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Photo: Hannah Jamet-Lange

Annual Report

Prepared by the 2021-2022 Executive Team

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About the Organization

Written by Eduardo Malorni, General Coordinator

The Concordia Student Union (CSU) is the highest accredited student association at Concordia University. We are the official representatives for the entire Undergraduate Student population, totalling approximately 35,000 students, to Concordia University and beyond (Governments, Organizations, etc). With an annual budget of 2 million dollars, 12 million in investments and 70 employees, the CSU is deceptively larger than it may appear from the outside as well as holding significant political weight while advocating on behalf of its students. The organization is managed by 8 Executives and 30 Councilors while a 9-member Judicial Board is tasked with ensuring that our decisions respect our Bylaws and Standing Regulations.

As part of our role in representing students, we sit on numerous committees across the University ranging a variety of topics. These include everything from Senate to the Concordia Council on Student Life to the Library Service Fund Committee to Tribunals. Regardless of the topic of the committee, as the highest accredited student association as defined in the Accreditation Act, the CSU is responsible for appointing all student members to any University committee.

The CSU provides numerous services for students such as the CSU Daycare, the CSU Advocacy Center, the Legal Information Clinic (LIC), the Housing and Job Office (HOJO), as well as the Health and Dental Plan. This year, we are proud to announce the creation of two new services which are the Recovery and Wellness Community Center (RAWCC) and the Diversity Service Office!

While it may seem that the CSU is all business, we do also have a fun side! We host numerous events for students throughout the year touching a variety of interests and host our yearly Orientation as well. Moreover, we also oversee the activities of over 100 student clubs offering the students the chance to do things that they are passionate about while simultaneously providing them with leadership opportunities.

Introduction to the Executive Team

Written by Eduardo Malorni, General Coordinator

It is my honour and pleasure to be able to introduce this year's Executive Team. This year saw the Brick by Brick Team get elected. The Brick by Brick team is composed of:

Aria Khaksar as the Finance Coordinator

Camina Harrison-Chéry as the External and Mobilization Coordinator

Eduardo Malorni as the General Coordinator

Hannah Jamet-Lange as the Academic and Advocacy Coordinator

Harrison Kirshner as the Internal Coordinator

Malcolm Asselin as the Student Life Coordinator

S Shivaane as the Loyola Coordinator

Faye Sun as the Sustainability Coordinator

A team coming from various backgrounds, we found a common goal in wanting to leave Concordia a better place than we found it. The excitement and passion each member has brought to the team as well as genuine care for their fellow team members has been a breath of fresh air in the often stressful environment of the CSU.

Being tasked with managing the CSU during a pandemic is no small feat and for that, I would like to take a moment to thank my fellow executives for standing up and answering the call when it would have been more comforting to remain seated and let the phone ring. The twists and turns this mandate (and the world) have taken us on have not always been pleasant but there are no other individuals I would want to suffer with during our twelve months together.

Throughout the rest of this document, you will see some but not all of the incredible work we have been striving towards this semester. While the nature of work cannot always be summarized into a document, the following are some of the projects we would like to draw some attention towards.

Covid-19 Action

Written by Hannah Jamet-Lange, Academic & Advocacy Coordinator, and Camina Harrison-Chéry, External & Mobilization Coordinator

Over the last two years, the ongoing global pandemic has been the context for all our work at the CSU, whether it be influencing where we are working from, what kind of activities can be done, or what our main advocacy work has been about. Since starting in June 2021, advocating for student supports, health and safety has been at the forefront of my work. In June, with most of us getting access to vaccines, we were still quite hopeful about seeing a safer future, even while much of our work was dominated by the uncertainty for the slow return to in-person learning in the Fall semester and the lack of safety guidelines provided by Concordia. Over the summer, we spend a lot of time in meetings with the administration, with faculty, and with folks working in similar positions at student unions at other universities, to argue for and discuss our approaches to actually ensuring a safe Fall semester for all students that acknowledges the desire many felt to return to in-person learning due to mental health and pedagogy reasons, while at the same time not dismissing those that cannot safely return to campus due to being at higher risk. During these meetings, we advocated for actual health and safety guidelines for reopening, as well as on behalf of the many international students who were and are having problems with getting their immigration documents, not being able to access classes, and having to quarantine due to the disparities in vaccine access. On this topic, I also met and discussed on a regular basis with Claire Downie, the VP University Affairs at SSMU the Student Union at McGill, and Sufia Langevin, the VP Academic at the Student Representative Council at Bishop's. We have been exchanging strategies and updating each other on what our respective universities and student unions are doing.

At the CSU, we organized with other students trying to bring Pass/Fail back, as well as getting other accommodations. Regarding livestreams and recorded lectures, we had different meetings, every time

being told that it is someone or something else who/that is keeping us from being able to actually implement remote access.

In October 2021, we ran a survey collecting student experiences with the return to campus so far, the full report for that can be found on the CSU website [here](#).

In January, we were in an even more dire situation than before, with the Omicron variant causing even higher case numbers and the breakdown of the healthcare system. Nonetheless, the university still planned on returning to in-person learning without significant accommodations made for students. In this context, we had published an open letter that amassed close to 3000 signatures in less than a week, find it [here](#).

The campaigns department has also been organizing a lot around pandemic action. Prior to the fall 2021 semester, the Campaigns Department organized a Town Hall on the Return to Campus with key representatives of the Concordia administration that was open to all students. This online discussion provided a platform for students to express their concerns and receive immediate responses from the institution on their official Return-to-campus plan. The Campaigns department also collected online data through surveys to better understand students' needs both to inform the CSU's initiatives and to provide evidence for demands at the institutional level. Students could also participate and voice their concerns through Instagram callouts that ongoingly informed the department's work. Understanding that students are under an incredible amount of stress, the Department offered active listening sessions for students hosted by various organizations including the Centre for Gender and Advocacy and Vent over Tea. During the fall semester, the department collected subscribers to the Campaigns newsletter in order to facilitate future mobilization on the return to campus. Since then, working groups of students are being established for future student mobilization on return to campus issues. The Campaigns Department also donated PPE equipment to various community mobilization initiatives. Towards the end of the Fall Semester, another Townhall was organized, this time more focused on students and the actions they want to take.

As of right now, the Campaigns Department is leading a Covid concern working group. We are also in the process of organizing a peer-support network for students who cannot come to campus to be able to receive class material. Further, we are buying N95 masks that we will be distributing to students through a process that has yet to be clarified.

We have continued to strongly advocate to the University to implement clear safety measures and accommodations that would ensure that no one is forced to be in-person if they cannot safely do so due to a variety of contexts. Since the administration has not been listening to student voices on this and is continuing to claim that campus is safe, we have been taking matters into our own hands.

Here are some of the things we have been working on with the Campaigns Department, ASFA, and TRAC:

Peer-Support Network

We are continuing to build a peer-support network for students to share classnotes with those that cannot safely attend classes. We have had multiple meetings with Julie Foisy, the Director of the Student Success Centre, and Laura Mitchell, the Director of Student Experience, to get their insight on this project. Further, Sandra was able to reach out to and get insight from the Accessibility in the Making Lab that provided us with further thoughts on incorporating accessibility. Volunteers for notetaking will also

be receiving training through the Student Success Centre, so that we can ensure at least a certain level of quality. TRAC has also been very supportive in this by implicating TAs in this task.

Basically, how this project will work will be that, in a google form, students can input whether they need notes or are able to provide notes and for which classes. We will then (together with ASFA and hopefully the other faculty associations) be matching students in the same class together to share their notes.

Contact Tracing

Since Concordia is not doing any contact tracing, and since testing is not very accessible to most at the moment, TRAC, CSU and ASFA have developed a form that allows students to input if they are experiencing symptoms or have received a positive test, and we will then be distributing that information to departments to inform people in the classes.

Open Letters

The CSU has also published two open letters since my last exec report, one on January 13th, which, within just a few days, garnered over 3000 signatures, and one this week with updated demands, taking into consideration the time that has passed. These open letters have as their main purpose to draw attention to student concerns.

N95 Masks Distribution

Since Concordia isn't providing N95 masks which have been proven to be safer, particularly in the context of the Omicron Variant, the CSU and TRAC are distributing N95/KN95 masks to high-risk students. On February 3rd, CSU Campaigns supported TRAC in their protest action distributing masks to students while giving out flyers with further resources and petitions. For the CSU, students who are part of certain high-risk categories are able to reserve masks through a jotform and pick them up at reception. Our second round of masks also arrived since the action on the first day already led to high uptake within the student body. If you want to get a pack of masks, fill out this form: <https://form.jotform.com/220314454950248>

Townhall

In order to get more input from students directly on how people feel about the return to campus, Campaigns, with support from Malcolm and ASFA organized a townhall for February 15th at 6pm. The townhall was really well attended and covered by both Global News and CityNews, as well as Concordia media. CityNews coverage is only available during their live broadcast. Global News had a live segment and also an online piece linked here: <https://globalnews.ca/news/8625450/covid-19-concordia-university-students-campus-safety/>

Representation on University Bodies

Senate & Academic Caucus

Written by Hannah Jamet-Lange, Academic & Advocacy Coordinator

The University Senate is a core component in the governance and regular functioning of Concordia University. It is the highest academic governing body and, as such, it is the final authority on Academic

matters such as the Academic Calendar, University programs, academic policy, and important documents like the University's Academic Code of Conduct, among many others.

Senate can also make recommendations to the Board of Governors. These suggestions then become an object of discussion at the Board which has final authority over them. While the Board oftentimes approves recommendations by Senate, Senate cannot compel the Board to do anything against its own judgment.

Senate is made up of 53 voting and 11 non-voting members from all of Concordia's communities (staff, faculty, students, and administrators), as well as representing each of its faculties.

There are 12 undergraduate students on Senate, and in order to be most effective on Senate, we all come together at Academic Caucus meetings where we strategize and plan for meetings. At the beginning of the year, I prepared and held trainings for all the undergrad student representatives on Senate and Board of Governors, and also updated the Senator Handbook and the Senators agreement.

Since there weren't any points put on the agenda by students in the last year, it has been important for us to actively shape the conversations at Senate in a more substantial way. Here are some of the main things we have worked on and presented at Senate:

- In October, we presented on the student experience of the return to campus and brought up the importance of pass/fail and accommodations so that students can have a choice between in-person and online learning
- In November, we had submitted a motion for Senate to vote on implementing Pass/Fail for this Academic Year. However, this motion was stalled by the Steering Committee (where students only hold 2 seats) and thus was not on the agenda. Considering the lack of resources for students, it is despicable that the committee did not allow for this point to even be discussed at Senate.
- Upon our recommendation, Senate approved an updated version of the Policy on the Establishment of Student Tribunal Pools, in order to increase the number of students since there has been a significant backload of Hearings yet to be scheduled.
- In December, after another committee was put together to discuss pass/fail, we were finally allowed to present our motion. However, this was voted down by Senate, with all students voting in favour but everyone else voting against it.
- In December, in collaboration with Celeste Trianon from the Centre for Gender Advocacy, we also presented why the proposed Bill 2 is transphobic, and Senate passed a motion committing to supporting trans students, faculty and staff.
- The January meeting was supposed to be cancelled, but due to the Covid situation, it ended up taking place after all, and in response to Graham Carr's Campus update, we brought up a lot of our concerns.
- The February meeting was cancelled due to lack of substantive agenda points.
- The March Senate contained a presentation from Lisa Ostiguy about the implementation of the Fall reading week and the 12 week term which Senate voted on last year and which will be starting in the 2023 Academic year.
- The April Senate meeting was also similarly uneventful with the main thing on the agenda being a presentation about a change in the billing for course-based masters programs.

Senate also has multiple sub-committees that we have seats on, here is the distribution of those student seats:

Steering	Hannah Jamet-Lange Eduardo Malorni
Academic Programs	Lovina Brown Deeva Wazir
Library	Nicolka Gorel
Special Graduation Awards	Ariane Drouin
Academic Planning and Priorities	Queenie Chen Hannah Jamet-Lange
Research	Deeva Wazir

Board of Governors

Written by Eduardo Malorni, General Coordinator

The Board of Governors is Concordia’s highest oversight body. All the decisions are ultimately ratified by the Board. The Board consists of 25 voting members split between internal members (students, staff and faculty) and external members (individuals not connected to Concordia). The alternate governor accompanying me myself is Lauren Perozek.

The Board normally deals with financial matters, the strategic direction of the University as an institution, the governance of the institution and the acquisition of property and assets. Lastly, the Board is responsible for the hiring and evaluation of Senior Administrators at the University as well as setting the tuition for students.

Nothing of significant importance has occurred this year with respect to student concerns at the Board so far.

Advisory Committee on Teaching and Learning

Written by Hannah Jamet-Lange, Academic & Advocacy Coordinator

The Advisory Committee on Teaching and Learning, chaired by Sandra Gabriele, the Vice-Provost of Teaching and Learning, has as its mandate to “consider and promote the best practices in teaching and learning, including inclusivity; assessment practices, including academic integrity; educational technologies; classroom experiences; experiential learning; and the student experience.” It meets about every 2 weeks, and as the only undergraduate student on the committee, it has been my task to bring up the concerns students are facing in regards to Teaching and learning.

Student Learning Evaluation Committee

Written by Hannah Jamet-Lange, Academic & Advocacy Coordinator

Further, I sit on the Student Learning Evaluation Committee, also chaired by Sandra Gabriele, which met almost every week in the summer. We are working on bringing back Course evaluations by reworking the questionnaires and the whole system these evaluations are run through. In the future, there will be one evaluation done early in the semester during which students can give feedback on the class so that instructors can see how they can better adapt their courses to the students if there are glaring problems. The end-of-semester evaluation will also still exist and we have been spending quite some time rewriting those questions. Unfortunately, a lot of members on the committee have been very opposed to adding in questions that actually address accessibility and diversity issues, and as the only undergraduate student on the committee, it has been hard to get that through. However, at the end of the Fall semester, we held consultations with students to test out the form and received a lot of feedback that echoed the concerns I had been bringing up all along, so I am hoping that they will be taken into consideration now.

Covid-19 Working Group

Written by Hannah Jamet-Lange, Academic & Advocacy Coordinator

Every two weeks, Eduardo and I, as well as the President and the VP Academic of the GSA, and a student employee part of the Welcome Crew have been meeting with Andrew Woodall and Laura Mitchell to discuss current issues, particularly in relation to Covid.

Standing Committee on Sexual Misconduct and Sexual Violence

Written by Hannah Jamet-Lange, Academic & Advocacy Coordinator

The first meeting for the Standing Committee on Sexual Misconduct and Sexual Violence happened in October. Before that, I met twice with the other student representatives on the committee and we had a training with Students for Consent Culture Canada to help us prepare for the work on the committee. We discussed the NDA the University is asking us to sign to sit on the committee, as well as how we want to work on the committee. At the SMSV meeting itself, we were introduced to the mandate and members of the Standing Committee on Sexual Violence and talked about the following topics: history of the work on sexual violence prevention at Concordia (further details below), the Sexual Assault Resource Centre's (SARC) move under the umbrella of the Equity Office, and the importance of ensuring an intersectional lens in addressing sexual violence (as highlighted in the Sexual Violence Policy). Further, we received an update from SARC regarding the progress of this year's Mandatory Sexual Violence and Awareness Training and the new modules included in this iteration. Since we as the student representatives did not like the fact that only two meetings had been scheduled for the whole year, we brought that up, and another meeting has been scheduled for January.

At the January meeting, we heard a presentation about the information provided to the provincial government regarding work addressing sexual violence carried out at Concordia between September 1, 2020 and September 30, 2021. Further, we heard a presentation about the Office of Rights & Responsibilities and its involvement with support on sexual violence cases.

Since we as student representatives still had a lot of questions regarding an external review of the sexual violence prevention training, we arranged a meeting with JD Drummond and Mark Underwood from SARC. In that meeting, we discussed possibilities for collaboration and for more student involvement in the review of the training.

At the March meeting, we received information about some legal updates to the Policy on Sexual Violence.

Over the remainder of my mandate, I will be working with the GSA and the other CSU rep on the committee to ensure a smooth continuation next year.

Concordia Council on Student Life (CCSL)

Written by Malcolm Asselin, Student Life Coordinator

The Concordia Council on Student Life, chaired by the Dean of Students, Andrew Woodall is both a granting body and working group on student life on campus. Since this council is based on student life, it evidently was affected by student groups' in-person limitations on campus. While a major component of student life is in-person activities, the committee needed to re-evaluate the weight of activities being held on-campus when awarding funding to students.

