Hello Council,

First and foremost, I want to provide a warm welcome to the new faculty and department representatives joining us today. I was the SGPS Representative for the Law Students’ Society last year, and I know it can be a lot to step into. Please know you are welcome to ask questions and provide feedback during council. You can ask questions after an update has been provided by one of us at the SGPS or you can wait until the general question period at the end. It is not a bother and do not feel pressured to keep things short. As long as we are within the meeting time, we want to hear from you at council. If for whatever reason we do run out of time and you can’t get your question answered, please don’t hesitate to reach out to myself or another SGPS staff member.

For August’s council, I have included my year plan below. My goals may evolve based on factors such as student needs, student feedback, or unexpected pressing issues. I would like to revisit this plan in December and provide an updated plan at our January council meeting so that we can all stay on the same page.

SGPS President Executive Plan

Pillars

A) Foster Community
B) Revamp Communications
C) Improve and Assess Mental Health Resources
D) Advocate for Affordable Housing

Goals

A) Foster Community

Short-term

- Support the Social Commissioner and VP Community with Orientation Week Activities
- Campus tours specifically for graduate and professional students (perhaps even more specialized depending on program) – September 2022
- Market community-based events happening not too far from campus for this summer and into September in our newsletter such as Grad Club trivia, Drag Bingo at Daft Brewery, and kid-friendly events such as the newly reopened waterpark at the Memorial Centre. Remind students already at Queen’s of the great community Kingston and the university has to offer, and introduce it to those incoming
- Work to ensure alignment between the executive and commissioner plans to avoid duplication and seek opportunities for collaboration where possible

Long-term

- Support the Social Commissioner and VP Community with activities throughout the year, including the beginning of Winter term
- Run a Cross-Faculty Conference in Winter 2023
• Campus tours specifically for graduate and professional students (perhaps even more specialized depending on program) – January 2023
• Work with the VP Community and Commissioners to support their visions

B) Revamp Communications

Short-term
• Pop-up Table at the entrance of different buildings (alternating daily or weekly) around campus to spread awareness of what SGPS is and to meet students
• Support VP Professional and VP Graduate (as well as Andria, SPGS Director) with creating bonds with the various faculties and departments under the SGPS
• Newsletter Item: FAQ about the SGPS for student such as “What services does the SGPS offer students?”, “What is the Sexual Health Resource Centre? And where is it?”, etc.
• Work with Andria to create a resource for students regarding event sanctioning to improve effectiveness and spread awareness. Reach out to faculty/department student governments to help spread the word
• Resource-link page on SGPS website
• Reinstate office-hours

Long-term
• Look into the feasibility of a marketing commissioner or student hire who could assist with marketing for the SGPS
• Assess attendance of SGPS representatives across faculties and departments. Seek improvements and feedback from representatives
• Create survey for those who have had to sanction events to get feedback on how to improve ease of access. Focus on what things were most difficult/misunderstood if applicable, so that we can improve our resource for students

C) Improve and Assess Mental Health Resources

Short-term
• Market out new counselling service
• Create resource or marketing materials with a list of SGPS-related mental health resources (health and dental plan, online therapy program (new), Empower Me), so that students can differentiate and understand what each is for.
  o Include in less emphasis reference to resources that could help students manage academic and financial stress (student advisor program, housing support, ARC, QUIC, P&CC, SASS)
• Create 1-page resource for non-SGPS-related mental health resources (Queen’s and community-based)

Long-term
• Seek to find a solution for students to attend online counselling on-campus (where/how)
• Create mini-video tutorials on how to use different mental health resources
  o Potentially get student testimonials on their experience with different services and how the services helped them

D) Advocate for Affordable Housing

Short-term
• Create/help create a small committee between student leaders to discuss solutions and ways we can help students with housing issues, with a focus on affordability
• Create advocacy plan for the upcoming municipal election

Long-term
• Advocate with the University for increasing graduate funding to reflect the cost of increased housing costs (ongoing also in the short term)
Advocate with the University a housing bursary to assist low-income students in professional programs given the increased cost of living. Alternatively, seek to increase bursaries that already exist to help students with living costs
  o Work with Queen's University Alumni Association for opportunities to increase bursaries for graduate and professional students

I would love to hear any feedback or answer any questions people have about my plan at council or offline. At our September meeting, I will also provide a high-level plan which captures what the SGPS executive as a whole is planning for the upcoming school year. This will act as a shorter document you can refer to without having to read all of the executive’s plans if you are just looking for an overview.

