

2018
2019

ANNUAL REPORT

PREPARED BY

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About the Organization

The Concordia Student Union (CSU) is an accredited student association with over 35,000 members. With accredited status the CSU seeks to improve the material condition of students through representation, advocacy, campaigning, and providing critical services such as the Advocacy Centre, the Off-Campus Housing and Job Bank (HOJO) and the Legal Information Clinic. The CSU also contributes to student life by coordinating over 70 student clubs and sponsoring numerous social and academic events throughout the year.

The organization is divided into three branches: the Council of Representatives, the Judicial Board, and the Executive. At Concordia University, the CSU represents undergraduate students from all four faculties including independent students on senior governing bodies including the University Senate and the Board of Governors. Furthermore, the union is affiliated with external organizations both on and off campus such as CCSL, SAF, and AVEQ. The CSU offers a Fall and Winter Orientation, bursaries, free public phones, special project funding, commissioners of oaths, free lunch at Loyola, Health & Dental coverage, and many opportunities for undergraduate students to get involved on their campuses.

Introduction

Written by Sophie Hough-Martin, General Coordinator

The 2018-2019 mandate began with the executive team sitting down in May 2018, during our transition into our roles, to create a set of priorities and projects for our upcoming mandate. The priorities we established were; mental health and wellness, combating sexual violence on- and off-campus, tackling the lack of affordable insurance for international students, improving the consistency and effectiveness of CSU governance documents, and ensuring effective student representation within the university. As our mandate comes to a close and despite the challenges we faced, we can proudly look back on how we all have accomplished so much to fulfill these priorities. Our mandate has been a rollercoaster, but I am proud and pleased to present the end-of-mandate report to showcase how hard we have all worked to create a better CSU and a better Concordia for generations to come.

Executive Reports

Academic & Advocacy Coordinator

Written by Mikaela Clark-Gardner, Academic & Advocacy Coordinator

Overview of Mandate

The Academic & Advocacy Coordinator is the CSU's main student representative on all academic bodies at Concordia University. They are also responsible in overseeing the CSU services such

as the CSU Advocacy Centre, the Off-campus Housing and Job Resource Centre, and Legal Information Clinic. Their other supervisory role is of the Academic Researcher. AAC is the chair of Policy Committee and Academic Caucus, as well as, ex-officio on Senate.

The projects that were undertaken this year were:

- Implementing the Annual Undergraduate Survey (AUS)
- Increasing financial and childcare supports for student-parents
- Co-writing the CSU Sexual Violence and Safer Spaces Policy
- Research report on student voice and engagement in higher education pedagogy, as well as, working with the Fine Arts Student Alliance on fostering meaningful student-professor partnership within the classroom
- Advocating for the CSU's autonomy in choosing its own representatives on university bodies
- Advocating for a fall reading week at Senate, resulting in the university forming a committee to research and figure out the logistics

Policy Committee

Judicial Board (JB)

In May 2018, the Judicial Board came to the Council of Representatives requesting for JB members to receive pay considering the following reasons;

- The important amount of time dedicated to complaints during the election period
- Unprofessionalism and harassment by complainants
- Lack of resources and information for training

Council sent the complaint to Policy Committee (PC), where we reviewed their motion and reasoning extensively. PC concluded that paying JB for their work would be challenging to set up, considering there would be no one to oversee and supervise the amount they are paid. I contracted past JB members who submitted the request to Council in May 2018 to work on creating a clear statement for the website, a standardized complaint form and a training guide. The statement and complaint forms have been completed, and are now on our website. The training guide has been completed and given to the current JB members.

Bursary Policy

As Academic & Advocacy Administrator, I brought forward numerous edits to the Policy Committee on the bursary policy. We increased the amount of bursaries from 30 to 35 bursaries each year and the amount of money per bursary from \$500.00 to \$650.00. We also added a student-parent bursary. I have changed the bursaries to fall under the Sustainability Coordinator portfolio which relates to their role in social and economic sustainability. In addition, we updated the criteria to be more consistent.

Fee levies

Policy Committee received three fee levy applications during the 2018-2019 mandate; WUSC, Concordia Students' Nightline and SEIZE. PC thoroughly reviewed the applications and verified the student signatures of the petitions. I met with SEIZE and CSN to answer questions regarding

their applications. All applications were sent back for further edits and improvements. Our final decision was recommending SEIZE, which met PC's criteria of a coherent constitution and feasible budget.

Potential of University Fee Levy for Internships

It is important to note that the university is likely going to apply to add a new administrative fee levy next year. Nadia Bhuiyan (Vice-Provost, Partnerships and Experiential Learning) and Andrew Woodall (Dean of Students) consulted me regarding the university's interest in creating a new university fee levy for internships and the CSU fee levy application process. It is the Academic & Advocacy Coordinator's role to give the information on how to apply to become a fee levy. However, in regards to supporting this initiative, the CSU has a firm stance on accessible education and does not support additional university fees placed onto students.

Other policies:

- Sexual Violence and Safer Spaces Policy (more details later in document)
- Code of Conduct (more details later in document)
- Small change to Community Action Fund policy were sent to PC from CAF's chair to specify that it does not fund international work abroad programs
- I created a Policy on Policy Development and Review, basing it off of Dalhousie Student Union and University of Calgary Student Union, which will standardize and organize our policies to make them more readable and unified.

Academic Caucus

Senate training

Marion Miller, a previous Senator and A&A Coordinator and Myself collaborated to do the Senate training for incoming student senators. We went over Senate structure and policies, membership, CU's nine strategic directions, as well as, highlighting some key issues and projects that have taken place at Senate in the last five years. In addition, I updated and edited the Senator Handbook to make it more succinct and clear for new Senators.

Academic Caucus Projects:

- Changing Senate eligibility requirements to be aligned with the Act Respecting the Accreditation and Financing of Student Associations. (see *Senate and University Bodies & Issues of Eligibility* sections for more information)
- Researching and presenting a motion to have a Fall Reading Week for 2021
- Bringing a motion to condemn Bill 21 at May 2019 Senate
- Bringing forward a presentation on Divest at May 2019 Senate

Involvement

Attendance and involvement in the Academic Caucus has been relatively good. I have reached out and invited GSA members to come to AC meetings, but for the most part the meetings consisted of undergraduate students.

Outreach and Communication

As a union, we are making efforts to provide better outreach and information about the Union to

the 36,000 Undergraduate students we represent. In order to do so, I have taken the following actions throughout my mandate;

- I worked with the CSU Communications Coordinator to improve and update information on the CSU website. I have updated CSU services' pages, the CSU bursaries (description and how to apply), Fee Levies (description and how to apply) and the AUS Survey page.
- I worked with the director for the Center of Teaching and Learning (CTL) to have the CSU and their services listed on Concordia's syllabus guide.
- I have worked with HOJO in the process of the development of their new website that will have better user experience and have improved security.
- I contracted a student to improve our outreach to make our communication more accessible.

Academic Research

During summer 2018, myself, the General Coordinator and the External Coordinator focused our research on the university's sexual violence policies and peer review literature on the theory and practice of writing sexual violence policies.

There has been two temporary Academic Researchers working during my mandate, filling the position of our permanent Academic Researcher who has been on leave. Research that has been done during the 2018-2019 mandate was in respect to the following subjects;

- Code of conduct and equity policies
- Peer Support Recovery programs and addiction support
- Student parent support resources
- Former Concordia President D.B. Clarke (as evidence for why the D.B. Clarke theatre should be renamed)
- Student voice and democratic pedagogy in higher education

External Affairs & Mobilization Coordinator

Written by Camille Thompson-Marchand, External Affairs and Mobilisation Coordinator

Mobilization

Orientation

In prevision of the club and community fair, I created two interactive games to raise awareness of the increase in international tuition fees and the inequitable gap between the Concordia Blue Cross healthcare insurance and the student-led CSU healthcare. During those two events, the campaign department distributed promotional material and provided information on the annual campaign. The campaign was extremely well received and many students were very interested in getting involved with it. In fact, it might be the most success I've had mobilizing students with a lot of people signing up to become volunteers. In addition, the campaign department also hosted two morning coffees (on both campuses) during Orientation, distributing agendas, mugs, and campaign materials.

Get Radical! Seminar on Community Organizing

Throughout the year we organized two of the seminar, *Get Radical!*. This seminar offered a variety of workshops on community organizing with topics ranging from how to finance your campaign to the history of activism at Concordia. Overall, we had good attendance at the workshops. The feedback we received from the students was overwhelmingly positive and the majority of the participants seemed to have preferred the more “practical” workshops; those that were more skill gaining and learning from history. The Campaigns Coordinator has been working on improving the serie for the following years.

Development of a Social Media Plan

Midsummer, the Campaigns Coordinator and I decided to drop the idea of the Campaign department having its own Facebook page. Upon reflection, it seemed like going through with the project would have created a divide between the CSU as an institution and the campaigns department, which should be considered as integral to the student union. However, the Campaigns Coordinator and the Communication Coordinator did an amazing job collaborating together to keep the students updated on the different events, campaigns, and news related to the department.

Another project that had to be dropped was the one relative to bringing on social media aspects of Concordia radical history through old posters and mobilization material. I had planned to work with the CSU archivist in scanning old mobilization material and put it on the CSU social media with a description. Unfortunately, the CSU archivist left the position at the end of the summer and someone has yet to replace them, therefore the project had to be put on the back burner.

Ensuring the Continuity of Other Campaigns

Unpaid Internships

On January 11th, the campaign department organized an information session open to all interested Concordia students. This event tackled the subject of unpaid internships mobilization and aimed to inform students about the different strategies and resources available to them via the CSU if they were to decide to mobilize in that direction. We received moderate attendance, but overall, the session went well. This event was to replace the networking event I was planning on doing in the winter semester. I made this decision due to a lack of capacity to organize such an event and also because many departments at Concordia were showing interest in going on strike. Therefore, an information session seemed to be a better and simpler way of supporting the students currently mobilizing their department.

In regards to the meeting from CUTE and the Coalition Montréalaise pour la Rémunération des Stages, the finance coordinator and myself went to a few of their meeting, yet due to a lack of capacity, not as many as I would have wanted to attend.

When a few Concordia departements went on strike this winter, the campaign department offered support through lending materials (percolators, banners and art supplies, etc) and different committee such as the Community Action Funds and the External Committee provided

funding to help them organize. A few of the executives and myself also went to the picket lines to offer help and support.

Food Campaign

For this campaign, I opened a budget line for them to use, including but not limited to 250\$ for printing, and kept active communication with those working on the campaign.

International Tuition Hikes

Starting January 2019, we started to develop strategies to oppose the potential hikes of the international students tuition fees. I decided to start a petition in the hope of mobilizing the students and raise awareness on the matter. We also organized an information session at the beginning of the semester to inform students on the current situation and the different actions that had been taken in the past.



We started the content developing in March and got part of the material by the end of that month. The petition collected above 2000 signatures and was presented to the Board of Governor on April 17th while students were demonstrating outside in a festive Dance Party-like rally.

We received the information that the board of governor would be voting on the international tuition fees on May 22nd and we will keep on mobilizing the students until then to oppose any hikes.

Racism and Discrimination

Support towards this campaign was given mostly monetarily and with coaching relative to logistics. I opened a budget line for *Black History Month* and for events related. The department is playing a supportive role in two events for Black History Month; Protests and Pedagogy events and the Rap Battle. Another budget line was directed to Solidarity Across Borders for them to have access to funds, if need be.

Finally, on April 17th, we organized a press conference to oppose the implementation of Bill 21 by the CAQ government. The external committee put some extra money aside to support the different project of Muslim Student Association in opposition and in response to the Bill.

Strike for the earth

The organization and mobilization around the *Strike for Earth* was a student initiative that we supported during the winter semester. We booked spaces for them and provided material as well, both during mobilizing and the protest. Considering the high involvement of students in this campaign, I would highly recommend adopting it as the next CSU annual campaign.

Organization of Anti-Consumerism Week

Clothing swap

Organizing the clothing swap involved a lot labour and preparation on our part. The Fall event went extremely well. I would estimate that about 150 to 200 people came to the event and most of the clothes were taken. Unfortunately, we did not get the same amount of attention for the childrens clothing swap as fewer people came on Sunday to participate. The student parents that participated were very excited about the event, but there were few of them that knew it was happening. We gave the rest of the clothes to Renaissance, except for children's clothes and blazers which will be given to charity working to help refugees.

We organized a second clothing swap during Anti-consumerism week, which was not as well attended due to the week-long serie happening just after the break. Luckily we had less clothing items than in November, due to some difficulties in receiving the bins from Renaissance. The student parents clothing swap had a greater attendance this time around.

In the future, I would recommend for the queer clothing swap to become a Student life event, because it is much more related to events planning than campaign and mobilization.

Anti-Consumerism week

The campaigns department with the help of the Loyola coordinator and the Student Life coordinator started organizing the numerous Anti-Consumerism workshops and activities in November. All the workshops and activities were very well attended as it is a very successful event each year. Following is a list of all workshops that were given, all of them having an attendance reaching between 10 and 50:

- Make your own Kombucha
- Beer brewing and Cider Mead making
- Bread making
- Dumpster diving (both theory and practice)
- DIY cosmetics
- Feminists drink and draw
- Bicycle Basics

For future years, I would recommend that this event take place instead of winter orientation. *Anti-Consumerism week* holds a lot of event and there should be some conversation around potentially merging the two weeks together.

Effective Provincial Representation

Provincial Debate

In prevision of the upcoming provincial elections, the Finance Coordinator and I collaborated with the Political Science Students Association to organize a political debate at Concordia. We organized the event to happen in the DB Clarke theatre and created a call out for students that might want to ask their own questions during the debate.

Most of September was dedicated to the realization of this project. We ended up having two interpreters and two translators with the translation projected on the main screen. We also coordinated with the Communications Coordinator to reach out to the media who were present at the event.

The event went well despite some politicians arriving late and delaying the debate by a few minutes past it's foreseen start at 5pm. Questions from the Political Students Associations, the Concordia Student Union, and the students were presented to the candidates in the form of a Q&A. Attendance was also quite high, tickets were free and the majority of them were reserved a few days after the event was posted. I would estimate that about 200 people were present at the debate.



Board and Committee representation

Community Action Fund

In July, I reached out to the different organizations who on the Community Action for them to select their new representatives. The committee has been meeting regularly each month since then and funding great projects. In the following months, I am hoping to increase the visibility of this source of funding to the Concordia community and other groups around Montreal.

External committee

The external committee met frequently over the year. We reallocated funds twice after the adoption of the budget in June, once in January and once in April, to ensure all the money was spent. Many projects on campus were funded (over 14,000 was spent on students projects) and many of the members of the committee were actively involved in the campaign against sexual violence this year. With the funding page being inaccessible for a very long time, until the communication coordinator fixed the situation, we received less applications than in previous year.

Finance Coordinator

Written by John Hutton, Finance Coordinator

Solved the CSU's Structural Deficit

In previous years, the CSU made the decision to put reductions to the fee levies for Clubs and the Advocacy Centre to referendum, which were approved by students. These proved to be unwise financial decisions because following them, Concordia scaled back its own internal advocacy services, driving up demand on the CSU's service. Clubs activity also increased in both the number of student clubs and the amount of activity organized by them. Advocacy is a vital service to protect students and clubs are a wonderful resource for students, so cutting the departments was not considered an option. The result was that each department ran an annual deficit. For a short period this was possible because the CSU had accumulated a reserve fund from previous years' surpluses, but could not be maintained forever because the cash reserves would eventually deplete to zero.

To resolve a deficit, increased revenue and decreased spending is required. The problems in these departments were primarily revenue-based, so resolving them required that a new fee be approved by referendum. In the by-elections, an increase to the CSU operations, advocacy, and clubs budgets was proposed alongside a reduction in equal amounts from the Student Space, Accessible Education, and Legal Contingency Fund (SSAELC). The result of the changes was that students would neither pay more nor fewer fees, but there would be enough revenue to cover the costs of providing the essential services to students. However, simply raising new revenue is insufficient to ensure longer term financial sustainability. While the Advocacy centre's needs are stable, student clubs can fluctuate a lot and the department stands to benefit from improved financial oversight practices. New reforms to clubs policy are being drafted such that clubs budgets will require a two-step approval process, where they will have to modify their originally proposed budget to match their annual CSU grant, so that both the club and CSU can better plan for the year's expenditures and eliminate the practice of retroactive funding. In addition, a reserve fund will be set aside for allocation in the winter semester only, so that when clubs register during the year and request a budget, the department won't have maxed out its allocations and won't have to increase its spending from the annual budget.

Through this combination of re-structuring the fee levies and improving financial practices, the CSU's structural deficit has been resolved without raising student fees or cutting services.

Budget Revisions Process Introduced

The CSU budget is produced by the Finance Coordinator and approved by Council in the first meeting, in June. The document sets the union's priorities for the year in the clearest terms- where the money will go. It's essential to have a budget plan right at the start of the fiscal year, however the Finance Coordinators are still new to their job when they make their budget, and because it's the summer it is harder to consult students widely for their priorities- even if the short timeline didn't make that difficult.

To improve financial planning, a mid-mandate budget revision process was implemented. By re-doing the CSU budget line-by-line at the halfway point, the CSU finance coordinator will be much more acquainted with the union's finances in addition to having a picture of how the union is doing in terms of its revenue and spending. Through the budget revision process, there was more time to re-format the document to make it more accessible and visually appealing, to clean up the document, in addition to adding new content such as the departmental budgets (which existed but were never consolidated into a single document nor presented beyond the Finance Committee).

This year's revised budget shows a stronger financial position for the CSU. The operations surplus has grown from a thin \$5,183 to a robust \$65,874—this is the result of efficiencies being found rather than cutting services to students. It is strongly recommended that budget revisions become an annual practice in the CSU.