While there are limitations for student life, the CCSL did receive many applications in the fall and winter, and there were several powerful presentations brought forth to the council.

The committee has also agreed to rewarding applications for funding that have shown more deliberate efforts at making activities with sustainable practices.

Library Services Fund Committee (LSFC)

Written by S Shivaane, Loyola Coordinator and Harrison Kirshner, Internal Coordinator

Council representation on the LSFC include The councillors and executives who sit on this committee include Loyola and Internal Coordinators, and councillors Lily Charette and Lauren Perozek. Many meetings discussed logistical and financial details concerning the library.

Key discussions brought up in the Fall surrounded council representation's proposal that certain reading rooms be designated for at-risk students. This followed concerns from a student about a lack of vaccine passports at Concordia's library, with worries over the safety of at-risk students. Since the library cannot instate any vaccine passport mandates unless if instructed by the university, we proposed this look like strong suggestions instead of mandates, so students could be more intentional and careful about using those spaces for the sake of their peers. Library staff had some concerns with this due to events in Ottawa and tense political climate surrounding COVID measures, and believed dedicating a space for at-risk students might instead invite students with bad intent. Hence, they would not move forward with this proposal. An alternative we discussed was to advertise that students could book the study rooms at the library to ensure safety.

In more exciting news, Jasia Stuart gave a presentation on the technology sandbox and her application for more funding from LSFC and the committee approved. The committee is excited for future students who will be able to utilise this equipment starting Fall 2022. A few more projects such as a possible leisure reading corner were discussed and we adjourned.

Open Education Resources (OER)

Written by S Shivaane, Loyola Coordinator and Harrison Kirshner, Internal Coordinator

Council representation on the Library's OER Advisory Group includes the Loyola and Internal Coordinators, alongside councillors Alina Murad. The Open Education Resource Program led by Scholarly Publishing Librarian, Rachel Harris, has continued as planned. Open Educational Resources (OER) are teaching, learning, and research materials in any medium that permits no-cost access, use, adaptation, and/or redistribution by others. These open and reusable resources may include textbooks, curricula, syllabi, lecture notes, question banks, audio-video material, assignments, rubrics, etc. This is an ongoing program by the Library to move away from requiring students to purchase expensive textbooks and in turn, provide custom textbooks online free of charge for students to use for their classes.

The Group had its first meeting on November 17 where we were presented with a review of the OER program to date, the rubric for and updates on the program going forward. We are glad to announce that 4 classes are piloting these textbooks and another 10 other classes are expected to trial these textbooks in the following semester.

As part of Open Education Week, there were two OER-related events aimed at both students and faculty. These events include:

- March 8: Making OER Count: Incorporating OER into the Tenure and Promotion
- March 10: Open Educational Resources (OER) find their way into a Brown Bag Lunch
- March 11: Behind the Scenes: Projects by OER (Open Educational Resources) Grant Recipients

Alongside Harris, we met with McGill's Open Educational Resources (OER) Coordinator to ask about how McGill has been organising to push OERs forward and how we could collaborate.

Sustainability Action Fund (SAF)

Written by Faye Sun, Sustainability Coordinator

SAF board meetings since August have primarily focused on reviewing and approving funding applications. As a member of the SAF Human Resources Committee, we also conducted employee evaluations, pay raise evaluations, and other employee accommodations. The committee has also proposed changes to employee salaries such that they are able to keep up with economic changes like the cost of living and inflation.

Since the finding of mass graves at residential schools across Canada, each board meeting now is prefaced by a discussion on ways we can support Indigenous communities in more tangible ways other than through simply reading off land acknowledgments.

Sustainable Development Goals Steering Committee

Written by Faye Sun, Sustainability Coordinator

The SDG Steering Committee meets monthly primarily to discuss the planning of outreach events regarding sustainability. Currently, the committee is organizing the 17 rooms project which will feature various sustainability projects on campus.

Sustainability Advisory Committee

Written by Faye Sun, Sustainability Coordinator

The SAC is responsible for advising on the overall strategy by which to approach sustainability issues at Concordia; this includes reviewing proposals for restructuring or improving methodologies regarding curriculum, events planning, sustainability governance, and the functionality of the sustainability action plan. So far, there has only been one meeting for the Fall Semester which included presentations and proposals regarding the Sustainability Action Plan and governance frameworks.

Fair Trade Steering Committee

Written by Faye Sun, Sustainability Coordinator

The Fair-Trade steering committee is tasked with planning outreach events in order to educate the student body on fair trade sourcing, as well as promoting internal structural changes in how raw materials are sourced. There has currently been one committee meeting for the Fall semester, which was primarily meant to provide an overview of ongoing plans and projects. I had also spoken with Claudette Torbey about how the CSU can work with the committee in promoting fair trade sourcing for CSU events and activities.

Concordia has now signed on to source fair trade coffee for their own brand of coffee. The CSU will be partnering with them in order to distribute this new fair-trade coffee at our events as well.

President's Task Force on Anti-Black Racism Leadership Committee

Written by Camina Harrison-Chéry, External Affairs and Mobilization Coordinator

I represent the Concordia Student Union and the larger Black student body as a member of the leadership committee on the President's Task Force on Anti-Black Racism at Concordia. In this role I had to lead multiple student outreach events including townhalls and round tables and online data collection. My role was to facilitate the integration of student feedback on the recommendations set force by the taskforce to guide Concordia in its efforts to improve its relationship with Black students and Black Communities in Montreal. At the end of my mandate, I produced a final report and provided consultations and feedback for the recommendations.

Black Perspectives Office Black Student Council

Written by Camina Harrison-Chéry, External Affairs and Mobilization Coordinator

I sat on the Black Perspectives Office newly launched Black Student Council as a CSU representative and non-voting member. I support developing their mission and vision for the union and participated in their appointment process. I attend regular monthly meetings and I've also supported the BPO's orientation for Black students.

Mental Health Standard Steering Committee

Written by Faye Sun, Sustainability Coordinator

On April 8th, we met with a policy advisor from the University regarding revisions on mental health policy. We will be working with him and with the CSU Mental Health Committee, in addition to various student groups on campus, on how to better accommodate and meet the new and increasingly diverse mental health needs of the student body. This is an exciting opportunity to collaborate productively with university administrators for the benefit of Concordia students.

We will be discussing ways that revising the policy can help to increase access to these accommodations and services with the other members.

Loyola Working Group

Written by S Shivaane, Loyola Coordinator

The Loyola Working Group was formed to consult the Concordia University community at Loyola about the needs, support and services on the Loyola Campus and to open a dialogue on the identity of the Loyola Campus. The Working Group was tasked to develop a set of actionable recommendations to address the identity of the Loyola Campus and services for members of the community. Lisa Ostiguy, the Chair and Special Advisor to the Provost on Campus Life, led the discussion on issues affecting Loyola. A report had been created by the working group from the data collected since 2019 until the last public consultation when the government shut down the campus. This report categorizes Loyola issues into 6 major themes, with an extensive list of 108 recommendations listed. Each theme has thorough recommendations and has been organized in levels of priority. The themes are:

- Building a Community
- Student Services
- Communications
- Facilities
- Food
- Transportation

This committee has been inactive since the previous mandate. This decision was taken by the chair Lisa Ostiguy, reason being that no activities are being had on campus, and therefore not enough information is available for us to have any discussion. Upon asking for updates, I was informed that the recommendations had not been sent to the appropriate body for ratification so work could not start. Additionally, in reaching out to the new VP Services for updates on any plans for work done using the listed recommendations, I was told that he had not been informed of the report. The Loyola Working Group report remains a vital piece of information that will hopefully be used once things are in order.

GSA & other Concordia Union Relations

Written by Hannah Jamet-Lange, Academic & Advocacy Coordinator

GSA

As part of my role is to be the main liaison with the Graduate Students' Association, I organized a meeting over the summer between the GSA President and VP Academic and Eduardo and myself, so that we

could discuss what issues they are focusing on at the moment and how to work together. We then later had a meeting to talk about the International Health Insurance. Further, we have been trying to collaborate/emphasize each other's voices on other university committees.

TRAC

Sometime over the summer, TRAC (Teaching and Research Assistants at Concordia) reached out to us and we have been having regular meetings with them ever since regarding especially action surrounding Covid-19 measures and safety. We have worked with them on Covid action more directly.

CUFA

The Full-Time faculty union's leadership has an aversion against students. We have not been in contact with them as much.

CUPFA

Over the summer, we had a few meetings with part-time faculty union leadership, and in October, upon CUPFA's invitation, we attended the Inter-Faculty Union Council of all the different employee unions at Concordia to bring up the student body's concerns and it was interesting to hear the perspectives of the unions. However, CUPFA has not been supportive in the slightest of the needs for student accommodations that we have brought forward and have instead actively fought against those, while at the same time still expecting our support on their initiatives.

Cooperative Support Membership

Reggies Solidarity Cooperative

Written by Aria Khaksar, Finance Coordinator

I joined the Reggies Solidarity Cooperative Board of Directors in June 2021 after their official Turnover. In my 3 years at Concordia, I have been a big fan of Reggies since my first semester and was happy to be appointed as president and signing authority. The responsibility of being President included chairing meetings and helping management with any issues. Unfortunately, due to the Covid 19 pandemic having closed Reggies during the 2020-2021 year, we had a lot of work to do for the re-opening of Reggies. Firstly, the board started by appointing a new manager, Nickolas Kisil, which was the interim manager during the previous year. We worked closely with him to project financials for Reggies and brought forward our opening plan to the CSU council. On August 9th, 2021, the CSU council approved the motion to transfer 165,268\$ from the SSAELC fund to Reggies Solidarity Cooperative to assist in the re-opening.

With the allocated funds, Reggies was able to hire new staff, restock inventory and ultimately reopen the bar. Throughout the first couple of months of being open Reggies was able to bring in good revenue and have a good bottom line. Due to the another covid variant wave, Reggies had to shut down operations again while waiting to hear from when the Government will allow bars to re-open. After 2 months of not being able to operate, Reggies opened with limited capacity in February and moved to

full capacity with allowance from the government regulation in beginning of March. During the month of March Reggies brought in an all-time high in revenue. We have seen a large part of the income of Reggies coming from private events and will continue pursuing this during the summer and next year. It has been a great year working with the Reggies board and the amazing employees and furthermore, Reggies will host its AGM in May.

Hive Solidarity Cooperative

Written by Eduardo Malorni, Student Life Coordinator

Like most businesses, the Hive was greatly affected by the pandemic and government restrictions on restaurants. While the government lifted some restrictions on restaurants last year, the Hive was not capable of taking advantage of the lifted restriction due to restrictions imposed by Concordia. The Hive did not have access to its kitchen or location and therefore could not generate revenue by offering take-out or delivery service. Fortunately, through careful budgeting and watching our expenses, we were able to reopen this year without the need for a bailout.

Unfortunately, the return to campus in the fall semester was met with more restrictions by Concordia and the Hive could not return to operations as it would have hoped to do so. The Hive initially had capacity restrictions imposed upon it which did not allow it to make use of its space to its maximum potential. Considering that the Hive is a café where students spend time studying as well as eating meant that students may have opted for other locations to study instead of the café due to the limited seating. Moreover, the Hive was also heavily affected by restrictions on hosting events and forbidding alcohol on its premise. These two rules were specifically targeting the Hive which we found unjust as Reggies was given permission to host events and have alcohol. Due to this, no wine and cheeses or equivalent were able to be hosted on campus. This has historically been a huge source of revenue for the Hive.

While the Omnicron wave hampered the reopening in January, the Hive initially reopened by distributing coffee to the students in the library while the classes remained online. Furthermore, when the Hive was finally capable of fully reopening, sales increased. Lastly, through a partnership with the CSU, the Hive was able to acquire a second location at the Loyola campus. Namely, the CJ Café. The Café is due to start operations in September 2022 and due to its location, is expected to do well as it is in a central location on the campus. The University has also agreed to cover any losses the CJ Café space incurs during its first year of operations. Overall, the Hive will end the year in a negative but there seems to be a promising future for the Hive in the coming years.

Woodnote Housing Cooperative

Written by Eduardo Malorni, General Coordinator

The Woodnote open its doors and welcomed Concordia students in August of 2020. The Woodnote Project initially started in 2014 and took 6 long years of numerous executives to get off the ground but we finally were able to see the project completed. The initial goal of the Woodnote was to provide students with subsidized housing and build a sense of community among students.

Over the first academic year of operation, the Woodnote saw outstanding success in terms of applications and the number of students living in the building. Furthermore, the housing is indeed

subsidized for students paying below market value and enjoying an excellent location across the street from Parc Lafontaine in the Plateau.

Unfortunately, the management of the Woodnote Board got off to a rocky start, in no doubt exacerbated by the pandemic and the inability for students to gather in and build the student community at the Woodnote.

The CSU was made aware that the Board of the Woodnote was struggling during the first few months of our term in August of 2021 and we began providing support as best we could to help the Board find its footing. The CSU helped recruit several support members to its Board in the hopes of providing experience to support the younger (and oftentimes, first-time Board members) tenant Board members.

Moreover, the CSU Support Member has begun providing feedback regularly which is not something that has occurred historically. This will keep us aware of what is going on and how things are developing.

In late September, a new Board was elected and since then the Board has made significant progress. The new Board has been very impressive thus far and some of the projects they have undertaken are truly building that sense of community which was part of the initial goal of the project all those years ago in 2014.

With the year wrapping up, the current Woodnote Board seems to have risen to the occasion and students are enjoying their time at the Woodnote. Despite the early hiccups and the overall positive reviews, the CSU has opened negotiations with UTILE to begin a second housing project. With 88% of the student body voting in favour at the General Election, the CSU will begin working on our second housing project with UTILE and will sign our Term Sheet in the near future.

Student Building

Written by Eduardo Malorni, General Coordinator

The CSU has been interested in purchasing a property near campus for some time to build a Student Center. Over the past year, the CSU has been in talks with Concordia University to build a Student Center in collaboration with the University. Unfortunately, it became apparent that the costs associated with partnering with Concordia University were not feasible. For that reason, we pulled out of negotiations with the University in the Summer.

Scaling back our initial plans for the property, something which would not have been possible with the University, we began searching for a property that we can purchase on our own. Over the following few months, we explored numerous properties and found a variety of potential properties.

In January, an offer by the CSU for the property at 2045 Bishop was accepted by the owner of the property. Since then, we have been completing a variety of inspections and studies on the property to move forward with the purchase. We are also currently exploring various mortgages for the property. The student body also overwhelmingly voted in favour of purchasing the property in our General Elections with 82% in favour. At this point all inspections have come back as expected and we are waiting on a few more in the coming weeks. If all goes well, the property will be purchased on May 6th 2022.

Financial Update

Written by Aria Khaksar, Finance Coordinator

ALL BUDGETS CONSOLIDATED					
	Actuals 2020-2021	Adjusted Budget 2021-2022	Variance	Actuals 2021-2022	Variance 2020-2021
Revenues					
Operations	\$1,728,373	\$1,788,331	\$59,958	\$1,687,186	(\$101,146)
EDI	\$0	\$64,000	\$64,000	\$63,145	(\$855)
HOJO	\$186,078	\$248,684	\$62,606	\$197,779	(\$50,905)
Advocacy	\$292,334	\$343,830	\$51,496	\$303,074	(\$40,756)
Legal Information Clinic	\$138,296	\$296,000	\$157,704	\$217,509	(\$78,491)
Clubs	\$270,624	\$271,000	\$376	\$264,902	(\$6,098)
Total Revenues	\$2,615,706	\$3,011,845	\$396,140	\$2,733,595	(\$278,251)
Expenses					
Operations	\$1,679,154	\$2,078,605	\$399,451	\$1,410,399	(\$668,206)
EDI	\$0	\$44,572	\$44,572	\$17,473	(\$27,099)
HOJO	\$174,847	\$250,470	\$75,623	\$181,609	(\$68,861)
Advocacy	\$237,626	\$391,051	\$153,425	\$267,388	(\$123,663)
Legal Information Clinic	\$135,067	\$248,032	\$112,965	\$143,943	(\$104,089)
Clubs	\$183,400	\$179,000	(\$4,400)	\$151,145	(\$27,855)
Total Expenses	\$2,410,094	\$3,191,730	\$781,636	\$2,171,956	(\$1,019,774)
Revenues-Expenses	\$205,612	(\$179,885)	-\$385,496	\$ 561,638.05	\$741,523

The CSU is a 2.5 million dollars organization that manages 6 different main budgets: Operations, HOJO, Advocacy Centre, LIC, EDI and the Clubs department. Every department brings in revenue from their respective fee-levy. Our accounting practices allow funds from each department only to be used in that specific department. After working on the overall budget during the summer, I presented it and had it ratified by Council. After the holidays, I have started working with the Executive Team, the Finance Committee, the IT Director, the Finance Office, and the Service Managers and developed an up-to-date revision budget. After compiling the actuals (from June to March), I forecast that the end of the fiscal year will have a surplus.