I hope everyone has a great rest of their summer!

Sincerely,
Beth Langdon
SGPS President
Hello Council,

I hope everyone is enjoying their summer and are excited for the fall semester. I am very excited to be back in person, especially as we have some very exciting events and initiatives coming up!

For those new to council, my name is Emilia Ganslandt, and I am the VP Community for 2022-2023. During my time as VP Community, I hope to work on issues related to housing and food insecurity, improving the SGPS' relationship to the town of Kingston, and sustainability. I also hope to work on making the SGPS more accessible to its members and making it a space where members can grow. As part of this I am also working on creating a good working environment for our commissioners and liaison who work under my commission. For more information on my goals, please see the end of this document.

Since last council I have worked a lot with our commissioners on getting them their training and properly on boarding them to the SGPS. We have focused on providing training on accessibility, equity, and professionalism to make our employees as well rounded as possible. We also hired the Indigenous Liaison for this year at the end of July so please all welcome Noah Favel who just started and who I am sure will do a great job in this role.

Besides training and hiring, I have spent the summer working on developing my goals for this year and starting to work towards those. I have communicated with and met with potential community (both external and internal to Queen’s) partners including Sustainable Kingston, the AMS, Loving Spoonful, the AMS foodbank, CFRC, the Journal, and PSAC 901. Through these partnerships I am working on some very exciting initiatives so keep an eye out for those.

Since many committees have not met during the summer, I do not have many updates from those but here are some updates:
Committee work:

Task Force on Street Parties: This task force was put together to discuss the street parties last years and the lessons learned from that as well as how to move forward together now. The task force is focused on harm reduction and making sure both that community relationships are not harmed as much as well as ensuring the safety of members. During the summer different sub-groups under this task force have met and are starting to bring their findings back to the task force. A report will be developed as part of this effort and should be done by the Fall which will include lessons learned and recommendations for moving forward.

Provost’s Advisory Committee for the Promotion of the Arts: This committee is responsible reviewing applicants for the Brockington Visitorship, the Dunning Visitorship, the Sutherland Visitorship, and the George Taylor Richardson Memorial Fund and decide who should receive funding as well as the amount of funding they should receive. The committee met in June and was able to decide on a number of initiatives to fund which focus on the promotion of the arts and student learning. These initiatives will be taking place over the next year so keep an eye out for those.

Lastly, I have helped support the commissioner team, and especially Madeleine (our Social Commissioner) in the planning of this years “Welcome to the SGPS” month which will take place in September. I am very excited for the events that she and the rest of the team have planned for, and I recommend everyone follow our social medias for more information on this.

Overall, I am really excited to be working in this role and with all of you over the coming year. If you have any questions, comments or concerns, or are interested in getting involved with the SGPS, please don’t hesitate to reach me at vp.community@sgps.ca.