Credit Card Policy

Developing a new policy for the CSU credit cards has been a key reform to improve transparency and accountability, but also efficiency in the CSU's financial processing. The practice for many years has been for the CSU to have a single corporate credit card with Desjardins, in the name of the General Manager. The card would get passed around between executives, staff, or volunteers as it was needed, and all the expenses would be reported on a single monthly bill. It would then be the Finance Coordinator's task to make sure that everybody submitted their receipts, and assign budget codes to each expense item. In practice this created problems: first, if somebody misplaced or forgot to submit a receipt, the Finance Coordinator would have to spend time asking different CSU employees if they were responsible for these items and, as was often the case, not all items could be identified each month on time for the bill's due date- causing interest fees to accumulate. Secondly, an issue arose where a CSU executive in the 2017-18 year registered for Uber with the CSU credit card, which resulted in their trips for personal trips and business purposes being confused, and they did not identify a number of expenses as theirs until they were exposed by Councillors. Finally, the monthly bill had to be paid via a cheque, so in the internal accounting software it was harder to identify what particular expenses were under the different budget lines because it appeared as a large, clustered expense item. Updating this system thus became a priority to improve transparency and accountability.

In the new system, each executive plus the General Manager will have their own CSU credit card under their own name, with a maximum spending limit. Using Scotiabank in place of Desjardins, the Finance Coordinator is able to view posted transactions at any time online, but also because there are now 9 monthly bills in place of just one, the expenses are segmented by each executive so it's much easier to track an expense item to a particular department. Already this has resulted in all expense items being easily identified and given a budget code. Further, these new cards have a 1% cashback reward after \$7500 per card has been spent, which will save the union money. This change is anticipated to save the union \$500 per year in interest fees. As an extra benefit, the cash-back incentive to use credit card also means that less staff and students will have to pay out-of-pocket for union business.

Online Transparency

For the first time, the CSU budget is posted on the union's website. Why this was not previous practice is unknown, but this essential document must continue to be easily publicly available to students. The new website sections have short explanatory sections explaining what the CSU budget(s) are, with the document available for download. Also included are the presentation given to Council when it was approved, the most recent Audited Financial Statements for the union, and a guide for reading the audited financial statements, to make it a bit easier to understand.

Following up on the practice, the revised budget document has been posted online as well. The new revised budget document is the most transparent and accessible budget document from the CSU in many years. In addition to having a summary page to show the union's finances at a high level and a detailed line-by-line breakdown of the CSU's budget, the sub-budgets for the unions various departments are also included with a breakdown (ie sustainability initiatives, student life, orientation, campaigns, etc). Publicizing this information gives students easy access to a much clearer picture of where their money is going, and what the state of the union's finances are.

Finance Committee

The Finance Committee met approximately once per month to review the union's budget actuals, approve and modify financial policies, and to approve funding for items over \$10,000. Major items discussed by Finance Committee include:

- Annual operating budget
- Credit card policy
- Executive hardware allowance policy
- Committee budgets
- Short-term loan to AVEQ
- Furniture purchases
- Terms for a loan from the SSAELC Fund to the CSU
- Loyola Hive Free Lunch
- **Student Endowment Fund Approvals**
 - Waste Not, Want Not collaboration - \$7500
 - Annual Undergraduate Survey setup & methodology development contract - \$7750
 - Clubs space furniture - \$5000
 - John Molson Accounting Society Free Tax Clinic - \$8000
 - Online Voting Pilot Project - \$9201.55
 - CSU Farmers Market - \$8000
 - Review of CSU regulations by lawyers with recommendations - \$18,618.65
 - Mindfulness Project - \$5620

Pride Organizing

I was very involved with organizing the CSU's participation in Fierté Montreal in the summer months. The CSU brought other student associations to the table, such as ASFA, TRAC, AVEQ, Queer Concordia, the Centre for Gender Advocacy, and the Student Society of McGill University. We ran a kiosk on Rue St-Catherine during the community day where we were able to speak to hundreds of students and community members about issues facing LGBTQ students and about ending unpaid internships. During the parade, we ran an entry themed for our campaign to end unpaid internships, *Free Love, Not Free Labour!*. Approximately 50 students marched with us in what was a fun and effective action that was well-received by tens of thousands of Montrealers.



Unpaid Internships Strike Organizing

In support of the Quebec-wide strike organizing against unpaid internships, I did what I could within my capacity to support student associations at Concordia which were mobilizing. The faculties of Journalism, Communications, and the School of Community & Public Affairs all held successful strike votes, and the Liberal Arts College held a general assembly vote in support of the campaign. I attended all of the strike GAs, as well as a number of Montreal-wide meetings of the *Campagne Unitaire sur le Travail Étudiant (CUTE)*. I supported the student associations at Concordia by helping them produce strike budgets and applications to the Community Action Fund, connecting them with other resources to organize their activities, and by showing up to actions they organized such as picket lines, demonstrations, and teach-ins.



General Coordinator

Written by Sophie Hough-Martin, General Coordinator

As the 2018-2019 mandate comes to a close, I'd like to reflect on notable challenges and how we overcame them, within the CSU.

Briefly, the summer semester was spent researching and preparing for the fall and winter semesters. I had several meetings with senior administrators on our shared priorities, which, despite many disagreements, there remained many priorities we shared with different ideal conclusions. The fall semester was spent tackling issues of student eligibility within the university through the creation of a Senate ad-hoc committee, fighting for a stand-alone university-wide sexual violence policy, drafting a CSU code of conduct and stand-alone sexual violence policy, and going into anaphylaxis at a Board of Governors' meeting. Additionally, online voting was implemented between December and January.

The past four end-of-mandate months have been spent codifying the CSU code of conduct, sexual violence and safer spaces policies, hiring project assistants as an executive resigned, fighting for a stand-alone sexual violence policy, and handling yet another elections crisis. I have also started planning the transition for the next general coordinator to include important things to know, on top of daily responsibilities and non-hierarchical practices within the executive.

Internal Affairs Coordinator

Written by Princess Somefun, Internal Coordinator

Clubs Orientation

The Clubs Orientation took place on September 6th, 2018 in the MB Building. The Orientation covered things such as information on registration, budgeting, reimbursements, event planning, campus resources, and more. The agenda included presentations from Hospitality, the Dean of Students Office, the Woodnote Housing Co-op, and Clubs representatives at the CSU. Clubs Executives were also provided Safe Serve Program(SSP) certification training and were urged to go to the Dean of Students to have consent training and disclosure training done. This was most important if clubs planned on having overnight stay events as well as events that have alcohol being served.

Clubs Policy

There are two policies that the Finance Coordinator and I have been discussing with regards to clubs budgets and spending: retroactive funding. To ensure that clubs only spend their allotted budget on events they included in their budget proposal, we are discussing banning retroactive funding. The only way a club may be able to spend money that was not included in their initial proposal would be submit a new budget.

The reason for this is because last year, prior to my mandate, many clubs were using the money from their allotted budgets for other things or events that they never proposed. However, during the Clubs Orientation I made it clear that retroactive funding would not be allowed this 2018-2019 year. So far, clubs have been compliant with this. The updating of the standing regulations will cement this and potentially promote fiscal responsibility amongst clubs.

Standing Regulations Updates

It's the Internal Coordinator's role to update the Standing Regulations book so that the version posted on the CSU website and accessible to everybody is up-to-date with the latest council resolutions. The following additions or amendments were made:

- Chapter 3, Section 2 was amended to say: "The Chairperson shall receive an honorarium of \$250 for regular and \$200 special Council meetings."
- Chapter 3, Section 3 amended to say: "The Minute Keeper shall receive an honorarium of \$100 for both regular and special Council meetings."
- Chapter 6, Section 1: "Judicial Board expenses, for any and all expenses relating to the Judicial Board, its advisor, or its meetings, and nothing else; Elections and referenda expenses, for any and all expenses relating to the annual general elections or any by-elections or referenda, and nothing else. The Hive Free Lunch Program, for any and all expenses relating to the Hive Free Lunch program that fall within the contract guidelines. First Voices Week, for any expenses relating to the organizing of First Voices Week. The

Chair of the CSU BIPOC or External and Mobilization Committee shall be the designated approver of the First Voices Week budget line.”

- Book 8: “The Executives must submit a joint written mid-mandate report to Council no later than the second January regular meeting. This report must include but is not limited to the objectives of the annual work plan. This report must provide an overview of all events, projects, campaigns, and services provided by the Union. Any executive that does not submit their portion of the report for the midmandate report shall be deducted 350\$ from their next paycheck. Council can waive the penalty for exceptional reasons by a majority vote”
- Book VII - Elections and Referendum Regulations: These regulations were updated following the referendum in by-elections where students strongly voted in favour of online voting. Regulations which specified the layout of paper ballots and the process for running polling stations were repealed, and two new sections were added to establish general procedures for online voting, as well as regulation of candidate activities under an online voting system.

Loyola Coordinator

Written by Alexis Searcy, Loyola Coordinator

Mobilization at Loyola

Campaign against Sexual Violence

During the summer, the university released their report on sexual violence at Concordia. The report acknowledged the, in their words, “lack of services at Loyola,” as there are no SARC services, and pledged to work on improving this situation. Early into my mandate, I have contacted SARC to set up a meeting to discuss having SARC office hours at Loyola and initiatives and projects that promote consent and support survivors. So far there has been little development on this issue.

Along with the campaigns department and campaign assistants, we have consistently spent time mobilizing at Loyola. Posters for all campaign events and awareness campaigns are on every posterboard and quite a few Loyola volunteers have been recruited to work on the campaign. It’s very exciting to see Loyola energized in this way and involved in the annual campaign.

The university released its new sexual violence policy recently, but has yet to commit to implementing sexual violence services at Loyola. There has been renewed interest in the Loyola campus from the administration and I have been speaking to the fact that their number one priority should be sexual violence services at Loyola.

Tuition Hikes

Similarly, the campaigns department and myself have been mobilizing against tuition hikes at Loyola. The campaigns coordinator and I agree on the importance of working out of Loyola and spending time mobilizing there. We consulted about ways to do this more effectively in the future

including purchasing some items for the office to make it easier for campaigns to work out of there.

Cultural Clubs Fair

This year's Cultural Clubs Fair was hosted in Hive Loyola and was an overwhelming success. The Internal Coordinator did a wonderful job with the event and it was very exciting to see so many people attend an event at Loyola. Hopefully, this will encourage more groups to consider hosting their large-scale events at Loyola.

Anti-Consumerism week

This year's Anti-Consumerism Week featured a number of events on the Loyola campus. I was on the organizing committee along with the Campaigns department and the Student Life Coordinator to organize several events being hosted both at Loyola and Downtown. I organized the Bread-making, How to Refuse Your Rental Increase, Dumpster Diving Theory and Praxis, and, with the Student Life Coordinator, the Feminist Drink N' Draw. Anti-Consumerism week is packed full of exciting workshops and events, and I'm so glad Loyola campus hosted many of the activities.

Food security campaign

I've partnered with student-led initiatives on a food security campaign to raise awareness of the privatization of food on both campuses. We had planned a mobilization camp for early Fall but because of a postponement of the campaign launch, this has been put on the back burner for the time being. The Food Autonomy Campaign was able to pass a mandate to support campaigns to divest from Aramark in Concordia's food services. There was a very successful campaign launch and I remain in contact with the organizers and hope to work together in the future.

G-Lounge

Early in the summer, I met with the Dean of Students to clarify the situation with the G-Lounge. The university has agreed to fund the renovations so that the DoS can retain control of the space. I've been asked to stay on as an advisory role to represent student voice. The CSU has already created a number of proposals and ideas for the space. Many students have expressed dismay at the accessibility issues caused by having the space closed. I have communicated these concerns to the DoS and reiterated how important it is for the Loyola community for this job to be completed.

The design process began March 27 at an abstract session hosted by the Dean of Students. I participated along with a range of student and Loyola community members, and there was a lot of great insights and ideas. The main ideas talked about were space for sustainability initiatives and plants, an Art Hive, Mental Health and stress reduction activities and support, space for music and performance, and how to incorporate outreach and history into the space. This first meeting was fairly free form and visioning centric, but I'm hopeful that the next meeting will focus a bit more on concrete possibilities and limitations. Accessibility is still a huge issue in the space and having it closed makes the CJLO and Concordian offices inaccessible for people with limited mobility who need to use the elevator. This has been a massive issue since its closure and I'm happy to see the space open. The CSU should stay active in these discussions as we already had plans drawn up for the space and see it as important to solutions of food inavailability on campus.

Hoping to hear many new developments in the coming months and for the project to at least pick up speed this summer.

Hive Repainting and Updates

The Loyola Hive has needed a number of updates for a few years. At the beginning of my mandate I was contacted by Marcus Peters, a former Loyola Coordinator, who would like to see the project finished. The funding for this project was approved 2 years ago and is still available to access. Along with the General Manager, we sought to acquire at least 3 up to date quotes from painting companies and hire one to carry out the job. We'll be painting the lounge area, serving station, kitchen, and bathrooms. The paint in many of these areas is chipping or damaged to the point of plaster being visible and is overall not very nice design wise. We've chosen to lighten up the color scheme and match it to the two beautiful murals in the lounge.

It also came to my attention that the new sinks in the Lounge never had a grease trap installed. This is a major oversight and really disruptive and labour intensive to constantly fix. Along with the planned repainting that will mostly likely be done sometime this summer, the Hive marketing committee and I will be having informational posters about the Hive and the Free Lunch Program.

As well, I have requested a few Hive and Free Lunch Program advertising posters be made to put up all over Loyola. Both the Hive and the Free Lunch Program are way under marketed with many Loyola students still unaware that there are free and affordable food and coffee options on campus. I'm in conversation with both the executive and the Hive board in order to find a way to make these necessary renovations. Hive board members and myself are also looking into ways to promote and support the free lunch program that has been underserved in the past.

Loyola Office

The Office Manager and myself are looking into rearranging the Loyola office to make it more inviting to students and useful for coordinators and employees. The current setup of the space is cluttered and not ideal for working or having meetings. The Loyola office is already underutilized and not in an ideal space to reach students and its current space is not helping. There is a variety of orientation and campaigns materials that takes up the majority of the space. This obviously doesn't look very nice, but it also isn't conducive to mobilization and outreach. We'll be looking into storage space for these materials so that these items can be accessed easily and leave space for those wishing to use the office space. I will also looking into a few purchases that could make having a CSU presence easier such as a banner or sign promoting the services and mission of the CSU just as we have outside the downtown office. I would also like to purchase a few coffee urns and maybe a popcorn machine to encourage better mobilization and outreach at Loyola. I am also exploring some options for how to make the Loyola office function more as a CSU office, particularly for the clubs at Loyola who still have to go downtown to access most CSU resources. There is also a lack of knowledge about Loyola by CSU staff and representatives and I would like to brainstorm this issue with the incoming Loyola exec to find ways of alleviating this issue. This year, I have already integrated a number of systems to ensure that Loyola is receiving more materials and outreach than before and spending at least one or two days there a week to be available for Loyola students and building CSU presence at Loyola.

Appointments Committee

I served as Appointments Committee chair since mid-fall semester. In that time, we have appointed two Chief Electoral Officers by mandate of council to reduce delay in the elections. We also selected two Judicial Board members as per council mandate to ensure the fairness and efficiency of handling election related complaints and hearings. We filled the majority of the Tribunal Pool member spots. We also selected candidates for university bodies such as the University Retroactive Withdrawal Committee and the Equity, Diversity and Inclusion Committee. We also appointed all student-at-large members for standing committees. Appointment of Chief Electoral Officer and Judicial Board members through appointments committee is a big change for these processes. The proposal was presented to council, one because of the time constraints due to the delayed elections process both times, but also because of the amount of complaints received by the chair in regards to the current process of council interviews. Many complaints have stated that the process is anxiety inducing as one is interviewed in front of 30+ people. This is compounded by the long wait before the interview agenda point is reached and the inaccessibility of one interview date. The executive empathizes with these concerns and sees them as an accessibility issue. Councillors were invited to the interviews and selection meetings to ensure oversight and hear non-committee member voices. I found this process both fair and collaborative and enjoyed the support from councillors. We have begun looking into ways of handling the hiring process more fairly while still allowing council oversight. The Academic and Advocacy and Campaigns coordinators have begun to look into training and support for those serving on university bodies as these members have often had little contact before or after with the CSU and may not be informed on issues such as sexual violence or advocacy strategies.

SHIFT Consultation

Early in the year, I was consulted for the upcoming SHIFT centre which was announced last month. The first public design sessions were in late March which I attended. The project, which is loosely defined as a social transformation hub, is in its very early stages of development and is consulting a variety of groups from the Concordia community on all aspects. The main topic was the Centre's priorities and services with some mentions of their potential governance, decision-making, and resource allocation. The CSU needs to remain very active in this process as there are a lot of potential benefits for students, but the admin and governance need to be held accountable to the students and our needs. I have joined both the committee's of the SHIFT design (governance and project selection) and hope that someone will take over my place here from the new executive.

CART Campaign Games

I was recently contacted by a professor teaching a game development class that connects students with community groups. I gave a presentation on three different CSU campaigns (sexual violence reporting, unpaid internships, and international student struggles) that the students can develop a game around to bring awareness to these issues. I met with both teams separately to talk about their ideas and how to incorporate them in the game. I also answered questions about their topics and prepared some information for them about the history of student and/or labour struggles. I had really great conversations with both teams about exploitation, games, privatization, and the potential of student mobilization. I've also been able to test one of the games and stayed in contact with both teams throughout. The games are truly fantastic and I hope they will reach out to new audiences for CSU campaigns. It's been so encouraging to see

this level of interest and engagement from a student population who we don't often work closely with at the CSU and I hope this continues.

