

*The Society of Graduate and Professional Students recognizes the territories of the Anishinaabe and Haudenosaunee Nations on whose lands we gather on today. This land acknowledgement reminds us that rich Indigenous governances still exist, and will go into the future. This is also a reminder that we are benefitting by living on this land that is a territory of Indigenous people.*

## I. Announcements

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## II. Adoption of the Agenda

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### A. Adoption of the Agenda

**MOTION 24/04/09:01**

BIRT SGPS Council adopt the Agenda for the April 9th Council Meeting.

Steady Coombs moves, Devin Fowlie seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

## III. Minutes

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### A. Approval of the Meeting Minutes

**MOTION 24/04/09:02**

BIRT SGPS Council adopt the minutes from the March 19th Council Meeting.

Devin Fowlie moves, Steady Coombs seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

## IV. Executive & Speaker Reports

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### A. Executive Reports

#### a. President – Devin Fowlie (report attached)

#### i. Student Life Centre Agreement – meeting on April 4<sup>th</sup> with the AMS, Principle (Patrick Deane), Provost (Mathew Evans), and VP Finance (Donna Janiec) to discuss the agreement. Productive but some challenges:

1. Sharing of common costs – was supposed to be a 50% split between student societies and the university. The university then wanted to make it proportionate to amount of exclusive space each party has. They agreed on the 50% split for the next two years, with the logic that we might get a better sense of our utilization of the space once it's made available and then we can go back to referendum for the fee negotiation as needed.

2. Dispute clause – would go to external mediator for any disputes, but the agreement we most recently received had the Provost be the ultimate decider. We managed to get things back to a third-party mediator.
- ii. FAS Grad Caucus – thank you to everyone who’s participated, there have been productive conversations and the incoming Executive need to determine how this will fit into the next academic year, but it has been beneficial.
- iii. Can be reached at: [president@sgps.ca](mailto:president@sgps.ca)
- b. VP Graduate – Steacy Coombs (oral report)
  - i. Graduate Student Association Constitution – instructions on how to create and maintain departmental graduate student associations. Not all departments have one, so if you know of a unit that doesn’t have one but is interested, please have them reach out to the SGPS as we’re looking to help departments out more with these processes.
  - ii. Food Insecurity Advisory Committee – provided a link that outlines the food resources and food equipment (microwaves) available on campus (<https://www.bewellatqueens.com/about-6>)
  - iii. Can be reached at: [vp.graduate@sgps.ca](mailto:vp.graduate@sgps.ca)
- c. VP Professional – Maya Kawale (report attached)
  - i. H&A Sustainability Meeting – interesting events coming up (listed within report)
    1. Cold Beverage Agreement – outlined a list of funds that have been allocated as per this agreement to provide resources around campus. One includes the Annual Indigenous fund which will be used to make and distribute food kits that Indigenous students can use to make traditional foods. Greater detail of the various initiatives are found in Maya’s report as well as here: <https://www.queensu.ca/food/cold-beverage-consultative-group>
    2. Apiary Project where Queen’s has its own bee keeper to support local honey production and they are looking for another bee keeper
  - ii. Hiring for Social Commissioner and Student Advisor
  - iii. Can be reached at: [vp.professional@sgps.ca](mailto:vp.professional@sgps.ca)
- d. VP Finance and Services – Gaby Fekete (report attached)
  - i. Closing the Financial Assistance Program on April 19<sup>th</sup> so provide applications before then if you’d like them to be processed before the summer
  - ii. Can be reached at: [vp.finance@sgps.ca](mailto:vp.finance@sgps.ca)

- e. VP Community – Tony Hu (report attached)
  - i. For the rest of April will be focusing on a successful executive transition and also want to discuss the challenges with filling the Indigenous Student Liaison role which is something that the incoming Executive will need to address and for Council to have on their radar for the future.
  - ii. Can be reached at: [vp.community@sgps.ca](mailto:vp.community@sgps.ca)

