those if you're interested and spread the word. And finally, we have begun conversations with the Union of Undergraduates of Canadian Research-Intensive Universities, that's a bit of a mouthful, but that's our federal advocacy group. They're hoping to make their organization a little bit more legitimate moving forwards, and they've been making some strides this year. They incorporated and then they're looking to establish a fee to be able to hire permanent staff. So this fee will be likely coming to

referendum next year, but I just thought I would raise it now, it's going to be a conversation for next year's team. Other than that, the transition is going very well, very exciting for the new team and I will end it there. Thank you all, I'm happy to take any questions.

**Speaker Golrokhian-Sani:** Alright, thank you. I don't see any questions, so I guess we can move on. Chairperson Arora isn't with us tonight, so we'll skip ahead to the Undergraduate Trustee Report from Trustee Sharma if she's present.

### **Undergraduate Trustee Report**

**Undergraduate Trustee Sharma:** Hi everyone. March was a busy month for me because I attended the Board of Trustees March meeting and this will be my last one as the only student, So I'm really excited to have a new student on the Board. There was a lot of information and things that occurred at the Board meeting and they've been summarized on my Instagram. But I did want to highlight that there was a major decision passed by the Board about sustainability and a lot of it was because of student advocates who presented to the Board. There were a lot of motions passed about a carbon reduction plan and some concrete goals were set, which is really important for the university. Outside of that, I've also been working on some strategic planning, sitting on subcommittees, and I'll be continuing that into the summer.

**Speaker Golrokhian-Sani:** Alright, thank you. I see no questions. So we can move to the Student Senate Caucus Chair Report from Senator Nguyen. Oh, and I'm seeing in the chat that Senator Nguyen is not with us tonight. Alright then, onto Statements by Students.

### **Statements by Students**

#### **a. AMS Awards: Teaching Awards; Letter Award**

**Speaker Golrokhian-Sani:** First, I'll pass it over to Secretary Devenny to speak on the AMS Awards.

**Secretary Devenny:** I just wanted to go over some of the awards that we are revitalizing this year, ones which I'm not sure if they've been awarded for a few years. We've got some very interesting awards this year and I was going to co-present this with Samara, but Samara could not make it today. But she's also got some awards within her Commission. First, we have the Frank Knox Award, for an instructor or professor that's gone above and beyond, so if you have an instructor like this in your department then nominate them. We also have the Christopher Knapper Award and the Educational Excellence Teaching Assistant Award, these are for the same thing, for a TA that goes above and beyond, and shows high empathy for students.

Then we have some awards for students. The AMS Letter Award, so nominate a friend or peer that has made a significant contribution to the AMS. I know. I know a lot of people that are so deserving of this award and I can't wait to see who we get. And then the Undergraduate Research Mentorship Award, which we're continuing this year, for a thesis supervisor, or someone who's really supported you in your research endeavors. Then we have Samara's and the Social Issues Commission's awards, including the Robert Sutherland Prize for outstanding leadership for a student of color. There are also equity grants for different clubs and equity groups on campus. So check the Instagram page for the Social Issues Commission. And if you want to go find the nomination forms for the awards from my office and Ryan's office, go to @AMSGovernance on Instagram and go and "nominate". Please just nominate who you can. You could just forget the word count too if you're really just short on time. We just want nominations. We want to see the good things that people have done and showcase them and celebrate them. And for a lot of these awards there will be receptions later on in April for the winners. So yeah, that's AMS awards. I'm very excited!

**Speaker Golrokhian-Sani:** Any questions for that? If not, I think we can move onto the Rector reveal!

## **b. Rector Reveal**

**Secretary Devenny:** I'd like to invite our new 38th Rector, Owen Crawford-Lem, to give us a little bit of an introduction and share how excited he is to join us at Assembly today and take on this role.

**Rector Crawford-Lem:** Yes, I'm incredibly excited to be joining everyone at Assembly today. Thank you, Laura. I hope everyone can hear me. I don't have office hours going yet, but if the door is open, come in. I'd love to chat and see some friendly faces. The Rector's email is up and going now, so if you guys need any correspondence on that end just shoot me an email [rector@queensu.ca](mailto:rector@queensu.ca).