Student Life Coordinator

Written by Michèle Sandiford, Student Life Coordinator

Events

Since the beginning of my mandate, the largest event series I hosted were Fall and Winter Orientation. Both weeks were a mix of social, informative, and entertainment events. As a whole, the events were successful, well-attended, and sustainable. I was lucky to work with an incredible team of Orientation Coordinators throughout the summer to make these tasks possible.

Some events I coordinated in the Fall semester were the Student-Parent Halloween Party with CUSP and a series of Wellness Week events in collaboration with the CSU Sustainability Coordinator. Coordinating events following the post-Orientation exhaustion while keeping up with my vast portfolio was a challenge. However, the events that were organized were well-received. In the Winter semester I organised a Naloxone training, rapid HIV testing clinics, a coding workshop, and Terrace Fest. I was also involved in planning some events for Anticonsumerism Week.

Committee and Board Membership

I have also chaired the Student Life Committee, sat on the Concordia Council for Student Life (CCSL), and held the position of President of the Reggies Solidarity Cooperative Board of Directors. These bodies met regularly and attended to their respective tasks and mandates. I sat on the CSU Elections and Participation until the Winter, since the Reggies Board takes up a significant amount of my time. The CSU Elections and Participation Committee moved slowly in the Fall semester, only meeting three times (see "Ad-Hoc Committees" subsection). The Student Life Committee has met regularly to distribute Special Projects Funding to student (and community) projects, and has refined the application process and requirements.

Addictions Recovery

The long-term project I have been developing this year have been creating on-campus resources for students in recovery from addiction. I am thrilled that the council has approved the CSU to offer a peer recovery centre in September 2019. I approached the issue of addiction on campus thoroughly by collecting information, consulting people with knowledge and lived experience, and reaching out to the community to start a dialogue. The program will consist largely on peer-support meetings, workshops, and peer mentorship/leadership.

Administrative Duties

In my day-to-day administrative duties, my most significant tasks were supervising the Design team and Communications Coordinator, who have held their positions since September 2018.

These departments have been producing high-quality work and are consistently helpful and open to comments and collaboration. Since coming into their position in September, our Communications Coordinator has been growing our followers and social-media impact steadily. The past semesters have also been marked by the building of a strong relationship with the Dean of Students Office, which have been an enormous help for Orientation events and developing strategies to address the needs of students in recovery from addiction.

Sustainability Coordinator

Written by Akira De Carlos, Sustainability Coordinator

Sustainability Committee

The Sustainability Committee is responsible for fostering and supporting a culture of sustainability for undergraduate students and the Concordia community. It shall oversee and make recommendations to Council regarding the effect of the Student Union or University's practices and operations on the environment and the community.

Over the course of the last several year we have meet a total of 8 times. During these meetings the committee has approved: my work plan for the year, sustainability budget, contracts between CUCCR and *Waste Not Want Not* initiatives, partnerships with Sustainable Concordia, my Climate Change Week, my Suppliers List and my event accessibility guide.

Sustainability Sub Committees:

As the Sustainability Coordinator, I have a seat on most of the university's sustainability committees, such as, the Operational committee, the Joint-Sustainability investment advisement committee(JSIAC) and campus engagement committee. My role on these committees is to be a voice for the undergraduate body and to present the CSU's standpoint on the conversations taking place. There is a fair amount of overlap between committees, but each has its own focus. , JSIAC was interested in receiving a report from the CSU about its own sustainable investments and goals, so I worked on research and putting together a report for them to receive at the end of my mandate on our green investments.

Ad-Hoc Committees

Written by Akira De Carlos, Sustainability Coordinator

Elections and Participation Committee

The Elections & Participation Committee was created in July due to the concerns of several Councillors. It's mandate is to increase electoral participation in CSU elections, whilst keeping elections secure, accessible, and transparent. Our specific task is to understand why voter turnout remains low, investigate, and recommend what strategies could improve electoral

participation. The Sustainability Coordinator and Student Life Coordinator hold the two executive seats on this committee.

We have met three times over the course of the Summer and Fall semesters to discuss online voting and touch on other causes for low voter turnout. An idea of doing a cross country survey was discussed to tackle the question of campus engagement, however, one has not been done yet. One Councillor did research on potential external companies to use for online voting, others were tasked with reading electoral participation reports, contacting other universities, talking with the CSU's IT Administrator, and finding out sources of potential funding. A question about voter participation has been included on the Annual Undergraduate Survey, which we hope will give us insight as to why voter turnout is often low for CSU elections.

Following the January by-elections in which students strongly voted in favour of online voting, the elections & participation committee took on the task of updating the CSU's standing regulations in order to accommodate online voting.

Representation on University Bodies

Written by Sophie Hough-Martin, General Coordinator

Board of Governors

I have sat on the Board since October. As one of the two voting students on the Board of Governors, several votes happen without student consent. Administrators stressed how much more important it is for students to abstain from important votes than to voice dissent so that in the minutes a vote can be said to have been unanimously adopted. Unlike Senate, the Board usually focuses much more on mundane tasks. The debates are limited, as it's typically only the two undergraduate students who voice any concern with the goings on. Committee recommendations often occur without fully developed documentation nor any minutes to allude why they were recommending one option over another.

Notable Board Highlights

- The chairman of the Board, Norman Hébert took every governor out to lunch or breakfast. My lunch happened to have been scheduled on Valentine's Day.
- At the December Board of Governors meeting, I was told that something was safe for me to eat, even though it contained high amounts of my allergen, so Mikaela, the Academic and Advocacy Coordinator, rushed me fast acting Benadryl and my partner brought my EpiPen, so I could finish my agenda point and then go to the hospital.
- The Goodman Institute privatized programs had their tuition increased by 20% for domestic students and 50% for international students, simply because "tuition in [these programs] hasn't been raised for 7 years."
- Gina Cody said that, while she was glad the CSU was fighting so hard for international students to have fair tuition, sometimes governors have to vote against their conscience - something that doesn't make sense given the historic donation she made to the university.

- The student representative on the Finance Committee will be bringing the International Student petition to the committee so that it will be considered as part of their budget process, before the May meeting.

Senate

Written by Mikaela Clark-Gardner, Academic & Advocacy Coordinator

We have had a productive and engaged year of student involvement during 2018-2019 Senate. During the October meeting, the CSU presented and passed a motion at Senate, which established an ad hoc committee on Senate's eligibility criteria. The reasoning, in short, is due to the restrictions it places on student representatives which interferes with the CSU's autonomy in appointing and electing its own representatives. Please see *Student Representation on University Bodies & Issues of Eligibility* for more information. Our main project for the Winter semester was researching and presenting a proposal to implement a Fall Reading Week in 2021 as many students have voiced that establishing a Falling Reading Week should be a priority and it also aligns with the results of Concordia's wellness review. However, we received a fair amount of push back from faculty senators, which resulted in a committee being establish to research and look at the logistics of having a Fall Reading Week.

Notable Senate Highlights

Here is a list of notable Highlights, commitments and changes made to and with the Senate during the 2018-2019 mandate;

- Concordia has expressed their commitment to decolonizing and indigenizing the academy. Donna Goodleaf has been hired as Concordia's first Indigenous curriculum and pedagogy advisor, William Lindsay has been hired to be senior director for the Indigenous Directors Office for the Provost and Vice-President, and Heather Igloliorte has been appointed to Special Advisor on Advancing Indigenous Knowledges
- Concordia renamed the ENCS faculty to the Gina Cody School of Engineering and Computer Science, with a historic \$15 million dollar donation. CU has stated that a significant portion of this money is going towards student funding and bursaries.
- Claude Martel, director of the Institute for Co-operative Education did a presentation. Martel confirmed all the academic and full time status requirements for Co-op, PREX, INEX and ACE are made by the university. When asked to justify why part-time students or students with a lower GPA could not take a placement, he indicated that this could be because there was not enough placements for all students. However, research shows that students who are practical, hands-on learners who may thrive in Co-op placements may not meet the GPA criteria. In addition, Martel indicated that the university's goal is for all students to have at least one internship during their degree, so this criteria would have to change anyway.
- The course, EDUC 450: The Inclusive Classroom has been removed from the Education Minor, which means that students taking the minor cannot take a course that is specific to

creating inclusive classrooms for students with disabilities. Although it was mentioned that another course could be made available, it is a course that is not regularly offered in comparison with EDUC 450, making it very difficult for students to learn about this important subject matter. The CSU, along with other faculty, took a strong stance that we need to prioritize these courses on inclusion and diversity rather than removing them.

- BSc Honours and BSc Specialization in Environmental and Sustainability Science is a new interdisciplinary program that was approved in February.

Review of Concordia Internships

The Academic Planning and Priorities Committee has been mandated by Senate, through a motion passed by the CSU in the 2018 Winter Semester, to evaluate internships, make recommendations to standardize internships, review internal policies and produce regular reports to Senate on its progress. While serving on this committee, I have been in dialogue with the campaigns coordinator where we came up with three main focuses:

- Standardizing support, evaluation and placements for students
- Removing the financial barriers that are not mandated by accreditation
- Improving accessibility of internships
 - Increasing flexibility and exceptions for students who cannot afford the time (ex. student-parent) or the money to be in an internship (ex. unpaid or paid less than their current job).
 - Removing or at the least limiting the GPA requirements. The GPA requirements vary depending on the department and can be as high as 3.5. As there should not be limitations on which students can experience practical, hands-on learning opportunities.

The committee has worked on a survey that was sent out to all internships programs. The next step is surveying students, however the CSU has ample data from the 2017 survey on unpaid internships. I am working on pressuring the committee to move forward, as there is only one year left to make changes.

Student Representation on University Bodies & Issues of Eligibility

Written by Sophie Hough-Martin, General Coordinator

The beginning of our mandate on the Board of Governors and Senate was marked with a resurgent of old issues surrounding the University administration's eligibility requirements for student senators.

Brief Timeline of Student Eligibility Issues

2016: CSU given a mandate to contest eligibility requirements for Concordia Senate and the Board due to the fact that students, at the time, were not eligible to sit on the Board or Senate if they had been given a letter of reprimand under the Code of Academic Conduct.

- 2016 Ad-Hoc Committee was called to address these issues, during which the CSU advocated for the abolition of *all* eligibility requirements, but had to compromise. Despite

this, certain eligibility requirements, such as academic standing and program enrollment remained, while restrictions based on Academic Code charges were removed.

January 2018: When the University created the Task Force on Sexual Misconduct and Sexual Violence, academic standing requirements prevented students who were in conditional or failed academic standing from applying. This prevented students who might have fallen into conditional standing due to experiencing sexual violence on campus from being able to apply to have their voices heard at the administrative level.

- Additionally, and in contravention of article 32 of the *Act respecting the Accreditation and Financing of Students' Associations*, the University administration did not initially allow for the Concordia Student Union to appoint student representatives to the Task Force.

These continuous contestations against the eligibility requirements imposed by the University administration against appointments to governance bodies represent a larger, systemic issue of different interpretations of the law that governs the relationship between accredited student unions in Quebec and the University administration.

2018-2019 Ad-Hoc Committee on Senate Eligibility

In October 2018, the Academic and Advocacy Coordinator and I presented to Senate a powerpoint on the barriers facing students in conditional standing, and proposed that the senate recall an ad-hoc committee on Senate eligibility to investigate solutions to the eligibility requirement of student representatives on University governance bodies.

The vote passed with a significant majority, and an ad-hoc committee was called to reinvestigate Senate eligibility. The Academic and Advocacy Coordinator and I sit on this committee. Since the committee was created, we have met twice times, once in January and one in February. A planned third meeting was cancelled in March and postponed until the end of April. On this committee, Mikaela and I have advocated for the abolition of senate eligibility requirements for students. Due to the need for compromise, however, we have structured our arguments in such a way that we are optimistic we will have academic standing and program registration removed from the requirements for more flexibility that allows for students, regardless of their standing or independent student status to participate in governing bodies at Concordia.

Concordia Council on Student Life (CCSL)

Written by Michèle Sandiford, Student Life Coordinator

The Concordia Council on Student Life is the highest student life Council at the University. The Council is comprised of students, faculty, and staff. CCSL has two subcommittees: the Outstanding Contribution Awards and the Special Projects Committee (which I was a member of). The Outstanding Contribution Awards committee meets once a year, near the end of the academic year to distribute awards for outstanding contribution to student engagement via organizations, departments or services.

The Special Projects Committee met twice this year to review projects submitted for funding by students throughout the university. The funds are distributed on the basis of the anticipated impact that the projects will have on student life, its long-term sustainability and its uniqueness. This year, CCSL has allocated close to \$142,000 to a multitude of student initiatives. Most funds in the first round were allocated to projects which requested less than \$5000 of funding (approved by the Special Project Committee). Groups requesting more than \$5000 presented their application to the entire CCSL Council.

A notable project which was approved in the Fall was the “Base 11-Space Concordia” project, which was awarded \$20,000 for its ambitious goal to participate in the global competition to develop and build the first rocket to go into space. Space Concordia has been highly successful in their past endeavors and creates impact on student life across faculties. CCSL was very pleased to be able to support their project.

Library Services Fund Committee (LSF)

Written by Alexis Searcy, Loyola Coordinator

The Library Services Fund Committee is composed at parity of undergraduate students and university staff. It administers the use of the LSF, which collects a fee of \$1 per credit "for the purpose of providing additional or improved library resources." LSF was renewed through 2020-2029 by referendum in the 2018 general elections. The CSU will be looking into the agreement between the two groups and how we might like to alter the contract to ensure that students continue to receive the essential services that the fund provides. The fund provides a variety of vital library services not covered in the university budget such as, the textbook reserve room and 24 hour service. The fee-levy enables these services to continue while developing new services that can be offered for free or very low cost to students. Some of the new and developing projects include the installation of book scanners in Vanier Library, vertical landscaping within the library to include air quality, technology sandbox supplies, the creation of open educational resources and wellness initiatives (treadmills, stationary bikes, chair massages, etc). The Open Educational Resources Committee has started their work and we are so excited to see what comes of it. LSF Committee is hoping to host some events to promote awareness of and student engagement with the fund.

Sustainability Action Fund (SAF)

Written by Akira De Carlos, Sustainability Coordinator

I sit on the Sustainability Action Fund (SAF) Board of Directors as the representative of the CSU. As a director, I have voting power and am one of the members that votes to fund or deny projects. Within SAF, I also sit on the Special Projects Committee (SPC) with four other members. On this committee, we go through the applications together before it goes to the larger board and we give comments on why we should or should not give funding, as well as, give proposals on exactly how much we should fund-if not full funding. In the past year I've been able to help approve a handful of interesting projects, such as; Cinema Politica, First Voices Week, the African

Development Conference, and Frigo Vert's Anti-colonial Week.

Standing Committee on Sexual Misconduct and Sexual Violence

Written by Sophie Hough-Martin, General Coordinator

Since September, there have been 23 meetings of the Standing Committee on Friday mornings at 9 a.m. The first meeting was on September 21, and the last meeting was on April 12. We met weekly throughout the fall, and twice a month throughout the winter, with few exceptions. Since the fall semester, the standing committee has decided that so long as nothing is directly quoted to anyone, it can be shared unless otherwise stated.

While most of the work done on the standing committee consisted of making the updates required under Bill 151, except making the policy a stand-alone policy, the winter semester considered brief discussions on "parking lot topics." Despite that, essentially more time was spent talking about policy as opposed to doing anything to improve the policy itself.

OurTurn: One Year Later & Student Representative Walk-Out

One year after the *OurTurn National Action Plan* was released, *Students for Consent Culture Canada* released a follow-up report with an amended appendices to help student organizations properly grade their university's sexual violence policy. Thanks to the appendices, I was able to calculate that Concordia's 2016 sexual violence policy only scored 37/100 (a failing grade), while the 2018 sexual violence policy scored 52/100 (a D- according to Concordia's grading scale).

In October 2018, I had sent the *OurTurn* recommendations to the standing committee, and they were placed in the committee's parking lot. Allegedly, the administrators did "consider them" in the redrafting of the policy, however as a member of the committee that sounds unlikely. The only recommendations from *OurTurn* that were included were on the basis of my interventions within the committee. After a protest was organized by students against the university's inaction, the committee chair placed the recommendations on the agenda for April 12.

On April 12th, administrators took 40 minutes to discuss events that most members of the committee had attended in one way or another and after that the *OurTurn* recommendations were back up for discussion. Three of the four student representatives decided to walk out to join the protest instead, after I was told that it was a "difference in perception" that lead us to feel like the *OurTurn* recommendations had not been considered before that point.

I will be releasing a full report of the work, and lack thereof, before the end of the mandate for students.

Sub-Committee of Standing Committee on Sexual Misconduct and Sexual Violence on Training and Education

Written by Camille Thompson-Marchand, External Affairs & Mobilization Coordinator

This year, I sat on the Training and Education Committee (a subcommittee of the Standing Committee on Sexual Violence). Most of the meeting has been dedicated to reviewing and compiling the different consent and power dynamic offer by Concordia and other on-campus organizations. We have also lightly talked about the online training that is supposed to be launched by Concordia in September. Only one meeting was dedicated to the training and education section of the new sexual violence in late November. With most of the work done behind closed doors and therefore inaccessible to student representatives, the meetings we were able to attend seemed futile and running nowhere. Our voices also did not seem to be heard which made voicing our opinions much more difficult in those meetings. I worked with the current General Coordinator to find a replacement for this position next year, to make sure that we keep attending them.