Sincerely,

Emilia Ganslandt
Vice President Community, SGPS
<table>
<thead>
<tr>
<th>Objective 1</th>
<th><strong>Advocating for affordable and decent housing for SGPS members</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description</strong></td>
<td>During the last few years, the cost of living has dramatically increased and with that the cost of housing. This rapid increase has made the current scholarships insufficient for covering these expenses. The aim of this objective is to advocate for affordable housing both with university administration, community partners, and city council.</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>Targeting one of the biggest financial strains on students, momentum for this right now</td>
</tr>
<tr>
<td><strong>Difficulties</strong></td>
<td>Expected reluctance from the city and landlords to work on this</td>
</tr>
<tr>
<td><strong>Long-term</strong></td>
<td>Hopefully long-term this will lead to better housing for graduate students</td>
</tr>
<tr>
<td><strong>How</strong></td>
<td>Potentially talking to university administration, talk at city council meetings, talk to councilors, run collective campaigns with CFS for example</td>
</tr>
<tr>
<td><strong>Partners</strong></td>
<td>TBD</td>
</tr>
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<thead>
<tr>
<th>Objective 2</th>
<th><strong>Improving the working structure and training for commissioners</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description</strong></td>
<td>Making the commissioners feel more part of the SGPS team and ensure that they have optimal conditions to succeed</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>Commissioners who do so much important work for the SGPS will be able to do their jobs even better. Also, this could potentially help avoid burn out among commissioners and improve employee satisfaction</td>
</tr>
<tr>
<td><strong>Difficulties</strong></td>
<td>Time limitations as a VPC and remote working conditions</td>
</tr>
<tr>
<td><strong>Long-term</strong></td>
<td>Hopefully finding some long-term solutions for commissioners which can be implemented year after year</td>
</tr>
<tr>
<td><strong>How</strong></td>
<td>Regular feedback to commissioners, resource kits, extensive training, regular meetings, better relationships between commissioners and executives</td>
</tr>
<tr>
<td><strong>Partners</strong></td>
<td>Potential: VPP</td>
</tr>
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<thead>
<tr>
<th>Objective 3</th>
<th><strong>Increasing SGPS presence in Community Affairs</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description</strong></td>
<td>Work at Queen’s and in Kingston to raise SGPS profile and create more lasting and fruitful relations with community groups, the city, partners and membership at large.</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>Raising the role of the SGPS both on campus and in the Kingston community. Improving a fraught relationship between the town and the University.</td>
</tr>
<tr>
<td><strong>Difficulties</strong></td>
<td>Requires a lot of time and resources and may be difficult to begin with.</td>
</tr>
<tr>
<td><strong>Long-term</strong></td>
<td>Begin building relationships so these can be continued by future VPCs</td>
</tr>
<tr>
<td>Objective 4</td>
<td><strong>Championing sustainability on campus and in Kingston at large</strong></td>
</tr>
<tr>
<td>-------------</td>
<td>-------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Description</strong></td>
<td>Environmental degradation and climate change are huge issues which will impact young people today. This goal will be about championing sustainability efforts on campus and in the Kingston community at large and work to create both campaigns and events which target this goal</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>A livable planet</td>
</tr>
<tr>
<td><strong>Difficulties</strong></td>
<td>Getting the university and town to prioritize climate and environmental initiatives</td>
</tr>
<tr>
<td><strong>Long-term</strong></td>
<td>Creating policies and practices which mitigate the harm on our planet</td>
</tr>
<tr>
<td><strong>How</strong></td>
<td>Campaigns and events</td>
</tr>
<tr>
<td><strong>Partners</strong></td>
<td>Potential: AMS, Queen’s Sustainability office, Sustainable Kingston, community groups</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Objective 5</th>
<th><strong>Make the SGPS more accessible to members and a safe space for students</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description</strong></td>
<td>Making the SGPS more accessible to members and their concerns. Also working on making it a space where all our members feel safe and at home.</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>More happy members and also making our executive and staff more aware of members concerns</td>
</tr>
<tr>
<td><strong>Difficulties</strong></td>
<td>This year space is a big barrier, also will require some leg work in the beginning</td>
</tr>
<tr>
<td><strong>Long-term</strong></td>
<td>Even better community within the SGPS membership</td>
</tr>
<tr>
<td><strong>How</strong></td>
<td>Potential: Office hours, more events, sharing circles, promoting general meetings more, physically being present on campus</td>
</tr>
<tr>
<td><strong>Partners</strong></td>
<td>TBD</td>
</tr>
</tbody>
</table>
Hey everyone,

I hope you have enjoyed your summer and are excited for the return to the Fall semester. I have been hard at work developing a plan for implementing goals that I hope will be really impactful for graduate students, and I’m very excited to have the chance to get some of those underway.

