



Hello Council,

### Introduction

I have included similar messaging in this report as I did with my August report, as I know some people started out in August whereas others are starting out with September as their first council meeting.

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.

It has been a busy August and September for the SGPS, as I am sure it has been for most people at the university. We have been engaged giving orientation talks, running welcome back events, and managing matters related to our health and dental plan.

### Conversation – a New Counselling Service

We are pleased to welcome a new counselling service called Conversation as of September 19. This service should provide unlimited sessions to students until remission through virtual counselling. We are excited to try out this service for the 2022/2023 school year and get student feedback regarding their user experiences. More information about the service can be found here: [https://www.studentcare.ca/rte/en/IHaveAPlan\\_SGPS\\_Conversation\\_Dialogue](https://www.studentcare.ca/rte/en/IHaveAPlan_SGPS_Conversation_Dialogue). Note: only students opted into our health and dental plan will have access to this service. We hope Conversation is a successful service, so we can work with Queen's to offer this to the student body at large in order to make sure mental health care is available to every student.

### Bus Subsidy

As I shared in my last board report, students can again use their student cards to ride the bus. They can easily use Kingston Transit by showing the bus driver the validation sticker (for 2022/2023) on their student card as get on the bus. There are many students who started at Queen's in the fall of 2020 onwards who are not familiar with this process, so we have been spreading the word and answering many student inquiries about this.

### SGPS New Staff and Staff Changes

- Over the summer, we hired our SGPS Indigenous Student Liaison, Noah Favel. Noah is in his second year of law school at Queen's. We are very happy to have Noah on the team! Noah's email is [indigenous@sgps.ca](mailto:indigenous@sgps.ca).
- We also hired new staff for our student advisor program.
- Due to unforeseen personal circumstances, our social commissioner stepped away from her role at the end of August. The SGPS executive, especially Emilia (our VP Community), stepped up to fulfill the needs of this role as we headed into September. We have been balancing our executive roles alongside running welcome back events ourselves. On a positive note, the events have been going very well with multiple events "selling out" (events were free but registration was required). We have just opened up hiring for our Social Commissioner again so please spread the word. You can use this link to share: <https://sgps.ca/jobs/>
- We have just hired our Graduate Student Trustee – welcome Tony!

Sincerely,  
Beth Langdon  
SGPS President



Society of Graduate and Professional  
Students

Report of Vice President Graduate

August 2022

Hey everyone,

I hope your semester is off to a great start and you are feeling like you are getting your feet under you. We have had an excellent turnout for all of our events, so it is clear that many of you are excited to be back and it has been so great to welcome you all!

First, some exciting news: The onboarding process for our new Student Advisor is underway and things are going well on that front. We are continuing to push the program to Departments to let them know what the Student Advisors can do.

As you might have already seen in my recent emails, there have been several folks who have expressed concerns to me about graduate student funding. These have included delays in funding, insufficient funding, and some other related issues. I recently attended several meetings with University administration and they are very aware of these issues facing graduate students and are committed to improving living conditions for students. However, these discussions can only be strengthened by hearing about the specific concerns and needs of graduate students. That is why I reached out first to each of you to provide me your

experiences (and your department's experiences) with graduate funding. But, I want to get even more voices...

To that end, I am working with our VP Community Emilia to organize a formal biweekly(ish) meeting series spanning four sessions. The goal is that each session has a theme and that for each discussion we can invite both students who wish to speak and the relevant University stakeholders. This both helps to identify the scope of the problems, but also gives the University specific items that we can bring to them to help them be aware of the issues. The first discussion will focus around funding and will be taking place on Tuesday, October 4<sup>th</sup> (location TBA). The next one will focus on graduate housing and will take place on Tuesday, October 25<sup>th</sup>, followed by another on November 8<sup>th</sup> (topic TBA) and a final one on November 22<sup>nd</sup> (general discussion). Once we have more information about this we will distribute this to everyone.

As always if you have any questions, comments, or concerns, please reach out to me at [vp.graduate@sgps.ca](mailto:vp.graduate@sgps.ca)

Take care,

Devin Fowlie

Vice-President Graduate, SGPS



Hello Fellow Council Members,

Below a summary of the work myself and the executive have completed in the past month. We look forward to a great academic year with you all!