As of April 15th, the overall budget currently showcases a Surplus of \$561,638.05 (view table attached). This surplus was caused by a slight increase in fee levy revenue in the winter semester then excepted as well as a lower amount of expenses in the overall budget. As we are going towards the end of the year, I suspect that the expenses will increase as clubs and departments will be wrapping up events and requesting reimbursement therefore, **the information is subject to change.** Overall, I believe that the budget of the CSU for the 2021-2022 school year will be a surplus.

Operations

The operations budget of the CSU is broken down into 9 main sections. Firstly, there is the “Executive salaries and expenses”. This section of the budget is fairly accurate as there is only 2 months left of payment for the CSU executives. There will be some adjustments that will need to be made to this budget

constantly due to certain staff members being paid more due to seniority (which aligns with the CSU’s employee union called CUPE).

Secondly, there is the “Council and Electoral Expenses”. There has been \$19,382 of expenses for this section. I believe we will fall very short of the budget in this category as we have lower expenses for council retreat, filming expenses, food, and transportation due to the covid 19 pandemic.

The third breakdown would be the “Salaries and Benefits”. This line is currently at \$578,787 which is already higher than our previous fiscal year. However, we are lined up with our adjusted budget for the 2021-2022 year. This change is further showcased due to the seniority of certain staff members and the increase of salaries by the CPI for all CSU members (according to CUPE)

The fourth breakdown called “Administration and office Expenses” totalled a variance of -\$43,738. One of the main reasons behind the variance has been a decrease in office expenses due to CSU’s remote setting. Expenses such as printing, mailing, and office supplies are lowered this year since we have not been fully working at the office. I believe that since we are looking at a return in person, there will be an increase in this expense for the next year.

The fifth large breakdown of the operation budget is “Student Initiatives”. The student initiatives had a total variance of -\$168,106. The reason behind the low expenditure is the pandemic and the restrictions on the events that can be hosted by our executive members. The fall semester was a mix of in-person and online and allowed our executives to plan some in-person events, but many have focused on project-based initiatives due to all the restrictions. With the new variant closing campus for the beginning of the winter term, it further affected the executives' options for their initiatives. At year end I believe that we will fall very short in this part of the operations budget due to the pandemic.

OPERATIONS BUDGET				
	Actuals 2020-2021	Adjusted Budget 2021-2022	Actuals 2021-2022	Variance
Revenues				
Student Fees	\$1,648,036	\$1,700,000	\$1,599,578	\$51,964
DISH PROJECT LEVY TRANSFER FROM	\$0	\$0	\$0	\$0
Other Revenues	\$80,337	\$88,331	\$87,608	\$7,994
Total Revenues	\$1,728,373	\$1,788,331	\$1,687,186	\$59,958
Expenses				
Executive Salaries & Expenses	\$315,238	\$390,870	\$277,616	\$75,632
Council & Electoral Expenses	\$59,130	\$46,960	\$19,382	(\$12,170)
Salaries & Benefits	\$545,872	\$779,052	\$578,787	\$233,180
Admin & Office Expenses	\$35,982	\$79,720	\$27,977	\$43,738
IT & MIS	\$24,796	\$63,550	\$49,195	\$38,754
Financial & Legal Fees	\$219,273	\$52,672	\$41,972	(\$166,601)
Banking, Service Charges & Interest	\$38,360	\$47,220	\$42,820	\$8,860
Student Engagement Initiatives	\$435,855	\$603,962	\$358,765	\$168,106
Other Expenses	\$4,648	\$14,600	\$13,885	\$9,952
Total Expenses	\$1,679,154	\$2,078,605	\$1,410,399	\$399,451
Revenues-Expenses	\$49,219	(\$290,274)	\$276,787	(\$339,493)

The last 3 parts of the budget are: "IT & MIS", "Banking, Service Charges & Interest", "Financial & Legal Fees" and "Other Expenses". These numbers are on track for the year end except for the IT & MIS. The IT & MIS took on many new projects during the winter semester which led to a higher expenditure than originally budgeted. The budget was re-evaluated at mid-year and we are on track with the adjusted budget.

To conclude, the overall operations budget has an increase due to lower expenses and initiatives due to the covid 19 pandemic but this data is subject to change with the reimbursements of the last 2 months.

Equity, Diversity and Inclusion (EDI)

EDI						
	Latest estimate 2019-2020	Actuals 2020-2021	Adjusted Budget 2021-2022	Variance	Actuals 2021-2022	
Revenues						
Student Fees	\$0	\$ -	\$ 64,000	\$ 64,000	\$63,145	
Work Study Program	\$0	\$ -	\$ -	\$ -	\$0	
Total Revenues	\$0	\$ -	\$ 64,000	\$ 64,000	\$63,145	
Expenses						
Salaries & Benefits	\$0	\$ -	\$ 44,572	\$ 44,572	\$16,673	
Admin & Office Expense	\$0	\$ -	\$ -	\$ -	\$800	
Total Expenses	\$0	\$ -	\$ 44,572	\$ 44,572	\$17,473	
Revenues-Expenses	\$0	\$ -	\$ 19,428	\$ 19,428	\$45,672	

The Equity, Diversity and Inclusion fee levy passed in the mid-year elections. With the fee levy in place, the EDI office was able to start operation and create their budget. Although the EDI office did not incur too many expenses in the winter semester, they were able to set themselves and are ready to start full operations in the summer and the fall semester. The EDI office will look into collaborating with different initiatives as well as hiring a few new staff. For this first semester operating, the EDI office currently has a \$45,672 surplus and I predict it will be very similar at year end.

Housing & Job Opportunities (HOJO)

At the beginning of the fiscal year, HOJO budget forecasted a surplus of \$3,214; however, at midyear it was at a deficit of \$34,964. This deficit appears to be explained by a higher use of staff due to the department feeling overworked. After midyear, we adjusted the budget and staff hours to have HOJO run a slight deficit while being able to work at an optimal level. After meeting with Leanne and going over her budget and salaries, Hojo is currently at a \$16,170 surplus. I forecast this surplus to be slightly smaller at year end.

HOUSING & JOB OPPORTUNITIES (HOJO)

	Actuals 2020-2021	Adjusted Budget 2021-2022	Variance	Actuals 2021-2022
Revenues				
Student Fees	\$ 168,716	\$ 222,684	\$ 53,968	\$175,491
Grad Student Fees	\$ 17,362	\$ 18,000	\$ 638	\$17,739
Internship	\$ -	\$ 3,000	\$ 3,000	
Work Study Program	\$ -	\$ 5,000	\$ 5,000	\$4,549
Total Revenues	\$ 186,078	\$ 248,684	\$ 62,606	\$197,779
Expenses				
Salaries & Benefits	\$ 170,172	\$ 224,085	\$ 53,913	\$180,867
Admin & Office Expenses	\$ 4,675	\$ 26,385	\$ 21,710	\$742
Total Expenses	\$ 174,847	\$ 250,470	\$ 75,623	\$181,609
Revenues-Expenses	\$ 11,231	\$ (1,786)	\$(13,017)	\$16,170

Advocacy Centre

At the beginning of the fiscal year, we forecasted a deficit of \$51,385 due to the negotiations with the GSA. Fortunately, the Advocacy received funding of \$42,000 from the GSA. Furthermore, Advocacy had a fee levy increase during the fall semester. At midyear I suspected a small deficit for the advocacy however due to low staff in the winter semester, the advocacy is running a small surplus as of March. I suspect the department to break even or have a slight deficit by year end.

ADVOCACY CENTRE

	Actuals 2020-2021	Adjusted Budget 2021-2022	Variance	Actuals 2021-2022
Revenues				
Student Fees	\$246,746	\$297,666	\$50,920	\$253,373
Work Study Program	\$2,589	\$4,164	\$1,576	\$7,701
Grad Student Fees	\$43,000	\$42,000	(\$1,000)	\$42,000
Total Revenues	\$292,334	\$343,830	\$51,496	\$303,074
Expenses				
Salaries & Benefits	\$270,512	\$362,701	\$92,189	\$257,913
Admin & Office Expenses	\$5,184	\$28,350	\$23,166	\$9,475
Total Expenses	\$275,696	\$391,051	\$115,355	\$267,388
Revenues-Expenses	\$16,638	(\$47,221)	(\$63,859)	\$35,686

Legal Information Clinic (LIC)

At the beginning of the fiscal year, after meeting with Walter, I forecasted that LIC would have a surplus of \$44,334; however, as the department became overworked with student requests, LIC incurred more salary expenses. At mid-year, with the increase in salary expense, LIC was at a \$8,630 surplus. During the winter semester, LIC continued to operate while also looking for more staff and is currently with a \$73,566 surplus. I believe that this department will incur a surplus due to lower salaries and expensed by year end.

LEGAL INFORMATION CLINIC (LIC)				
	Actuals 2020-2021	Adjusted Budget 2021-2022	Variance	Actuals 2021-2022
Revenues				
Student Fees	\$135,302	\$220,000	\$84,698	\$182,539
Work Study Program	\$2,995	\$4,000	\$1,005	
LIC GSA Fees	\$0	\$72,000	\$72,000	\$34,970
Total Revenues	\$138,296	\$296,000	\$157,704	\$217,509
Expenses				
Salaries & Benefits	\$118,686	\$164,907	\$46,221	\$123,784
Admin & Office Expenses	\$16,381	\$83,125	\$66,744	\$20,159
Total Expenses	\$135,067	\$248,032	\$112,965	\$143,943
Revenues-Expenses	\$3,229	\$47,968	\$44,739	\$73,566

Clubs

Since the fall semester had a gradual return to back in-person activity, there was an increase in the numbers of clubs that submitted their budgets for funding. Although many clubs came forward and requested funding, many of these clubs have yet to utilize these funds and organize events. The new covid 19 variants in the winter semester slowed down many plans for the clubs. Due to this, I expect there will be a large surplus in the club's budget at the end of the fiscal year.

I would suggest putting these funds in the club's reserve fund. As of April 15th, the club's budget has a total surplus of \$113,757. I do suspect that the surplus will be lower than the current amount as we have seen an increase in club expenses in the past month and will likely incur more going towards the year end.

CLUBS				
	Actuals 2020-2021	Adjusted Budget 2021-2022	Variance	Actuals 2021-2022
Revenues				
Student Fees	\$270,624	\$271,000	\$376	\$264,902
Total Revenues	\$270,624	\$271,000	\$376	\$264,902
Expenses				
CSU Clubs Expenses	\$118,682	\$145,500	\$26,818	\$141,198
Salaries & Benefits	\$0	\$0	\$0	\$0
Events & Administration	\$3,296	\$33,500	\$30,204	\$9,947
Total Expenses	\$121,979	\$179,000	\$57,021	\$151,145
Revenues-Expenses	\$148,645	\$92,000	(\$56,645)	\$113,757

After talks with Harrison, the club's department will be using some of the surplus to create a new portal to run the club's department more efficiently. This portal will allow for clubs to request budgets and reimbursement forms while reducing the chance for errors. The Salaries and Benefits from the Clubs Department have been moved to the Operational Budget therefore, the budgeted amount is \$0.

Fall 2021 By-Elections

Written by Eduardo Malorni, General Coordinator

The 2021 Fall By-Elections went incredibly well. In fact, it received the largest turnout in known CSU history. This is something to be immensely proud of and congratulations must be given to all of those involved with the election. Of the 31749 electors, 6709 votes were cast indicating a 21.13% turnout!

In this By-Election, both CSU Bylaw amendments were adopted by the membership.

The students also showed overwhelming support for the following initiatives such as the creation of the Charter of Student Rights, the implementation of a Sustainability Curriculum, a stance against Transphobia, the creation of a CSU Foundation, the implementation of Pass/Fail, and the recording of lectures.

We are also happy to announce the fee levy creation of the CSU Diversity Services and the increase in the fee levy of the CSU Advocacy Center. In other fee levy news, the SEIZE fee levy was also created and we wish this new fee levy the best of luck!

Of all the referendum questions, only the Link Fee Levy Increase failed to pass at the By-Elections.

We would like to send out congratulations to our new Councilors: Wan Hua Li, Caleb Woolcott, Olivia Integlia, Hassan Nabeel and Katherine Soad Bellini.

Winter 2022 General Elections

Written by Eduardo Malorni, General Coordinator

The

CSU Services

Advocacy Centre

Written by Sophie Stone, Manager of CSU Advocacy Centre

Mandate

The Concordia Student Union (CSU) Advocacy Centre (AC) provides students with information and consultations (consults) on their rights as students within the framework of the institution they attend, helping students navigate Concordia's bureaucracy, and representing students in disciplinary interviews and hearings in the application of Concordia's Academic Code of Conduct and Concordia's Code of Right and Responsibilities. It also provides support and help in nearly all the endeavors that students may have to engage in within the University. Our student advocates are experts in the University's structure, procedures, policies and bureaucracies and can help students in navigating through them. Consults that become cases – i.e. they require several steps and follow-up – are grouped into six (6) case categories: Academic Misconduct, Code of Rights and Responsibilities, Hearings, Student Requests, Complaints, and General Consultations. Complex Consultations are cases that directly involve 3 or more students or that involve a student with 3 more active case types at once Important Business

IMPORTANT BUSINESS

Advocacy Centre Fee-Levy Referendum

A referendum increasing the fee-levy for the AC from \$0.31 per credit to \$0.45 per credit passed in Fall 2021 during the bi-elections.

A referendum for **graduate** students to pay their Advocacy Centre fee-levy directly to the CSU AC instead of to the Graduate Students' Association (GSA) passed in Winter 2022 during the general GSA elections.

A referendum for **graduate** students increasing the Advocacy Centre fee-levy from \$2.50 per semester to \$3.00 per semester passed in Winter 2022 during the general GSA elections.

The increase in the fee-levy will allow the AC to hire more staff for more hours to better assist students and maintain awareness of the services the AC offers to the student body at large.

Operations

Operations were entirely remote in Summer 2021, were hybrid in Fall 2021 and Winter 2022, with the Winter 2022 semester being more hybrid than not because of omicron and outbreaks amongst staff and student clients who visited the AC.

Case numbers

<ul style="list-style-type: none">❖ <u>Academic year 2021-2022 (ending soon)</u><ul style="list-style-type: none">➤ Consults (total) : 556<ul style="list-style-type: none">• Cases : 336• Inquiries : 220	<ul style="list-style-type: none">❖ <u>Calendar year 2021</u><ul style="list-style-type: none">➤ Consults (total) : 566<ul style="list-style-type: none">• Cases : 337• Inquiries : 229
<hr/> <u>Total number of Summer 2021 Cases : 140</u> <ul style="list-style-type: none">➤ Highest case volume for a single semester to date (since 2004) and very high for the summer (normally under 90) which was challenging as it coincided with hiring and training on top of operations still being entirely online	
<hr/> <u>Total number of Fall 2021 Cases : 86</u> <ul style="list-style-type: none">➤ Case numbers low in September and October➤ University health and safety restrictions, relating to the pandemic and how students could access CSU service spaces given their size, loosened at the end of October	
<hr/> <u>Total number of Winter 2022 Cases : 111</u> <ul style="list-style-type: none">➤ Case numbers very high in March	

- Comparison : November 2020, big month, 8 advocates working 130 hrs/wk on 50 new cases
vs. March 2022, also big month, 4 advocates working 80 hrs/wk on 43 new cases that month
 - 23% less time available per case this academic year during peak periods
 - close to double the case load per advocate
- Case volume and case complexity were critically high for both the Concordia Student Advocacy Office (SAO) and CSU Advocacy Centre, so much so that **burnout** has been a significant concern and challenge for staff at both services.

Hiring

High staff turn-over : the Advocacy Centre experiences its highest staff turnover to date with a total of eight (8) advocates, ranging from experienced to newly hired, resigning or going on extended leave of absence between October 2021 and March 2022. Reasons for leaving included better job opportunities, work-permit delays, leave to complete internship in field of study, Covid-19, desire to work exclusively remotely, focusing on academics and parental leave.

This caused severe strain on the service and on the staff. Remaining staff have been working and are currently working extra hours this Winter 2022 semester until new staff can be hired and trained this Spring after exams and graduation.

The CSU did not have any AC staff sitting on Senate this year – none were available Fridays which consequently was the least staffed day of the week at the AC throughout the Winter 2022 semester.