This year I am focused primarily on graduate financial security, which takes a different form for everyone. I am going to continue working to increase minimum graduate funding, which has become a growing and central issue with recent inflation numbers and lack of access to affordable housing. In addition, I have begun working on improving access to childcare for graduate students with children, while working with my fellow Executives to improve options and availability of graduate housing. Minimal summer meetings with working groups and committees has helped with giving me some time to work on these goals, toward a plan that I hope will be really impactful. I have detailed some of my goals and projected actions in my year plan below.

I have, however, met with a few very important groups. A really exciting one that you are all aware of now was the Solus Student Administration Upgrade Project; it was very neat to see the final stages of the project wrap up and to have some graduate students help with the testing of the new Solus system before it was rolled out to you all. I also had the opportunity to provide some input on the professional development programs that the SGSPA will be rolling out for this year. I think the new layout of the website and method of checking on upcoming professional development opportunities will streamline the process and make these workshops even easier to find and access.

There are plenty of other incentives and groups that will be starting up next month which I will update you all on, but one very important change that has occupied a lot of my summer has been the new Student Advisor program. Any of you who have previously been on council or have been SGPS members for a few years will remember that we had a Student Advisor program which was rebranded to the Peer Academic Advisor program upon the opening of the Graduate Peer Support Centre. Once the GPSC closed, it was important to make sure that the Student Advisors reflected the range of what they could do, which is much more than academics, and so we kept things simple and changed the name back to the Student Advisors. This is especially important because it means that smaller departments or departments that had
not yet updated their Student Advisor information will again have current information to provide their students. This summer I helped to roll out this name change so that we can bring back the familiar Student Advisor name and image and in the fall I will be taking a targeted approach to introducing some of the highlights of the program to incoming graduate students.

On that note, we are currently in the hiring process for Student Advisors for this year. We received an overwhelming number of applications. My hope is that by September we will have two new Student Advisors who will be learning the ropes and working to support their fellow graduate students. Interviews should be wrapping up by the end of this week, so I am really looking forward to chatting with all of the great candidates that we have. I will be sure to keep you updated on that hiring process.

One final thing: Though my goals focus on financial stability of graduate students, I am ultimately in this role so that I can assist graduate students with the things that matter to them. To do my job well I need to know what graduate students want; more than that, the Executive all need to hear what you have to say including if there is an issue, concern, question, or comment that you want addressed. Once everyone gets settled in and many of the roles are handed over to new Department Representatives, I want to chat with each of you just to hear about any issues that you know that you want to discuss. In addition, I will be working to put together some detailed information on what you can do (and more importantly, how to do it) when you are attending Council!

I am very excited for the upcoming year and to continue working with all of you. If you have any questions, comments, or concerns, please reach out to me at vp.graduate@sgps.ca.

Take care,

Devin Fowlie
Vice-President Graduate, SGPS
VP Graduate Year Plan Overview

Goals

1. Advocate for graduate students’ financial stability
2. Increase student engagement with, and awareness of, the SGPS

Projected Items to Accomplish Goals

Advocate for graduate students’ financial stability

1. Continue to move forward discussions with SGSPA about reducing international tuition, applying to all levels and departments
   1. Continue an initiative to have this apply to MASc students
2. Increase graduate student funding above the current projected goals
   1. The minimum ideal funding of $25,000 that the University wants to achieve is not enough to live on for graduate students. I want to discuss a more reasonable increase to this amount. This allows for the payment of tuition expenses and brings funding post-tuition to a more liveable amount.
   2. In order to bring “the best, most talented researchers to Queen’s” we need to be competitive. A survey of graduate student funding at other universities will ensure that we are in line with, or in excess of, the standard.
3. Grant priority to childcare services for students with children
   1. Grad and professional students currently pay an optional fee for the Queen’s childcare services but currently have no priority, no subsidy, etc. Graduate students should at minimum be granted priority on the waiting list if not additional considerations to ease the burden of childcare for student-parents.
   2. We need to understand what is available from other universities to understand what their childcare services look like. If there is no comparison point then we can be leaders in this.