I know we talked a little bit about awards already, but we have the Tricolour Award all ready to go on April 8th at 7:00 PM so I encourage everyone to register. I'd love to see you guys there. I know there's some pretty phenomenal students being nominated and winning the awards there. Otherwise, the transition really just started a few days ago. A huge thanks to Laura and the elections team for setting up a great election with an unprecedented amount of candidates. I can only imagine how much work that is, so thank you very, very, very much. On another note, I know everyone is transitioning out while I'm transitioning in. I wish we had all had a little bit more time to work together. Would you all mind making sure that in your transitions you mention that there is a new Rector, his name is Owen, and he's here for everyone. As I kind of get my footing, it'll be a little bit of a rocky road, as I'm sure it will be for everyone through the transition, but we're all in it together and I'd love to make sure that I either connect with everyone outgoing or everyone incoming or a little bit of both. There are a lot of people to have meetings and consult with, but definitely pop by and make sure that everyone incoming knows that I'm here now. Thank you everyone!

**Speaker Golrokhian-Sani:** Alright, thank you. Any questions? I don't see anything. So I think now we will be moving on to the Amended Statements by Students, beginning with President Roos.

**ASUS President Roos:** Yes, hi everyone. I'm just here to give a brief ASUS update as well as a much larger update pertaining to the Sexual Violence Prevention and Response work which has been happening internally in ASUS. Similar to every single other faculty society, we've been in the process of transition hiring, running our formal events, as well as our end-of-the-year in-person events which is very exciting. We're also preparing for Orientation in the Fall and closing off a really fun and wild year. We're focusing on ending the year in a way that builds community and still celebrates in a fun and safe way. We have emails for the recipients of our Arts and Science Undergraduate Research Fund going out this upcoming week. Our services are still running, including the Good Times Diner, our hot meals services, and our jacket sales. We've concluded our Thought Exchange I'm currently working with Wendy to release a report surrounding that as well as compiling reports surrounding the Queen's Perception Survey, which we did this year as well as consultations on SVPR which will happen throughout December.

We are also running an event in conjunction with QSAA this upcoming month to promote some of the artwork done by Indigenous artists that will be featured in their function room, which is really exciting. We're also working on cementing our Sexual Violence Prevention and Response Task Force. We have established an SVPR Director this past month, which is really exciting and are looking to cement this role long-term into ASUS. In addition to that, seeing as we know a lot of the Queen's community is sick, we also have a lot of rapid antigen tests at ASUS which we are giving out to students publicly right now, seeing as a lot of students are testing positive.

The main reason that I wanted to touch base with all of you today was surrounding some work that's currently happening by ASUS Second-Year Interns who are involved in the ASUS City Engagement Program. They've been working throughout this past year on our sexual violence prevention and response policies. They've been working to get trainings implemented, but what this discussion today is really pertaining to is the Queen's policies. Our team has done a review with the support of different Council members and different Queen's stakeholders in our sexual violence prevention policy. They've conducted a lot of research and have a framework set up for the way a Sexual Violence Prevention

Response policy should be drafted, which really highlights the accessibility aspects, the aspects that are survivor-centric, and using that lens to apply to all the Queen's policies.

The goal is to provide the institution and build measures to support the policies that currently exist. The main values embedded into this report were an intersectional survivor-centric and accessible approach. The major goal is to get as many people to sign onto it as possible and get as much support from the student body as well as different Queen's leaders as possible. The goal is to present at Senate to have a first read-through and get some feedback and see if that's something that we can pass for the long-term. It would be really great if all of you could give it a read and show support. I know a few faculty societies have already done this, but we're looking to get as many names as possible. If you have any questions please feel free to let me know, but the main goal is to address the gaps that currently exist with accessible resources for students. If you have any thoughts or feedback, feel free to let me know, thank you.

**Speaker Golrokhian-Sani:** Alright, thank you. Any questions? Alright, I think we can now move onto Question Period.

**Speaker Golrokhian-Sani:** Okay, seeing no questions, we'll move on to Business Arising from the Minutes. Oh, and I'm seeing that we also have nothing there, and no New Business because the Clubs matter has been moved to April's Assembly. In that case, I'll call for a motion to adjourn.

## **Adjournment**

**Moved by Secretary Devenny, Seconded by Nursing Society President Sau.**

FOR: Unanimous

AGAINST: None

ABSESIONS: None

*Motion carries.*

Assembly is adjourned at 7:40 EST.