Cooperative Support Membership

Written by Michèle Sandiford, Student Life Coordinator

Reggies Solidarity Cooperative

I joined the Reggies Solidarity Cooperative Board of Directors in November 2018, and was appointed as the president in December, replacing the CSU Finance Coordinator who previously held the position. The late appointment and turn-over of members has made the transition a bit rocky. However, I am looking forward to making the most of the coming months with the board. Since joining the Board, we have hosted our Annual General Meeting and met twice. Personnel and wages have been addressed, as well as the formation of committees, and oversight of financials. Reggies is doing well financially, and the upward trend is comforting. I have joined the Human Resources Committee, and in addition to be responsible for hiring of new employees, we are also looking forward to streamlining and clarifying certain processes such as hiring contracts and warnings.

The Hive Cafe Cooperative

Written by Alexis Searcy, Loyola Coordinator

Over the year, the Hive has gone through many exciting and challenging changes. Over the summer, we hired five new coordinators (out of six coordinators total) and a handful of new kitchen and barista staff. Training that many new staff was both challenging and expensive, but has brought a world of new, dynamic talent to the cafe as each are coming into their roles. The Annual General Meeting also brought in a number of new board members, both staff and community. The AGM brought about another vital change to the organization with the Worker Member Collective gaining official recognition. Worker Member representation and capacity to organize collectively will hopefully be transformative to the Hive ensuring that our workers feel respected and supported and bringing in new ideas and changes to the Hive. I hope the Hive continues to make changes that benefit the workers without offloading costs to students. I have total faith that this is possible and that the Hive can be great space for students to hang out and a source of good food and coffee on campus while also being a great place to work. This year has seen an expansion of catering services including large-scale events such as Food Secure

Canada. The Hive has experienced many challenges and opportunities for change this year. I hope that the Hive will continue to change for the better of the workers and students to ensure that this important student space is also a fair and collaborative employer where workers are empowered.

Association pour la voix étudiante au Québec (AVEQ)

Written by Camille Thompson-Marchand, External Affairs & Mobilization Coordinator

I attended the AVEQ Congress in July with the Finance and General Coordinators, where most of the discussions revolved around AVEQ executive's work plans and the annual budget. It was a good opportunity to get to know other members of AVEQ and to see where our campaigns and other issues intertwined. Yet, the provincial association's budget was predicting a deficit of \$70,000 for the coming year and this created problems with the member's associations. We were informed that not approving the annual budget meant that AVEQ employees and executives would not be paid, thus it was decided that the budget would be approved under the condition that another budget would be presented to the October congress addressing the deficit (proposed by the CSU).

The October congress took place the weekend of October 13th to 14th at Concordia University. I was responsible for the organization of the event on campus and the event itself went well, AVEQ made great effort to invite different student associations so to create contact and solidarity. Unfortunately, no updated budget was presented to the member associations and we became aware of internal problems within the organization. A particularly alarming one was the low cash flow of the association due to a delay in receiving Concordia fees. This problem was addressed by a loan from the CSU (approved by the Finance Committee), which was fully reimbursed in December.

In the weeks following, I met with the board to discuss restructuring the association to make it more sustainable in the future and we received the news that Mouvement des Associations Générales Étudiantes de l'Université du Québec à Chicoutimi (MAGE-UQAC) disaffiliated from the Association, leaving AGE CAR (Rimouski) and CSU as the only member associations. Throughout October, November, December, I continued to take an active role in the current affairs of AVEQ, the CSU along with AGE CAR have been looking into restructuring this provincial association so it can better respond to students' needs. I went over the finances and tried to address the different complaints that were arising from the AVEQ employees and executives. In the end of November, I discovered that the AVEQ cash flow would be too low to sustain the wages of the people working at AVEQ, the board therefore decided to take measures accordingly to keep AVEQ financially viable.

In November, AGE CAR informed me that they are considering disaffiliation from the organization in February if the CSU did not position itself for the dissolution of AVEQ. It was too late to ask this question by referendum in by-elections, and CSU Council had no choice but to position itself on the matter in its December meeting. In the January congress, AGE CAR motions the dissolution of AVEQ and CSU seconded and vote in favour of the motion. The different motions presented to

that congress had been reviewed by a lawyer and enabled the board of directors to take control of the dissolution.

During the month of January and February, I worked along AGE CAR’s VP Externe to stabilize AVEQ finances and to hire a person to work on AVEQ dissolution. I also kept in touch with the hired lawyers to seek a potential breaking of the association’s 5-years lease. The person mandated to look over the dissolution kept in touch with me and the accountant to ensure the last financial report was up-to-date and that the association has no hidden debt. In March, I contacted the Dean of Student for them to present a motion to the Board of Governors so fees would no longer be collected for AVEQ.

As of now, the situation at AVEQ is very much under control but its dissolution is taking more time than expected. I will be transferring the different tasks left to AGE CAR’s VP Externe (who has been elected for a second mandate) and I will work on thining as many knotts as possible before the end of my mandate. CSU will have to evaluate its future options in regard to provincial representation, but I will advice not to rush into this as the student movement is currently evolving and changing quite drastically. As an anglophone university in a francophone setting we must make sure to represent the students well.

Financial Update

Written by John Hutton, Finance Coordinator

The budget actuals up to the end of March 2019 are as follows below. The initial projection at the start of the fiscal year for a consolidated deficit of \$100,335 was revised downwards to a much smaller \$10,466 in February. At the current rate, the CSU is likely to finish the year in a surplus- a remarkable achievement considering that we started the year projecting a \$100,335 deficit!

Because of the CSU’s multiple fee levies and restricted fund accounting policies (meaning: levies collected for one thing can not be used on other things- excluding the operations levy), the CSU doesn’t exactly have “The Budget” - but rather, it has multiple budgets: Operations, Housing and Job Office, Advocacy, Legal Information Clinic, and Clubs. So while a consolidated budget it shown for a high-level view and transparency, it’s more helpful to look at each budget separately.

CSU - ALL BUDGETS CONSOLIDATED	Year-to-date actuals (March 2019)	Revised Annual budget	CSU Budget (June 2018)
Total Revenues	\$2,237,509	\$2,604,101	\$2,556,673
Total Expenses	\$2,085,843	\$2,614,567	\$2,657,008
Revenue- Expenses	\$151,666	(\$10,466)	(\$100,335)
Previous Year	(\$205,266)		

OPERATIONS	Year-to-date actuals (March 2019)	Revised Annual budget
Revenues		
Student Fees	\$1,461,632	\$1,675,640
Other Revenues	\$105,464	\$184,146
Total Revenues	\$1,567,096	\$1,859,786
Expenses		
Executive Salaries & Expenses	\$256,021	\$366,473
Council & Electoral Expenses	\$65,848	\$85,150
Salaries & Benefits	\$461,305	\$547,893
Admin & Office Expenses	\$71,652	\$97,050
IT & MIS	\$31,535	\$71,090
Financial & Legal Fees	\$57,019	\$70,109
Banking, Service Charges & Interest	\$38,189	\$46,139
Student Engagement Initiatives	\$390,856	\$498,866
Other Expenses	\$20,965	\$11,142
Total Expenses	\$1,393,390	\$1,793,912
Revenue- Expenses	\$173,706	\$65,874

For Operations, student fees have been a bit below expectations but not dramatically so. On the expenses side of operations, the major items of note are:

Executives

- Low usage of discretionary funds.
- As a measure to encourage prudent use of discretionary funds, we will be proposing a policy in which any remaining funds for executive discretionary, hardware, and telephone allowances be pooled, divided amongst the executive, then donated to a charity of their choice. This way the funds are there if an executive needs them, but there's an extra incentive to use the funds wisely.

Council

- Spending is below target on most lines due to less meetings extending past midnight.
- Online voting plus the acquisition of a supply of free laptops and iPads has significantly reduced elections expenses

Staff salaries & Benefits

- Salaries below expectations so far, but more or less on target.

IT & MIS

- Expenses are quite comfortably below budget to date.

Financial & Legal

- Legal bills have been much higher than expected than expected this year.
- Some expenses have been reimbursed via the student endowment fund or SSAELC fund, making the overall expenses appear smaller

Student engagement initiatives

- Handbook printing costs were lower than planned
- Loyola budget proved difficult to spend, as Loyola activities more often were expensed to other budget lines (ie student life, academic initiatives)
- Sustainability, campaigns, special projects, academic initiatives, student life, BIPOC, all on budget
- Orientation came in significantly under budget - big savings
- Conferences line is under budget

HOJO	Year-to-date actuals (March 2019)	Revised Annual budget
Revenues		
Student Fees	\$163,184	\$183,352
Grad Student Fees	\$18,449	\$21,293
Work Study Program	\$4,462	\$5,474
Total Revenues	\$186,095	\$210,119
Expenses		
Salaries & Benefits	\$166,984	\$188,090
Admin & Office Expenses	\$30,273	\$31,373
Total Expenses	\$197,257	\$219,464
Revenue- Expenses	(\$11,162)	(\$9,345)

HOJO's expenses are up because of its involvement in the Woodnote Housing Cooperative. HOJO paid for two interns over the summer to produce market research for the co-op housing project and do outreach, elevating expenses. But: HOJO has a surplus reserve fund from prior years which it can access, so a deficit is not concerning. They've earned the right to spend a bit above normal on a special project. Additionally, the CSU has secured a Summer Student Job Grant from the federal government for summer 2019, so this year's intern costs won't come from HOJO.

ADVOCACY	Year-to-date actuals (March 2019)	Revised Annual budget
Revenues		
Student Fees	\$163,177	\$182,353
Grad Student Fees	\$50,000	\$50,000
Work Study Program	(\$43)	\$0
Total Revenues	\$213,134	\$232,353
Expenses		
Salaries & Benefits	\$189,194	\$212,688
Admin & Office Expenses	\$6,289	\$13,000
Total Expenses	\$195,483	\$225,688
Revenue- Expenses	\$17,651	\$6,665

In August, Advocacy signed an agreement with the Graduate Students Association, bringing in \$50,000 in new revenue. It's expenditures are more or less on target.

LIC	Year-to-date actuals (March 2019)	Revised Annual budget
Revenues		
Student Fees	\$121,098	\$131,883
Work Study Program	\$5,491	\$7,118
Total Revenues	\$126,589	\$139,001
Expenses		
Salaries & Benefits	\$78,605	\$91,093
Admin & Office Expenses	\$19,878	\$41,400
Total Expenses	\$98,483	\$132,493
Revenue- Expenses	\$28,106	\$6,508

The LIC's expenses have been lower than expected, which is partially due to a lighter load of cases this fall. Expenses have picked up a little bit in the winter and LIC is nonetheless expected to finish the year with a respectable surplus.

CLUBS	Year-to-date actuals (March 2019)	Revised Annual budget
Revenues		
Student Fees	\$135,977	\$155,791
External Funding	\$8,618	\$7,051
Total Revenues	\$144,595	\$162,842
Expenses		
CSU Clubs Expenses	\$164,398	\$183,339
Salaries & Benefits	\$21,214	\$27,110
Events & Administration	\$15,618	\$32,561
Total Expenses	\$201,230	\$243,010
Revenue- Expenses	(\$56,635)	(\$80,168)

Clubs activities are up, according to the annual plans submitted to the CSU by each club. Actual spending in the Fall was below target, as were requests for special clubs funding. Revisions to clubs budgets has trimmed expenses down, however a new practice regarding external funding revenue has also revised revenue projections downward (on paper). In practice, the current time of year gives an unclear picture of where clubs are at- the final month of the year is when all sorts of last minute requisitions are handed in. Overall the Clubs are expected to be on budget, which is to say a deficit. Luckily, the new fee levy which takes effect in Summer 2019 will mean that the deficits will not persist.

Budget Revisions

As mentioned earlier in this report, a budget revision process was implemented in which every line of the CSU budget was reviewed and re-submitted to council. The budget revision process led to a much better sense of where the CSU's finances are at, allowed for resources to be re-allocated, and overall a number of efficiencies were found. The Operations surplus rose from just over \$5000 to over \$65,000, while the consolidated deficit shrank from over \$100,000 to barely \$10,000. These were found through efficiencies rather than but cutting services to students. Beyond savings however, the revised budget is formatted to be more easily readable-accessible to those with limited financial knowledge but rich in information for those looking for it. For the first time, departmental budgets of the CSU are available publicly along with the budget document, showing a much clearer and transparent picture of what the union's activities are.

It is my hope that this revision process, which is common in most student unions, become an annual process to improve financial planning and monitoring, and give the union more opportunities to outreach to students about the CSU budget and their priorities.

Fee Levy Referendum

The CSU fee levy structure during this year was not appropriate to meet the needs of its services. This is because the Clubs levy was reduced in 2017 at the same time as clubs activity increased; and the advocacy department experienced a similar fee levy reduction in 2015, followed by an increase in demand for the service when Concordia reduced the scale of its own advocacy service. These departments, as a result, were put in structural deficit positions. To resolve this, the CSU proposed a referendum during the by-elections which reduced the fee levy to the Student Space, Accessible Education, and Legal Contingency Fund while increasing the fee levies for CSU Operations, Clubs, and Advocacy by the same amount- a neutral net change. This referendum was successful, and will take effect in Summer 2019. The new per-credit CSU fees will be as follows:

Fee Type	2018-2019 fees	Change	2019-2020 fees
CSU Operating	\$ 2.11	\$ +0.20	\$ 2.31
Housing & Off-Campus Job Office	\$ 0.24		\$ 0.24
Advocacy Services	\$ 0.24	\$ +0.06	\$ 0.30
Legal Information Clinic	\$ 0.17		\$ 0.17
Student Space, Accessible Education, & Legal Contingency Fund	\$ 0.75	\$ -0.36	\$ 0.39
Clubs	\$ 0.20	\$ +0.10	\$ 0.30
Total	\$ 3.71	\$ -	\$ 3.71

Health & Dental Plan

Written by John Hutton, Finance Coordinator

Health & Dental Plan Funding & Claims Update

The CSU Health and Dental Plan is in a strong financial position. The plan is projecting a surplus of approximately \$222,263 this fiscal year, increasing the overall reserve fund to \$685,263. The goal of accumulating a surplus reserve fund is to make it possible to transition the plan to a self-insured model, where the CSU assumes greater risk in exchange for not having to pay as many management fees to ASEQ/Studentcare- presenting the possibility of reducing health premiums for students.

In the 2017-18 fiscal year, the health plan plan collected \$955,245 in premiums and paid out \$893,293 in claims – for a loss ratio of 94%. The dental plan collected \$1,573,336 in premiums and paid out \$1,537,285 in claims – for a loss ratio of 98%. Combined, the plans collected \$2,528,581 in premiums and paid out \$2,430,577 in claims – for a loss ratio of 96%.

For these figures, a loss ratio of close to 100 as possible is desired, because it means that students are paying just enough to fund the costs of their health care. A lower loss ratio would indicate that premiums are high and more profit is being generated from students. The CSU's

high loss ratio means that premiums are about as low as they can possibly go – which is a good thing.

Expanding Mental Health Coverage - New EmpowerMe Service

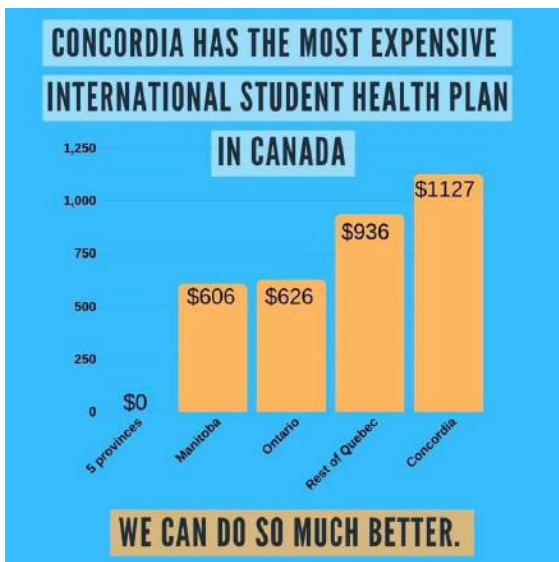
The Finance Coordinator began meeting with ASEQ/Student Care early in the mandate with a number of items. In the very first meeting ASEQ was asked for a “menu” of choices for expanding mental health coverage under the student health plan. Data from the CSU’s health plan annual claims report show that usage of mental health services is on the rise, more so than any other type of claim and second only to pharmaceuticals in overall usage by students. The number of claims for services from a psychologist rose from 1685 in 2016-17 to 1941 in 2017-18, and when psychotherapy was introduced during this period, 586 claims were made by students.

The CSU was presented options for expanding the amount covered for sessions at a psychologist above the current \$75 per session, as well as a new program ASEQ created called EmpowerMe. This is a 24/7 service where students can call in to talk to a trained specialist, either by phone, video call, or in-person. EmpowerMe appeared to offer the most new service for the least amount of cost for the health plan, so it was presented to Council and approved. On February 1st, 2019 the service became available to all Concordia undergraduate students enrolled on the plan. As a new program, data for the program’s usage is still limited so will be monitored in the months to come. Overall, the CSU is excited to be able to offer additional mental health supports to students.

Advocating for a Better Deal for International Students

While the CSU manages the undergraduate health plan, international students must enrol onto a different health plan which is managed by Concordia Administration. While the CSU plan is one of the most affordable in Quebec, the international health plan is the single most expensive health plan in all of Canada. This is not an acceptable situation.

In collaboration with the Graduate Student Association, the CSU is calling on the Dean of Students (who negotiates the international student health plan) to not sign any new contracts this year, and to instead allow the CSU and GSA to manage the health plans. We believe that student management of the plan will lead to lower premiums, more coverage, as well as transparency and accountability for the plan that students pay for. We strongly believe that this is the case because in Manitoba, where student unions manage international student health plans which provide the exact equivalent of provincial medicare, do so for \$615 per year. Compared to the more than \$1127 that Concordia international students pay for a much weaker coverage than RaMQ-equivalent, it’s clear that international students are being used as cash cows by the insurance companies.