**B. Speaker Report**

- a. Speaker – Aileen Editha (oral report)
  - i. April tasks – looking at tidying up By-Law and Policy from grammatical errors. Will also be creating a transition manual for the next Speaker.
  - ii. Throughout my role as Speaker I have focused on increasing council engagement and ensuring councilors know their roles and responsibilities. Extending thanks to everyone for their participation and engagement.
  - iii. Can be reached at: [speaker@sgps.ca](mailto:speaker@sgps.ca)

**C. Approval**

**MOTION 24/04/09:03**

BIRT SGPS Council approve the Executive and Speaker Reports.

Jacob Richard moves, Emmanuel Ampomah seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

**V. Senator, Trustee, Commissioner, Committee & Other Reports**

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**A. Senator Report – Graduate Student Senator – Sakura Koner (as of May 1<sup>st</sup>)**

- a. Can be reached at: [senator@sgps.ca](mailto:senator@sgps.ca)

**B. Trustee Report – Graduate Student Trustee – Kana Ogawa (no report)**

- a. Can be reached at: [trustee@sgps.ca](mailto:trustee@sgps.ca)
- b. Jake Morrow: Question about why there is no report from the Student Trustee?
  - i. Tony Hu/Devin Fowlie: The last board of Trustees meeting was in February so that would have been discussed at a previous council and the next open board was in May.

**C. Commissioner Reports**

- a. Athletics & Wellness Commissioner – Meghan Mendelin (no report)
  - i. Can be reached at: [athletics@sgps.ca](mailto:athletics@sgps.ca)
- b. Equity & Diversity Commissioner – Sangeetha Saravanan
  - i. Did host the job search strategies workshop as well as the resume and cover letter workshop with myself and Vina, the International Commissioner. Did have more of a turnout for the resume and cover letter workshop which was really nice and we're planning to hold something similar over the summer and upcoming school year.

- ii. Contributed to an equity group with PSAC 901 for the collective bargaining to discuss equity related topics. If anyone has anything they'd like me to pass on, please email me.
- iii. Can be reached at: [equity@sgps.ca](mailto:equity@sgps.ca)
- c. Indigenous Graduate Liaison – *position vacant*
- d. International Students' Affairs Commissioner – Vina Li (no report)
  - i. Can be reached at: [international@sgps.ca](mailto:international@sgps.ca)
- e. Social Commissioner – Gabby Toretto (report attached)
  - i. Final projects – SGPS Awards will be meeting this Friday to review awards with announcements next week. An end of classes Trivia event ran last week and looking to run one more before the end of the month. Finally, writing transition manual for next Social Commissioner.
  - ii. Question from Simran Sharma: Will there be any end of year report from Commissioners?
    1. Devin Fowlie/Maya Kawale: I don't think there is a formal end of year report.
    2. Simran Sharma: Wondering if commissioners would be wrapping up the year with any formalized document of what they accomplished and needs to be continued.
    3. Gabby Toretto: Looking to do this within the position, so I would assume that most of these are occurring internally when transitioning, rather than publicly instead of an end of year report. Could definitely do that though if it's beneficial to others.
    4. Devin Fowlie: Normally the Executive submit a report at the beginning of the term for the Fall Council. If a Commissioner was carrying over to the Fall term, then that reflection is likely happening more at the start of the next academic year than now.
  - iii. Can be reached at: [social@sgps.ca](mailto:social@sgps.ca)

**D. Committee Reports**

**E. Department Reports**

**F. Other Reports**

- a. University Rector – Niki Boytchuk-Hale (no report)

**G. Approval**

**MOTION 24/04/09:04**

BIRT SGPS Council approve the Senator, Trustee, Commissioner, Committee & Other Reports.