Graduate Fee-Levy

The agreement between the CSU and the Graduate Students' Association (GSA) for graduate students to access services at the AC expires this summer on August 31st, 2022. Following the Advocacy Centre fee-levy referenda passing, graduate students will be paying the Advocacy Centre fee-levy directly to the CSU AC starting in Fall 2022. A final agreement regarding the AC office space at GSA House will be finalised now to conclude proceedings between the CSU and GSA.

Academic Code of Conduct Review

The Academic Code of Conduct was meant to go under review in 2020, however due to Covid-19, this was pushed back again last year. Participating in the review is still an anticipated project for the AC, but there has been no updates or notification from the University so far this academic year either.

Projects

- The AC has been sitting on Concordia's Subcommittee on Academic Integrity for the Advisory Committee on Teaching and Learning since Summer 2021. The mandate of the subcommittee is to 'propose a university-wide strategy and plan of action that will contribute to inform undergraduate students about the Academic Code of Conduct and the consequences for breaking the Code'.
- The new CRM has significantly improved quality control on cases and was critical in keeping the AC stable during the high turnover in Fall and Winter. The CSU is fortunate that the timing of the CRM launching coincided with the start of the pandemic, as the CRM was a major factor in being able to maintain quality services while operating remotely. Manual case migration from our old CRM to the current one that launched in June 2020 was finally completed early in Fall 2021.
- The AC joined Concordia's Student Service Station in Winter 2022. The Student Service Station is an excellent University initiative allowing students to be assisted by multiple services at once. The AC highly recommends that Concordia maintain the Student Service Station as a primary resource asset for students.
- The AC has been sitting on Concordia's Subcommittee on Academic Integrity for the Advisory Committee on Teaching and Learning since Summer 2021. The mandate of the subcommittee is to 'propose a university-wide strategy and plan of action that will contribute to inform undergraduate students about the Academic Code of Conduct and the consequences for breaking the Code'.

PROJECTS (on hold since Covid-19)

Online Presence

Due to high case volume and high staff turnover, sadly, creating advocacy themed online content was not a priority for the AC or the CSU.

Class Presentations

The AC had planned to resume class presentations in Winter 2022 after going back to operating in person in November 2021, but due to the omicron variant of Covid-19 Concordia and the CSU started operating remotely again. The AC is preparing to resume class presentations in Fall 2022.

Legal Information Clinic

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

Mandate

The CSU Legal Information Clinic is a free service that provides legal information, referrals and accompaniment in both French and English to undergraduate and since Fall 2021, graduate Concordia students. The LIC offers information related mainly to issues on immigration, discrimination and consumer protection law as well as other areas of law. On average, the majority of clients require multiple consultations, appointments and follow-ups for legal information and assistance with complex and sensitive issues such as immigration, discrimination and racial profiling, fines, sexual violence, contracts, civil disputes cases and much more. This does not include community outreach or collaborative projects with community organizations or other CSU departments.

Statistics

From May 2021 to April 2022, the LIC has handled about 112 Cases, not including the multiple consultations, appointments and follow-ups necessary for each file. Of these 112 Cases, 102 had multiple appointments. On average, about 49% of the files dealt with immigration, about 26% with discrimination, sexual violence, and racial profiling and the rest with family law, COVID fines, contracts, civil disputes among other fields of law. This does not include community outreach or collaborative projects with community organizations or other CSU departments.

Summary of Activities May 2021 - April 2022

Due to the present pandemic, the LIC has been prompted to an online working environment. This has caused ongoing challenges such as troubleshooting the Salesforce system set-up for the CSU, adapting protocols and policies reflecting the change to only online consultations and virtual working environment, remote training and supervision of new staff and volunteer law students.

As detailed below in some of the LIC's activities, the impact of Covid-19 has continued to influence the type of legal information and assistance requested by students:

- In collaboration with Faye Sun, S Shivaane, Nicole Leblanc, Diane Yeung, Malcolm Asselin, organized for Asian Heritage Month, a panel discussion on May 26, 2021, on anti-Asian racism and how we can respond to it. Our panellists, Cathy Wong (Montreal City Council), Fo Niemi (Centre for Research-Action on Race Relations), Dolores Chew (Montreal's South Asian Women's Community Centre) and Walter Chi-Yan-Tom (CSU Legal Information Clinic), and spoke on anti-Asian racism, resources, and actions to take in response to it. They also

spoke on the mental health impact of anti-Asian racism and issues impacting Asian women & their relationship to others.

- In collaboration with Faye Sun, S Shivaane, Nicole Leblanc, Diane Yeung, and SSMU, organized for Asian Heritage Month, a panel discussion on May 27, 2021, on racial and intergenerational trauma with therapists and mental health specialists from various Asian communities to explore issues of mental health in Asian communities. While maintaining mental health has been a struggle throughout the COVID-19 pandemic, Asian students have had to face additional challenges due to the uptick in anti-Asian violence and discrimination since the beginning of the pandemic. More generally, the impacts of racial and intergenerational trauma cannot be ignored when it comes to discussing mental health in racialized communities.
- One issue of major concern is the questionable racial and social profiling and application by the police of draconian COVID-19 fines that can disproportionately affect students. The LIC has provided workshops and has been assisting students to contest or minimize the impact of these fines.
- In the context of the rise of anti-Asian hate incidents and racial and religious intolerance since the start of the pandemic, LIC partnered with other community groups to pressure the City of Montreal to address issues of systemic racism and discrimination within the City, particularly on employment and internship, racial and social profiling, housing, the fight against inequality, and gentrification, urbanism and land-use planning. Among the activities organized in collaboration with the Chinatown Working Group, were the following:
The first ever municipal debate held in Chinatown on October 16, 2021 gave residents the chance to voice their fears over land encroachment of the only remaining Chinatown in Quebec. The focus of the debate, which took place on Oct. 16, was on major issues such as social and racial justice, arts and culture, climate justice, economic development, and the protection of Chinatown. Four political parties in Montreal's municipal election took to the stage in the Chinese Community and Cultural Center where the room hit maximum capacity at 60 people.

An outdoor press conference on January 24, 2022 to highlight the intrusion of private real estate developments in the Montreal Chinatown neighbourhood, organized with the Progressive Chinese of Quebec, Comité logement de Ville-Marie, and other Chinatown community organizations. Despite the Quebec government's recent decision to classify a limited part of Chinatown as a heritage site and the City of Montreal to update its urban development plan by setting up parameters to limit construction in historical areas of the neighbourhood, much more needs to be done beyond protecting buildings. The heritage designation which is part of the Chinatown Action Plan must be given life by providing for all the needs of the community, such as social housing, support for heritage businesses, health-related services, and green spaces.

Collaborated with urban planning experts, activists, and community members to continue to oppose the development of the Réseau express métropolitain \$10 billion automated light rail project in Chinatown. Preservation of the neighbourhood is beyond infrastructure. Over the past year, the group expressed their concerns to the city as designs for development were drawn. However, these designs were always made without community consultation, which

largely ignored the potential implications brought forth. These concerns include impacts on Chinatown's visibility, accessibility, development, businesses, residents, and overall community space.

- Bike Rights Campaign during Fall Orientation 2021 for CSU Clubs, to sensitize and encourage the 30+ clubs & communities and Concordia students about updated bike laws, bikers' rights, and the function of the Legal Information Clinic.
- The LIC continued to pursue many activities related to immigration law and the plight of international students affected by increasingly complex and confusing federal and provincial immigration legislation and policies, due to the evolving situation of the pandemic. This situation was worsened by the questionable decision of the provincial CAQ government and the University to force international students to return to in-person classes.
- A free online information session on November 19, 2021, about major changes to Quebec immigration law and Federal skilled worker programs. The seminar featured speaker, Me. David Chalk, Immigration lawyer and former President of the Association of Quebec Immigration Lawyers. The LIC continues to provide ongoing support and information on the many arbitrary and unfair changes to Quebec immigration policies and procedures.
- Working with Sexual Assault and Resource Centre (SARC) and the Students For Consent Culture (SFCC) to develop and implement training for staff and volunteers at the LIC and other CSU departments, which is trauma-informed and survivor-centered;
- GSA Fee Levy Campaign: Previously, the LIC was mandated to provide services to only undergraduate students who fund the LIC through a CSU fee levy. After many years of effort, the LIC finally succeeded in obtaining a GSA fee levy to open our services to graduate students, who consistently require and request the LIC's services.
- Organized the Annual Interfaith Ceremony on January 25, 2022 for Commemorating five years since the 2017 Quebec City mosque shooting took place. This year's event focused on National Day of Remembrance of the Québec City Mosque Attack and Action against Islamophobia, as well as addressing the concerns of Muslim students not feeling safe at Concordia. The event also provided students from different faith backgrounds with the opportunity to honour the victims of the tragedy and stand together against hatred and intolerance in Montreal and the Québec community.

Keynotes speakers were: Harrison Kirshner, Internal Affairs Coordinator, CSU- Concordia Student Union Yousha Hyatoolla, President and Hayat Akiki, VP External of MSA- Muslim Student Association of Concordia, Lina El Bakir: Quebec Advocacy Officer NCCM - National Council of Canadian Muslims, Sameer Zuberi Federal MP Pierrefonds-Dollard, Quebec, Rev. Ellie Hummel, Chaplain- Coordinator, and Sonia Masand, Interfaith Facilitator of MFSC-Multi-faith & Spirituality Centre.

- Organized with the Centre for Gender Advocacy a drop-in support clinic at their Guy street office on February 22nd, 2022 for folx who would like to change their designation of sex and preferred name on legal documents and qualify under the current Quebec program.
- Assisting Ukrainian international students within Canada and their overseas family members and friends from February 24, 2022 to the present through a trauma-informed and survivor-centered approach. In response to the Russian invasion, Immigration Canada launched a

temporary residence program for Ukrainians fleeing the country. However, Ukrainian asylum-seekers fleeing war are not officially considered refugees in Canada because they do not fit the legal definition of a Convention refugee, who must show that they either suffer persecution by their own government or that said-government cannot protect them from persecution. Also, the LIC has been assisting Ukrainian international students struggling to pay their tuition fees due to difficulty contacting family in Ukraine to transfer funds and restricted bank account access.

The Off-Campus Housing and Jobs Resource Centre (HOJO)

Written by Leanne Ashworth, HOJO Manager

Mission Statement

The CSU Off-Campus Housing & Job Resource Centre works to empower, educate and support the Concordia community by providing reliable housing and employment information, resources and referrals. HOJO is a service that is centered on students' needs. We strive to support students in learning about and exercising their rights as tenants and employees.

Mandate

The CSU Off-Campus Housing & Job Resource Centre works to empower, educate and support the Concordia community by providing reliable housing and employment information, resources and referrals. HOJO is a service that is centered on students' needs. We strive to support students in learning about and exercising their rights as tenants and employees.

Issues of Concern

Workers and tenants continue to be impacted by the COVID-19 pandemic and the housing crisis in Montreal. In addition, housing insecurity and homelessness have been increasing issues of concern at HOJO, due to the lack of affordable and safe housing options. We have seen an increase in the number of students facing repossession and eviction notices, both of which are incredibly stressful situations for tenants as they could potentially result in the loss of their housing. Although repossessions and evictions are permitted by law, repossessions and evictions done in bad faith displace tenants from their dwellings and allow landlords to increase their profits by leasing the unit to new tenants at an increased rent.

We have also been seeing a large number of information requests about the annual rental fixation and increase process. Due to the large number of students who left Montreal during the pandemic, many apartments were vacant. When students returned in the summer and fall of 2021, some landlords increased rents at above normal rates. Many students have requested hearings at the Housing Tribunal in order to have the province set their rent and have the landlord account for their expenses on the record.

The costs of living have continued to increase while wages have stagnated, and consequently many tenants are reaching out to HOJO with questions about how to refuse a proposed rent increase they received from their landlord. Tenants have the right to refuse a proposed rent or lease modification, but they must act within a month of receiving the notice and can use the Tribunal's online calculation tool to determine what a fair rent increase would be. This spring, cases involving rental increases were prioritized by our service due to the limited time period for tenants to reply.

Online apartment & job scams have been the cause of much stress for students. Many tenants have conducted their apartment and job searches entirely online this year due to COVID-19 restrictions, which poses many risks as they will encounter fraudulent ads online. In many cases, potential tenants or job applicants are asked to send money and private information without ever meeting the actual people on the other side of the transaction.

Workshops and Outreach Initiatives

We worked with other university student services including the International Students Office and the Student Success Centre to reach both incoming and 2nd year students who both moved to Montreal for the first time looking to rent apartments and rooms for the fall 2021 period. This year due to changing regulations, two cohorts of students returned to Montreal for in-person classes in the fall, both cohorts were new to the city and seeking housing at the same time.

Offering workshops online has allowed us to reach a wider range of students and offer them preventative legal information, as well as the tools they need to search for apartments remotely, find jobs, and gain a better understanding of their rights. Since June 2021, we developed and presented 50 workshops and outreach events to students and Concordia community members on the following topics: how to find an apartment online, how to avoid rental scams, rental applications, signing a Quebec lease, tenant's rights and responsibilities while renting, refusing your rental increase, knowing your rights as a worker, and moving out of residence.

Concordia Orientation & Open House Events for new and prospective students

To accommodate students who were unable to attend in person and as a COVID-19 safety measure, Orientation and Open House events in 2021 and Winter 2022 took place remotely using the Vfairs platform. HOJO team members staffed a virtual booth where they answered students' questions and concerns about housing and employment and gave out preventative legal information. Students were able to view and save copies of handouts on topics such as their basic rights as tenants, their basic rights as employees, apartment hunting, average rental prices, and roommate conflict. Through this event, HOJO was able to give students important information about off-campus housing before they arrived in Montreal, and helped them feel more confident when searching for safe and affordable housing. The events took place in the Summer, Fall, and Winter of 2021 and 2022, totalling at seven Vfairs events.

Student Service Station Drop-In Hours

Every Wednesday, HOJO attended Drop-in Zoom session for students throughout Spring, Fall and Winter semesters. These weekly sessions allowed students to meet with a HOJO management staff member and ask general questions about housing and employment and to familiarize themselves with the

resources provided by HOJO. If needed, the management staff would refer the student to HOJO for a longer follow-up meeting to further discuss their concern or issue.

Case numbers and case types

June 2021 – December 2021

Case type	Housing - Administrative	Housing – Health & Safety	General consultation	Hearing	Pecuniary	Jobs - Administrative	Jobs – Health & Safety
Total	1181	574	981	168	220	89	7

January 2022 – April 20, 2022

Case Type	Housing - Administrative	Housing – Health & Safety	General consultation	Hearing	Pecuniary	Jobs - Administrative	Jobs – Health & Safety
Total	524	242	739	156	210	21	13

Administrative cases related to housing include applications, notices, and issues concerning leases and contracts. Housing health and safety cases include structural issues and health concerns such as mold, leaks, heating issues, pests, and vermin. Safety issues such as harassment and violence are also included in this category. General consultations cases are for general inquiries about housing, employment, the Classifieds website, and living off campus. Pecuniary cases pertain to financial issues – by example, a housing pecuniary issue could be a non-payment of rent case, or a dispute about money owed to a landlord, and pecuniary complaints relating to employment are for non-payment, late payment, or disputes about how much money or tips an employee should receive. Administrative cases for jobs relate to job contracts, and notices that are either given to or sent by employees. Health and safety jobs cases involve health and safety issues in the workplace, including harassment, workplace injuries and illnesses, and occupational disease.

Projects

The Woodnote Student Housing Solidarity Cooperative

The Woodnote Solidarity Cooperative is a non-profit organization that aims to facilitate access to affordable, inclusive, and democratically-run housing for Concordia students, within a community-focused lifestyle. The HOJO team has continued to partner with the Woodnote to assist them in their goal of providing safe and affordable housing for Concordia students. HOJO has worked collaboratively with UTILE to promote the available units to Concordia students during the prioritization period. Currently, all units in the building are rented and the building has had a successful first year of operation as a co-op thanks to the work and contribution of HOJO, UTILE, the Coops board of directors and the tenants of the Woodnote.

A full-time HOJO staff member sits on the board of directors for the cooperative as a support member. The CSU support member role preserves institutional memory, as HOJO has been involved in the development of the Woodnote since its beginnings in 2014. In 2021, the CSU support member played a large role in the organization of the Annual General Meeting and in writing the Annual Report which was presented to the members of the solidarity cooperative in the fall of 2021. On a day-to-day basis, the CSU support member assists with the organization of the board, takes part in training, and helps promote the rights and responsibilities of tenants in the building.