The CSU produced a research report showing that Concordia has the single most expensive plan in Canada, and laid out a realistic plan for student union management, shared between the CSU and GSA.

To date, the administration has not shown interest in transferring control of the plan to students but conversations are ongoing, and they will not be able to sign a contract without consulting students, as they usually do. A referendum question was put to students during the winter elections, in which 80.5% of students voted YES to the following position:

Student Health Care

1. That the CSU endorses the provision of full provincial health coverage to all international students upon arrival in Quebec, and will advocate it to the Government of Quebec.
2. That until the Government of Quebec extends full public health coverage to international students, international student health insurance shall be delivered on the principles of democratic student control, choice of provider, transparency and accountability, consultation with international students, affordability, quality, and not-for-profit delivery.
3. That the Concordia Student Union and Graduate Student Association shall work together to provide an international student health insurance plan for Concordia students, rather than the Concordia administration.

The CSU and GSA will continue to press administration on the important issue of international student health care, and will escalate tactics as needed.

CSU Human Resources

Written by Michèle Sandiford, Student Life Coordinator

There has been a significant amount of hiring done during our mandate, due to students graduating or staff changing positions. These changes have brought both a sense of freshness and energy to the CSU, but also require energy from the executive and senior staff when it comes to hiring and training. Many hires were done internally, and it is exciting to witness the commitment and advancement of our staff. Each hiring was done through a hiring committee comprised of both executives and CUPE employees. We are thrilled to be working in an office of people who are devoted to their work and the success of their fellow students. We have hired over 15 students throughout the CSU and its services, which are listed below.

- Communications Coordinator (1)
- Lead Designer (1)
- LIC Administrative Assistant (1)
- Designer (1)
- Clubs Director (1)
- Campaigns Assistant (2)
- Academic Researcher (1)
- Receptionist (3)
- Advocacy Administrative Assistant (2)
- Student Advocate (2)
- HOJO assistant (7)

Implementation of Online Voting

Written by Sophie Hough-Martin, General Coordinator

On November 27th, the first day of polling, numerous issues arose that made it impossible to continue with polling as planned and maintain democratic integrity. As a result, in consultation with several Councillors who attended an emergency meeting on the topic, it was agreed to suspend polling until January. This decision was made because security costs were too high, and we lacked bookings to keep polling open for an extra day on the Friday without having significantly reduced polling presence, and finals period was beginning the following week, and students would not be as willing to participate in voting as they would be too busy studying.

Appointments Committee hired a new CEO the week of office closures, following the end of the Interim CEO's contract with the CSU. The new CEO was transitioned into the role and agreed to work over the Winter break to ensure that January polling would happen.

On November 28th, 2018, Council mandated that January polling for the by-elections be conducted online by a third-party system. To achieve this, I reached out to all of the companies that the Elections and Participation Committee had contacted as part of their investigation into which university student unions use online voting. Our IT Coordinator, Camil was increasingly concerned that the January polling period was too short of a deadline to successfully implement online voting from a project management perspective. Despite these concerns being brought to Council by an IT specialist, online voting was pushed forward and SimplyVoting was selected as the third-party system.

Due to the constrained timeline, and the fact that all of the offices, including SimplyVoting, were closed over the winter holidays, most of the work for implementation had to be done before and after the holiday period. Several issues came up in this process:

- We could not get access to our membership student numbers, as the accreditation act requires each individual to consent. For this reason, SimplyVoting had to create serialized numbers for each of our members themselves, which made it less secure.
- Legal questions such as: “is the CSU legally allowed to share its members’ data with a third-party for the purpose of online voting?” came up that had not been answered in the investigation done by the Elections and Participation Committee.
- Request for a new student list with faculty information was made, as usually that information is granted to us through the Dean of Students’ election portal.
- No policy recommendations regarding policy changes had been made by the Elections and Participation Committee, and as such there are currently no policies around online voting procedures and how they differ from paper ballot procedures, apart from the existing standing regulations.
- Without knowing whether we would be able to get polling up and running online, we were not able to effectively advertise the elections as polling procedures were in flux up to 24 hours before the polls opened.

Despite these many challenges, however, we were able to implement the mandate given to us by Council and polling took place online.

Agenda

Written by Alexis Searcy, Loyola Coordinator

This year the CSU distributed 8,500 beautiful agendas to the student body. We relinquished the community handbook as all information it would have been contained are easily accessible on the website. I worked alongside the fabulous design team who submitted a beautiful design draft. I finished the content layout and writing of a number of sections to be published in the agendas in May. The callout for articles was published in June and submissions closed early July. I contacted numerous potential advertisers and sold approximately \$19,000 worth of ad space. The final design draft was submitted late July and was proofread and approved for print before August. I am very proud of the way they turned out and am thrilled with job our designers and writers did.

CSU Services

Housing and Job Resource Centre (HOJO)

Written by Cleopatra Boudreau, HOJO Assistant and Leanne Ashworth, HOJO Manager

Mandate

HOJO works to empower, educate and support the Concordia community by providing reliable housing and employment information, resources and referrals.

Fall Semester Summary

So far, HOJO has had a busy and exciting year. We have hosted a multiple workshops, tabled at every major Orientation event and have a regular flow of students coming into our office everyday. We are actively researching ways to connect students to safe and secure housing, and have a new Classifieds website that will be launched by the end of the academic year.

HOJO has also accompanied multiple students to the Regie du Logement to offer support during their hearings. This service has helped both local and international students enforce their rights with a friendly face. As rent prices continue to increase, we hope to ensure that our content is up-to-date, relevant and that we are always informed of new ways to offer students access to affordable housing options.

The Woodnote Cooperative has been blossoming, and we finally signed the final construction contract. The committee has just filled up with fresh members, and we are very excited to continue working to create the foundation for a project that will affect such a large portion of the CSU population.

A member from the HOJO office, Woodnote committee members and a CSU Executive attended the NASCO conference in Ann Arbor in November. This was a fantastic way for our new coop to meet other more established organizations. The two workshops we presented were very well-received, and we made connections that will last us in the many years to come.

Winter Semester Summary

This winter we began the semester by hosting workshops for incoming students on Apartment Hunting & Housing rights and Job Search & Employee Rights. In February, We participated in Anti-Consumerism Week by hosting our *Refuse your Rental Increase* workshop. We also gave evening workshops at both Grey Nun's and Hingston Hall Residences on *Moving out of Residence; what you need to know*.

This Spring HOJO began collaborating with the Comité de logement Ville-Marie on a research project regarding the conditions in downtown apartments. The project involves gathering information through door-to-door visits with tenants in the Peter-McGill area. We hope to learn

more about the realities people are facing concerning mold, vermin, and other health concerns. We are helping by outreaching to students and offering additional support to tenants in need of assistance. The project will continue until the end of the summer, we hope it will help us to reach students and to better understand downtown living conditions

This year we have been working on a Homeshare research project. The idea behind homeshare is to build an inter-generational link between students and seniors so that both groups benefit from sharing their living arrangements. Seniors who might have a spare room in their apartment, could offer it to a student for low or no rent, and in exchange the student would help them with various everyday activities and companionship. This type of project has already taken off in various cities that are in a rental crisis, including the city of Toronto. Even though our project in Montreal is at a preliminary phase, we are very excited to continue working to make this project a reality in our city and offer an alternative to the existing market-based housing situation. By reaching out to students and seniors with various workshops and information sessions, we see that there is potential for this project. We also hope that our participation in various conferences and seminars this summer including, the B/OLD Conference at Concordia May 16 & 17th and a Homeshare conference in June in Burlington, Vermont, will help us to gather more information and ways to outreach by meeting other well-established organizations.

Spring has been a season of milestones for The Woodnote Cooperative project, officially beginning construction on the building. On April 17, The Woodnote celebrated the ground-breaking ceremony with presentations on the issue of innovative student housing by Jean-Yves Duclos, Minister of Families, Children and Social Development and Montreal Mayor Valerie Plant, as well as the CSU and UTILE. As The Woodnote's momentum continues, the student provisional committee has been very active, welcoming three new members. The committee has been busy guiding the vision of the cooperative, developing the application process, policies, and by-laws. In March, The Woodnote collaborated with The Hive to host a co-operative mixer for the Concordia community, raising further awareness of the project. The committee will be representing The Woodnote at the *StudentDwell* Toronto conference on Student Housing in May, as well as the North American Students of Cooperation (NASCO) Student Leadership conference in June. The Woodnote looks forward to a busy year ahead, and to announcing the call for applications for tenants in the New Year.

CSU Advocacy Centre

Written by Sophie Stone, Interim Manager of CSU Advocacy Centre

Mandate

The Advocacy Center (AC) is responsible for providing students with information on their academic rights within the framework of the institution they attend, helping students navigate Concordia's bureaucracy, and representing and assisting students in academic and disciplinary hearings. The standard services offered are grouped into six (6) categories: Academic Misconduct, Code of Rights and Responsibilities, Hearings, Student Requests, Re-Admission, and General Consultation/Complaints. Furthermore, on request, the Advocacy Center assists student groups to advocate for various campus-based initiatives.

Important Business

Graduate Fee Levy

In Summer 2018, the AC and the Graduate Student Association (GSA) renewed our contract to provide advocacy services to graduate students for an additional 2 years. In the 2018-2019 academic school year, the AC underwent a staff turnover of 50% and will experience more turnover at the end of Summer 2019. Because new Advocates typically require between 8 to 12 months of work experience before they are able to provide services in all categories without supervision, the primary challenge of the center for this academic year involved replacing 50% of the department. The intent was actually to prepare for an expected turnover of 80%. As such, major training initiatives took place during all semesters this year as opposed to being reserved for the summer months.

Hiring

The CSU Advocacy Centre Manager went on 1-year leave in January 2019. This meant that the most senior student advocate was made Interim Manager until an official Interim Manager could be hired which only happened in mid-April 2019. Hiring was put on hold because of this major transition and will resume in the summer months, as had typically been the case in previous years given how extensive training is at the AC. With the planned replacements resuming, 50% of the department will be new hires in Fall 2019.

Projects

Online presence

Increasing the student body's awareness and the online presence is a priority for the AC, and we are in the works of implementing this project in the summer, with the aim for it to be ready for Fall 2019, when the University experiences its highest influx of newly enrolled students. This will include updating the AC website and structuring a way for the AC's online media presence on Facebook (and perhaps Twitter) to be sustained and maintained active. Beginning of semester classroom presentations will be resumed and the AC wishes to organise with the incoming team to plan a visibility push for Fall 2019.

Academic Code of Conduct Review

The Academic Code of Conduct is expected to receive its five-year review next year. Code reviews have typically never taken less than a year to complete. The AC is awaiting to find out when this review will begin in 2020 and will work closely with the Academic and Advocacy Coordinator at the CSU to prepare for this. The AC will also eventually prepare to adjust any training criteria in 2020 on how academic misconduct cases are handled based on any changes that they anticipate will arise in the new Code.

Legal Information Clinic

Written by Walter Chi-Yan Tom, Manager of Legal Information Clinic

Mandate

The CSU Legal Information Clinic is a free service that provides legal information, referrals and accompaniment in both French and English to undergraduate Concordia Students. Marking its

twelfth full year of operation, the LIC has become an invaluable resource for students facing legal situations or in search of information about their rights and obligations on mainly immigration, discrimination and consumer protection law as well as, other areas of law.

Summary of Fall Semester

As usual, there was a pressing and constant demand for its services during the past year. In addition to its front-line services to students, the LIC held conferences and seminars, produced pamphlets and briefs, to sensitize and inform the broader Concordia community on relevant issues such as:

- Bike Rights Campaign during Fall Orientation when hundreds of these pamphlets were distributed, and the Clinic ran a successful Bike Rights Contest among students, who were encouraged to fill out a questionnaire about bike laws, bikers' rights, and the function of the Legal Information Clinic.
- Campaign Against Sexual Violence on Campus where the Clinic and CRARR (an NGO specialized in discrimination, human rights law and policy) have been collaborating to analyze and improve sexual harassment and violence policies on campus, as well as provide more robust protection to survivors. The Clinic has been making further strides in providing the best possible support to incoming students who are survivors of sexual violence through specialized training of their staff and volunteers on the subject, in collaboration with SARC, CGA and CRARR.
- Campaign against the Quebec Government's Abusive Treatment of International Students in Programme d'expérience Québécoise (PEQ), where the Clinic sought to mobilize, support and protect international students who were being arbitrarily tested for their French proficiency, suspected of fraud and then denied the Certificate for Selection of Quebec (CSQ) needed for permanent residency in Canada. The Clinic organized information sessions which also dealt with new immigration rules and were widely attended by international students especially targeted by this issue, such as from China, the Middle East, India and the United States.

Summary of Winter Semester

Annual Interfaith Commemoration of the Massacre at the Centre Culturel Islamique de Quebec:

Hosted on January 29th, 2019 this event united representatives from diverse religious and racialized communities including First Nations people to stand in solidarity against islamophobia and hate crimes. The commemoration featured a variety of speakers and a gospel singer, as well as a candle-lighting ceremony, which served to honor the victims of the attack. The conference was widely covered in the media by outlets such as CBC, City News and CTV.

Systemic Discrimination or Bad Service? Effective Strategies to Challenge Systemic Barriers in Public & Private Services:

This day-long forum co-organized with CRARR on March 16th, 2019 brought together legal experts and activists with the aim of exposing, critiquing and dismantling discriminatory practices in a range of sectors such as health care, education, security, and transportation. The day's activities included a morning seminar, lunch, and four distinct afternoon workshops. Accessibility for participants with disabilities was prioritized, thus attendance included a high representation of people with visual, auditory, and mobility impairments. The conference was widely covered in the media by outlets such as CBC, City News and CTV.

Immigration Advocacy:

The LIC pursued many activities related to immigration law and the plight of international students. These activities were particularly relevant during the past year due to uncertainty regarding the provincial CAQ government's new immigration legislation and policies, which could affect the status of Concordia's international students. An analysis was undertaken of Bill 9, which, among other changes, cancels at least 18000 Quebec permanent immigration applications submitted prior to August 2nd, 2018. Finally, a legal information session will be held May 10th, 2019 to provide students with the tools and knowledge they need to navigate Quebec's new system.

Campaign Against Bill 21:

The LIC helped draft a CSU motion and assisted CSU Campaigns in organizing solidarity actions against the provincial CAQ government's recently proposed Bill 21. A press conference was held on April 17th, 2019, whereby the CSU alongside Concordia students from diverse religious communities as well as faculty members united to denounce the discriminatory legislation. The conference was widely covered in the media by outlets such as CBC, City News and CTV

GSA Fee Levy Campaign:

Presently the LIC is mandated to provide services to only undergraduate students who fund the LIC through a fee levy. Nonetheless, graduate students consistently require and request services with our law student volunteers. This semester, a presentation was made to GSA councilors and we have been campaigning the GSA to contribute a fee levy toward the LIC in order to open our services to graduate students.

Daycare

Written by Sophie Hough-Martin, General Coordinator

CSU Daycare Grand Opening

The first hiring committee that I sat in on was the hiring of the Daycare Director at the beginning of my mandate. Since then, my job on the Board of Directors of the CSU Daycare & Nursery has consisted mostly of attending semi-regular meetings, and staying up-to-date with the status of the daycare.

One of the major decisions of the BOD was to allow for more representation of student-parents, and



¹ **Photo by Davis Hepnar.** From left to right: Angela Meo (CSU Daycare Director), Robert Henri (CSU General Manage), Sarah-Michelle Thomas (Concordia Student Parent), Gaël (Honorary Ribbon Cutter), Me (CSU General Coordinator), Roger Côté (Concordia VP Services)

only have one CSU executive seat on the board, instead of two, so that the users of the service will have more say in its governance. This will also provide an excellent opportunity for the Daycare to be governed according to the needs of student-parents, who are typically underrepresented in the executive positions of the CSU. While there is currently not a green space nor outdoor area for the enrolled children in the daycare service at the Bishop location while construction on the play area is conducted, the Daycare Director reached an agreement with St. Jax, the church on Ste-Catherine to use their lawn as a green space for outdoor play and learning.

As of January, the CSU celebrated the daycare's grand opening. Enrollment is strong and we are looking at providing an intersectionality training for all educators, as well as spots for indigenous student parents.

Woodnote Housing Cooperative

Written by John Hutton, Finance Coordinator

The General Coordinator and I met regularly with staff of the Unite de travail pour l'implémentation de logement étudiant (UTILE) and HOJO to plan the progress of our housing project, The Woodnote Cooperative. Additionally, the I represent the CSU on the board of the Popular University Student Housing (PUSH) Fund.

The Woodnote Housing Cooperative, started by the CSU following two referendums indicating support for investment in creating new affordable student housing, began with a \$1.8 million investment from the CSU to create the PUSH Fund, and has since attracted partners and investors such that it's reached \$18 million and has cleared many hurdles in the design and city approval phases. Construction will begin in early 2019 and we're very excited!

The CSU-HOJO-UTILE committee has met on a mostly biweekly basis to plan for or respond to the latest situations in the Woodnote project. The summer began with contingency planning when the tender for construction went out in June, which proved essential because the proposed costs from contractors were higher than even our worst-case estimates. This was due in part because of the Trump administration's new steel tariffs, but also due to the construction boom in Montreal driving up prices. This forced us to delay the start of construction while we raised additional funds- which was successful! The city of Montreal increased its grant to the Woodnote from \$500,000 to \$1.7 million, and other partners of the Woodnote also increased their investments. Concordia administration made a contribution of \$150,000 as well.