#### Disconnect From Work Policy

- The SGPS is pleased to announce that we have implemented a formal Disconnect From Work Policy. We hope that this policy empowers our employees to feel protected and supported by the SGPS to work within their scope.

#### Welcome Week Orientation Activities

- The Executive has been hosting several orientation events such as "speed-dating," movie nights, and we will be hosting a trivia night this week

#### O-talks

- The SGPS Executive has been explaining the scope and role of the SGPS to each of the incoming graduate and professional faculties at the University. These events have been occurring in-person. It has been great to get to know our new constituents.

#### Managing Student Care Issues

- There have been several issues associated with the health and dental plan. Our team has been working with Student Care to mitigate the damage and resolve the issues expediently.

#### Optimizing HR Practices

- The VP Professional has been working with our executive director to refine and streamline the HR practices within the SGPS.

Best,

Chloe Stone, BScN, J.D. Candidate

[vp.professional@sgps.ca](mailto:vp.professional@sgps.ca)

Vice President Professional

Society of Graduate and Professional Students



Society of Graduate and Professional Students  
Report of Vice President Community  
September 2022

Hello Council,

I hope everyone is having a good start to their fall semester and are as excited as I to be back on campus in person.

During September we were in full swing welcoming students back to campus with everything from the Resource Fair with the SGSPA, O-talks during different departments orientation, and then our own orientation events. As Madeleine, our former Social Commissioner, ended up having to leave the organization due to personal circumstances in late August I ended up taking an organizing role for the orientation. I am happy to report that with the help of the rest of the lovely SGPS exec we did have a great orientation with 3 out of 4 of our major events fully sold out. We also still have a fitness class and a coffee house for QTBIPOC students coming up, so we are very excited for those.

I also spent September continuing to build relationships with groups like the Journal, the AMS foodbank, the Loving Spoonful, and the CFRC and we are working on some really cool initiatives through these partnerships. I have also sat on a few committees although I do not have much to report from those at this time. Lastly, I have worked with our commissioners specially to address student concerns and continue to advocate as best as we can for all SGPS members.

We have some really exciting things coming up in October as well. First, we are working together with the AMS and other partners around some initiatives for the municipal election. Devin, our VP Graduate and I, together with the rest of the executive are also working on getting more student consultation on issues to keep your eyes open for more opportunities to partake in this. Thirdly, we have started the call for a new Social Commissioner, and we will spend part of October on hiring for this position. Lastly, we have some really fun events coming up.

Events coming up in October:

Pumpkinferno: On Monday October 17<sup>th</sup> at 7.15pm we have tickets to go together to Pumpkinferno at Fort Henry

Tour of the Agnes: Come explore one of the art galleries right on campus. October 20<sup>th</sup> at 4pm.

Ghosts of Queen's University- Private tour for SGPS member to explore the Ghosts of Queen's University. On Monday October 24<sup>th</sup> at 8.15pm.

Keep an eye on our social media for more information about these events coming soon. We are also working on an event for international students and one with the Yellow House so more information about these coming soon.

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](mailto:vp.community@sgps.ca).

Sincerely,

Emilia Ganslandt  
Vice President Community, SGPS



Happy September everyone!

I hope everyone is having a good start to the school year. So far this month two initiatives that I planned happened.

- On September 8<sup>th</sup>, members of the society of graduate and professional students were invited to take a tour of the athletics and recreation center. If you know of anyone who is interested in learning more about what is included on the graduate student athletics and recreation center or if anyone is interested in a tour, please contact me at [athletics@sgps.ca](mailto:athletics@sgps.ca) and I can arrange something with the athletics and recreation center or provide more information.
- For the first week of class, I ran an Instagram contest to win a spike ball net. The contest closed on September 11<sup>th</sup> and a winner has been chosen. The aim of this contest was to increase Instagram engagement. This post had the third largest reach of all of the posts made since January 2022.

Coming up towards the end of this month...

