



Hello everyone,

I hope everyone has had a productive and healthy academic term thus far. My name is Jennifer Li and it is my honour to be serving as the Vice President Professional for the 2021-2022 academic term. It has been an incredibly busy and hectic year thus far, I am hoping to devote more of my time to professional development in the coming term.

### **Human Resource Hire**

This is something that I touched on briefly in my August 2021 and September 2021 Council reports, but I thought it was worth mentioning here as well. As you may know, hiring an external HR resource has been something that been on the SGPS agenda for multiple years now. Internal HR remains in my portfolio, however we felt that it was vital that we also have a professional, unbiased resource to help fortify relationships between employees and ensure that our working standards are up to code. I am happy to report that in September of this year, we brought Sarah Hussain from Bridge HR and Sarah Albo from Novel HR as external HR consultants. We have already worked closely with them on a number of occasions and hope to continue doing so in order to improve workplace equity and culture. If you have any suggestions as to how to make the SGPS a better workplace, please feel free to send me an email.

### **Mandated Training**

At P.3.6 of our Bylaws and Policies, it states that training is mandatory but fails to set out exactly what training this entails. Along with the help of our HR consultants, I will be compiling a list of training to be done by certain groups of SGPS employees. This is something that was suggested to us by our external HR consultants. We feel it is vital in ensuring that all employees going forward have received the necessary information to excel at their roles and to ensure we're providing students with the best experience possible. If you have forms of training you feel would benefit SGPS employees, feel free to send me an email to discuss.

### **Professional Development Events**

Unfortunately due to some internal events that took up a lot of time and COVID protocols, I was unable to plan any professional development events for this semester. However I would like to host at least two next semester. So far, students have expressed interest in a career development workshop (including resume building), and a free headshot session with a photographer. I believe that both of these events are great ideas, and hopefully (COVID permitting), will be working closely with the VP Community to implement them after the break. If you have any other ideas for events for professional development that you would like to see, please send me an email. I am always open to discussing!

### **Discussions with Professional Student Societies**

I have been able to have some very meaningful discussions with some student bodies including the ESS, where we talked about the role the SGPS can have in supporting your department. If you are part of a professional student society, please feel free to schedule a meeting with me whenever.

If you would like a list of/information on any of the committees I sit on, or if you have any questions about any of the above, please send me an email at [vp.professional@sgps.ca](mailto:vp.professional@sgps.ca).

Thank you!

Sincerely,

Jennifer Li  
Vice President Professional  
SGPS



Hello everyone,

My name is Cassandra Coyle. I am honoured to represent the SGPS as the Athletics and Wellness Commissioner alongside Keira Frosst, the Deputy AW Commissioner. Our commission is excited to offer a variety of health and wellness events and resources throughout the year. Ultimately, we hope to plan events that are of interest to our student body and would love to hear from you with any suggestions or feedback.

### **Current Events:**

Over the summer and into the fall term, we have already hosted several successful events.

I have been maintaining the SGPS Running and Active Clubs on STRAVA. If you are interested in joining these groups, more information can be found [here](#).

In collaboration with the social commissioner, Emilia Ganslandt, we have launched the [SGPS recipe blog](#). Our goal for this blog is to promote healthy, budget friendly recipes to all our students.

I have continued the partnership with the Queen's Women's Association through our Cooking with Grandma's event. Cooking with Grandma's is a virtual cooking class, where you can learn to cook a new recipe from the comfort of your own home. This event takes place on the third Wednesday of each month, with registration being released at the beginning of the month. Stayed tuned for more information about the next Cooking with Grandma's when we return in January.

In collaboration with the ARC and Queen's Residence we are hosting a November Group Fitness Challenge. By attending 5 group fitness classes (\$3.00 a class) at the ARC you will receive the 6<sup>th</sup> class free. Additionally, all participants in the Group Fitness Challenge will be entered into a draw for a Winter Group Fitness Pass. This event will be running until November 30<sup>th</sup>. Registration for group fitness classes can be found [here](#).

### **Upcoming Events:**

We have organized 2 Holiday Charity Fitness Classes at the ARC. These are scheduled on Monday December 13<sup>th</sup> at 5:45 PM and Wednesday December 15<sup>th</sup> at 12:30 PM. Entry to into these classes will require a donation of a non-perishable food item, which will be donated to the AMS Food Bank. Registration for these classes will soon be live [here](#). Registration will be capped at 20 for each class so make sure you register early to secure your spot.