Increase student engagement with, and awareness of, the SGPS

1. Increase awareness of the Peer Advisors program
   1. Continue to promote the re-branding through outreach to Departments, Queen’s Journal, additional stakeholders. Clarify the role that the Student Advisors serve for students who need assistance.
2. Direct engagement with council representatives
   1. First, an information packet for all council members. This includes what they can do and say at Council (“What kinds of issues can I bring up? When?”). This expands the Robert’s Rules of Order information which are normally included on voting cards if we are in-person and makes clear the role of Councillors. We want feedback and discussion from Councillors and, very often, it is difficult to know what you can do or say as a Councillor.
   2. Second, direct contact with each council representative. The purpose here is for councillors to have a direct line of contact with the Executive. This is also an opportunity for discussions about how a councillor might work as a liaison between council and their department.
Good Evening Council Members,

I hope that you are all having a wonderful summer! I look forward to the upcoming year and I am very excited about the opportunity to meet you all (in-person!) this year.

I am pleased to serve on the SGPS Executive team in the role of VP Professional. I look forward to advocating on behalf of the professional students at Queen’s University and collaborating with my colleagues in graduate studies to build relationships and community at the University.

In my portfolio I oversee HR issues, sit on committees and address the specific concerns of professional students. This summer I have been working on the following tasks:

1. Committees and Meetings
I serve on the Task Force on Street Parties Working Group - Public Health and Safety/Harm Reduction Education. Committee members will be collaborating to ensure that events such as homecoming and St. Patrick’s Day celebrations are safe and enjoyable for members of the Queen’s and Kingston communities.

2. HR Policies
I have been working with Andria Burke to continue to develop and revise our HR policies. We make sure that the HR practices within the SGPS comply with legislation and are aligned with current best practices. Notably, we have published a Disconnect from Work Policy which lets our employees know their rights and how we plan to ensure that SGPS employees are supported in their right to disconnect.

3. Commissioner Hiring
We have recently hired an Indigenous liaison and are looking forward to working together to create a more inclusive environment at Queen’s University – welcome, Noah!

4. Goal Setting
I have been working with the executive to develop our short and medium-term goals. We have completed our goal setting and our now looking forward to implementing our plans to achieve our goals for the year. My objectives include facilitating inter-professional-school community and continuing to improve the SGPS HR practices.

VP Professional
Chloe Stone
Hi everyone,

Over the summer so far, I have been working closely with the ARC to brainstorm how we can get more SGPS members participating in athletic and wellness initiatives on campus. We are also in the process of setting up some events for welcome month to get new grad students oriented to the athletics opportunities offered at queens.

Here are some of the items/events currently in the works:

1. ARC tours – offering tours for graduate students who are unfamiliar with the athletics and recreation center at queens.
2. A spike ball net giveaway – to encourage engagement with social media, including Facebook and Instagram, and to promote healthy active socializing.
3. ARC fitness class – reserved for SGPS members this class would introduce members to the various classes offered by the ARC on their unlimited semester pass.
4. Suspension yoga class – offered by an off-campus yoga studio this would be a fun private athletic class to introduce new students to more athletic offerings in Kingston.
5. Intermurals – starting to think about putting together teams for a variety of sports in intermural and supporting students to create those teams and sign up.
6. Correct grad student marketing – it has come to my attention that if events are not specifically marketed for graduate students, often our members will assume that the event is not for them, or only for undergrad students. I will be working closely with the ARC to ensure graduate students are aware of all the services that they have access to and have options that are specific for graduate students.
7. September Active challenge – this is a monthly social media challenge that will start in September aimed at motivating students to get more active on campus. Septembers will include a photo scavenger hunt type of structure that will encourage students to get some physical activity while exploring Kingston and the queens campus.

I am really excited to get to help the new SGPS members navigate athletics and wellness resources on campus and ensure that everyone has an equal opportunity to become/stay healthy while studying at Queen’s. 2022-2023 is looking very bright!