- On September 26<sup>th</sup> from 4:30-5:30pm, the SGPS will be hosting a graduate and professional student only triple threat fitness class at the athletics and recreation center! This free class combines cardio, core and strength for any person with any fitness level. The link to sign up will be released in the newsletter and on our instagram this week.
- An Instagram contest is running for the whole month of September. To win, complete 7 of the 9 challenges included in the post and send pictures of you doing those challenges to our instagram @queensSGPS. Doing this will enter you into a prize draw for a mystery prize to be announced!

Looking forward to October, I am hoping to plan one fitness class and I am looking for suggestions on what our members would like to see! If there is a group fitness class you have always wanted to try, maybe its spin or Zumba or hip hop, please send me an email at [athletics@sgps.ca](mailto:athletics@sgps.ca) with your suggestions.

This year I will be sitting on the Food Insecurity Advisory Committee (FIAC) as the graduate student at large. Sitting on FIAC entails meeting per month and providing updates relevant graduate and professional students and the initiatives that we have to address food security on campus. These meetings should start in October.

Best,

Clare Gaherty  
Athletics and Wellness commissioner  
[Athletics@sgps.ca](mailto:Athletics@sgps.ca)



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](mailto:equity@sgps.ca).

This is the first semester of the role:

1. 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.
  - b. Put on pause for a bit to focus on other projects.
2. Collaborations
  - a. There are some really great collaborations that we are doing with the Yellow House. We are currently prepping for a coffee house, and I am in the process of doing an get-to-know-me interview with the Yellow House and it'll get sent out through their newsletter for increasing SGPS visibility.
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.
  - b. For this month, after checking in with the VP community, this is going to be part of a larger project so that we can put together an honorarium for student labour!
5. Name Pronunciation Project
  - a. A person's name can be a core part of someone's identity. Unfortunately, a lot of racialized names get mispronounced. Whether intended or not, these mispronunciations can be felt as microaggressions. As such, the Psychology's EDI committee has created this project, where all faculty and staff will have the phonetic pronunciation and audio recording of their name being pronounced integrated on their department staff directory.
  - b. I am scaling this project to be university wide. Currently, this is about to go live within the Faculty of Education, and other departments are getting on board too!
6. Committee Commitment
  - a. Public Service Alliance of Canada DCL 901 (PSAC 901) – currently working on a mask mandate
  - b. Provost's Action Group for Gender and Sexual Diversity (PEGGAS) – paused
  - c. Soft Infrastructure Network – paused until Student Activism Bursary is live
  - d. Built Environment Advisory Group – Meeting soon!
  - e. University Council on Anti-Racism and Equity (UCARE) – hiring has just finished and we are in the process of starting up again
  - f. Steering Committee related to review of CSES response to Hate Crimes – overseeing new interview questions for security officers

- g. Senate Educational Equity Committee – just starting back up again, reviewed the goals and objectives for the year.

Best,

Jane Mao BScH, SXGD Certificate, M.Ed Candidate

[equity@sgps.ca](mailto:equity@sgps.ca)

Equity and Diversity Commissioner

Society of Graduate and Professional Students



### Debrief on organizing the Equality and Diversity Event for Law Orientation

This month, I helped organize the diversity and inclusion event as part of the Law school orientation week. I was disappointed that I was expected to take on a substantial role in planning and delivering the event with less than a week's notice. The administration and the student body responsible for organizing the event did not plan the event well in advance. I was left scrambling to help organize the event, and then it was suggested that I deliver the presentation with less than 24 hours of notice. I refused this offer and helped facilitate talking circles instead. The event was disorganized and did not reflect well on Queen's objective of improving diversity and inclusion. I am attending a debrief and will ensure that Queen's plans the diversity and inclusion event better next year.

### Upcoming screening of Indigenous films

In October, I will be hosting an Indigenous movie screening that will show my short documentary and the Colten Boushie Documentary "We Will Stand Up". The purpose of the documentary is to start conversations around Indigenous resiliency and showcase Indigenous filmmakers.