Over the next semester we are hoping to continue to engage with more members by improving our social media presence. With this initiative we are hoping to share health and wellness resources across the Queen's community, promote events that may be of interest to graduate and professional students and encourage members to visit our social media pages through fun, incentivized challenges.

I will be finalizing my plan for the winter semester at the end of the month and would love to hear any suggestions on events and initiatives that you would like to see. I am excited for all the upcoming events and as always, please feel free to contact me ([athletics@sgps.ca](mailto:athletics@sgps.ca)) with any questions or comments about these or other events.

### **Resources:**

#### **Swipe it Forward**

Provides meals for students to Queen's cafeterias at no cost (requires a referral from an organization listed in their website) <https://dining.queensu.ca/swipeitforward/>

#### **AMS Food Bank**

Open daily from 4-5pm allowing students to take 2 bags of groceries. Requires a valid Queen's student card. <https://www.amsfoodbank.ca/>

#### **Kingston Partners in Mission Food Bank**

Kingston's main food bank. Requires an assessment of finances for potential users. Provides food hampers that provide sufficient food for 7-8 days. <https://www.kingstonfoodbank.ca/>

#### **Student Wellness Fresh Food Boxes**

Peer Health Educator volunteers put together Fresh Food Boxes for students to order and pick up on campus. Boxes contain all the fresh produce and key ingredients to prepare a quick, easy and healthy recipe which makes approximately 4 servings. Cost: \$5 a box. <https://www.queensu.ca/studentwellness/groups-events-trainings#fresh-food-box>

#### **Queen's Good Times Diner**

A local student-run service that provides a wide variety of freshly prepared meals to any individuals in the Queen's and Kingston community experiencing any food insecurity. Our service currently runs every Sunday evening from 5:30 pm - 6:30 pm at Chalmers United Church. <https://www.queensasus.com/good-times-diner>

Sincerely,

Kassandra Coyle  
Athletics and Wellness Commissioner, SGPS



Dear SGPS Members,

Welcome to another year! Jane Mao (they/them) and I, Monica Garvie (she/her), are excited and enthusiastic about serving as your Equity and Diversity team! As you are no doubt aware, Queen's University, and the world, are becoming poignantly aware of matters of equity and struggling to implement solutions. Although equity is a very large topic, Jane and I are here to help this process along for the specific equity concerns that matter to you, the SGPS membership. The following is a brief summary of our year plan with current progress. We would be honoured if you took the time to read through and provide us with any thoughts you may have by emailing us at [equity@sgps.ca](mailto:equity@sgps.ca). We'd love to hear from you!

### **Advocacy**

First and foremost, we are here to advocate for and support SGPS members when it comes to issues of equity and diversity.

#### ***Student concerns***

I read and respond to all enquiries which come to the [equity@sgps.ca](mailto:equity@sgps.ca) email by either providing support and resources, or facilitating the escalation of the concern within the SGPS or the university. I also represent these concerns at the relevant committee or council meetings (listed below).

#### ***Supportive responses to current events***

When we receive word of news which will be distressing to our members, I draft a public response of support which is then posted to the SGPS [website](#) and social media accounts. I also organize additional supportive events as needed, such as the Muslim Sharing Circle in response to the acts of terror and violence in London and locally.

### **Committee Work**

Much of Jane and I's work is attending committee and council meetings to ensure that the voices of all our members is heard. We focus on all marginalized demographics. The following is a list of our current portfolio with the current priorities and tasks

- **BEAG** (Built Environment Advisory Group): overseeing the 335 King W accessible ramp project, AODA 2021 Compliance report, [Accessibility Café for Women Entrepreneurs](#).
- **BIPOC Supports Working Group** with HREO and AMS: producing resource materials which will be distributed on campus - includes pocket sized cards with resources for BIPOCs and allies as well as a poster and pamphlet.
- **PSAC901 Anti-Oppression Working Group**: aim to support marginalized groups, raise awareness of resources available, and fostering a greater sense of community through mobilization. Hosted a [Disorientation](#) event and currently working on several extensive survival guides aimed at specific marginalized groups to be release next semester with a related workshop or seminar.
- **PAGGAS** (Provost's Action Group for Gender and Sexual Diversity): working with the Principal's office to identify and eliminate gaps in supports and resources for 2SLGBTQ+ students, staff, and faculty, whilst also strengthening the campus environment for gender and sexual diversity at Queen's.
- **Student Mental Health Network**: Preparation for Mental Health Promotion Week in late January.
- **UCARE** (University Council on Anti-Racism and Equity) **and sub-councils**: generally the council is evaluating it's progress and future action items in ensuring that Queen's is implementing [PICRDI](#) recommendations and updating it's policies to ensure equity, diversity, inclusivity, and Indigenization.
  - *Inclusivity sub-council*: reviewing the climate survey and next steps
  - *Student Recruitment Support and Success sub-council*: discussing current financial aid options available to students, recruitment efforts and focus, Yellow House updates, the Climate Survey results, and reviewed last year's report to UCARE.
  - *Nominations and governance sub-council*: revised applicants and selected new UCARE members.