The Route App

The Route was created by The Refugee Centre (TRC) and HOJO. HOJO and TRC both serve clients that might be new to Montreal in some way and are likely to face issues in locally renting an apartment, without as many housing services to turn to in response that is mandated to consider language differences, status precarity, and young student life. We partnered to try to find a solution to these common problems and started first by expanding and updating another of HOJO's online information resources the site LikeHome.

The Route offers an interactive map of Montreal that displays where services and resources are offered, such as food, shelters, clothing, social services, housing support, and legal information, and a chatbot where users can anonymously ask questions about housing or tenant's rights. Moving forward, The Route will continue to work with HOJO's services in order to reach students and community members as they seek housing and other resources needed by those experiencing housing insecurity or homelessness.

Panel Discussion on Student Housing & Youth Homelessness April 4, 2022

Concordia's Homeroom, ASFA, The Route co-creators and HOJO participated in a panel discussion on student housing and youth homelessness in Montreal. The event was an opportunity for us to introduce this exciting project to Concordia students moderated by Sarah Jesmer student who worked on the Route, and panelists Leanne Ashworth (HOJO Manager), Abdulla Daoud (Director, Refugee Centre) and Prof. Jayne Malenfant (Concordia Department of Education).

New HOJO Classifieds website

In 2021 and 2022, we continued to develop new features on our Classifieds website, which hosts ads for housing and jobs exclusively for Concordia students. All ads on the website are moderated by HOJO staff members to ensure that they meet our housing affordability criteria, which is based on the annual report published by the Canadian Mortgage Housing Corporation. The website also features news articles written by HOJO staff on the topic of rental housing, employment, living with roommates, and rental regulations in Quebec.

The Recovery and Wellness Community Centre (RAWCC)

Written by Rosie McDonald, RAWCC Coordinator

Mandate

The Recovery and Wellness Community Centre (RAWCC) is a low-barrier, no judgment resource for all Concordia students who are in recovery and/or have a lived experience of addiction. The RAWCC offers peer-led discussion and support groups, as well as a variety of workshops and social events, both in-person at the SGW campus and virtually over Zoom.

Summary of Summer and Fall Semesters

The RAWCC is a brand-new service, and officially began serving the student population during the Fall 2021 semester. Although we knew it would be a challenge to launch a new service during the COVID-19 pandemic and all the restrictions that accompanied it, we felt that the need for this service outweighed any potential issues we might face.

In Spring, 2021, the Centre's Coordinator was hired. Over the Summer, the Coordinator developed the programming for the RAWCC, created outreach and promotional material, developed a training program for the Centre's Peer Facilitators, and recruited and trained those volunteers. The Coordinator also worked closely with the CSU's Administrative Coordinator to prepare the RAWCC's office on the SGW campus, which unfortunately due to pandemic restrictions has yet to be used to host service users.

During the Fall 2021 semester, the RAWCC held many virtual events that were open to all Concordia students. Most frequently we held peer-led all-recovery meetings, which are non-12 step recovery meetings for anyone looking for support in their journey for recovery from addiction or problematic substance use. In addition to our regular meetings, we also held discussion groups on a variety of themes, such as the origins of trauma or the science of addiction. Tapping into some alternative tools for recovery, the RAWCC hosted regular creative sessions that used activities like drawing and creative writing. Some of our most well received events were our guided meditation and mindful yoga sessions—wellness tools that may be provided elsewhere, but through the RAWCC were offered by trauma-informed facilitators who have experienced and understand addiction and recovery. Finally, we held several well-attended public workshops throughout the Fall semester, and were able to partner with other groups in the Concordia community, such as Frigo Vert and QPIRG.

Fall 2021 was a busy and rewarding first semester for the RAWCC but we are still finding our feet, and are excited to see how we grow to meet the needs of our community over time.

Summary of the Winter 2022 Semester

During the Winter semester, the RAWCC continued to operate remotely due to the persistence of the COVID-19 pandemic.

Recovery Meetings

Every Tuesday evening, an all-recovery meeting was held over Zoom, and on the last Friday of every month we hosted a Queer Recovery meeting (a recovery meeting exclusively for LGBTQ+ individuals) in partnership with the Centre for Gender Advocacy (CGA). Having a consistent schedule for recovery meetings helped build trust and reliability with our community, and meeting attendance grew.

Wellness Month

During the month of March, the RAWCC participated in the Wellness Month event that was coordinated by the CSU Campaigns Department. In addition to our regular recovery meetings, we hosted many wellness-oriented events, such as guided meditation, somatics, suicide intervention, and more. All the Wellness Month events were well-attended, and helped us grow and cultivate our community.

Mental Health Fee Levy

During the CSU's 2022 Winter elections, a referendum question was added regarding the creation of a Mental Health Services office. The RAWCC will ultimately operate as a wing of this office, and so the passing of this referendum question secured the RAWCC's future as a vital service for the student population. Substance use, addiction, and mental health are inextricably linked, and so dedicating resources to these areas will be beneficial for a great number of students.

CSU Daycare & Nursery

Written by Angela Meo, Daycare Manager, & Samantha Culbert, Interim Daycare Manager

The CSU Daycare and Nursery is located on Bishop next to the LB Building, in between St-Catherine and De Maisonneuve. It is open to student parents and offers an affordable, downtown childcare service. The age range of the children that attend the daycare are from 3 months-5 years old. Parent can chose between part-time and full-time spots depending on their needs.

The mission of the daycare is to offer a secure and educational environment that encourages the global development of each child and allows them to develop at their own rhythm in the social/emotional, cognitive, linguistic, fine motor and gross motor domains.

At the CSU Daycare & Nursery:

- The well-being of each child is a priority
- Each child has an equal place within their group supported by an environment of confidence and respect
- Learning is stimulated through play and having fun while encouraging autonomy and global development
- We include children with special needs by offering them an environment that is stimulating and enriching
- We encourage democracy and equality. The child can make choices and reflect on their choices
- The parent is invited to be involved and collaborate for continuity in the quality service offered to the children
- Our educators apply their knowledge and personal touch keeping in mind the age, needs and interests of the children

The educators are trained to organize stimulating activities and to intervene coherently to the children that are assigned to them while applying the educational program of the Ministère de la Famille, inspired by aspects from the Reggio-Emilia approach and a policy of non-exclusion. CSU daycare and nursery is committed to supporting and maintaining this mission with the goal of assuring a quality service.

Despite the challenges of COVID-19 in 2021 and the lack of students on campus, the daycare continued operating as usual.

Children registered at the Daycare

Enfants inscrits par groupe d'âge du 2022-04-25 au 2022-05-01



Garderie et pouponnière CSU

Installation 1

Âge des enfants au 2021-09-30	Nombre d'enfant de sexe féminin	Nombre d'enfant de sexe masculin	Nombre d'enfant de sexe non défini	Total
Moins de 6 mois	1	1	0	2
De 6 à 11 mois	2	3	0	5
De 12 à 17 mois	5	1	0	6
De 18 à 23 mois	5	1	0	6
2 ans	4	7	0	11
3 ans	8	5	0	13
4 ans - fréquentant la « maternelle 4 ans »	0	0	0	0
4 ans - ne fréquentant pas la maternelle	1	4	0	5
5 ans - fréquentant la maternelle	0	0	0	0
5 ans - ne fréquentant pas la maternelle	0	0	0	0
6 ans ou plus	0	0	0	0
	26	22	0	48

Nombre total d'enfant inscrits : 48

Nombre total de familles : 43

48 children registered

STAFF

- educators

- 8 full time educators
- 2 on contract until aug 2022
- 1 part time educator (educator/assistant director)
- 3 on call educators

- 2 educators currently on maternity leave

- 1 due to return july 2022
- 1 due to return sept 2022

- administrators

- 1 full time administrator (director)
- 1 part time administrator (assistant director/educator)

-attendants

- 1 part time kitchen attendant
- 1 part time maintenance attendant

RESUME OF THE YEAR

- The daycare Manager is currently on leave for personal family reasons but is continuing to carry out some duties at a distance (accounting). Samantha is filling in full time as an administrator while Angela is away
- After crunching some numbers and discussing at a daycare BOD meeting on Friday March 18th it was determined that the CSU daycare and nursery must increase our daily fees from 35\$ per day to 40\$ per day in order to continue paying educators according to the MFA salary scale and to continue offering a high quality service for the children and families. This change in price has been taken into account in our new 2022-2023 service contracts and will come into effect September 1 2022.
- Samantha has started working on the full-time educators yearly evaluations. Once completed she will review them with Angela before meeting with each educator.

- This year there have been some changes to the daycares Board of Directors. Stephen Brown has left the board and his seat has been filled by Dr Elsa Lo, psychologist and director of the child studies program at Concordia University.
- This year the CSU daycare and nursery did two fundraisers, the first in collaboration with recipes in a jar in the fall and the second in collaboration with worlds finest chocolates in the spring. The daycare raised over 500\$ this year and some of the profits will be used to complete the break room/relaxation room for the staff in the basement.
- Educator appreciation week will be taking place from May 29-June 4. The plan for this week is to show the educators appreciation in a special way each day. We will start by Samantha coming in on a weekend to prepare the relaxation room for the Monday. Samantha, Angela and parents will continue to brainstorm ideas for the remaining 4 days.
- In June of 2021 the daycare had an evaluation done of the quality of our educational services. We received the results of this evaluation this year and it was very favorable. A testament to the important work we do here every day. (see separate document for highlights) We scored very high on dimensions involving child-educator relationships, the classroom environment and programming. Next step is to create a survey for parents on their satisfaction with the daycare.
- After many months of waiting the repair, work for our yard is finally scheduled to take place this spring. The contractors are set to repair broken toy storage bins, plant new bushes and install a gate at the top of the 3 steps in the yard for safety. A visit to assess the work already took place april 8th and we are waiting for confirmation on the date the work will begin.
- New communication application “A Petit Pas” has been implemented this year to help educators document for their observation reports and serve as a tool to complete the childrens daily agendas. Positive feedback from parents and educators! so far the application is only available in French but the CSU daycare and nursery will participate in a pilot project to test the English version of the app once it is available.
- Samantha has coordinated with Monpeintre to schedule the repainting of the daycare (2 classrooms as agreed upon by the BOD and the quote was approved by Robert). The project is scheduled for May 20 & 21. May 20th the daycare is closed to children for a pedagogical day for staff training. As we will not be able to do this workshop in person, Samantha will try to schedule one via zoom.
- On October 28 2021 there was a serious security incident that took place at the daycare a man followed the opening educator at 7:00am to the front door of the daycare and broke the glass while attempting to get inside. This situation was handled swiftly by Concordia security and the SPVM and Concordia security is representing the educator in any future proceedings with the spvm regarding this issue. Angela was in talks with Darren about installing panic buttons and a camera at the daycare.
- This year the CSU daycare and nursery welcomed 6 interns from Concordias ECEE and Child studies programs to complete their stage/field work. We are thrilled to be building that connection with the education department and to become a learning center for Concordia’s students
- This year for the holiday season, we collaborated up with Sunyouth to do a food drive! We were able to collect 8 boxes of non-perishable food items and diapers and other hygiene products! We would love to do another even like this during the summer to continue donating to those in need in our community.

- This year we implemented monthly staff meetings that take place via zoom after working hours (time is paid). The meetings provide the opportunity once a month to discuss things as a team.

COVID-19:

- The daycare has had some cases between parents, staff and children.
- Daycare is back to running at full capacity.
- We continue to pick up and distribute rapid antigen tests kits to parents on a monthly basis.
- We continue to pick up mask shipments provided by the Government on a monthly basis

Internal

Written by Harrison Kirshner, Internal Affairs Coordinator

Council Retreat

This year unfortunately due to council meetings still being online and gathering restrictions remaining last summer and council meetings remaining online, we opted to not host a council retreat this year. In spite of our executive wanting to host Given the resurgence of the Omicron variant it is unlikely that we will be able to host a council retreat. That being said, we are working to come up with fun virtual ways for executives and councillors to engage together.

Council Office

Concordia's Hall Building is undergoing extensive renovations. Unfortunately, space on campus is still extremely limited. Although it is something that we believe is important to find space for with the University, it is very difficult to find space for student groups at the moment. We will continue to push for it.

Council Meetings

Due to council being online this year, no bookings were necessary for Council meetings since all meetings are on virtual on Zoom. After polling councillors to find their preferred venue of communication, I created a Council Facebook Forum which has been used as a venue to convey important information and survey councillors and Executives for trainings and Special Council Meetings. Minutes and a schedule of all council meetings are also posted in the Facebook forum. I would like to thank the Council Chairperson, Caitlin Robinson, for her amazing chairing of our council meetings, organization and contribution to the Facebook forum.

Student Representative Trainings

The following trainings have been organized and made mandatory for Executives & Councilors:

- **LGBTQIA2+ Training** Facilitated by Julien Johnson –July 7th @ 6:30 PM

- Brought awareness to the discrimination towards LGBTQIA2+ students and within society at large and gave councilors and executives tools and techniques on how to better support LGBTQIA2+ students
- **Islamophobia Training** Facilitated by Aasiyah Khan from the National Council of Canadian Muslims (NCCM) - *July 14th @ 6:30 PM*
 - This workshop style training Brought awareness to the discrimination towards Muslim students and within society at large and gave councilors and executives tools and techniques on how to better support Muslim students
- **Sexual Violence and Disclosure Training** Facilitated by Students for Consent Culture Canada- *Tuesday, August 10 @ 1-3 PM & Thursday, August 19 @ 1-3 PM*
 - This workshop training helped councilors and executives understand the issue of sexual violence and how this relates to our environment. It also provided us with the tools on how to intervene effectively and support victims.
- **Legal & Governance Review Training** Facilitated by Robinson Sheppard Shapiro (RSS) - *Wednesday, August 18 @ 6PM.*
 - This training helped both councilors and executives become aware of legal issues such as confidentiality as well as their understanding of CSU policies.
- **Anti-Oppression Training/centered on BIPOC issues** Facilitated by Nadia Chaney- *September, 27 @ 6PM*
 - This workshop style training Brought awareness to the discrimination towards marginalized students specifically towards the struggles of BIPOC students and within society at large and gave councilors and executives tools and techniques on how to better support marginalized students as well as each other.
- **Antisemitism Training** – Facilitated by Tema Smith - *November, 25 @ 6:30 PM*
 - Brought awareness to the discrimination towards Jewish students and within society at large and gave councilors and executives tools and techniques on how to better support Jewish students.

Attendance for all of the training courses was high. Many sexual violence training sessions were offered and all councilors including those elected at the by-elections attended the sessions.

Clubs

Written by Harrison Kirshner, Internal Affairs Coordinator

This year we have roughly 90 active clubs. This is slightly less than past years. This demonstrates the effect that the online learning environment and club activity which continued even upon return to campus in spite of support from our department and encouraging clubs from the past few years to register.

Administration

This past fall semester, there was a return to in person campus and club activity from having over a year and a half of online learning with clubs operating virtually. It was encouraging to see clubs eager to get back to in person operation and they hosted amazing activities and events last fall. However, in spite of this it is still evident that the online environment that the pandemic brought had hurt our on-campus clubs. Many clubs that had paused as a result of the pandemic and were not active online, did not re-register their clubs' status and even with those that were active, clubs struggled to transition back into an in person learning environment, finding new members and in some cases even struggling to fill their executive. However, in spite of this, it was encouraging to see clubs get back up on their feet. Unfortunately given the resurgence of the Omicron variant and the return to restrictions of in person club activity for the time being online, has led to difficulties for our student run clubs. In spite of this, they are making the best of this and are continuing to host events and membership meetings. However, there is no doubt that this will make it even more difficult for our clubs who are trying to rebuild themselves post-pandemic.

In the summer, club administrators Hannah and Kristen worked on the finishing of the club's administrator guidebook as well as the updating of the individual budget consideration sheets. We had many club registrations throughout the summer and had budget submissions as well. After each approved budget the clubs' administrators would create individual budget consideration sheets.

Mid-summer the club's administrator Kristen left on leave. Hannah Gold-Apel continued her role and we worked together on updated website revisions with the website design team. The new club's website is easy to navigate and provides a much simpler user interface.

Kristen left her role towards the end of the summer. We then hired a new clubs administrator Christiane Sakr who priorly worked in reception. Hannah spent time training Christiane and doing day to day tasks with her. At this time, we were also working on how we wanted to go about orientation which is talked about more in detail below.