Hello Everyone,

I hope the new school year with open campus has been a welcoming space for all. I am going to reflect on what is happening through my office below:

- I have new members interested in joining the International Student Affairs Standing Committee (ISASC). I wish to hold our first meeting this month. We had some members go through some challenging times and I feel a regrouping and sharing of everyone's experience would be a great way to continue with the project.
- HREO BIPOC Support Working Group has the materials on information related to understanding challenges as BIPOC students distributed among the campus partners. The published materials have been included in the orientation packages.
- Intercultural TA/TF support working group – with the support of Chris DeLuca, Associate Dean (SGSPA) and other members from CTL we have completed the survey and are working on incorporating steps based on our findings. We are at the moment discussing how to best move forward with the information we have.
- Sultan Almajil (Director, QUIC) –

I have met Sultan monthly and we discussed the recurrent security issue at the off-campus housing complex, An Clachan. Emilia Glanslandt, our VP Community joined the conversation, and we are hoping to strategize to inform students on how they can best utilize QUIC resources.

- Sandra den Otter (Vice-Provost International)

I have met with Sandra's office and we also discussed her strategies to improve on the idea of Queen's as a global campus. I also informed them about the security concerns. I have been connected with different networks to work on the topic with different campus partners.

- Emilia, VP Community is organizing an orientation event for the international students on October, and we hope to have a conversation among QUIC representatives, Vice-Provost's office and graduate students.
- In my capacity as Graduate Inclusivity Fellow, I also highlight SGPS and sit in committees to advocate for student concerns we hear through our office.
- I am also working with PSAC in their social justice committee, and we are launching events to provide platforms to students to discuss their experiences as workers at Queens.

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.

Best wishes  
Sabrina Masud



Dear Council members,

I hope everyone has had a great start to the year. I can certainly say these past few months have felt like drinking from the proverbial firehose but with the academic year starting and students back on campus, everything feels right again in the world. Now, for a few updates.

**Housing** | For context, over the past two and a half months I have been meeting with Queen's staff and administration that oversee both on-campus and off-campus housing, including the Ann Clachan and John Orr Towers. These conversations have been very productive and there is mutual understanding that more focus needs to be placed on high density, high occupancy, high turnover student housing, with specific emphasis placed on the unique experiences of graduate students who may have families they need to support or other circumstances that prevent them from accessing 'traditional student housing'. These conversations have been supported by the AMS and SGPS and will be a main point of advocacy year and next.

I am also very excited to announce that my office has engaged a group of student consultants that will spearhead a two-pronged housing survey project. This project is aimed at collecting information regarding individual experiences living in/around Queen's as well as information regarding the physical homes/units Queen's students are living in. It is my hope that this will shed much needed light on the living conditions and cost of living in Kingston for students, that can be presented to both internal and external stakeholders over the course of this year and next, and result in tangible solutions to some of the issues that plague Queen's students daily.

**Queen's Shift Survey** | *The Queen's Shift Survey – Transforming Campus Culture* previously known as the *Student Experience Survey*, is being administered again in 2023, following the two-year cycle. Created in response to university senior administration signing a Declaration of Commitment to Address Systemic Racism, there became an apparent need to create metrics to measure both campus climate and impact of anti-racism initiatives. Undergraduate Trustee Sharma and I have the opportunity to sit on the project team and will be able to guide and advise the team to ensure the student perspective is incorporated at every level. I will also add that there is a student advisory group where lived experiences, and student voices are heard and relayed to the project team. The results of this survey will continue to guide both University and student programming and initiatives, and concrete action items will again be released once the results of the survey have been consolidated.

**Municipal Election** | As you may or may not know, Kingston has a municipal election coming up on Monday, October 24<sup>th</sup>. While I know there are plans to bring candidates on campus to connect with students, hear their concerns, and answer any questions students may have, I would be remised if I didn't remind everyone that as residents of Kingston, you are able to vote, you should vote, and your voice matters. I would encourage everyone, if you aren't already, to remind your teams and coworkers of the election and that if you consider Kingston to be your 'home', if even just for a few months, you are eligible to vote and can register on the City of Kingston's elections page.

As always, please don't hesitate to reach out if you have any questions, comments, or concerns.

At your service,

A handwritten signature in black ink that reads 'Owen Crawford-Lem'.

Owen Crawford-Lem  
38<sup>th</sup> Rector of Queen's University