



Hello Council,

Happy February! I hope that everyone has been staying safe, and that everyone had a great Valentine's Day. I have a couple of things to report that I will go into further detail during our meeting.

Training

The Executive and Executive Director recently participated in a new external training program that we are test driving this year. It is a Respect in the Workplace module from Novel HR, the external HR company that we brought on earlier this year. We will have a discussion sometime soon, and if everyone gained something substantial from it, we will likely implement it as a mandatory yearly training for new execs.

Training Policy Amendments

There are some proposed policy amendments that will be coming to council in the coming months, including the mandatory list of training for Executive. More on that soon.

Employee Handbook

We transitioned to a new employment law firm earlier this year and are currently in discussion with the lawyer regarding the employee handbook that the previous lawyer drafted us. There are a few areas that are of concern, and we are working closely with the new lawyer to ensure legal compliance and best practices for the organization. We hope to get that done before next month before we welcome the new Executive.

New Executive Transition Training

We have identified some areas in the Executive transition training in past years that we have since realized are not best practice. We will be having further discussions in the coming weeks amongst ourselves and potentially with our external HR consultants to develop a better system that will best prepare new Executive for their roles going forward.

Best Regards,
Jennifer Li



Good evening council!

A very happy belated Valentine's day to you all!

I will be presenting a year-to-date spending report later on in this meeting, however I will take this time to present a update to our bursary funds.

| | Dental | International | Emergency | Activity | Mental Health |
|---------------|------------|---------------|------------|----------|---------------|
| Fund starting | \$9,500 | \$14,500 | \$9,000 | \$1,500 | \$5,000 |
| Total used | \$9,311.25 | \$13,800 | \$4,445.74 | \$820 | \$1,250 |
| Remaining | \$188.75 | \$700 | \$4,554.26 | \$680 | \$3,750 |

***Table reflects projected funds to be released by Feb/21/22

At this time and in light of the projected deficit, once the bursary fund has been exhausted it will be closed. I will give another update to the bursaries at next council.

Thank you!

Courtney Bannerman



Hello everyone,

I hope that you are all doing well. Since the start of the new year Keira and I have been quite busy planning virtual events and challenges for this upcoming semester. We are very excited to share them with you all and hope that you will come out and join us.

Upcoming Events:

Superbowl Guess the Score Challenge:

Contest Closes Saturday February 12th at 11:00 PM

Calling all football fans, fantasy season may be over, but we have one more challenge for you! If you think that you can correctly guess the final score of Superbowl LVI, fill out the form linked below. The participant who guesses closest to the final score will win a \$25 prize.

Bengals or Rams? Cast your vote in our form [here](#).

NEDIC Education Session:

Thursday February 17th 3:00-4:30 PM

The National Eating Disorder Information Centre (NEDIC) is offering a free 90-minute education session for all Queen's Students and Employee's. This session aims to help the audience with their understanding of how the post-secondary environment could contribute to the development of an eating disorder. By attending this session, you will gain an in depth understanding of various resources available to you, to help you become more eating disorder informed.

Registration is FREE and is now open! Participation is limited, make sure you [register](#) to secure your spot.

Cooking with Gramma's:

Wednesday February 23rd 5:00-7:00 PM

In partnership with Queen's University Office of Faith and Spiritual Life, the SGPS will be Cooking with Grammas on Wednesday, February 23. Learn how to cook a healthy and delicious meal in the comfort of your own kitchen.

Spots are limited so [register](#) before 9am on February 18!

Feature Friday Contest:

We will be running Feature Friday Challenges throughout our social media pages for the remainder of the semester. By participating in these challenges and interacting with our posts you will be entered into a monthly raffle for a \$25 prize.

Contest rules:

- By participating in our challenge (e.g. Go skating and tag the SGPS in a post or story showing that you are completing the challenge) you will receive 2 entries into the monthly raffle
- By interacting with our pages (e.g. liking or commenting on our posts, voting in our stories) you will receive 1 entry into the monthly raffle

For the week of Friday February 11th to Friday February 18th the challenge is to visit an outdoor skating rink. Make sure you keep checking our social media pages to stay up to date on these challenges.

Fresh Food Box Pick Up:

Thursday March 24th Time TBD

In partnership with the AMS Foodbank and the Peer Health Educators, we will be giving out free fresh food boxes on Thursday March 24th. Stay tuned for more details and a registration link coming soon.

I am excited for all the upcoming events and as always, please feel free to contact me (athletics@sgps.ca) with any questions or comments about these or other events.