In November, I attended the North American Student Cooperation Organization (NASCO)'s annual conference in Ann Arbor, Michigan along with a staff person at HOJO and two members of the Woodnote's provisional committee. This

conference was a great chance to meet people from across the United States, where student housing cooperatives are more common, and while there we were able to gain valuable knowledge on successful cooperative organizing and governance. It's difficult to strike the right balance between efficient management and maintaining the democratic spirit of a cooperative but it's possible, and learning from others' experiences is a key part of that.

The Woodnote had its official groundbreaking ceremony on April 17th, 2019. In attendance at the event were Mayor Valerie Plante and Jean-Yves Duclos, Minister responsible for Canada Mortgage and Housing Corporation (CMHC).

The Woodnote's construction is expected to last until spring 2020, approximately. Prospective tenants will be able to apply through HOJO, which will take on the work of screening tenants for things such as financial need, faculty & cultural diversity, and interest levels in cooperative living. The CSU has just secured a federal Summer Student Jobs Program grant, in which a summer intern will be paid to work out of HOJO to promote & develop the Woodnote.

Clubs

Written by Princess Somefun, Internal Affairs Coordinator

Clubs Department (Operations)

Post- training and officially taking up my mandate, one of the first things I did with regards to the clubs department was getting acquainted with the Clubs Director and got to understand his role with clubs as well as expand his job description within the Collective Agreement that the CSU has with CUPE. Upon the former Clubs Director's departure to become the Communications Coordinator for the Student Union, the new Clubs Director and has held the position since October. The new Director's prior experience at the CSU reception has given him institutional knowledge of the CSU and clubs, since reception takes in things such as registration forms and cheque requisitions.

During the summer as a part of my training I familiarized myself with club budgets and the process that goes into deciding how much a club may be getting this year (2018-2019) versus last year (2017-2018). I also began working with the Clubs and Space Committee to begin making these decisions about clubs and budgets. Our first meeting took place in August and there have been meetings every two-three weeks since then. It is important to note that there has been a rise in student activities as well as the creation of student associations at Concordia. That is something to be proud of seeing as that means that students are showing some level of confidence and trust in this part of the Union.

The Finance Coordinator changed the clubs cheque requisition form slightly this past semester to help out the Clubs Department. Prior to this change requisition forms did not include a line for the name of the club—which caused some confusion— but this change helped significantly.

Clubs Space: Renovations

Upon beginning my mandate in the summer, I had a meeting with Andrew Woodall, Dean of Students, on July 31st, 2018. At the meeting we discussed renovations to be made to the multiple annexes that have been allocated to clubs (K and A), as well as spaces in Loyola. The Dean of Students Office, myself, Davis, and Pat from Facilities did a walk through of P&K annexes took place on the 2nd of August. The office with the most urgent need for repairs downtown was the MSA office. There were holes in the ceiling that required immediate repairs- which were completed within two weeks of the visit. A third meeting at Loyola Campus took place on Friday, August 24th. Facilities assured us that issues such as holes in the ceilings as well as health and safety repairs would be completed as soon as we did a walk through of the annexes and space at Loyola campus. Currently, urgent renovations such as fixing holes in ceilings and leaky pipes were done prior to September and wrapped up in October. However, some more things that could be categorized urgent are still awaiting someone from Facilities to fix them; broken tiles in MSA's office need to be fixed and finalized. On November 29th, MSA executives, Andrew Woodall, and I met regarding renovations students would like to make to their library. Though those renovations have not come to pass quite yet, they should be in the process before the summer semester. The present results of those past meetings are as follows: Facilities (Gerry, Patrick and their staff) replaced any ceiling tiles that are missing and fixed the hallway floor. The carpets in the annexes as well as Loyola campus have yet to be cleaned so I will be meeting with Dean of Students to rectify/mitigate the situation. The projected finish date of this particular project is undefined seeing as Concordia's Facilities has a staff shortage.

Clubs Fee Levy

We are currently awaiting the results of the by-election with regards to raising the clubs fee levy. Increasing the current .25 cent per credit to .30 cent per credit to alleviate the situation within the clubs department.

Clubs Cultural Fair

The CSU Clubs Cultural Fair took place on October 19th, 2018 at the Loyola Campus Hive. The event consisted of different cultural foods and desserts, and beverages. About ten CSU clubs tabled and participated. There were about four different cultural performances; dancing and singing. My reasons for having the event at Loyola was due to Loyola's event and food desert, so this was a great way to change that, even for a single night. There were a total of roughly one hundred people that attended the event. Prizes were raffled off such as gift cards, African head wraps, and Palestinian Kuffiyehs. Feedback from those who attended the event was quite positive.



Student Life Events

Written by Michèle Sandiford, Student Life Coordinator

Overview

Student life events are an important part of the CSU's role at Concordia. Events that get people involved and having fun create a stronger community around campus. The CSU wants to encourage the student body to make the most of their experience at Concordia by learning outside the classroom and making connections to the community and resources around campus and Montreal. The CSU's highest impact events occur during our Orientation week. Orientation events are a great way to welcome new students and welcome back old students. Throughout the year, it is part of my portfolio to offer other events around campus to keep student life vibrant.

Fall Orientation

Orientation is a series of events held at the beginning of each year which introduces new students to the CSU and the Concordia community, and welcomes back returning students. The events are varied in nature. They bring together community members and facilitate access to social events, resources, community initiatives, special interests and political causes. Our Orientation events take a lower risk approach by emphasizing activities and learning, rather than partying and overconsumption.



This year's Fall Orientation activities were one week long (September 4th-9th) rather than the two weeks of past years. The Orientation team was thrilled with the results of a shortened series of events which allowed students and organisers the opportunity to have some fun the first week of school and then focus on school work the following week. The Orientation Coordinators and I

worked from June until September to pack 17 events into one week. The events included favourites like the Open Air Pub and Morning Coffees, as well as new workshops and activities like Stargazing on Mount Royal. For details about approach, planning, budgets, and outcomes, please refer to the Orientation Post Mortem submitted in October 2018.

Halloween Party

Together with the Internal Affairs Coordinator and the President of CUSP, I worked to develop and organise a Halloween event for the student-parent community (November 2nd). The event took place at the Hive and the Hive Terrace and featured games, a costume competition, food, music, and crafts. The event was successful and felt like an important way to show the student-parent community that we value their contributions and acknowledge their needs.

Wellness Week

The Wellness Week event series (November 16th-22nd) was planned with the Sustainability Coordinator as a week meant to remind students before the start of exams to take care of themselves and others. On the whole the series was very successful and well-timed. Notably, our Zumba event was cancelled due to low participation, most likely because 9 AM is too early. The Cozy Garden Party was arguably the most successful event; this evening allowed people to relax, eat free comfort food, or get engaged in a more structured way (terrarium building workshops). There were about 60 attendees and many people came in and out. Below is a list of the events hosted:

- Rapid HIV Testing Clinic (November 16th)
- Zumba (November 19th)
- Active Listening Workshop (November 20th)
- Cozy Garden Party (November 20th)
- Chair Massages (November 21st)
- Naloxone 101 Workshop (November 22nd)

Winter Orientation

Winter Orientation events are usually smaller at the CSU, and due to other things happening on campus (eg: by-elections and campaigns mobilization), it seemed appropriate to keep the events on the smaller side. This year, we hosted 6 events during the first week of the Winter semester (January 7th-10th). Like Fall Orientation, the goal of these events is to welcome new students and connect them to resources, information, and the campus community.

- Morning Coffee and Tea: Always a popular event, we hosted two of these in the Hall Building and one in the EV. The campaigns department took on two of these events. Students are always happy to start their day with free coffee, mugs and agendas.
- Student Association Fair: I felt it was important that students familiarize themselves with the groups that represent them. Unfortunately this event had low participation from student associations themselves. The associations that did attend got some traffic, but it is challenging to host an inter-faculty event like this in one space, without disadvantaging faculties whose classes are in other buildings.
- Maple Taffy: This event was a big success. There was a non-stop line-up for the two hours, and many students got to taste this wintery treat for the first time!

- Recovery and Collective Care: I hosted this panel to get the conversation rolling about addiction and recovery on campus. It was very successful. Our four speakers had diverse and thoughtful insights and experiences, attendance was high for a panel on such a sensitive topic (~30), the food was great, and the discussion was stimulating and compassionate. For more details on this event, please refer to the “Recovery Program” subheading.

Naloxone Trainings

We hosted two Naloxone trainings this year, one during Wellness Week on November 22nd, and another on March 13th. Our facilitators, Richard Davy and Yamin Weiss from the McGill School of Social Work are incredibly passionate about harm reduction and integrate the important perspective of lived experience into their workshop. In addition to training participants on Naloxone administration, they provided free Naloxone kits and information on the opioid crisis.

Rapid HIV Testing Clinics

We hosted three rapid HIV testing clinics downtown on November 16th, February 14th, and March 19th. These events are run in collaboration with Health Services who are fantastic to work with. The drop-in registration for the clinics always filled up which speaks to the need of services like these. The clinics are important to run in order to promote sexual health and specifically because free rapid HIV testing is not offered everywhere in Montreal.

Coding Workshop

We collaborated with Lighthouse Labs (who kindly offered their services for free) to host an introductory workshop to CSS/HTML. I am very thrilled with how this workshop went. The facilitators were very knowledgeable and participants were engaged and appeared to leave the workshop with a desire to learn more. This workshop seemed to appeal to a different demographic than the CSU usually caters to, and more advanced iterations may be a good way to engage students in departments beyond Arts and Sciences.

Terrace Fest

We hosted a Terrace Fest event again this year in collaboration with ASFA, ECA, FASA, and Reggies to celebrate the end of classes and start of Spring (April 12th). The event was very popular and we were lucky to have good weather throughout the day. Students were able to socialise on the Hall Terrace and enjoy beer and cider, music, and a couple of games. And we served over 600 free burgers. We chose to use a caterer for the BBQ which was a great choice and permitted save ourselves the hassle of purchasing 600 burgers, setting up the BBQs and staffing them all day with cooks.

Sustainability Events and Initiatives

Written by Akira De Carlos, Sustainability Coordinator

Climate Change Week

This event lasted a whole week from October 17th-21st. Every day, there was a workshop or screening that took place in a location on campus. Monday, I organized a Divest 101 workshop with Divest Concordia. Tuesday was a plant-based cooking workshop with nutritionist, Danielle Levy. Wednesday was the biggest event of the week with a tabling fair of organizations, such as, CARA Concordia, Flight Nook, the Green House, F.A.C, Leap Montreal, and the Dish Project. To end the week, we hosted a screening of *The Ultimate Truth*.

The overall objective of the event was (1) Education: teach the definition of climate change and the different aspects of it and how they all intersect/overlap/affect each other. (2) Awareness: raise awareness of the pressing issue of climate change and how it affects the students of Concordia. (3) Campus participation: encourage students to participate in student run initiatives that work to fight climate change.

The first workshop, Divest 101, was about divestment and the historical movement behind the divestment movement at Concordia and was facilitated by Emily from Divest Concordia. The second workshop, PLANet Based Cooking, was a plant based cooking class where the students learned to make Energy/Protein Bars, roasted beet hummus with veggies, and hemp-seed berry smoothies. The participation for this workshop was amazing.

At the end, we had a big conversation about the role that dietary habits have in climate change and the importance of making efforts to reduce meat intake. The students had a lot of questions, in terms of resources to look into, to read more on the connection between the food industry and climate change and myself and the previous Sustainability Executive were able to provide the participants with a couple.

The third event, Climate Change Tabling, was an event where there was a climate change trivia game in which students came to the CSU table and filled out a sheet with 12 questions regarding climate change. In order to win all or 3 of the prizes ranging from plants, microgreens, tote bags, bamboo toothbrushes, 10\$ coupons to the Concordia Farmers Market, and reusable mugs, they had to go to each organization present at the tabling fair and have a discussion around questions on the trivia sheet. The participation for this event was also amazing, with numbers above 200. There were a lot of students that came by just because they were in the people's potato line but, also a lot of students came due to the free diva cups and it was great to have a conversation about why the CSU believes in giving diva cups out for free, how that plays into decreasing environmental waste, how that intersects with climate change. A lot of students had questions regarding the trivia questions and it turned out to be an enriching, educative experience for most.

The last event was the viewing of the documentary, *An Inconvenient Truth*. The participation for this event was also amazing. The turnout was a lot more than I was expecting. The discussion after the movie was very interactive. I didn't even have to initiate the conversation, two geography students made an observation about certain stats that the documentary showed and it sparked the whole conversation about how climate change has actually been on the radar for a very long time.



Planet Based Cooking: A Longitudinal Health Study

Annex E of Ethics and Sustainability Policy point 27 states; “In the interest of offering increased dietary choices to the student population, that one-third (1/3) of food offered at any Concordia Student Union (CSU) related event must be vegetarian” and point 28 states “At least one option be offered at any Concordia Student Union (CSU) related event must be vegan”.

These have been the only two points on ethical food consumption that I have been able to find between the CSU’s Positions book and Standing Regulations, I find the lack of a sustainability positions and ethical eating in the Positions book quite astonishing, especially since we have a positions on Environmental Sustainability, although quite basic, and represent a student body that has created a variety of sustainable food systems initiatives. Due to this, the recent reports on climate change, and the immense positive feedback I received after my PLANTet Based Cooking workshop I pitched a plant based cooking project to the same nutritionist who ran the above mentioned workshop with myself. The project is a plant-based cooking and nutrition education program created for Concordia students – with consideration and inclusion of all cultural backgrounds. The function of the program is to offer students a foundation on healthy and sustainable cooking, as well as a solid understanding of nutrition and sustainability. The concept is to have a 2-hour cooking class, once a month where 3 nutritionally balanced, and affordable recipes featuring seasonal ingredients would be covered. Nutrition information would be integrated throughout the cooking classes allowing the students to learn about food in a hands-on, creative, and interactive way. The students would be given a variety of assignments each month, supporting their ongoing learning in between our classes.

Finally, we would be putting together a zine which will include the recipes covered, the 2-page articles they’ve written, along with key resources about sustainable food on campus.

There are also two extra activities where we would visit a local farmers market as a group – guiding the students through food shopping in terms of choosing the most nutritious options on a budget and having dinner gatherings as a group twice throughout the program at an affordable plant-based restaurant – to discuss the findings of the assignments.

At the end, we would reassess the students eating habits. Noting changes in nutritional balance/healthfulness, comfort with cooking, and sustainability in terms of adopting a more plant-based diet.

The project was presented to the Special Foods Project Funding Committee and got funding for a trial run. If successful, the idea is to make the program/study a reoccurring program of the CSU that can eventually be used as evidence in Concordia's 5 year sustainability program for the section on food systems on campus. The program took off in the beginning of January with many applications received. It will run until mid May with 12 participants.

Period Campaign

The previous Sustainability Coordinator ran a period campaign that provided Concordia students with free menstrual products for when they really need it. The products were located at reception at both CSU offices. I decided to take on this campaign and ordered a large amount of both tampons and pads. Although, as the Sustainability Coordinator, I would prefer to make sure the products we offer as menstruation products are compostable or reusable or have minimal waste with lots of recyclable materials, I recognize that many students are most comfortable with the disposable kinds and as this campaign is primarily intended to serve students' immediate well-being, I have respected that. However, with my Climate Change Week, I ordered 200 menstrual cups, both for people who have given birth and those who have not. This purchase is to encourage menstruating folks to try a more sustainable, environmentally friendly option. Thus far, the response has been very positive with over 20 having been picked up on the first day of their arrival. As of now, I have implemented a waiting list with the CSU receptionists, as Diva Cups are very expensive and my budget has not allowed me to purchase more than 400 over the full course of the year.

Suppliers List

It was brought to my attention during the late Summer that under Appendix E of the Standing Regulations, the CSU is to follow numerous criteria when purchasing materials or services from companies they were to sign a form stating they meet the various requirements found in Appendix E. However, the form is very outdated and gets lost since it is so far in the Standing Regulations. Therefore, in partnership with Campaigns who was working on a BDS Purchasing Guide, I decided to create a Sustainable Suppliers List. The list is being created to make it easier for anyone who is a part of the CSU body (employees, the Executive team, Councillors, clubs) to make sustainability conscious decisions when making purchases. The list includes company names for everything from clothing, food, to office supplies and transportation that I believe follow the Ethics and Sustainability Policy under Annex E of the Standing Regulations.

It was submitted to the Sustainability Committee for review and has been sent back with clarification requirements quite a few times but it has now officially been approved.. It will be ready and available on the CSU website in conjunction with the BDS Purchasing Guide by June 1st. Once implemented student clubs, employees of the CSU and anyone who receives funding from the CSU will have to adhere to the list when purchasing materials. It is to be a working

document where students can request to add new companies to the list that they believe fulfill the requirements so the list remains update.

Event Accessibility guide

As I participated on a panel on social sustainability for at UQAM I realized how many types of accessibility were being left out when it came to making events accessible at the CSU. When it came to event accessibility it was limited to translation, wheelchair accessibility and childcare. However, there is a lot more involved in making an event accessible and I believe that we have been excluding multiple populations from our event.

Therefore, I've created an event accessibility guide that CSU Executives are to follow when planning events and that CSU club executives are encouraged to use when planning events. This guide includes information on interactive Accessibility, sensory Accessibility, food Accessibility, Accessibility in Communications and Accessible Facilitation amongst other things.