## Projects

### **Soft Infrastructure Network**

I have been reaching out to graduate student bodies in departments across Queen's to recommend the creation of EDII focused positions and am gathering the names and contact information of the new EDII representatives to form the SGPS EDII Council (which will be the core of the Soft Infrastructure Network). As the structure of Queen's, like many universities, is fragmented (some SGPS members do not fall under a department but are instead part of a program which pulls from multiple departments) it has been difficult to ensure representation of all our members. To date, I estimate to have approximately 65% coverage and continue to gather structural and contact information. I hope to hold the first meeting at the start of the winter semester.

The network, which is meant to update membership annually, will connect EDII minded individuals across the various departments at Queen's to help foster community and to facilitate our members' EDII initiatives across the entirety of campus. In essence, will bring everyone to the table and help inform the SGPS Equity and Diversity team on matters of concern which we can then voice to university level committees.

Thank you so much for taking the time to read through our report, we look forward to hearing from you and advocating for your equity and diversity concerns!

Monica Garvie (she/her)

*Equity and Diversity Commissioner*

Jane Mao (they/them)

*Deputy Equity and Diversity Commissioner*

***Society of Graduate and Professional Students***



Dear SGPS Members,

I am honoured to be writing to you as the Indigenous Student Liaison in partnership with Duncan Stewart, who is the Deputy Indigenous Student Liaison for the 2021/2022 academic year. We are both very passionate about creating safe and culturally grounded space for Indigenous students at Queen's University. This year we have been involved in various committees advocating for Indigenous students and have also planned various events to celebrate Indigenous peoples, cultures, and history. This year we started off with a few events promoting Indigenous cultural appreciation including the Pow Wow Dance Fitness classes lead by N8V Dance Fitness instructor Michelle Reed, and the Skill Share Beading Workshop lead by me!

### **Committee Work**

#### **Indigenous Student Caucus**

The Indigenous Student Caucus has been meeting monthly since April 2021. The Indigenous Student Caucus brings together both Indigenous graduate and undergraduate student representatives from various departments. Caucus members are involved in various working groups and initiatives within the Office of Indigenous Initiatives, Four Directions Indigenous Student Center, and the wider Kingston Indigenous community. This caucus provides a space for discussion where students can voice their concerns and help contribute their suggestions for improving the Indigenous student experience at Queen's University. This year the Indigenous Student Caucus will be able to ensure a strong collective representation of Indigenous student voice in the consultation process regarding Indigenous identity lead by First Peoples Group.

#### **PSAC901 Anti-Racist Working Group**

The PSAC901 reached out during the month of June to offer their assistance in putting together an event to benefit and meet the needs of Indigenous students. Currently, this working group is putting together a 'disorientation guide' and bystander intervention training modules for BIPOC students focusing on how to survive a racist workplace. As a working group we hosted our first Disorientation event on September 24th. An article was written by the Queen's Journal about this event and can be found [here](#) if you are interested in reading more!

#### **BIPOC Supports Working Group**

The Human Rights and Equity Office BIPOC Supports Working Group has been meeting bi-weekly since July 2021 to discuss additional supports for BIPOC students focusing especially on the safety of BIPOC students as we begin to return to campus. Our work together has resulted in infographics that will be distributed by the Human Rights and Equity Office across the University. These infographics will serve as excellent resources for students who are experiencing or have experienced discrimination at Queen's AND for students who are witnessing discrimination at Queen's.

#### **Student Experiences Survey Student Advisory Group**

The [Student Experiences Survey Student Advisory Group](#) has met bi-weekly since the summer months. We discussed and provided insights on the [Snapshot Report](#) of survey data collected between March 4<sup>th</sup> – 26<sup>th</sup>, 2021. The Student Advisory Group discussions have focused on ensuring the [Queen's University Administration Declaration of Commitment of Address Systemic Racism](#) goes beyond a critical examination of practices and policies toward concrete action that involves making changes to practices and policies that support inequity. The Student Experiences Survey Report will be published very soon. We will be hosting additional focus groups to consult with the wider student body, and I have committed to lead a circle with Indigenous students in partnership with Four Directions in the coming months.