Best,

Clare Gaherty
Athletics and Wellness Commissioner, SGPS
Hello Council Members,

As summer comes to an end, here is a summary of what I have done for the past couple of months. If you have any questions on any of the materials presented here, please do not hesitate to contact me at equity@sgps.ca.

This is the first semester of the role:
1. SGPS training
   a. The commissioners’ training sessions have been complete.
2. Student health coverage
   a. Currently, there are gaps within our insurance for graduate students as to what and what is not covered. I understand that we must strike a cost-benefit balance, and I am working to ensure that this analysis prioritizes the medical health needs of marginalized students. We are at our budding stages as to how to help for future years.
3. Hiring Boards
   a. There are currently numerous departments undergoing hiring, some of which, have been inequitable. I have sat on numerous hiring committee boards and meetings to ensure that there are no immediate inequitable practices. In addition to this reactive approach, I am working on proactive and sustainable approaches to equitable hiring practices and collaborating with other equity positions on campus.
4. Student Activism Bursary
   a. The division of labour, particularly emotional labour of equity, diversity, and inclusion work, typically falls on marginalized students. I am working with VP Community and the President of SGPS to see if we can create a bursary akin to the bursary from the AMS for students that pay marginalized students for their labour. We are at our budding stages of this project.
5. Committee Commitment
   a. PSAC 901 – paused until Sept
   b. PEGGAS – paused until Sept
   c. Soft Infrastructure Network – paused until Sept
   d. Built Environment – VP Community has been sent as a proxy until Sept
   e. UCARE – VP Community has been sent as a proxy until Sept

Best,

Jane Mao BScH, SXGD Certificate, M.Ed Candidate

For contact: equity@sgps.ca

Equity and Diversity Commissioner
Society of Graduate and Professional Students
My name is Noah Favel, and I am Nehiyawak from Poundmaker Cree Nation, treaty 6 Saskatchewan. I completed my BA from McGill where I studied History and Film Studies. I am entering my second year at the faculty of law. I am interested in developing the Indigenous student community at Queen’s, and in working with the SGPS and the Administration on reconciliation. I am passionate about helping Indigenous students accomplish their personal and academic goals at Queen’s. This year I plan to organize a traditional Indigenous food dinner, a cultural conference or retreat, and orientation events. I look forward to getting to know and to working with the other student executives this year.
Hello Everyone,

Hope summer has been enjoyable and relaxing for everyone. I am so glad to be part of the SGPS team for another year. I look forward to working towards providing essential support to the student body. For the following year I hope to continue with the projects I had launched and evolve them into a more sustainable form. For the summer, I was mostly engaged in providing support to the student body, representing SGPS where possible, attending meetings with Queen’s administrators, and settling into my role once more. I have plans to start the year off with orientation event for the international students. I hope to collaborate on this with the social commissioner.

As always, I welcome any feedback or support you have for me.

Thank you
Sabrina Masud
Good Evening Council Members,

I hope everyone is enjoying this last month of sunshine and warm weather before school kicks back up for most of us. I’m incredibly excited to meet everyone in person and get started with events!

This summer, as Social Commissioner, has been focused on planning events for our SGPS “Orientation” which we are currently working on rebranding to “Welcome to SGPS” to avoid confusion that this solely takes place during the first week of September. Rather, events will span the month of September.

As of right now, the following is set in stone:

1. Speed Friending at the Grad Club – September 7th, 2022
2. Movie at the Screening Room – evening of September 13th, 2022
3. Family Friendly Movie at the Screening Room – afternoon of September 18th, 2022
4. Trivia Night at the Grad Club – September 21st, 2022

The following is awaiting confirmation or in the works:

1. Spin Class at SpinCo
2. Trolley through Kingston
3. Rental of Photo Booth or Polaroid Camera purchase for Grad Club events
4. Rental of Mio Gelato cart for Grad Club events
5. Catering for Grad Club Events

It’s my goal to have the above confirmed in the next week or so.

Overall, I am excited to see these plans in action.

All the best,

Madeleine Cleland