Concordia University's Centre for Creative Reuse Collaboration

In partnership with the Concordia Centre for Creative Reuse (CUCCR), the CSU has agreed to provide CUCCR with a total of \$3,000 for the academic year (fall-winter-summer semester) of 2018/2019. The money is to be allocated towards semesterly stipends for the "Don't Buy That!" workshop undergraduate student intern(s). We agreed to this partnership based on certain requirements we've established: The workshops will be hosted within the CUCCR space or in the Art Hive space in EV5.777, unless the workshop is in partnership with another on campus group or organization. Reused materials will be prioritized in these workshops, but if additional materials need to be purchased, CUCCR will cover these costs. Furthermore, CUCCR offers CSU Council and executives access to materials from the depot and prioritizes their collaboration for donations and pick ups. An annual report about the workshops be given including: workshop description, attendance, materials used and photos will be submitted to myself, the sustainability coordinator, in May/June of each year, as this is going to be a reoccurring partnership.

Thus far, there have been three *Don't Buy That!* Workshops. The first took place on September 27th, *Don't Buy That!-Check CUCCR first* which was about promoting reuse while setting up your apartment, getting your school supplies ready, and generally organizing your life. The second took place on November 28th, *Don't Buy That!- Free Gift Making*, and was about the community coming together and sharing DIY skills, craft, talking anti-consumerism, and celebrating the holiday season with gift making stations that included paper crafts and collage cards, beeswax wraps, sewing station with cloth produce bags or gift bags, bookbinding and custom journal making, wrapping station with DIY paper and cloth furoshiki. Both events were very successful.

The last took place in February, *Don't Buy That! PALentines Day Hearts & Crafts* and was about community coming together and sharing DIY skills, craft, talking anti-consumerism, and making gifts for their valentines. All three events were very successful.

Concordia's Food Coalition Collaboration

To help Concordia's Food Coalition work towards their goal of building a sustainable student run food system at Concordia, we've come to recognize that we must actively contribute to the development of food security and community building programs on campus. I suggested that I create a similar contract to the one with CUCCR where the CSU would be mandated to give the CF annually recurring amount to help them run their projects and maximize their resources and feed more students on a weekly basis. The committee voted and passed a motion to provide funding annually to the CFC.

BIPOC Committee Events

Written by Akira DeCarlos, Sustainability Coordinator

BIPOC Committee Overview

The BIPOC Committee has been devoted to its mandate in its entirety. We created and designed our logo, with the help of the CSU Design team. We are also currently working on a more streamlined application with the Communications Coordinator and have launched a Facebook page. Our goal is to further create a community for BIPOC students with the use of the Facebook page as well as keep them abreast of things happening at the CSU. The result of this is promoting more BIPOC students to participate at the CSU. Thus far, we have funded nine external projects that benefit BIPOC students and our communities.

Launch Event

The BIPOC Committee hosted its launch event on Nov.29th, 2018 on the CSU 7th floor lounge. The theme was: Celebrating BIPOC Art. Essentially it was an open mic night where students performed songs, poetry, and showcased their artwork. The intention of the event was to increase visibility of the BIPOC Committee, create more opportunities for partnership and provide a safe space for BIPOC students. The event also gave us a lot of visibility as we had intended and we received a couple emails about people wanting to partner with us on projects for Black History Month and in general. About thirty people were present and the event lasted two and a half hours.



Black History Month

The committee ran events for Black History Month. These events centered around Queerness, Social Justice, Art, and Feminism. These are the topics we realized that are most pressing in the Black community. I decided to structure the weeks through the month with the following format: one workshop, one speaker event. I really wanted to encourage local speakers and was able to make sure that all our speakers and workshop leaders were from Montreal. Amongst others, we had Robin Maynard and Fabiola from the Montreal based community organization CoCo come in.

The month started off with: *Take your black queerness off your shoulders* and *Black Masculinity within Queerness* for the first week with our theme on queerness. The first event that took place in the greenhouse was based off the feeling of often feel like being black and being Queer are two parts of an identity that don't mesh-for the black folks who had the intersection. We created the event to give a space for people to talk and discuss how we could make spaces safer for Black Queer Folk. It was mediated by two the lovely Black therapist David Archer. *Black Masculinity within Queerness*, was a panelist event moderated by the black, trans rapper Lucas Charlie Rose with panelist, Chivengi, Mikkepedia discussing what it means to be Black and masculine within the queer community.

The second week was *Creating Cultures* and *The Counter Poetics of Rhythm in the music video*. Our first event of the second week, *Creating Cultures*, was an art & sip evening. We provided painting kits, food and drinks while local Black artists taught the group how to paint a variety of things such as shapes, landscapes and bodies. There was also an incredible exhibit featuring work by three Concordia students. *The Counter Poetics of Rhythm in the music video*, was a discussion held at Anti-Cafe, mediated by Ayanna Dozier, that covered a brief history of music videos to explore how Black, feminist, and queer cultural production, as a diasporic practice, works through alternative audiovisual images, utilizing television's expansive digital reach to reconfigure our engagement with and understanding of Blackness.

The third week ran with our events *And Still We Rise* and *Complicity #Whitelash & Black Liberation*. *And Still We Rise* was facilitated by Fabiola from COCO (The Centre for Community Organizations) where she talked about her experiences with inequality, violence, and exclusion. She led the workshop with a few activities on how Black communities can support each other, and create positive change for themselves despite the many disadvantages they may face. *Complicity #Whitelash & Black Liberation* was our most successful event with the amazing author Robin Maynard who talked about addressing the meaning of Black liberation in the context of a global rise of white nationalism and widespread popular and state complicities.

Lastly, we extended Black History Month into March as the last week of February was reading week. So, to celebrate our last theme on feminism, we hosted a roaring twenties, *The Great Blackaby* party and traveled back to a decadent era when women, POC, and queer folk found new and creative ways to circumvent social norms at the student bar Reggies.

BIPOC Wellness Week

During the first week of April we hosted a full week of events surrounding mental health and physical wellness-specifically targeting BIPOC folks.

The week started off with BIPOC therapy where we converted the CSU Conferences rooms into therapy rooms from 10:00AM-6:00PM. The free therapy sessions went for 1 hour with referrals or options to continue therapy with said therapist afterwards (who offer sliding scale prices). We had four lovely BIPOC, non-binary, femme presenting folx who were rotating as the on site therapists for the day. Very often BIPOC folks have been looking for a BIPOC therapist, queer or not, and have not found one. So, the event was for student who have been interested in going to therapy but have not had the funds, or stressed about finals and needed someone to talk to.

As the end of the semester was right around the corner, students become more stressed with projects, essays and finals building up stress mentally and physically. Especially, for BIPOC students, this stress often stems from the need to juggle all of this with work, family and trying to take care of ones mental well being. Research shows that these major stressors and the shouldering of too many responsibilities often accumulates in the neck, causing headaches and severe shoulder tension. So, on the second day was BIPOC free massages. We had two massage therapists from IKRA SPA come in to give 15 minute massages for three hours.

Our third event the BIPOC-Intersections of Cultural Self-Care was our event took place in the meditation room of the Multi-Faith and Spirituality Centre. This talk was centred on what does selfcare look like to people of colour and how alleviating stress can be different depending on specific cultural practices, specifically nonwestern. I facilitated this conversation along with Vicky Boldo the in-house Cultural Support for the Aboriginal Student Resource Centre and the Co-chair of Montreal Urban Aboriginal Community Strategy NETWORK.

Our fourth event #Dearwhitepeople was a safe space to discuss (or just listen to) the problems BIPOC folk face attending a predominantly white university. There was a stage with a mike for participation in the form of comedy, poetry, or unloading feelings via rants. We had baked goods a build-your-own burrito station and destressor activities, such as mandala drawings.

The last event was BIPOC therapy dogs with Blue Ribbon Therapy Dogs. We had dogs come as a last form of stress relief before finals hit on the seventh floor in the CSU lounge.

Annual Campaign

Written by Camille Thompson-Marchand, External Affairs & Mobilization Coordinator

Development of the annual campaign material

Content development

The months of June and July focused on the development of the CSU Annual campaign. For the beginning of classes, the Campaigns Coordinator and I decided to focus on educating the student body on consent and the resources available on campus. This included the design of postcards and posters describing bystander interventions, pointing out the different myths

surrounding sexual violence, and advocating for open and ongoing consent talks. Two out of the three postcards listed all the resources available on campus. This same list remains visible on posters across campus. Along with posters and flyers, we also had buttons, lip balms, condoms, and stickers distributed to the students during Orientation and every time the campaign department was mobilizing/tabling.

The Campaigns Coordinator and I made sure to contact all relevant groups on campus to discuss the annual campaign. We sat down with the Center for Gender advocacy, the former external coordinator of the SSMU, one of the student representatives on last year's Task Force, the former CSU Student Life coordinator, and the Sexual Assault Resource Center (to which we presented all our promotional material for approval).

Website Resources

Another project related to the annual campaign was to put a description of all services available on Concordia campus online, so that students can easily access the services they are looking for. The content of the webpage (description, images, graphics, links, etc.) was developed and includes resources available for people facing immigration status problems, racism and discrimination, mental health issues, and sexual violence. Unfortunately, due to problems related to the CSU website the information is not yet available online. I am hoping we will be able to put them by the end of the year or I will pass it over to the next external coordinator.

Other Resources

I spent a great amount of time working on the “How to make a complaint” flowchart. The flowchart was finalized by the end of November and was presented to the Education and Training Committee on Sexual Violence. The information was also distributed to the different resources on campus.

Twice this year, with the collaboration of the Administrative Coordinator, I organized a workshop facilitated by the Sexual Assault Resource Center on how to respond to disclosure of sexual violence. This training was designed for the CSU employees and service employees. Both of them had an attendance of about 15 peoples. I also worked to develop guidelines for receptionists and CSU service employees on how to respond to disclosure of sexual violence.

Support of Community Groups and Student Projects

Throughout the year, the campaign department organized General Campaign meeting, many students got involved in awareness and resources projects and organized in smaller committees.



By
the

beginning of January the committees were running independently from the CSU and were supported by the campaign assistants.

Along with some events organized by the students during the first semester (see Development of Campaign Portfolio: Poetry night and Trivia night), we helped them getting inform on the many aspects of Concordia Sexual Violence policy in prevision of the Community Conversations hosted by The Standing Committee on Sexual Violence. We received mixed reaction from the administration when attending those conversation, raging from friendly to hostile. Students organized to have people at every meetings with clear demands and with their research done. They also organized a demonstration on April 12th, in response to the inaction and the numerous scandals that were brought to light during the year. About a hundred people showed up to this event (that was held at 9h30am on a Friday) and the students had organized very well. I am hopeful that many of them will keep on the fight beyond this year.

Development of Campaign Portfolio

Campaign Launch

During the week following Orientation, the campaign department organized a wine and cheese to launch the annual campaign. The event took place at the downtown Hive café on Thursday, September 13th. Above 30 people participated and people seemed to really enjoy themselves. Many registered as volunteers.

Rap Battle Against Sexual Violence

At the beginning of July, the Campaigns Coordinator and I reached out to the Rap Battles for Social Justice collective to discuss a potential collaboration for the year. The contract was revised by both the Finance Coordinator and the General Manager and signed on July 17th, 2018.

The first rap writing workshop took part in the Orientation week, ten to fifteen people showed up to learn about the artistic conception of hip-hop and rap. Participants had the chance to sign up to participate in the September Rap Battle at Reggie's.

The Rap battle against sexual violence took place at Reggie's on September 29th. The event was very well attended, and we got very positive feedback. The Rap Battle collective collected above \$400 in donations for a Head and Hands project dedicated to providing better sexual education to youth groups.



What Were You Wearing Exhibit & Halloween

For Halloween, a series of posters were distributed around campus titled “Never Asking for it” to raise awareness to the massive amount of slut shaming and sexual violence which happens around this holiday.

Furthermore, we hosted an exhibition raising awareness about rape culture and slut shaming. The event was titled “What Were You Wearing?” and was organized in collaboration with the Center for Gender Advocacy and the University of Kansas. This exhibition showcased testimonies of sexual assault survivors where they described what they were wearing at that moment (and a few words on the assault if they choose to do so). Alongside the testimony were replicas of the outfits described. We got very positive reviews of the exhibit by a great number of people. Students, survivors, parents and professors visited the exhibition and the response was overwhelmingly positive.



Taking What We Need: Comedy Show

The comedy show took place on November 19th in the DB Clark Theater and was organized in collaboration with Taking What We Need. For this fundraising event, we received a donation from the Feminism and Controversial Humor Group that permitted us to raise more money for the collective.

The evening itself went very well, we had volunteers come and help out for the tickets and petty cash management. We were aiming for about 150 participants, and in the end above 180 people

showed up. It was a pleasure to work with Taking for What We Need as they are a very organized collective and most of our job was booking the space, insuring promotion and providing with posters and funds. In total, we collected above \$2000 for the cause.

Poetry Night Survivor Love (Taking our Voices Blog Launch) & Trivia night

Those two events were took in charge by one of the campaign volunteer committees. With the close support (financial and logistical) of the campaign department a poetry night was organized on January 22nd, 2019 to launch the blog Taking Back our Voices. This project was led by a Concordia student who wanted to create a platform to share stories about sexual violence, break taboos, ignite critical thinking into our actions and most importantly, support survivors.. The event was extremely well attended (the basement of Kafein was packed), and very well received. The blog Taking Back our Voices is still running and continue publicizing art and writing of survivors.

Another committee organized a trivia night at Reggies last November. The chosen questions tackled the subject of both sexual violence and consent and had a great success as the front tables were all taken.

Distribution of campaign material

Take Action! Tuesday

We started *Take Action Tuesday* just after the Orientation week. Students were invited to make arts and crafts while exchanging ideas and opinions on the campaign and other social issues. The first *Take Action! Tuesday* was very well attended (about 10–12 people) and led to the planning of a general meeting held on October 17th. The number of attendees slowly started decreasing as the weeks were passed. Therefore, we decided to cancel this activity and focus on mobilizing people through tabling on Mondays and Wednesdays and put our effort on the General Meetings (see Other Resources: Support of Community Groups and Student Projects).

Annual Undergraduate Survey

Written by Mikaela Clark-Gardner, Academic & Advocacy Coordinator

The Concordia Student Union's central role is representing and advocating for students' needs, concerns and interests. The Annual Undergraduate Surveys (AUS) aim is to gather student feedback on a range of areas, in order to fill the current scarcity of available data available on undergraduate student experiences at Concordia. As a union that represents over 35,000 undergraduate students, this annual survey will keep the CSU up to date on students experiences and issues at the university. The survey focused on five general areas on academic, accessibility, discrimination and sexual violence, CSU services and student involvement and Housing and Financials.

This year, a total of 1023 undergraduate students responded to the survey, in which the data will serve to:

- Inform us on student demographics
- Support upcoming CSU projects

- Improve CSU services and resources
- Provide evidence to the university on what changes need to be made to improve undergraduate students' experiences.
- To have a longitudinal dataset, in order to see how things have changed and improved over time

Outreach & Dissemination

The survey was active for 24 days, from January 20th until February 12th, 2019. The dissemination and outreach for the survey consisted of postering all Concordia Sir George Williams and Loyola poster boards, sending information through the CSU newsletter and social media, class announcements and tabling at Vanier Library, Hall Mezzanine, Visual Arts building, and EV building. In addition, there were incentives of five \$50 and one 250\$ prepaid Mastercards.

See the full report of survey results and recommendations at www.csu.qc.ca/projects/survey.

Student Voice & Democracy in the Classroom

Written by Mikaela Clark-Gardner, Academic & Advocacy Coordinator

The CSU's mission is for all students to receive accessible and quality education, as well as advocating for student voices to be heard and considered at the university. This year, I have been focusing on student voice and democratic practices in education. Leading educational researchers highlight how student voice, where students are actively involved in choices and decisions related to their educational experience, is essential within the classroom for meaningful learning and engagement. The Academic Researcher and myself will have a report and guide completed by May 20th that covers the theory, practice, benefits, and challenges of creating more engaging, democratic classroom structures.

Currently, one of the university's strategic directions is "Teach for Tomorrow". With this direction in mind, I have met with numerous of Concordia's administration and staff to discuss how they define "Teach for Tomorrow" and what concrete steps are being taken to accomplish this goal. I have yet to hear a direct definition of how they interpret "Teach for Tomorrow", but I have found that the main focus has been on creating more experiential learning (e.g. internships) and interdisciplinary learning (e.g. courses that are across departments and/or faculties). I've met with Sandra Gabriele (Vice-Provost, Innovation in Teaching and Learning), Lisa Ostiguy (Special Advisor to the Provost) and Robert Cassidy (Director of CTL) to discuss improving the methods in which students can provide feedback to professors, such as a mid-point evaluation. They agreed that certain teaching evaluation forms could be improved and currently did not give provide much "valid data", but are currently not working on any other improved methods for students to give feedback. As a result, I made sure to create a section on Experience in Academia in the CSU's Annual Undergraduate Survey so that we can gather student feedback on their education.

In addition, I have organized a conversation between professors and students in collaboration

with the Fine Arts Student Alliance. The conversation was on classroom pedagogy, focusing on working towards actionable ways to nurture meaningful student-professor partnerships to enable dynamic, collaborative and inclusive learning experiences. Concordia promotes itself as a “Next-Gen” institution that values “Teaching for Tomorrow”, thus we explored what this means in practices for students and professors.

Recovery Program

Written by Michèle Sandiford, Student Life Coordinator

Introduction

Extensive research has shown that people living with addiction face significant barriers to education, treatment, housing and more. The CSU executive has been committed to addressing mental health and addictions on campus as a top priority for students. I have spent my mandate exploring various options and developing a program overview as a result of research, meetings, and conversations with students in recovery. Throughout the year, I have attended a recovery-focused conference in Toronto and met with university stakeholders like Lisa Ostiguy, Psychological Services, and staff from the Dean of Students Office. We have also hosted a Winter Orientation panel on recovery and community responses, completed research on peer support programs, and a task force has met regularly to evaluate the information gathered and provide other suggestions.