## **UCARE Academic and Curricular Diversity Sub-Council**

This Sub-Council has been discussing recommendation on curriculum that come from the [PICRDI](#) and the [Yakwanastahentéha Aankenjigemi Extending the Rafters: TRC Task Force](#) final reports. We have also discussed the many EDII training modules that are available across the university and are currently exploring the possibility of grouping modules into a micro-credential or certificate. Most recently, finalize the Curriculum Diversity Plans templates to be completed by all faculties/schools within the University to address PICRDI recommendation 16.

### **Ongoing Events and Initiatives**

#### **Indigenous Reads Talking Circle**

The Indigenous Reads Talking Circle has been meeting bi-weekly on Friday's from 2:30pm – 4:00pm to discuss *Braiding Sweetgrass* by Robin Wall Kimmerer. This circle series is completely full for the fall term; however, we will open registration again for the winter term. Four Directions Cultural Counselor Lisa Doxtator joins us at each circle to open and close our circle in a good way and to maintain a safe space for discussion.

#### **Indigenous Writing Group**

In partnership with the SAGE/Indigenous Student Advisor at Four Directions, the Indigenous Writing Group returned in the fall for bi-weekly virtual meetings where students could gather to work on their writing. Due to a lack of uptake from students we are re-evaluating our writing focused programming to better meet the needs of Indigenous students. We will be disseminating a survey in the coming days and have already began brainstorming a concept for a storytelling circle series to offer this winter.

#### **Cultural Safety Training**

The Office of Indigenous Initiatives is responsible for offering Cultural Safety Training at Queen's University. To revitalize the Train-The-Trainer program I will be facilitating a Cultural Safety Training Workshop for staff at the Office of Indigenous Initiatives to train their staff to facilitate the KAIROS Blanket Exercise and Modules 2 & 3 of the Cultural Safety Curriculum. I will also be reaching out to past volunteers and will be opening an opportunity for students to express interest in becoming trained as a volunteer facilitator that the Office of Indigenous Initiatives can call upon for assistance with future requests for Cultural Safety Training across the University.

#### **Soft Infrastructure Network**

In partnership with the International and Equity, Diversity and Inclusion Commissioners, we are advocating for the inclusion of International, EDI & Indigenous student representatives within departmental-level student governing bodies.

### **Future Events and Initiatives**

#### **Pow Wow Committee**

Preliminary work led by the Queen's Native Student Association, is being done to organize a powwow event for next year.

#### **Kingston Indigenous Walking Tour**

It is my intention to finalize and launch a Kingston Indigenous Walking Tour this spring during Indigenous Awareness Week. Content for the walking tour was gathered and curated by my predecessor Paige Van Tassel and we will be beginning the process of putting an interactive website or app together in the new year.

If you have any questions or are looking for more information on any of our committee work, events or initiatives please feel free to contact me via email at [indigenous@sgps.ca](mailto:indigenous@sgps.ca).

Nyawen'kó:wa (Big thanks)!

Sincerely,

Brittany McBeath  
SGPS Indigenous Student Liaison  
[Indigenous@sgps.ca](mailto:Indigenous@sgps.ca)



Hello everyone,

I am so glad to be your Social Commissioner for the year! I am also equally honored and glad to have an amazing Social Commissioner Deputy, Derek Zhang be part of my team. Together we hope to create a fun, inclusive, and welcoming SGPS community. After almost two years of physical distance and isolation, we believe community is more important now than ever.

Overall, Derek and I have three main goals as your Social Commissioner team this year: (i) create a space for SGPS members to be creative and learn from each other, (ii) promote environmental sustainability among SGPS members, and (iii) Create an inclusive event community that encourages new people to attend our events.

So far this year we have run a number of social initiatives. First, I was busy planning and hosting Orientation together with VP Community, Anthony and Cassandra, the Athletics and Wellness Commissioner. We hosted a total of 5 events throughout September including our first in-person event since before the pandemic. I have also hosted a Witch-Lit session in October which focused on creative writing.

Besides working on events, Cassandra and I started the SGPS recipe blog. So far we have posted about a dussin of recipes and with the help of Derek we are excited to make the blog even more engaging in the coming months. The recipe blog can be found here: [Recipe Blog – SGPS @ Queen's](#). If you have any suggestions for recipes you would like to see or if you would like to contribute to the blog, please contact me at [social@sgps.ca](mailto:social@sgps.ca) or Cassandra, the Athletics and Wellness Commissioner, at [athletics@sgps.ca](mailto:athletics@sgps.ca).

