

# APPENDICES A AND B: Proposed Student Code of Conduct And Proposed SGPS Investment Thesis

## Appendix A: Proposed Student Code of Conduct

The SGPS welcomes constructive feedback from our members. We recognize that our members are facing stressors in their life that contribute to feelings of frustration. With this said, we ask that members ensure that their communication (especially email) is respectful and constructive. The Student Code of Conduct sets out expectations of our members when we are corresponding with them. Please see the proposed Code of Conduct in Appendix A.

### SGPS Proposed Code of Conduct

The SGPS is pleased to support students in the capacity it can. We recognize that many students are facing additional stressors due to financial and housing insecurity and hope to continue supporting students in mitigating the challenges they are experiencing. To continue supporting students, we ask that students maintain respectful correspondence with the SGPS team. Below are guidelines that we ask students to comply with in any correspondence with our team.

#### Be the Change You Wish to See!



Over the last year the SGPS has worked diligently to find ways to support students who are navigating housing, food, and financial insecurity. Our Food Insecurity Relief Program, for example, aims to help students struggling with food insecurity by providing them with grocery gift cards. We know there is room for improvement and welcome **constructive** feedback. Constructive feedback is not criticism. Constructive feedback provides a person with actionable recommendations or potential solutions and does not include rude language or personal attacks.

#### Treat Others the Way You Want to Be Treated!



The SGPS maintains respectful communication whether we are in-person or corresponding with students over email. We ask that students remember that it is important to ensure that your email is written with a respectful tone. Ask yourself, would you speak this way to a person if they were right in front of you?

#### Be Respectful!



The SGPS upholds the principles of respect and inclusivity in its commitment to creating a safe space for members of equity-seeking groups including but not limited to international students, persons with disabilities, Indigenous peoples, members of minority groups, women, parents, and caregivers and 2SLGBTQ+ people. We expect the same commitment from our members.

## **Appendix B: Proposed SGPS Investment Thesis**

The SGPS is pleased to invest funds on behalf of students to safeguard the financial health of our organization. The funds for this investment came from a large payment made to the SGPS in 2014 from a former insurance provider upon termination of our business relationship with them. This funding is limited in the capacity that it can be used and must be used to support student's access resources that enhance their health and wellness. Currently, the SGPS disburses this funding through the SGPS General Health Subsidy and Dental Subsidy. These subsidies help subsidize the cost of health and dental claims that students need support paying for. Currently, these funds are being managed by a Wealth Management Fund. We wanted to create an investment thesis going forward that will stipulate how these funds should be managed. Please see the Investment thesis attached in appendix B.

### **Overview of Funds**

The SGPS is pleased to invest funds on behalf of students to safeguard the financial health of our organization. The funds for this investment came from a large payment made to the SGPS in 2014 from a former insurance provider upon termination of our business relationship with them. This funding is limited in the capacity that it can be used and must be used to support student's access resources that enhance their health and wellness. Currently, the SGPS disburses this funding through the SGPS General Health Subsidy and Dental Subsidy. These subsidies help subsidize the cost of health and dental claims that students need support paying for.

### **Investment Thesis**

The SGPS is committed to investing these funds in a manner that aligns with student interests. We've adopted Queen's University Responsible Investing Strategy as our own with the understanding that the SGPS will continuously review this strategy to ensure it is in line with the views of our members. This commitment to invest responsibly involves working with a wealth management group that takes into consideration environmental, social and governance factors.

The SGPS currently invests its funds with Optimize Wealth Management in a Balanced Growth Portfolio. The investment objective of the Optimize Balanced Growth Portfolio is to maximize long-term returns for investors by investing in a diversified portfolio of investments across asset-classes including fixed income securities and equity securities of North American and International public companies, ETFs, mutual funds, and other public diversified securities such as closed-end funds, as well as investments in private securities, private equity securities and private credit securities.