Mohammad Samir Mohammad moves, Shamus Tobin seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

## VI. Question Period and Departmental Issues

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## VII. Business Arising from the Minutes

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Update on fundraiser for The Grad Club: Jake (Council Rep, English) raised a question of whether Queen’s University had been redirecting the funds to *not* actually go to what it was intended to. Maya (VPP) was not aware of the information and will report back for April.

## VIII. Main Motions & Discussion

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### A. Motion to approve proposed Student Code of Conduct

**MOTION 24/04/09:05**

BIRT SGPS Council approves the proposed Student Code of Conduct

*Motion presented by: Gaby Fekete (VP Finance and Services)*

**Due to the discussion and concern fostered around this document, the motion did not go through.**

1. Gaby Fakete: This student code of conduct is meant to guide the expectations for student communication. We want to welcome communication and constructive feedback from our members, however where a student code of conduct is needed is when students are frustrated that they are held accountable to communicating in a respectful manner and upholding the same obligations with respect to communication as your Executive has to you. This code of conduct holds students accountable to this standard such that if it is not upheld, we hold the right to strip away some of the privileges that being an SGPS member affords.
2. Abby McLean: Could you expand on the privilege that would be stripped?
  - a. Gaby: Students could lose access to the Financial Assistance Program if their behaviour is so egregious that would include personal attacks, swearing, or any form of conduct where if your Executive acted in that manner towards you there would be severe repercussions.
3. Jake Morrow: You don’t want people engaging in personal attacks with anyone in a service role, but I would be uncomfortable with the idea of people losing their ability to access much needed support based on swearing. Curious where the line gets drawn?
  - a. Gaby: The conduct that we are concerned about is not swearing or criticism, we’re talking about conduct that is so egregious that it makes the Executive feel uncomfortable or unsafe in the capacity of their role.

4. Emmanuel: This is a helpful policy as some people go overboard so it's important to have some checks in place, but I have two concerns in place. 1) What would be the other yardsticks for determining when someone has crossed the line? As much as possible the policy needs to outline the terms of engagement. 2) Would that be a disciplinary committee in place, or is this decision be based on the interpretation of the executive that receive the email from the student? Need to be fair to the student and executive, I think that's also important.
  - a. Jake Morrow echoes: Also clarifying who makes the decision would be extremely helpful.
  - b. Gaby: I think what I can do to make sure this policy is clear and equitably executed is to provide concrete examples of what the standard of behaviour would be to lose certain privileges. Maybe this isn't a permanent thing, maybe it's on a semester basis, so it's a temporary suspension. I just want it to be clear that to lose a privilege like that the conduct would have to be so egregious that if an Executive member acted in that fashion they would likely be terminated from the position.
5. Josh Chamberland: Who makes the decision as to what breaches the student code of conduct? & Mohammad Samir Mohammad: Who would be deemed qualified to make a fair and unbiased decision given potential cases?
  - a. Gaby: The decision makers would likely be the Executive Director and the Executive Team. Not comfortable calling it a disciplinary committee, as we're not trying to discipline students, this policy is just to make sure that the executives feel safe at work and as that falls under workers rights if they do not feel safe that is a breach of the law. The point of this is not to discipline students, it is to ensure that the Executive feel safe. I see the concerns with an ambiguous policy so I will clarify that as well as list who would be on the discipline committee.
6. Abby McLean: Does the SGPS has the jurisdiction to impose its own code of conduct given that Queen's already has a student code of conduct and processes for complaints/dispute resolution?
  - a. Gaby: Student code of conduct committee is because the SGPS is separate from Queen's University, so the affairs of the SGPS are best dealt with internally. The SGPS can employ professional HR consultants as needed, so this wouldn't be a trivial decision.
  - b. Abby McLean: Been in a club previously where we tried to discipline a student and we were told we couldn't take any action against it and

that individual students would have to go through a conduct office.

Worth clarifying with the disciplinary council at Queen's.