I am also working on some upcoming events. Most exciting we have an event coming up here in the end of November which is:

- **Eco-workshop #1:** This event will take place on November 24<sup>th</sup> between 7-8.30 pm on Zoom. This workshop will be led by Carolyn Bonta and will focus on how to mend clothes. All materials will be provided for free to people who sign up before November 21<sup>st</sup>. More information about the event is available on our social media.

I am also still looking for people who either have skills in crafts which they would like to share during the Show and Tell series or who have a unique hobby they would like to share in Events for Everyone. If you think you could provide help on either of these, please reach out to me. You can also reach out to me with any ideas for event which you may have.

I am excited to start implementing my year plan and for this year to come. If you have any comments, questions, or suggestions about these or any other future events, please feel free to contact me ([social@sgps.ca](mailto:social@sgps.ca)).

Sincerely,  
Emilia Ganslandt  
Social Commisioner, SGPS



Hello Everyone,

It has been a rewarding journey for me so far working in the commissioner role. I am excited to continue the work with Han Xu, our Deputy Commissioner. We are working together to support the international graduate student community to the best of our ability. I am going to triangulate our aim and what we are trying to achieve in our office.

Advocacy:

Addressing issues of racism and discrimination experienced by BIPOC students

- Anti-Racism Working Group, PSAC – This has been a collaborative project among the EDII Commissioner, Indigenous Commissioner, and I. We have been working on establishing a Manifesto and are hoping to implement creative ways to mobilize graduate students to join the conversation.
- HREO BIPOC Support – this initiative took place when several Graduate students including me experienced racial targeting after the terror attack in London. Eventually the group was formed to work on ways to facilitate by-stander prevention as well as creating material that is BIPOC centered.

Vocalizing student concerns to appropriate Queen's Administration

- Sultan Almajil (Director, QUIC) – I meet Sultan every month to discuss possibilities of increasing supportive resources for students. I am advocating for a Graduate representative at QUIC who would address Graduate student concerns. I am primarily asking for this post to be created by using work study options. In relation to QUIC's engagement I am part of the following committees:
  - Committee for International Student Success
  - QUIC Student Council
- Sandra den Otter (Vice-Provost International) – I meet Sandra once a month and part of our discussion has resulted in addressing need for TA training for international students. I am currently in talk with Chris DeLuca, Associate Dean (SGS) to facilitate workshop and materials to help students navigate teaching.
  - Special committee on international student arrival in 2021-2022  
This committee was formed to help the administration to discuss how to support students whose arrivals are contingent on Pandemic related barriers. Han represented our office during these meetings.
- I was part of the hiring committee for the new Queen's Chaplain. In my role, I advocated for candidates who have experience with BIPOC and International student's needs. I drew attention to the need for a candidate who is well versed in and practices equity.

Building community and fostering belongingness:

We feel strongly about helping students to connect and find ways to create supportive communities. Part of our initiatives have taken the following forms:

- Collaboration with ISWG has resulted in the orientation event where Indigenous Elders welcomed international students to Queen's for the very first time. We hope to see this event continue and flourish in the years to come.

- Sharing Circle for Muslim students took place with the help of EDII commissioner Monica. We had a fruitful conversation where a need for this kind of safe space was expressed by the attendees.
- We also had a session at the International Education Week which is first of its kind. Our session was intended to have a conversation with international students in how to build community and friendship. We collaborated with PSAC 900, ISWG, and QUIC to discuss possible ways to connect.
- Monice and I are working towards facilitating a session with the Ban Righ center where we shall share our creative process and engage in conversation on how we navigate challenges in life through our work. The session is aimed to have a light conversation of creating and bonding through our craft. The session will be held on November 23, afternoon.

#### Projects under development to facilitate student needs

- International Student Affairs Standing Committee  
We are inviting students who we have been in touch with over the year to join this committee and help us gain insight into how we can advocate for their needs. We have approached students who had applied for the Deputy Commissioner position with the aim to provide them with a chance to be part of SGPS. We hope to offer remuneration to the attendees.
- Newsletter  
We are hoping to start a newsletter or a medium in some written form to communicate international student's stories that would highlight their research and life. Our intent for this form of communication is to draw attention to the contribution internationals students are making to enrich Queen's environment.
- Instagram  
We will also build an Instagram based profile where we would like to communicate our initiatives and mobilize our events.

Do reach out to me at [international@sgps.ca](mailto:international@sgps.ca) with any questions, support, or initiative ideas! We welcome any kind of insight you could provide us to grow and do better.

Hope you have a wonderful semester!

Best wishes  
Sabrina Masud

Han Xu  
Deputy Commissioner