Come end of September, Hannah Gold-Apel left the department. At this point, while evaluating workload and capacity I came to the conclusion with Christiane that she would be able and have the capacity to complete tasks and support our student run clubs on our own.

Since then, we have done great work together, Christiane has revamped the way we report clubs' transactions and has made clubs budget consideration sheets more detailed. We have also revamped the way we respond to clubs by providing more detailed messages and feedback. In addition, we revamped the club's administrator's guidebook with input from Christiane based on her experience and input using the old guidebook. We also edited and revamped the club's manual. We have also revamped the club's handbook as well as proposed updates to the club's constitution template and proposed amendments to the club's policy which are awaiting policy committee revision. Furthermore, we added a new communication method for clubs by creating a department discord channel.

Clubs & Space Committee

Since the beginning of my mandate in June, we have had a total of 25 Clubs and Space committee meetings. We have been very successful in keeping our bi-weekly 2-hour meetings productive and have accomplished a lot thus far this year. We have approved many budgets as well as new club applications

and constitutions. Furthermore, we created specialised funding streams for clubs (diversity/sustainability funding and the clubs support initiative), managed the overall clubs department budget and made revisions to the Clubs & Space policy as well as the clubs constitution templates.

Club Orientation

Because of the past hybrid semester, zoom fatigue and other factors we decided to transform the orientation for clubs this year. We instead decided to focus our efforts on revamping the Club guidebook as well as creating a YouTube channel giving clubs the necessary information to perform daily club tasks. Our goal is to continue to work and expand the number of videos on the channel. Right now, we have videos on how to register, submit a budget and fill out a reimbursement form. In spite of the reform of orientation this year, we did mandate clubs to attend a sexual violence training as per club policy. The training was offered by Students for Consent Culture Canada and was tailored to the needs of clubs.

Clubs Fair

With over 60 clubs in attendance clubs fair for the Fall orientation was a success. This event was organised primarily by Malcolm Asselin with my support in reaching out to clubs. This outdoor fair in the Loyola green space showcased both cultural and interest based. The fair had hundreds of students participate and learn about our student run clubs. We planned to have another fair indoors for the winter but unfortunately due to coronavirus restrictions as a result of the Omicron variant, we moved the event to a virtual format promoting our clubs with short videos on our social media. This was done with the support of Student Life Coordinator Malcolm Asselin and the CSU communications team and department.

Portal Creation

With approval of Clubs and Finance committee the clubs committee has signed a contract with the portal development company Ruby Dev to facilitate the creation of a club's portal where clubs can complete all of their daily tasks from registration, submitting budgets, reimbursement forms and uploading constitution documents and petitions to start a new club, the portal will make day to day tasks easier for clubs and will provide them with updates when documents are approved, declined or feedback is given. This will also streamline all documents within the club's department and make communicating with clubs easier than traditional back and forth email communications. The portal should be ready in its preliminary phase as of the start of the new registration year -June 1st.

Clubs Cultural Fair & Clubs Awards Ceremony

In collaboration with IEAC (International & Ethnic Association Council Concordia) the clubs department is currently getting feedback from clubs to see if they would be interested in attending or participating in a club's gala. This gala would incorporate both a cultural fair with food and performances from our cultural clubs as well as groups under IEAC, in addition to a club's award ceremony and dance party afterwards. The event is scheduled for May 13th and the MB9 space has been reserved.

Student Life

Written by Malcolm Asselin, Student Life Coordinator

Events

Student Leadership Conference

In collaboration with the Garnet Key, ASFA, CASA, FASA, ECA, CUPCAPS, Mentoria, Stronger and SAF, the CSU is participating in a student leadership conference on May 9th 2022. This event is organized by the Garnet Key Society. This event will begin at 8AM and end at 8PM. It will include a case competition for students from ECA, student speakers, workshops and live music. The CSU is helping fund the competition and helping market the event through our channels.

Concordia X McGill – Muzique

On Thursday April 7th an in-person event was held at Muzique for Concordia and McGill students. In collaboration with SSMU and ASFA, the CSU worked to offer an end of the year event for students to get together and strengthen relationships between the two universities. The event was sold out within the first few days of ticket sales and the turnout was good. ~ 300-500 students attended the event. A harm reduction training course was offered by SSMU where we discussed different services that would be provided at the event and how they would be offered to students. The services at this event were: MSERT (McGill Student Emergency Response Team) which included two students trained in emergency medicine, Walksafe, which is a service that has volunteers walk attendees home if in need, Drivesafe, which has volunteers drive students home who are in need, and water stations at the venue. Merchandise was ordered for the staff of the event which included shirts and bandanas.

Academic Week

In collaboration with the Loyola Coordinator, an academic week has been organized for April 12th to the 15th 2022 between 3-4PM. The workshops were: simplifying your job search, securing your dream career, secrets to acing your next job interview, learning how to negotiate your salary like a pro, The Only Worthwhile Unpaid Internship is for Yourself. The events took place on Zoom and reached 50+ students.

Career Fair

In collaboration with the Loyola Coordinator and the Loyola Committee, a career fair will be taking place on May 4th 2022. We've been reaching out to companies and speakers to be present at the fair. There will be an online fair and an in person networking event in-person at Reggies.

BHM event with Chris Boucher and Sandy Hudson

The Black History Month Panel: Chris Boucher X Sandy Hudson event was moderated by Maurice Ngwakum on March 23rd at 5pm on Zoom. This panel held a great discussion with Toronto Raptors player Chris

Boucher who was born in Montreal, and co-founder of BLM Toronto Sandy Hudson who was born in Toronto. The event reached ~200 people with 70~ joining the zoom. This event came in collaboration with McGill's student society (SSMU) and ASFA. We also decided to create pins with BHM artwork from a student that can be handed to Concordia and McGill membership. All the attendees of this event were entered into a raffle to win a prize.

Mental Health Speaker Event

In collaboration with ASFA, we brought forth another Montreal born star, MMA athlete, UFC champion, and actor Georges St-Pierre (GSP) to talk about mental health and his life story. On March 30th, GSP joined us on Zoom where he discussed his experience with mental health and what he has done to deal with it. The event was well attended with 100+ participants, and lots of engagement from the audience. We reached out to LeGym to offer attendees of the event a chance at a free semester at LeGym. The winner was selected and given a four-month membership. We also worked with Stronger Than Stigma who came and presented their mandate, events, and resources available for students.

Student Life Committee

Written by Malcolm Asselin, Student Life Coordinator

The student life committee met throughout the year to review Special Project Funding applications. 30,000\$ of funding was distributed across 22 different student projects.

The Life of Concordia - Orientation

Written by Malcolm Asselin, Student Life Coordinator

The Life of Concordia was the name of this year's fall orientation week. With the guidance of the Dean of Students, with the help of executives, staff, and volunteers we were able to produce a mostly in-person orientation for in the fall of 2021. This orientation was like no other, seeing as the University was allowing student groups back on campus for the first time in a year~.

This year I decided to make orientation a one weeklong event, based off the positive feedback from 2018 and 2019's post-mortem report. Largely this decision was based off an online plan, trying not to overwhelm incoming students with two weeks of events. I think this format does offer students a clear, compact product while also allowing everyone to be students come the second week of the semester.

A major consideration of the planning of this week was of course, safety. To fulfill everyone's safety concerns, all events were held outdoors. Rain or shine, events had not indoor backup space. I am hopeful that by the time my successor arrives in this position that the rules and guidelines will not be the same, but I will be discussing all the rules that we needed to follow as event planners in September 2021.

Multiple collaborations with student associations were in the works this year (ASFA, CASA, ECA and FASA) where we planned to come together for an event with all the students. The CSU plays a major role

in making these collaborations come to fruition because we represent all undergraduate students. While many of these collaborations did not come to fruition due to COVID regulations changing and venues needing to adapt to the capacity limits, they are a great way to make the CSU well known across faculties and reach a larger number of incoming students.

Our theme – The Life of Concordia (TLOC) was developed in a brainstorm meeting with the communications team. To resonate with students coming out of the pandemic, and in the new age of TikTok, TLOC seemed to fulfill all these marketing goals. It was very important that the title is clear for new students, and we also wanted to bring some *life* into our marketing – pun intended. Using this title, we wished to brand orientation with #TLOC in our Instagram content and take this opportunity to launch the CSU TikTok account. It came as a pleasant surprise that this really resonated with students and our social media director found that students began to look at the CSU as a student hub.

Events

La Ronde – This was a one-of-a-kind event, and possibly our most ambitious of the year. In collaboration with ASFA, the CSU was able to secure LaRonde as a venue opened only for Concordia students. 500 tickets were given to students, split with ASFA!

Koffee Kids - Free coffee given to students on the first week of school is a classic event that has been held for many years, and it was well attended. Due to space issues on campus, coffee was given to students in 3 locations on campus.

Art Exhibit - In collaboration with FASA, we offered students an outdoors art exhibit where artists can showcase their work and student could view and/or purchase it!

Wednesday Wellness - This event was cancelled due to rain.

Meet the Clubs - The meet the clubs activity was held on the green space on Loyola campus. We had 60~ clubs present themselves, with a 30 club rotation after 2 hours of tabling. This event was well attended!

Meet the Community - This was similar to meet the clubs, except it featured Concordia community members. Since this event was held on a Friday on Loyola campus, the attendance was low but participants gave lots of positive feedback.

Rap Battles for Social Justice – This event was held on that Hall Terrace and was in collaboration with CUTV and SEIZE, and featured the RB4SJ group who did live music performances. The event was well attended.

Pins and Poetry - This event was in collaboration with Collective 4891 and was held outside of Reggies on the Hall terrace. This event allowed students a space to do and listen to stand up poetry. It was well attended for a weekend event, and participants gave lots of positive feedback.

Concordia's Got Talent - This event was in collaboration with all of the undergraduate student associations (CASA, FASA, ECA, ASFA, CSU). This event essentially allowed students to showcase their talent and students were able to vote on who they thought has the best talent in their faculty. This was our most engaging event.

The Yellow Curtain

Written by Malcolm Asselin, Student Life Coordinator and Eduardo Malorni, General Coordinator

The podcast “The Yellow Curtain” was created by myself and Eduardo Malorni, in the midst of the pandemic in 2020. Its goal was to offer students a new medium to learn about the CSU, the university, and everything related. It is co-hosted by the two of us, and often features a guest speaker that will offer insights on a particular subject.

This year, the podcast has taken a slow start. With things returning to in-person, we organized and set-up a podcast room where these podcasts could be recorded in-person with high quality microphones. With Covid-19 though, it became difficult organizing in-person with anyone and thus, very little work has come out for this podcast. That being said, our first podcast was released in January featuring our new EDI advisor, Sandra Mouafo.

We do plan on releasing more content in the coming months with the new BIPOC podcast and Finance podcast. The feedback we have received regarding the podcast has been quite positive, and we hope that it will have enough infrastructure to continue past our mandates!

BIPOC Committee

Written by S Shivaane, Loyola Coordinator; Camina Harrison-Chery, External Affair and Mobilization Coordinator; and Faye Sun, Sustainability Coordinator

BIPOC Funding and Grants

This year, BIPOC Committee maintained a budget line specifically for grants and bursaries, though without the surplus that was allocated for the previous mandate. As of January 21st 2021, BIPOC Committee has approved several grant applications and are in the process of reviewing more that were submitted since February. We also just launched the BIPOC bursaries which are 14 individual bursaries of \$500 for BIPOC students who are in financial need.

BIPOC Therapy Sessions

BIPOC Therapy reconvened for the 2022 Winter term. The event was started three years ago and while it was originally designed for Black, Indigenous and students of colour who may require mental health support. We realize that the way in which racialized people experience the world is complex, so it is up to the discretion of the patient whether their cultural experiences align within group discussions and whether they feel comfortable seeking therapy with therapists who differ from their cultural background. Generally speaking, the therapy sessions are meant to aid students seeking support for mental health concerns relating to racialization or other forms of marginalization.

Heritage Tours

BIPOC Committee intended for students to engage with Montreal's histories and communities in a manner they usually would not. We wanted Concordians to become reacquainted with the city while understanding there are multiple invisibilised histories under the surface. In October 2021, we worked in partnership with The Refugee Centre to provide Black, Jewish, and Indigenous heritage tours to students.

The following is a list of the tours conducted and the organizations who hosted them.

- Indigenous Heritage Tour with Native Immigrant
- Jewish Heritage Tours with Museum of Jewish Montreal
- Black Heritage Tour with Black Montreal Experiences

EDI Advisor & Diversity Services Office

We decided to move forward with creating the EDI Manager position to advise on issues of Equity Diversity and Inclusion. After multiple meetings with CUPE, Concordia University's Equity Office, Indigenous Directions Office, Otsenhákta Student Centre, Black Perspectives Office, and various CSU staff, conducted interviews and are grateful to onboard Sandra Mouafo, the EDI Advisor, on October 22, 2021.

The referendum to establish a Diversity Service Office (DSO) passed at the 2021 by-elections. The CSU would greatly benefit from dedicated Diversity Office with dedicated staff who could focus on anti-oppressive, anti-racist goals in the short and long-term. This will be a dedicated office with dedicated staff, such as the EDI Manager. The Diversity Services Office will work toward ensuring that EDI principles are upheld within the CSU and that student concerns are heard. The Diversity Office will also work with Concordia administrators to determine ways in which the CSU and University can work together to address issues of EDI in academic settings.

BIPOC-related Policies

The BIPOC Committee co-chairs were consulted by our Academic and Advocacy Coordinator, Hannah Jamet-Lange, to provide feedback on certain policies (e.g. Equitable Hiring Policy) and definitions related to discrimination, equity/diversity/inclusion, and Designated Groups.

External Portfolio and Annual Campaign

Written by Camina External Affairs & Mobilization Coordinator

Development of the Annual Campaign Material

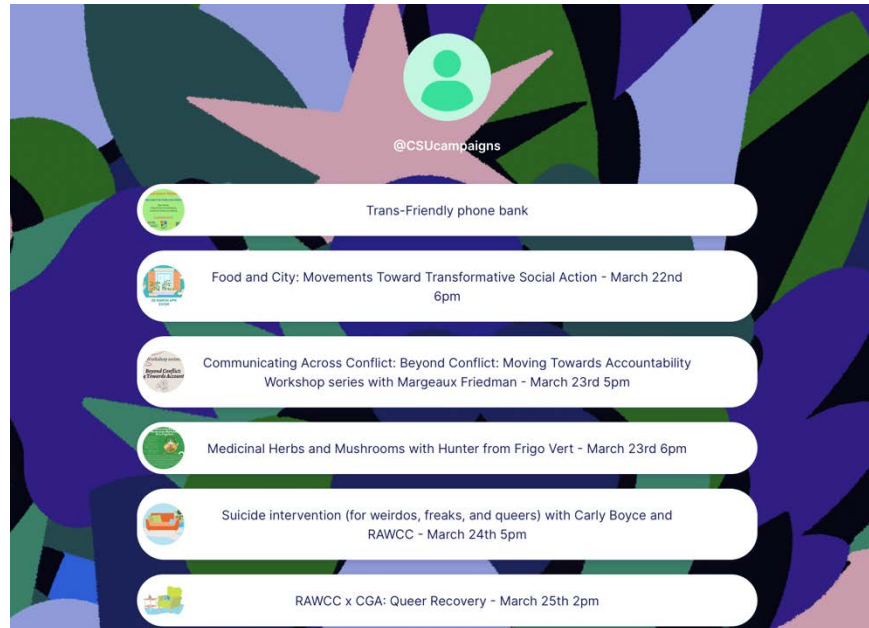
The Annual Campaign this year is Wellbeing Through Solidarity. The COVID-19 pandemic has had drastic effects on the mental health and safety of Concordia students and inadequate online learning, social isolation, and a rise in hate crimes affect the student body at large and especially marginalized

communities. Thus, an annual campaign focused on mental health and overall wellbeing, that takes an intersectional approach, acknowledging and addressing different abilities, sexual orientations, socioeconomic backgrounds, ethnic origins, gender identities, and other identity markers was highly supported by CSU executives, the External Committee, the Campaigns Department and student consultations. In the summer, a large majority of mine and the Campaigns Department's hours were dedicated to brainstorming, researching and consulting for the annual campaign. The goal was to make it as inclusive and relevant as possible to the needs of the student body, which required reviewing CSU town hall meeting minutes, student consultations, reviewing our nomination form student suggestions, and aligning our campaign with those of various groups on campus. The graphics and physical materials of the campaign (posters, stickers, postcards and social media designs) have now been distributed and published around campus and were featured in many languages from the contributions of our diverse student body.