The CSU council of representatives has acknowledged that Concordia University lacks services that respond directly to the needs of students living with addiction in our own membership. In March 2019, the council passed a position mandating the CSU to support students living with addiction and on April 10th, a peer-driven model was approved to be operational in September 2019.

Below is a project summary (“RAWCC Project Summary”), followed by information on the work that led to the development of this program (“Recovery Capital Conference”, “Recovery and Collective Care”, “Task Force for Students in Recovery”, “Peer Recovery Program Report”).

Recovery and Wellness Community Centre (RAWCC) Project Summary

Introduction

Increasingly, universities and their students have implemented services which provide comprehensive support, accommodations, resources, and community. At the CSU, we have committed ourselves to developing services that would appeal to students living with addiction and address the barriers they face. In January 2019, a Task Force for Students in Recovery was created in order to ask students affected by addiction what they wanted to see at Concordia. The CSU has thus begun the work to offer these students a peer support service.

The model chosen is based both on the feedback from the task force and the research and recommendations in our report, “Addictions Peer Support Programs on University Campuses” (csu.qc.ca). The program will be run by a part-time coordinator in a small space on campus and

will be focused on providing various peer support meetings and community and skill-building workshops. The program will also connect students to resources, host occasional social events and encourage peer mentorship and leadership opportunities.

Peer Support Meetings

As the core element of our service, we will be hosting a variety of peer support meetings. The meetings offered will generally be non-12-step group discussion meetings for people who are in recovery. These meetings would be open to all people living with addiction following a short screening process performed by the coordinator or a peer leader. If there is demand we will look into creating meetings that are cater to specific substance/process addictions, women/non-binary and men meetings, LGBTQ+ meetings, and meetings for black, indigenous and people of colour.

Workshops

This service will also host regular workshops to provide students in recovery the opportunity to learn new skills, develop new hobbies, build autonomy and expand a supportive social network. Learning and teaching can be highly empowering for people in recovery. Regular workshops will be hosted (every week or two) on a variety of topics. These may be held in our permanent space or in other locations if necessary. We would prioritize workshop facilitators who are in recovery, and would also invite students from programs such as art therapy and therapeutic recreation to host activities.

Program Approach and Goals

- Peer-driven, made by those in recovery for those in recovery
- Fostering autonomy and empowerment
- Building supportive social networks and skills
- Continuity of care
- Recovery oriented—non-judgmental referral to external resources provided for those seeking a harm-reduction approach
- Peer leaders trained to support participants and help navigate resources
- Facilitate access to resources

Program Community Values and Guidelines

- Empowerment
- Autonomy and building resilience
- Anonymity
- Respect (courtesy, compassion, consideration)
- Non-judgement
- Intersectionality—being vocal and open about our differences
- Enforcement policy to be determined

Budget

R.A.W.C.C. BUDGET	
Salaries (Coordinator)	\$ 18,000.00
Coordinator Training	600
Furniture & Equipment	\$ 500.00
Miscellaneous Expense	\$ 2,000.00
Office Supplies & Administrative	\$ 100.00
Peer supporters honorarium	\$ 1,500.00
Peer support training	\$ -
Peer supporters support and appreciation	\$ 1,500.00
Snacks/coffee	\$ 1,000.00
Social	\$ 2,000.00
Workshop facilitator honorariums (\$50x18)	\$ 900.00
Workshop materials (\$50x18)	\$ 900.00
Total	\$ 29,000.00

Recovery Capital Conference of Canada—Toronto

In September 2018, I attended the Recovery Capital Conference of Canada in Toronto which brings together professionals in the addiction recovery field around Canada and North America. Presenters and participants consisted of doctors, addictions counsellors, rehab directors, mental health specialists, and policy makers. The conference aimed to explore the concept of **recovery capital; that is, the diverse resources and assets an individual has at their disposal which will aid them in building recovery.** By building on these resources, people with substance use disorders are more likely to achieve and maintain a higher quality of living. This also means that recovery is to be seen as more than the end goal to treatment; it is also seen as the transformative process towards wellbeing. As a representative of the Concordia Student Union, I was able to gain knowledge from many professionals and people with lived experiences, engage in challenging discussions, and make connections with key resources, such as Kristen Harper from Recovery Cube.

In discussing treatment, presenters consistently emphasized the importance of comprehensive and multi-layered approaches to recovery. Rather than focusing on in-patient, cognitive treatment, recovery capital is also built through adequate housing, job skills and training, strong support networks (community, faith, social, and family relationships), treating concurrent disorders, adequate access to healthcare, and general well-being and belonging. The most significant barrier to treatment is stigma, which was brought up consistently throughout the two days. In order for people to identify potential problems and reach out for help, they must feel supported by a network and society that does not shame or blame the addict. This is where adequate education and community initiatives are incredibly important. Stigma will stop people from seeking treatment, and will also make recovery challenging to maintain.

This conference reinforced the need for the university/student community to facilitate support for students in recovery. It provided justification for a holistic, integrated program within the community and the need to build communities of care that reach beyond peer support and treatment centers. Furthermore, the information received strengthened our five initial goals:

1. Building community and creating support network (building social capital)
2. Stress management (building mental wellbeing in order for students to feel supported through their academics, community, and personal wellbeing)
3. Reducing stigma (through education and creation of space and/or dialogue)
4. Connection to resources (integrating and centralizing information and facilitating access to resources)
5. Creating a Safe Space (being conscious of the barriers created by stigma and creating

Recovery & Collective Care: Addiction, Stigma, and Community Building

During Winter Orientation, we hosted a panel event entitled “Recovery and Collective Care: Addiction, Stigma, and Community Building” (January 10th). This panel welcomed 4 guests who have personal experience with addiction, experience as recovery and mental health advocates, or both. Each speaker had a unique perspective on what addiction means to them and ways we can address it as a community. Additionally, students from the Concordia and national chapter of Canadian Students for Sensible Drug Policy had a table and shared their work with attendees. This talk was well attended and facilitated conversation between many different members of the campus and wider Montreal community. It was successful in promoting the open dialogue we need to have in order to address addiction at Concordia and in society more generally. Most importantly, this event allowed a voice for people in recovery to share their stories, knowledge, and needs with the community.



Task Force for Students in Recovery

Another component of our efforts to better support students in recovery is to include these students directly in the development of the program. I have been leading the newly created Task Force for Students in Recovery, which held its first meeting in January. These students are an important resource as they have important lived experience to share and know directly what their community’s needs are. They have ties to the recovery community and are the biggest

stakeholders in this project. The task force has reviewed current resources and relevant research, shared personal experiences, and provided recommendations for on-campus recovery options. The resounding desire from members was a peer support centre for students living with addiction. Task force members helped create the outline for such a service, which will be implemented in September 2019. The task force will most likely continue to be active beyond May 2019.

Peer Recovery Program Report

It was important to us to have strong research about peer support and its use in addiction recovery, especially on university campuses. Our Academic Researcher was tasked with producing research that overview the Concordia context, outlines the peer support model of recovery, and examines Collegiate Recovery Communities/Programs. The research was completed and uploaded to the CSU website in March and approved by the Task Force for Students in Recovery. The recommendations of the research are as follows:

1. Develop definitions of peer support for addictions recovery
2. Provide funding for peer support on campus
3. Create guidelines to support the development of peer support on campus
 - Including training and participant-led organizational development
4. Implement on campus peer support services
 - Well organized, advertised, accessible, and visible
 - Comprehensive: social activities, discussion groups, counseling, access to external resources

The Mindful Project

Written by Sophie Hough-Martin, General Coordinator

Over the summer, I was approached by Léa Homer, an undergraduate Psychology student, about the opportunity to fund “The Mindful Project,” which is an intensive, 4-week mindfulness training designed with Concordia students in mind. Léa asked for CSU funding and administrative support to expand the program and to host a total of three programs for the 2018-2019 mandate for all CSU members: one in the Fall at Loyola, and the other two in the winter with one program on each campus. The opportunity to work with an established student-run program that had formerly only been offered to Concordia Psychology undergraduate students and expand it to all undergraduate students at Concordia has been a very successful experiment.

The Mindful Project is coordinated by Léa Homer. The training is administered by Elvis Grahovic. Elvis is a trained mental health professional with experience in mindfulness as a practice. The program itself is not designed to provide crisis care to students who require professional mental health care. It is designed to give students who are already followed by a mental health professional or otherwise mentally healthy students mindfulness skills to cope with everyday stress.

Fall 2018 - Loyola Campus Program

The Mindful Project at Loyola was very successful. The program had 20 participants and a waitlist of 10. Fortunately for the program, and unfortunately for the students on the waitlist, all 20 of the original participants maintained their spots in the program. The program was hosted in the Loyola Chapel. It featured meditation techniques, and mindfulness practice to help students develop skills and approaches to deal with academic stress. The program was advertised on Facebook, and in the CSU newsletter. All of the participants enjoyed the program and found the training was useful and would help them have healthier coping mechanisms. Of the students who participated, roughly half of them lived closer to the downtown campus. Despite that, the participants felt that the program was worth the commute to Loyola. The fact that the demographics were split in this way also bodes well for future programs that will be hosted at both campuses.

Winter 2019 - Loyola and Downtown

At both campuses, the Mindful Project was extremely successful. There were 15 participants in each program, and a second assistant coordinator was hired to help Léa handle the marketing and coordination on the downtown campus. The program itself was held at the downtown offices of Mindspace, and survey respondents were very pleased with their experiences. Following the conclusion of this term's program, we have been brainstorming ways to make this training more permanent at Concordia, and the role the CSU will take in providing this training.

Governance Review

Written by Sophie Hough-Martin, General Coordinator

Since June, I have been working on a governance review project. This has consisted of having our lawyers compile a document that mapped out the bylaws and standing regulations, as well as connecting them to one another or pointing out any contradictions. It also consisted of months of research to fill in policy gaps that the CSU had as an organization, such as a Code of Conduct for all CSU representatives and a stand-alone Sexual Violence and Safer Spaces Policy. As of the April regular council meeting, after months of work and 3 policy review meetings with the policy committee, both policies were adopted by the Council of Representatives. Additionally, a policy on policy was written to ensure that all policies are formulated in the same way, and that any future policy will be consistent with the CSU's policy framework.

To complete the first phase of this project, we created a one month contract to help narrow down the process before the end of the mandate, so that our policies are prepared for the incoming team.

As policies are living documents that change with context, time and demographic, I am pleased to have worked diligently on these topics so that the CSU's policies are more accessible, understandable and clear on what is and is not acceptable as a student representative.

By-Laws and Standing Regulations

On April 23, the new Governance Review Project Coordinator, hired on a one month contract, starts their position to help separate the standing regulations into separate stand-alone policies rather than one giant policy book, as well as prepare any policy documents that might arise out of the gap in our policies.

This work will be done over the next four weeks, and any remaining governance work on this topic will be prepared, outlined and set up for the incoming team to takeover.

Code of Conduct and Sexual Violence and Safer Spaces Policy

Since the CSU Code of Conduct and Sexual Violence and Safer Spaces Policy were passed by Council, there remains only two things to do. First, hire a third party ombudsperson to act as a neutral party of referral for the Judicial Board. Second, we need to have a referendum in October 2019 to codify the two policies as annexes within the CSU By-Laws so that they supercede the standing regulations and are non-optional for all representatives within the CSU.

Improving Support for Student-Parents

Written by Alexis Searcy, Loyola Coordinator

Academic & Advocacy Coordinator and myself have worked on improving supports for student-parents focusing on increasing funding opportunities and childcare supports. Over the summer, we had the Campaigns Researcher do in-depth research on the Quebec student-parent experience, which we took this research and created a report to use to advocate for the university to improve supports for student-parents.

We presented our findings to the Aboriginal Student Resource Centre, the Indigenous Directions Leadership Group coordinators, and the Concordia University Student Parent centre (CUSP) and received great feedback and included their recommendations in our report. We met with Lisa Ostiguy and Andrew Woodall several times to present our findings and create an action plan.

As many student-parents are part-time in their studies, part of our action plan is for student-parents who are part-time and in financial to be recognized as full-time to have access to Concordia's bursaries. There are over 500 bursaries for full-time students and about 70 bursaries for both full-time and part-time. The CSU actually created Concordia's part-time only bursary this past Fall during the Concordia Shuffle. The Campaigns Coordinator, Academic & Advocacy Coordinator, and myself along with Sumaiya from CUSP and Angela, the CSU Daycare Manager, fundraised \$3000 to have a three year bursary that will go directly to a student-parent. While creating the criteria for this bursary, we decided that we would specify that priority goes to Indigenous student-parents who are part-time, as they deal with additional federal funding constraints when they are part-time.

The CSU's Campaigns Coordinator created some fantastic programming for Student-Parent events this year: cooking for kids workshop and children clothing swap. The Student Life Coordinator also hosted the (now annual) Student-Parent BBQ during Orientation, as well as a Student-Parent Halloween Party for kids.

I met with the Financial Aid and Awards office along with the Dean of Students to discuss financial aid options for Student-Parents. The Act and Regulation regarding Financial Assistance for Education Expenses allows for pregnant students and student-parents who fit their criterias to be deemed full-time in regards to loans and awards. The Financial Aid office has been following this regulation for Quebec aid, but Concordia specific bursaries and all other aid is reliant on Concordia's criteria for full-time status including things like the discount opus and student bank accounts. This is one of many reasons it's so vital for Concordia to recognize student-parents studying part-time to be considered full-time.

On the CSU end, both a motion in support of Student-Parents has been passed at Council and standing regulation requiring all CSU events not deemed child-friendly to offer childcare with a 48 hour notice. We may also require events that the CSU gives funding to to also provide childcare. The childcare worker list is currently being compiled. We have consulted Angela, the CSU Daycare manager for recommendations for the list. The Student Life Coordinator will be responsible for updating and maintaining the list every year. Unfortunately, the university has not made student-parent policy a priority and the A&A coordinator and myself have continued to pursue the policy particularly as it relates to full-time/part-time status. We hope that the university will take their student body's lead and create wide-ranging supports for its students and their children.

Media

Below is a sampling of some of the positive media coverage and other notable happenings of the CSU this year

Sexual Violence Campaign

<https://www.cbc.ca/listen/shows/daybreak-montreal/segment/15676232>

Report: 'Unhealthy' climate of favoritism and mistrust within Concordia's English Department - CTV News

<https://montreal.ctvnews.ca/report-unhealthy-climate-of-favoritism-and-mistrust-within-concordia-s-english-department-1.4326817>

Students Frustrated With Sexual Violence Committee

<https://thelinknewspaper.ca/article/students-frustrated-with-sexual-violence-committee>

Tuition Hikes Campaign

Investment Management tuition hike - The Concordian

<http://theconcordian.com/2019/03/investment-management-tuition-hike/>

Three JMSB Programs Will Face Tuition Hikes Starting Fall 2019 - The Link

<https://thelinknewspaper.ca/article/three-jmsb-programs-will-face-tuition-hikes-starting-fall-2019>

Miscellaneous

Fixing international student healthcare - The Concordian

<http://theconcordian.com/2019/03/fixing-international-student-healthcare/>

CSU adopts position on free expression - The Concordian

<http://theconcordian.com/2019/03/csu-adopts-position-on-free-expression/>

'The sky's the limit': Concordia Student Union opens long-awaited daycare for student parents - CBC

<https://www.cbc.ca/news/canada/montreal/the-sky-s-the-limit-concordia-student-union-opens-long-awaited-daycare-for-student-parents-1.5003115>

CSU Internal Coordinator Resigns Amid 'Toxic' Work Environment - The Link

<https://thelinknewspaper.ca/article/csu-internal-coordinator-resigns-amid-toxic-work-environment>

Bill 21 Concordia Community Press Conference - CTV News

<https://montreal.ctvnews.ca/video?clipId=1662666>

Election Debate at Concordia University - Global News

<https://globalnews.ca/video/4476887/election-debate-at-concordia-university>

Unpaid Internships Campaign

Over 200 Students March Against Unpaid Internships - The Link

<https://thelinknewspaper.ca/article/over-200-students-march-against-unpaid-internships>

Unpaid internships should be protested against - The Gateway

<https://www.thegatewayonline.ca/2019/03/unpaid-internships-should-be-protested/>

Communications Students Picket for Paid Internships - The Link

<https://thelinknewspaper.ca/article/communications-students-picket-for-paid-internships>

Quebec interns want wages, and they want them now - Briarpatch

<https://briarpatchmagazine.com/blog/view/quebec-interns-want-wages-and-they-want-them-now>

Addictions

Bringing Addiction to the Forefront of Campus Conversations - The Link

https://thelinknewspaper.ca/article/bringing-addiction-to-the-forefront-of-campus-conversations?fbclid=IwAR3JINwOFgtzwAKsUV_MAlrfA7RMljqQ-08VPPKfHb9NqBiKkrKmZ-FVQo

CSU Forms Students in Recovery Task Force - The Link

https://thelinknewspaper.ca/article/csu-forms-students-in-recovery-task-force?fbclid=IwAR1r15cCR_ZnyEXOVuWOJDQhjb1HeOvmM7aVDYKLDObF_IkVtuD1TIEv8brQ

CSU starts addiction task force - The Concordian

<http://theconcordian.com/2019/02/csu-starts-addiction-task-force/>

Editorial: Concordia Needs to Play a Stronger Role in Aiding Students With Addictions - The Link

<https://thelinknewspaper.ca/article/editorial-concordia-needs-to-play-a-stronger-role-in-aiding-students-with-a?fbclid=IwAR0oV-mA8ldKAKU0NT9XWv3aytbo-gPnlKkpD-rg1EOoVv9xYQgyB4ZMzls>