7. Claire Genest: Are there any other alternatives for dealing with this kind of behaviour towards exec / breaches code of conduct other than getting barred from accessing financial or food assistance?
  - a. Gaby: We can certainly come up with some alternatives.
8. Jake Morrow: The idea of a code of conduct makes sense, but barring people from accesses when they're seeking them has the potential to be problematic especially if it isn't super clear for the reasons for it as there are large factors at play for how people feel uncomfortable with who is saying what to them. Without clarifying things, it leaves the door open to problematic stuff to happen to members.
9. Gaby: Thank you all for your comments and concerns, I can appreciate why everyone feels so strongly about protecting their peers and ensuring that this policy can't be used in equitable ways. We'll go back to the drawing board and implement this feedback. As such, I will drop this motion.

**B. Motion to approve proposed SGPS Investment Thesis**

**MOTION 24/04/09:06**

BIRT SGPS Council approves the proposed and amended SGPS Investment Thesis, and highlighting that any modifications to the thesis would require a 2/3 majority vote from SGPS Council.

*Motion presented by: Gaby Fekete (VP Finance and Services)*

1. Gaby Fekete: The SGPS has an amount of funding received from a change in insurance providers (provided context within written report) for which this funding has limits- can only be used for Health and Dental. Earlier this summer, we reached out to a wealth management fund because we felt we could invest the capital we were given while still maintaining enough liquidity in the account to ensure appropriate operations. Investment thesis was written to ensure that students felt we were investing these funds responsibly and with the views of the membership. A few years ago, the SGPS committed to divesting from fossil fuels and the SGPS will follow the Queen's responsible investing strategy (<https://www.queensu.ca/investmentservices/responsible-investing>). The SGPS may have different viewpoints on that strategy and as such as can add qualifies to ensure that it is in line with membership ideals.
2. Abby McLean/Clara: What would the process for modification be? A vote at council?

- a. Gaby: Yes, it would be a vote at Council. What do we think of a 2/3 vote, to ensure that there is an extra vote in favour.
3. Jake Morrow: Is there a way to also ensure while making this change that SGPS also divest from weapons?
  - a. Gaby: We certainly can, we would just need to clarify what kind of vote is required to do so. We welcome student feedback, so if any students have concerns, they can email me, any Executive, or raise it at Council.
4. Jake Morrow: While we're voting this in I would propose an amendment to add weapons in as well?
  - a. Gaby: Would you be willing to bring this forward to the next council meeting to ensure that this is brought forward and that it receives the discussion it deserves and also that we're making sure we're complying with By-Law.
5. Shamus Tobin: I don't know if we can actually say in the thesis that none of this money can go to x,y, and z if it's being directed to a specific fund that's managed by someone else. If we add other stipulations, we would have to loosen this up to create more freedom for the Executive to choose what portfolio we select this into.
  - a. Gaby Fekete: We've been very clear with Optimize that we cannot be invested in Fossil Fuels as that is a legal commitment for us, so I want to emphasize that they do take the ideals of our membership seriously.
  - b. Shamus Tobin: If we go forward with this and start to exclude investments that are already in the portfolio per se, would we then have to remove our funding from that portfolio?
  - c. Gaby Fekete: No we would not. When we started investing with them, they explicitly asked what our limitations were towards investments and at the time it was only around fossil fuels. Going forward if we have more limitations that we'd like to place we'd have to communicate that with them and if we ever got push back we would raise that at Council and secondly, we'd look for a different wealth management fund if they weren't willing to respect the views of our membership.
6. Jake Morrow: Is the investment thesis document editable such that we could include this amendment and have it pass as one motion rather than bringing this to next council.
  - a. Gaby Fekete: At the end of the second paragraph we would say, "In 2024, as it stands the limitations of our investment are such that we will not invest in fossil fuels or weapons."