Website Resources and Content development

Most of the research for the annual campaign was done over the summer. [The Campaigns Researcher Florencia researched and synthesized information on community care, solidarity, wellness and resources.](#) This research allowed us to have a common knowledge, resources, and training material to create a solid foundation for this campaign. Unfortunately, as the CSU did not have a web developer, the Campaigns website was not published but with the support of Florencia we released a landing page that included all the resources. [You can view it here.](#)



Campaign Launch and Mural and Arts Festival

The Wellbeing Through Solidarity campaign had both a virtual campaign launch and in-person meet and greet with the Campaigns staff and I at the CSU Mural Fest 2021. The CSU Mural Fest was a student led installation-based mural festival located on both Concordia University campuses. Over 400 students participated and five community and student artists were commissioned for large murals themed around the annual campaign. During the entire week, Campaign staff spoke to students about the annual campaign, shared resources and collected newsletter sign-ups. Student feedback was incredible, allowing them to de-stress between classes, ask questions about clubs and activities, get agendas and speak with CSU staff and the Garnet Key volunteers. After this success, Concordia administration agreed to three permanent murals on campus surrounding the theme of the annual campaign, that are being painted between April 25th and May 6th by Concordia alumni and students, and BIPOC community artists. We received full funding from CCSL and are awaiting a response from Le Conseil des Arts de Montréal for May 5th. We will be working with [Maxilie Martel](#), [Keeyana Ezna](#) and [Eruoma Awashish](#). Students also had the chance to vote on elements they would like to see featured in the main mural which included symbols that represented various faculties.



Significant work done by the Campaigns Department

Work in the Campaigns Department started early in the summer, due to all the uncertainty around the return to campus and the early push for student mobilization. For this reason, I gave Julianna, our Campaigns Assistant additional hours to plan Townhalls, organize some summer workshops and prepare for the return to in-person activities. We worked on the campaign's social media strategy (who is now running the CSU Twitter account), the annual campaign materials and created content about the department to be posted on social media.

Here are some of the initiatives run by the Campaigns Department and I in the fall Semester:

- Wellness Wednesday outdoor event for orientation week (postponed due to weather)
- [Social media campaign to raise awareness and increase student voting for the federal elections](#)
- Hot Folks Summer Workshop Series that included foraging, herbal medicine, menstruation, dance and yoga workshops (we have since done multiple foraging workshops since then due to high demand)
- Wellness Week that featured Wellness Walks around campus, self-care resource and ethical goods kit, active listening sessions and more
- Get Radical workshop series
- The townhall on the return to campus and mental health (summer and fall edition)
- U good fam? postcard campaign
- Workshop with Kai Cheng Tom on Pleasure Activism
- Free massages during the exam season on both campuses, located in the Zen Dens (sold out)
- Weekly tabling on both campuses
- Movie night fundraiser for the Native Women's Shelter of Montreal featuring Blood Quantum (Directed by Indigenous Concordia alumnus)
- Compiling the data from the recent Diversity survey of the CSU

- Producing the BLM report from last year’s annual campaign
- Producing the website information for the CSU’s new Anti-Racism permanent webpage
- Producing the website information for the CSU’s new Anti-Sexual Violence permanent webpage
- Releasing statements for Thanksgiving, The International Day of the World's Indigenous Peoples, Haiti solidarity
- #wellnesswednesday social media series that shares resources and information on services to support students’ wellbeing and knowledge of local mutual aid networks
- Wellness Month in March featured over 14 events that promoted mental health and wellness resources and skill sharing, they events were in partnership with Concordia and external organizations.
- There were many changes in the Campaigns team over the Winter semester. We hired a new Campaigns Coordinator, Researcher and Assistant, who are currently finishing onboarding or about to embark.
- We hosted monthly foraging workshops that taught students the importance of local flora and skills for plant identification
- Campaigns supported the promotion and raffle of various Concordian-led Black-owned businesses’ products in collaboration with BHM events
- The department also supported the newly launched Covid working group, including facilitation, outreach and planification
- The department also supported the week-long Hall building occupation that was in solidarity with McGill’s sit-ins and that focused on mobilizing students on various issues including advancing the general democratization on Concordia as an institution
- The department also facilitated the “Self-Care Through Hair” Black hair braiding class and hair consultation series led by Concordia and local hairpreneur Bilngwe



External Grants: Support of Community Groups and Student Projects

We meet monthly for budget approvals, brainstorming and grant approvals. We have exhausted all funding and have supported over 20 projects happening predominantly on campus throughout the year. We are supporting Siblinks, a new initiative by various Black student groups on campus and the BPO. This project seeks to provide peer mentorship the new Black students at Concordia. I have been having regular meetings with various Black cultural clubs on campus to fund and support their programming, including Black History Month initiatives. I have reached out to various community organizations to see how the CSU can support, share or collaborate. We have also loaned audio-visual

equipment to various student clubs and community groups over the semester and promoted their events.

Community Action Fund Grants: Support of Community Groups and Student Projects

We met monthly for grant approvals over the year. As of March, I took over as Chair, as the prior Chair had to step down for personal reasons. We have exhausted a little over half of the funding and have supported around 10 projects happening both on and off campus including Young Roots Farm, FPSIA, RadLaw, Protests and Pedagogy, Sidetracks Collective, Press Start, Afrique au Féminin Xmas Baskets and Brave Media to name a few.

The Concordia Shuffle

The CSU participated in the Concordia Shuffle in the CU at the Top Team alongside Manon Tremblay, Senior Director of Indigenous Directions, and the Faculty of Fine Arts. We pledged to raise \$1000 for the Otsenhákta Student Centre's Indigenous Student Success Fund. In the end, we surpassed our target goal and raised over \$2200 for the Otsenhákta Student Centre! As part of the CU at the Top team, we contributed to raising \$29,212 in total. We also supported the Garnet Key members in selling orange shirts who were part of the same Shuffle team. Our fundraising efforts are now supporting Indigenous students through a fund that is administered by and for Indigenous peoples.

Diversify Faculty

As part of a joint initiative with Sandra the EDI Advisor, we ran a campaign to apply pressure on the Concordia administration to commit to hiring more Black and Indigenous faculty. This included awareness raising through social media campaigns, tabling, posters and proposing a referendum question to show student support. Students voted with 80% in favour, officially adding the position to our Positions Book. Next steps will be bringing this information and other statistics to upper admin which will be a task transferred to the incoming External, with the support of the EDI Advisor, the BPO and the Otsenhákta Student Centre who were previously consulted.



Year-end Projects

Outside of my key duties, I also supported various projects and groups near the end of my term, including:

- **FÉDAC:** This new coalition, named Front étudiant d'action climatique - FÉDAC or Student Front for Climate Action represents over 330,000 students of which the Concordia Student Union is one of the contributing members. We signed on in March and since I have been supporting their outreach and representing the union in discussions and at mobilization events.
- **Student Life:** Throughout the final semester External supported and funded the following CSU events; Asian Heritage Month, Black History Month Panel: Chris Boucher X Sandy Hudson, A Mental Health Conversation with Georges St-Pierre in line with the annual campaign.
- **Garnet Key:** I am currently supporting the organization of what we hope will be the annual Student Leadership Conference in partnership with the Garnet Key. I am currently supporting logistics, speaking about student engagement as a keynote and facilitating the community art hybrid silent auction.
- **CUPE/Exec relations:** Over the year I researched, consulted and gathered support to implement an Employee Resource Group at the CSU that would provide supports for BIPOC CSU staff. I've also attended seminars on structuring such a program and will hand off this work to the incoming External. I also organized a game night for new staff and the final CSU goodbye supper.
- **CEED:** I was elected to the board of CEED Concordia as a board member representing the CSU and will be occupying a student-at-large seat once my mandate is over.

- **CSU operational increase:** I managed the social media (FB and IG) for the referendum questions and developed promotional material for all of the CSU’s referendum questions on the ballot in the winter elections.

Speaker Series

Written by Malcolm Asselin, Student Life Coordinator

Asian Heritage Month

May was officially designated as Asian Heritage Month in Canada in 2001, and has been celebrated in Canada since 1990s. The theme for Asian Heritage Month 2021 was "Recognition, Resilience, and Resolve" as a call to action for all Canadians to come together to combat all forms of anti-Asian racism and discrimination. Before the official start of this mandate, BIPOC co-chair Faye Sun worked alongside S Shivaane, Campaigns Coordinator Nicole Leblanc, Malcolm Asselin, Journalist Diane Yeung, and SSMU to organize a series of panels for Asian Heritage Month in May. This included a May 26, 2021 virtual panel discussion on anti-Asian racism, as well as a May 27, 2021 panel discussion on racial and intergenerational trauma with therapists. While maintaining mental health has been a struggle throughout the COVID-19 pandemic, Asian students have had to face additional challenges due to the uptick in anti-Asian violence and discrimination since the beginning of the pandemic. More generally, the impacts of racial and intergenerational trauma cannot be ignored when it comes to discussing mental health in racialized communities.

For the May 26 panel, Cathy Wong (Montreal City Council), Fo Niemi (Centre for Research-Action on Race Relations), Dolores Chew (Montreal’s South Asian Women’s Community Centre), Sabrina Jahan (Shakti Collective) and Walter Chi-Yan-Tom (CSU Legal Information Clinic) spoke about anti-Asian racism, relevant resources to offer the Asian community, and actions to take in response to those violences. They also spoke on the mental health impact of anti-Asian racism and on issues impacting Asian women & their relationship to others. For the May 27 panel discussion on racial and intergenerational trauma, therapists and mental health specialists from various Asian communities were invited to explore issues of mental health in Asian communities. These individuals were Ainsley Jenicek (Couple and Family Therapist, Social Worker, Psychotherapist, Somatic Experiencing Practitioner), Dr. Zhen Xu (clinical psychologist) and Parneet Chohan (Certified Canadian Counsellor & Somatic Experiencing Practitioner). The panels were as lovely as they were illuminating, and the BIPOC Chairs have started brainstorming for this year’s Asian Heritage Month.

BHM

For Black History Month, Camina, Sandra and Malcolm are collaborating with ASFA and the student life coordinator at McGill to put together a speaker series in the month on February/March.

Climate Panel Town Hall

The External and Mobilization Coordinator (Camina Harrison-Chéry), Student Life Coordinator (Malcolm Asselin) organized the Climate Panel Town Hall event that addressed issues relating to: Indigenous Sovereignty, Colonialism, Imperialism, Ecological Debt, Economy and Economic Justice, Food security, Capitalism, Migrant Justice, Environmental Racism, Homelessness and Housing, and Mobilisation/Activism. It was held November 19th organized in partnership with the Climate Emergency Unit, Coalition étudiante pour un virage environnemental et social, CUTV, SEIZE, and Sustainability Action Fund. Speakers included: Bianca Mugenyi, Linda McQuaig, Marlene Hale, Seth Klein, Paul Taylor, and Damon Matthews. The event was a success with over 70 people in attendance in-person and over 588 views from the live-stream. Rosalie Thibault, Anthony Garoufalis-Auger, and Sam Miriello form CUTV for co-organizing the event, and also to the building managers for St. Jax as well as Reggies for catering the event. Much thanks also to Keroles Riad and the CUCompost team for being present at the event to assist and educate attendees on waste management. Special thanks to all the volunteers who helped to ensure everything was running smoothly.

Academic and Advocacy Portfolio

Written by Hannah Jamet-Lange, Academic and Advocacy Coordinator

Undergraduate Survey

I am having regular meetings with the Data Scientist working on the web application for the survey to check in on the progress of the project. Once the web application is working, the report from the 2021 Annual Survey will be written. Unfortunately, there have been some delays on all our parts and the 2022 Survey was not able to happen as regular. This was in huge parts due to the emergence of the Omicron variant and the stress this brought with it in December/January.

Student Rights

We want to create a document that combines all of the rights students have at Concordia, in relation to both academics and non-academic things, since right now, everything is in a bunch of different policies and there is no clear overview of what rights students actually have at the university. Erin and I worked on a comparison with other universities, so that we can build up recommendations for what to add at Concordia. Our goal is to implement a Charter of Student Rights at Concordia that would give students clear rights, as such document currently does not exist.

Tribunals

Over the summer, Eduardo and I worked on looking at the Tribunal System used for Code of Rights and Responsibility and Academic Misconduct Cases that go to a Hearing Panel. Having worked as a student advocate before, I had a little bit of prior knowledge on what these tribunals are like and that there is much improvement needed. We talked to Sophie Stone, the Advocacy Centre Manager to get her perspective with very extensive experience on Tribunals and she explained that the main problem is the

length it takes for cases to be scheduled. We also talked to students who are Tribunal Pool Members to get their input from the other side of the Tribunals. Further, under my guidance, Erin did a lot of research into the systems in place at other universities to address cases of sexual violence, harassment, and discrimination. Eduardo and I met with Nadia Hardy, the Deputy Provost, and folks from the Office of Tribunals and the Legal Counsel to discuss the Tribunal System. In the end, Senate approved a change to the policy on the establishment of student tribunals.

Bill 2 Brief

In December, Eduardo and I wrote a Brief on Bill 2 to the Quebec parliamentary committee on Institutions to form part of their public consultations.

Academic Research

Erin has been doing a lot of research work, here is a selection of the topics we have worked and created reports/briefs on:

University Responses to COVID-19 during the Winter 2022 Semester Report

April, 2022

This report looks at universities across Canada and their COVID measures during the winter 2022 semester, specifically looking at examples of COVID case trackers and rapid antigen test kit programs. Using this information recommendations are provided for creating similar mechanisms at Concordia.

COVID-19 Accommodation Measures and Accessibility

January, 2022

This document looks at the ways that Concordia could improve accessibility and provide better accommodation measures for students. Focusing on data gathered from student surveys regarding barriers faced by students and measures taken by other Canadian Universities, increasing remote course options and providing students with pass/fail grading options are recommended.

Charter of Student Rights

February, 2022

The purpose of this document is to re-examine previously proposed drafts of a consolidated student rights bill created by the CSU. Included with the document are the original responses and questions regarding the proposed bill that came from university staff and members of the Union. Further, suggestions will be added based on current student rights documents used at other Canadian Universities.

Best Practices and Recommendations for Student Learning Peer Support Networks

February, 2022

This document looks at the benefits of peer support networks for students, and examines the best practices for these programs as well as existing examples at other universities. Using this information program creation recommendations are provided.

What To Do If You Catch COVID at Concordia

January, 2022

This document was created for an Instagram infographic slide show for the CSU Instagram account, the slides include the steps to take if you have a confirmed or suspected case of COVID, information on testing, and how to proceed with reporting mechanisms.

How to Incorporate a Foundation In Quebec – Steps to creating a charity organization

January, 2022

This document provides information on creating a charity and incorporating foundations in Quebec, including the process for application and the documentation and structures needed in order to gain approval.

Research on Best Practices for the Winter 2022 Semester – Advocating for Online/Hybrid Delivery

January, 2022

This research document includes information from different academic sources regarding the best practices for course delivery and operation during the shift back to in-person learning and the omicron variant.

University Supports for Students and Methods of Reducing Academic Stress

December, 2021

This document looks at the causes, effects, and impacts of academic stress on students as well as identifying strategies for reducing stress. This information is used to create recommendations for the University on how to best provide students with support and help reduce their stress.

Concordia Higher Administration Contact List

December, 2021

This document contains a list of Concordia higher administrations contact information.

Comparison of University Plans and Supports for the Winter 2022 Semester

This document is a comparison table of different universities across Canada regarding their projected in-person return, their remote learning options, their academic accommodation options, their vaccine/testing mandate, and their mask policy.

Student Experience Survey Return to Campus Final Data

This document records the numbers and percentages of each response to the questions asked in the CSU 2021 return to campus survey.

Student Experience: Mid-Term Course Evaluation and Democratic Pedagogy

This research document looks at the best practices for evaluations of teaching as well as exploring the benefits of and methods to creating mid-term evaluations.

University Reopening Plans for Fall 2021

This document examines and compares the re-opening and return plans for different universities across Canada. This includes their plans for course delivery and in-person operation as well as accommodation provided.

International Students Information – 2021/2022 Academic Year

This document looks at the information provided to international students by the university as well as other information regarding COVID protocols that will affect them during this school year.

Student Union Responses to Anti-Asian Discrimination

This document includes statements made by other university student unions regarding anti-Asian discrimination.

Reopening Plans from Canadian Universities

This document looks at the reopening plans of universities across Canada for the fall 2021 semester, focusing on remote and in-person course options as well as the safety measures in place.