Sincerely,

Kassandra Coyle
Athletics and Wellness Commissioner, SGPS



Aanii kina wiya/Hello everyone,

Since the last council meeting in January, I have the following updates to share:

- Attended the BIPOC Supports Working Group meeting on January 21st.
- Met one on one with the Queen's Law EDII Coordinator, Stacia Loft on January 26th.
- Facilitated the Indigenous Student Caucus meeting on January 31st.
 - Event and outreach promotional materials distributed to the Caucus to share.
 - Next meeting will be held on February 28th.
- Coordinated with Andria Burke to update the Indigenous Graduate Liaison profile on the SGPS Commissioners website banner.
 - <https://sgps.ca/sgps-commissioners/>
- Facilitated the first Indigenous Reads Talking Circle gathering of the winter term for “Moon of the Crusted Snow” on January 31st.
 - The next gatherings will be held on February 14th and 28th @3 PM and registration will remain open until the end of the month!
 - Email indigenous@sgps.ca to register or for more information.
- Completed planning and framework with 4 Directions Indigenous Advisor, Jessica Parks for the winter term Indigenous Writing Circle and will begin on February 15th @9:30 AM and will proceed bi-weekly until the first week of April.
 - Email indigenous@sgps.ca to register or for more information.

If you have any comments, questions, or suggestions please feel free to contact me (indigenous@sgps.ca).

Miigwetch/Thank you,

Duncan Stewart
SGPS Indigenous Graduate Liaison



Hello everyone,

I hope everyone has had a good start to their semester.

During the last month, I have hosted a virtual speed-friending event. This event was focused on getting to know new people in a virtual setting and build more of a community. This was an event that was highly requested in the general survey, and we hope to be able to host a similar event in person later this semester. Derek has also started to take pictures for the recipe blog which we continue to develop in collaboration with the Athletics and Wellness team. If you have any ideas of recipes you would like to see featured, please reach out to me or Kassandra at athletics@sgps.ca.

As I was on leave during part of the last month, Derek has also taken on more responsibility and started planning some of his own events. Specifically we have the following event coming up:

Virtual Eco workshop: This eco workshop will focus on vegan cooking and reducing food waste. The event will take place on February 17th and will be hosted by an SGPS member.

Please share the information about this event as more information is posted on SGPS social medias.

Besides that, Derek and I are trying to navigate the new guidelines for in-person events and plan for more events both online and in person in the coming months.

If you have any comments, questions, or suggestions about these or any other future events, please feel free to contact me (social@sgps.ca).

Sincerely,
Emilia Ganslandt
Social Commissioner, SGPS



Hello Council,

Hope everyone is coping well with the semester and staying warm.

January began with racially motivated attack on couple of graduate students near An Clachan, the graduate student housing. I learned about the incident over dinner when one of the victims, Tanzina Tahereen, informed me how she was feeling unsafe around the housing complex. She also informed me, Yiyi He (second victim) and herself had filed a police report and were met with victim blaming from the police during follow up phone calls. I took actions based on their report to me and most of my work in January involved providing support and drawing attention to the incident.

1. I had a meeting with Vice Provost Sandra Den Otter and during that meeting we discussed what should be our next steps regarding the incident. The following day I emailed Provost Mark Green and asked for direction on the topic as this was not an isolated incident. I had informed him of a previous racially motivated attack involving a vehicle during the fall. I also sent a report to campus security on behalf of the victims. Afterwards, Dean Fahim Qadir tweeted about the attack which drew the attention of the Kingston community and the police. The police reopened the case and sent out a news report asking for witnesses. So far, the driver remains unapprehended.
2. I had my monthly meeting with Sultan Almajil, Director of QUIC. We discussed the racially motivated attack and the need for more student awareness related to such happenings. I drew his attention to the need for international students to learn more about the Ontario Government ID so that they do not have to carry their passport everywhere.
3. The working group comprising of Associate Dean Chris DeLuca, Tara MacDonald, Yunyi Chen, Arunima Khanna, and Karalyn Elizabeth discussed how to meet the need for workshop catering to TA for teaching purpose. Chris and I have worked on a questionnaire to conduct need assessment. We will launch the survey and based on our findings design the workshop.
4. The International Student Affairs Standing Committee had its first meeting. We had seven members join and discuss various pressing issues. The highlight of the meeting was discussion around how under prepared students are when they enter the campus, and everyone expressed a need for strong cross community support. We have two more new members joining us from February. Vice Provost Sandra Den Otter has expressed an interest to meet the committee. Sandra has also asked Han and I to participate in a focus group to help strategize better for international students.
5. The BIPOC Supports working group met to discuss the racial attack on the students. During the meeting we decided to launch the material we have produced throughout Fall. We met twice within January to strategize and come up with ideas to utilize Black History Month to draw attention to the need for BIPOC support.
6. The QUIC International Student Success committee met and discussed how the university needs to provide homogeneous direction on students facing issues as international students. The senate members present in the committee expressed grave concern about the confusion around in person and online teaching and what it means for students travelling back and forth.

If anyone have any suggestions, questions, or wishes to collaborate, please feel free to get in touch with me.

Sabrina Masud