- b. Mohammad Samir Mohammad suggested it be moved to the end of the first paragraph.
7. Shamus Tobin: “Defense industry” could be a more appropriate term instead of weapons as it catches more of these terms.
8. Aileen Editha: Final update to be input at the end of the 1<sup>st</sup> paragraph: “In April 2024, as it stands, the limitations of our investment are such that we will not invest in fossil fuels and the defense industry.” This is the amendment to the investment thesis.

Jake Morrow moves, Abby McLean seconds. No points of discussion on this motion. One dissenting vote; the motion passed by simple majority.

**C. Motion to approve proposed budget allocation change** **MOTION 24/04/09:07**

BIRT SGPS Council approves moving \$4,500 from the budget for the Diversity and Inclusion Grant, and Sustainability Grant to be put forward the Food Insecurity Relief Program, which will aim to offer food boxes in May.

*Motion presented by: Gaby Fekete (VP Finance and Services)*

1. Gaby Fekete: What we budgeted for the grant program was not utilized due to lack of applications, so to ensure that it is used we’re redistributing it to the Food Insecurity Relief program. That funding will be primarily used to offer Food Boxes in May that Steacy can speak too. If there are questions, please ask me or any Executive.
2. Steacy Coombs: Hoping to trial this program over the summer through Student Affairs, which is their fresh food boxes, would do monthly. Looking to provide these boxes which students would pick up on a pre-determined date. Decide on the recipes provided inside of the boxes. Aiming to help with food insecurity.

Emmanuel Ampomah moves, Abby McLean seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

**D. Motion to elect 2024-25 SGPS Council Speaker** **MOTION 24/04/09:08**

BIRT SGPS Council elects Emmanuel Ampomah as the 2024-25 SGPS Council Speaker.

Abby McLean moves, Devin Fowlie seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

**E. Motion to elect 2024-25 SGPS Deputy Speaker**

**MOTION 24/04/09:09**

BIRT SGPS Council elects Eileen O’Brien as the 2024-25 SGPS Deputy Speaker.

Jacob Richard moves, Emmanuel Ampomah seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

**IX. Other Business**

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**X. Notices of Motion & Announcements**

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**A. Jake Morrow: PSAC bargaining update**

1. Contract ends April 30<sup>th</sup>. There is a survey being passed around (takes 20-30min to complete). Important to have wide range of participants to ensure that everyone’s voice is heard. Prize associated with survey, entered into chance to win change of up to \$2000 to put towards rent or tuition. Survey open to all PSAC members. Every union on campus except Faculty are about to bargain or are bargaining. Looking for people to get involved- training coming this Thursday. Bargaining Survey:  
[https://www.surveymonkey.com/r/7XFZSFD?fbclid=IwAR0xOAGeeeyJq90uCezStlUpSsOydl7YfYmVMvGyRc793gE94BTsIMps9JQ\\_aem\\_AXPIkW4K0oDaOaDkgLGLYqhVCeVjQzLToyh0RTG994LCN4myl4bQNTjotd3aRZ7h3td8LzOEvcWwMz2l4SsJMS3j](https://www.surveymonkey.com/r/7XFZSFD?fbclid=IwAR0xOAGeeeyJq90uCezStlUpSsOydl7YfYmVMvGyRc793gE94BTsIMps9JQ_aem_AXPIkW4K0oDaOaDkgLGLYqhVCeVjQzLToyh0RTG994LCN4myl4bQNTjotd3aRZ7h3td8LzOEvcWwMz2l4SsJMS3j)
2. Signup for Member Organizing Training:  
<https://docs.google.com/forms/d/e/1FAIpQLSdSTZv5sYrgRFuZUNFRk3E7AXL4CidJkZIN5OpjNUBuio6ZQQ/viewform>

**B. Ad hoc motion from Abby McLean**

BIRT SGPS Council signs on to the Queen's University Apartheid Divestment Coalition Sangeetha Saravanan, Equity Commissioner’s email ([equity@sgps.ca](mailto:equity@sgps.ca)) was provided as the point of contact on the form