Governance Review - Policy Committee

Written by Hannah Jamet-Lange, Academic and Advocacy Coordinator

Over the last years, especially in the 2019-2020 mandate, there were a lot of changes made to the policies that are contradictory with other policies; old policies weren't rescinded when new ones were put in place or new ones didn't cover everything that was in the older ones. There were also quite a few policies that were proposed but never passed through Council. Thus, I am currently working on organizing all of the policies, going through old minutes to determine which are still in place and where contradictions exist. During the first part of the summer, I clarified these issues and we officially passed and rescinded policies so that there is only one set of policies in place now. I had to go through a lot of old minutes to determine which ones were in place and which ones weren't rescinded even though new ones were put in place. I wrote a policy on Appointments and Equitable Hiring Practices, rewrote the Policy on Positions and the Policy on Executive, Council and Committees. Policy Committee looked over and discussed all of these in detail and they were approved by Council at the SCM on July 12th. I also reformatted many of our policies to make them uniform with the new ones.

We also passed Bylaw changes for the Election section, the Elections & Referenda Policy, and the Fee-Levy Policy

Currently, I am working on the Sustainability policy with Faye and Sandra. There are some substantial parts that are missing from this policy, and we are now starting to work towards fixing those gaps, as well as reviewing the policy as a whole in collaboration with different stakeholders.

Anti-Discrimination Policy

I am working on a review of the Code of Conduct and the Sexual Violence and Safer Spaces Policy with the hopes of also implementing a more specific Anti-Discrimination, Harassment and Violence Policy. For that purpose, I did a lot of research in collaboration with the Academic Researcher Erin. Erin has created a comparison of all the policies currently in place at the different faculty associations so that we can also

see what their approaches are as we have also been meeting with Payton and Malek from ASFA to collaborate on better policy work. For that purpose, we also met with the CSU Lawyers, as well as with Claire Downie, the VP University Affairs at SSMU to discuss their Equity Policy. The CSU Lawyers provided us with a lot of essential information and a preliminary timeline on which we will aim to work on this project.

Summary of Policy changes

Policies newly passed or completely overhauled

- Policy on Appointments, Appointments Committee and Equitable Hiring Practices
- Policy on Executives, Council, and Committees
- Policy on Positions Held by the Union
- Policy on Elections and Referenda
- Policy on Fee-Levy Applications
- Bylaws

Policies harmonized and old ones rescinded

- Clubs Policy
- Finance & Operations Policy
- Judicial Board Code of Procedures
- Policy on Student Media
- Policy on Community Action Fund
- Policy on Bursary Distribution
- Food System SPF Policy
- Code of Standing Regulations

Fee Levy Applications

Written by Malcolm Asselin, Student Life Coordinator and Aria Khaksar, Finance Coordinator

The fee-levy review committee met a few times to review 5 applications. Two applications were applications for a new fee-levy: Space Concordia and SEIZE. Three applications were for existing fee-levies seeking to modify: The Link, Sustainable Concordia, Recreation and Athletics. The committee voted to send SEIZE, The Link, Sustainable Concordia, and Recreation and Athletics to council.

Supported Projects

Written by Aria Khaksar, Finance Coordinator

The CSU was able to support many projects during this year. Firstly, the CSU helped with the re-opening of Reggies. We believe that Reggies is a crucial part of Concordia and will continue supporting them through the pandemic. The CSU further finished its last year of contract supporting the CGA mapping

project. The CSU also finished its last year of supporting “Les services ENUF” and signed a new contract to be able to further support this project in the upcoming year.

During the second half of our mandate the CSU was able to sign a new contract with People Potatoe. Furthermore, we are looking at supporting the dish project as well as the Sustainable food systems project. Unfortunately, the JMAS tax clinic was not able to occur due to another wave of the covid 19 variant but we will continue supporting this amazing workshop.

Loyola Portfolio

Written by S Shivaane, Loyola Coordinator

Administration

Over this mandate, I had meetings with various university figures to ask about Loyola updates and initiatives. Here are two of the more notable ones.

I met with Special Advisor Campus Life and Supports Lisa Ostiguy to ask about the Loyola Working Group. This group produced a report with an extensive list of recommendations regarding Loyola accessibility, shuttle bus, food, signage which continues to be very useful to me. I asked about the plans to embark on those recommendation and learned that the report had only recently been sent for official approval. I was advised to go to facilities to learn more. I explained to Lisa my plans for the year and she updated me on her plans and how they aligned with mine. She informed me in the Fall that one key goal she had for Loyola was to build more of community for the students and staff based on that campus. She aimed to do so through a community building working group, which did not end up happening. Hopefully, this is able to be continued in this upcoming mandate as we officially (hopefully) ease up with restrictions.

I also met with the new VP Facilities Michael Di Grappa to follow up on a lot of the aforementioned issues I discussed with Lisa Ostiguy about the Loyola Working Group recommendations. He informed me that since he’s new to the position, he had not known of the report and that he would check in and get back to me with more information.

Committee Work

CSU Loyola Committee

Loyola Committee convened a few times in the Winter semester, more so than Fall.

We discussed return to campus issues, current events being planned and then jumped into discussing ways to better redistribute our budget to better suit student needs. At the start of this mandate, the committee agreed to allocate a chunk of our budget towards speaker series and cross-disciplinary panel events. But with persisting COVID fatigue, we agreed that we rather not spend money on speaker events if students lack the capacity to benefit from them. The committee agreed that we rather spend money elsewhere where students can benefit in the short-term. More details are in the minutes submitted for this month. Main points included directing the budget towards purchasing N95 masks, food vouchers,

and expanding our funding applications so students can apply to get more resources for class assignments.

Highlights are the following:

- Hive Pay-It-Forward Initiative (see below)
- G-Lounge snack supply (see Where in the World is the G-Lounge)
- MA Grants
- Bursaries with ASFA Loyola Committee

ASFA Loyola Committee

I sit on the ASFA Loyola Committee as a non-voting member and attend monthly meetings. In Fall, one of their biggest events was their annual Orientation event, LoyolaFest, on September 30 which functions as an orientation for Loyola students to hang out with one another on the green space with pizzas, drinks and merch. While there were aims for a Winter Froshbite, the cold weather and new variants postponed these plans as well. Instead, there was a game night hosted in mid-March. Moving forward, remaining committee budgets will be dedicated towards bursaries for students.

Shuttle Bus

Over the last semester, there were more and more complaints about shuttle bus driver behaviour. I opened a survey form and pasted QR codes around the pasteboards at Loyola, directing students to the office at Concordia that handles shuttle bus concerns. I also reached out to that office to ask some clarifying questions about the way the shuttle is run. After being alerted to a specific incident concerning one driver's alarming behaviour, I emailed Concordia's shuttle bus email again and they assured us they would look into it. I suggested that they place more signage in the shuttle bus to ensure that students know which email to contact should they have any concerns and also to do another shuttle bus listening series to ask students for feedback. They confirmed that they would put up more signage and I am still awaiting a reply on whether they're moving forward on a listening series. Most of the way they conduct the shuttle is based on a listening series they had in 2019. Considering the number of complaints on a specific number of topics (schedule, drivers, complaint process, etc.)

Muralfest

Muralfest was an event led by External and Mobilisations Coordinator Camina Harrison-Chéry and backed by councillors. There was a mural festival featuring student artists on both campuses the week of September 20. Many students came to paint in between classes on the communal boards. They were pleasantly surprised when we told them they were allowed to paint, like children in a candy store. It was a very good experience, and volunteers were able to talk about CSU services with a ton of first and second-years. I have also attended meetings discussing how this will continue onto permanent student spaces into the Winter semester. One plan is for there to be a mural in the G-Lounge, as part of current efforts to revamp that space.

After securing a large amount of money from CCSL and the Dean of Students for this project, the second iteration of this will be happening between April 25 and May 6 on both campuses.

Compost

Concordia ships its compost to a facility in Ontario, which makes little sense. Sustainability Coordinator Faye Sun and I met with PhD student Andrea Tremblay who runs the mind.heart.mouth collective gardens behind Loyola to discuss an alternative system. She gave us some point of contacts and some advice on how to move forward. According to administration, Concordia did a “comparative analysis when planning for [their] waste contracts and found that composting out of province was still the most beneficial model for Concordia's composting goals and that the GHGs from the transport involved were minimal. The company [they] do business with accepts all different types of compost – no restrictions...Their capacity is also endless; it allows to actually grow our composting program.” A few others at Concordia who know more about this issue told me their informed opinions on this response, and I had been advised on how to move forward.

Events

Please Take a Break Events

Please Take a Break

Please Take a Break was a relax-oriented drop-in event held at the Loyola Chapel. Many Loyola students have formal exams during exam season so this was currently being planned as a 3-day event on Nov 30, Dec 1 and 2 to give students space to rest in between studying and completing assignments. The throughline activity was a poetry station, where student poets were brought in to write poetry on demand for students. There was also a crocheting table and a projector playing cartoons. Due to COVID restrictions, there were many activities pitched that were rejected. Regardless, the event was very cute. On the last day, it started raining which discouraged students from wandering into the Chapel. We started accepting requests through the ASFA Loyola Committee Instagram, which kept the poets busy. This event was supported with the help of Deborah Simon, who administers the chapel.

Announcements at Hive Free Lunch and the Residence Café indicated that the initiative was appreciated. Every student who came in walked out very giggly and happy, which was heartwarming. My intention was for the poetry stations to be brought back in May, but that is contingent on how the pandemic situation evolves.

Scream on the Green Space

There was an attempted to host a screaming event on the Green Space. This event invited students to take five minutes out of their day to yell their stress away. A lot of interest picked up after the Facebook Event was posted but I ended up removing the event page due to an email I received from Concordia's Event Analyst asking me many things including if I had given SVPM a heads up. Faye and I went to the field anyway at 1pm on November 30 and we met with some other students and did the scream.

Wellness Month

In December, Campaigns Coordinator Nicole LeBlanc, Sustainability Coordinator Faye Sun, and I conducted a trial-run of a wellness tour of Loyola services. We corresponded with many services that have offices at Loyola (Dean of Students, Health Services, ACSD, etc) to curate an itinerary. More of

these tours were planned to be done in the Winter semester, but will be scrapped due to extenuating circumstances.

Academic Week

The Academic Week lineup, co-organised by Student Life Coordinator, Malcolm Asselin, and took place from April 12-15.

Events included:

- April 12: Simplify Job Search, Secure your Dream Career
- April 13: Secrets to acing your next job interview
- April 14: How to negotiate your salary like a pro
- April 15: The Only Worthwhile Internship is for Yourself

Due to postponements, this Academic Week coincided with one height of the semester and so attendance was expectedly low. However, all events were well-received by students who attended.

Where in the World is the G-Lounge?

The Guadagni Lounge (G- Lounge) is a huge, light-filled space in the heart of the Loyola Campus. It's located on the 4th floor of the CC building. It is currently underused and there has been interest over the past few years to revitalize it. Currently administered by the Dean of Students Office, it has been used as a casual study space that also houses the Art Nook. In Fall 2021, despite desires to revamp it, no substantial work could be done since it had been relegated as storage space while one of the other buildings was being renovated. A call-out had gone out from the Dean of Students office for a paid student coordinator position which was given to Lovina Brown towards the end of November. Now in Winter 2022, with the space clear and with a dedicated worker position, there is finally capacity to resume planning and executing ideas surrounding the lounge. Brown has reached out to the major stakeholders of the consultations done prior to the pandemic to partnering with us to confirm commitments to revitalizing the lounge.

After a bit of a scuffle, the G-Lounge finally officially opened in March. The G-Lounge Student Coordinator, Lovina Brown, and I brainstormed how best to promote the G-Lounge as a study space during final assignment and exam season. We moved forward on a "Where in the World is Carmen Sandiego"-inspired small-scale scavenger hunt by decorating the space with snacks students could lean on while studying. On April 5th, I decorated the space, put up posters around Loyola and overlooked a Costco delivery of snacks. On April 6th, Lovina went to monitor the initiative and found the initiative was much more popular than anticipated. The food supply was running low and through Lovina, we secured money from the Dean of Students Office to replenish the stash.

Loyola Hive Café Pay-It-Forward

In the spirit on redistributing Loyola money in ways students would appreciate, we worked with the Loyola Hive to allocate \$1000 to the Loyola Hive to set up a running tab for students. Since Loyola has a limited supply of food, this tab was set up so students could redeem free food from the Hive Café, with no added restrictions.

Sustainability Portfolio

Written by Faye Sun, Sustainability Coordinator

Funding

Ben's Sustainability Scholarship

Ben's Sustainability Scholarship is a continuation from the previous mandate, in honor of Benjamin Prunty, and was launched Winter 2022.

Projects

Sustainability Committee has reviewed, and approved student led projects, including CultivAction (Sustainable Food Systems Grant), which was later passed at council.

Sustainability Initiatives

Menstrual Equity

Peer Wellness Ambassadors, Zen Dens, and Health Services and the Sustainability Committee has launched a Menstrual Equity project to advocate for accessible reusable menstrual products to students. So far, we are placing orders and distributing menstrual cups and reusable pads to accommodate student needs for free menstrual products. With the support and assistance of facilities, we will be working together on providing accessible and sustainable menstrual products on campus for students in need.

This is with consideration for the needs of students who are unable to use Diva Cups due to medical issues and/or disabilities. Since one of the mandates of the CSU is equity, diversity, and inclusion, we believe that this should also apply to the products we offer the student body and because this is also consistent with sustainability. Therefore, we will be working with Diversity Service Office in the future on ensuring the project continues.

Homelessness Prevention Project

Throughout the Summer-Fall semester, I have been working with the team for the Homelessness Prevention project, started by Amy Nguyen, in partnership with the Refugee Centre and HOJO. Throughout the summer, we provided feedback to the web design team in creating the Route resource website in order to address student homelessness. We now have a demo version of the website that is currently being tested for bugs and updated before the launch. We will be working with the Diversity Service Office in the coming months on the possibility of onboarding other service offices so that it can have a consistent source for funding and support, given that it is currently only funded by our operational budget.

Sustainability Curriculum Referendum

We worked with Waste Not Want Not about improving education and advocacy for waste management on campus and within the CSU. Since Sustainability Committee had already agreed to take on initiatives regarding waste, this was a great opportunity to brainstorm potential collaborative projects for the coming term with respect to events and the general functioning of Concordia University as a whole, in order to lessen our ecological impact. We passed the Sustainable Curriculum referendum question at council, which urges the University to commit to integrating sustainability curriculum into all Concordia programs of study. We will now be initiating conversations on how to promote student consultation on the development of curriculum across faculties.

Environmental Policy Workshop

International Institute for Sustainable Development (IISD) hosted 2 workshops on environmental policies and ways in which students can increase their involvement in policy work. I have put them in contact with the Campaigns department to host more workshops in the future.

Sustainable Cooking

Olivia Integlia proposed assembling a free sustainable cooking pdf that can be distributed to students who are looking to learn new recipes and advice on reducing waste in the kitchen. We have approved allocating some funds toward providing honorariums to those who have contributed to the cookbook. Ideally this will be an ongoing project that the next mandate can take on and expand upon with the aid of existing sustainability groups on campus, like the Concordia greenhouse, the Hive, mind.heart.mouth and CultivAction.

Waste Audit & Waste Management

Waste Not Want Not is performing an ongoing waste audit at the CSU office to better gauge what more can be done to improve waste management at the office; the project has started officially the last week of November and will continue to next semester. The data obtained from this audit will then be used to develop a program that can be applied to Concordia University at large.

CSU Policy on Ethics & Sustainability

I had met with the Academic and Advocacy Coordinator on improving the current Sustainability and Ethics policy at the CSU and made suggested revisions on the sustainability policy in the Fall of 2021.

Mental Health Committee

Written by Faye Sun, Sustainability Coordinator and Harrison Kirshner, Internal Affairs Coordinator

The committee's primary goal this year has been the creation of a mental health fee levy to meet the needs of students.

Events

In partnership with the Campaigns Department and student associations on campus, the Mental Health Committee co-organized the Return-to-Campus Town Hall to allow students to express their concerns regarding the issues surrounding return to campus. Students were able to converse with members of the CSU and Concordia Admin about issues impacting them regarding COVID-19. Vaccinations, and in-person courses. Since the town hall, Concordia Admin implemented a mask mandate for in-person courses.

Mental Health Service Office

In the 2020 by election mental health question, asking students if they would support the creation of a CSU mental health service office; over 96% of students voted yes. The referendum question for the creation of a mental health levy passed at the general election with majority support from the student body (74.4%). We are now in the process of discussing with CSU members how best to organize and structure the service. However, **it is established that the Office will house and fund the RAWCC** as a continued CSU service.