1. Abby McLean: Want to put forward a motion that the SGPS Council join the Queen’s University apartheid divestment coalition ([https://docs.google.com/forms/d/e/1FAIpQLScrG0P3jsymI-m16kjeigCOMsCkWyPCQNWf\\_aNUdy-t5pXsEw/viewform](https://docs.google.com/forms/d/e/1FAIpQLScrG0P3jsymI-m16kjeigCOMsCkWyPCQNWf_aNUdy-t5pXsEw/viewform)). Think it would be good for us to sign on-to. This form outlines the goals of the coalition- taking inspiration from the anti-apartheid movement in South Africa. The demands include cutting ties from corporations and institutions that are complicit in the ongoing genocide in Palestine.

Divesting from companies that are profiting from it, like defense companies. Ceasing exchange partnerships with universities in Israel, protecting students, staff, and faculty's academic right to political speech. Recognizing the Arab Canadian Laws Association definition of anti-Palestinian racism. As we did just pass a motion on our investment thesis, I think this aligns with that.

2. Jake Morrow: My grad council has already signed on and I know a lot of groups on campus are signing on too and this is an important thing.
  - a. Mohammad Samir Mohammad: The council of the School of Kinesiology and Health Studies is also in favour of this, and have heard it's been a popular topic across departments.
3. Shamus Tobin: Can this be shared to council for review?
  - a. Aileen Editha: Would agree with this from a logistical standpoint. Would like people to be able to review it.
4. Abby McLean: The statement that was put out in the fall by the SGPS was brought to council for feedback in the meeting and we didn't do the final approval but we gave feedback and not everyone was at that meeting or had a chance to provide input, so I feel like this is similar.
5. Devin Fowlie: Does this need a formal approval? If I'm reading the questions correctly, I don't see this from stopping anyone from filling this out independently because then you would have signatures from how many people signing it that are interested.
  - a. Abby McLean: I think having the body of the SGPS Council would be more impactful.
  - b. Jake Morrow: It's not open to individuals, only organizations to sign.
6. Devin Fowlie: Just a question for anyone who feels competent to answer this. What does point 6 mean? Not sure I understand why the AMS is referenced explicitly.
  - a. Abby McLean: I think they listed AMS as an example of student unions/groups they implore to commit to solidarity with Palestine.
7. Shamus Tobin: Looking for definition of racism that's linked within the document, but I can't quite find an easy definition on the website that it's linked to.
  - a. Abby McLean: From the document "Anti-Palestinian Racism: Naming, Framing, and Manifestations": Anti-Palestinian racism is a form of anti-Arab racism that silences, excludes, erases, stereotypes, defames or dehumanizes Palestinians or their narratives. Anti-Palestinian racism takes various forms including: denying the Nakba and justifying violence against Palestinians; failing to acknowledge Palestinians as an Indigenous people with a collective identity, belonging and rights in relation to occupied and historic Palestine; erasing the human rights and equal dignity and worth of Palestinians; excluding or pressuring others to exclude Palestinian perspectives, Palestinians and their allies; defaming

Palestinians and their allies with slander such as being inherently antisemitic, a terrorist threat/sympathizer or opposed to democratic values.

Claire Genest moves, Mohammad Samir Mohammad seconds. No points of discussion on this motion. The motion passed by simple majority.

**C. Mohammad Samir Mohammad: Question about when decisions around student insurance providers are decided?**

Devin Fowlie: We don't decide student insurance provider, but we work with the broker StudentCare that finds the insurance provider that provides the best benefit to students. The agreement is continuing with Securion which is the group that held it this year. The decision is made by the out-going executive team in the Spring, but things are moving forward the same as they are now. If there are things you want to include within the policy than you can voice that to the next executive.

XI. Adjournment

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**Adjournment**

**MOTION 24/04/09:10**

BIRT this meeting of SGPS Council be adjourned.

Shamus Tobin moves, Emmanuel Ampomah seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.