



Councilor Hersh Filler V. Academic and Advocacy Coordinator Sarah Mazhero & General Coordinator Isaiah Joyner

Complaint Received: Thursday, October 1st, 2020

Hearing: Sunday, November 1st, 2020

Decision: Saturday, November 21st, 2020

Councilor Matthew Benzrihem V. General Coordinator Isaiah Joyner

Complaint Received: Friday, October 23rd, 2020

Hearing: Sunday, November 1st, 2020

Decision: Saturday, November 21st, 2020

Complainant

- Councilor Hersh Filler
- Councilor Matthew Benzrihem
- Academic and Advocacy Coordinator Sarah Mazhero
- General Coordinator Isaiah Joyner

Respondent

- Councilor Hersh Filler
- Academic and Advocacy Coordinator Sarah Mazhero
- General Coordinator Isaiah Joyner

Interested Parties

- Arieh Barakh
- Matthew Kaminski
- Howard Issley
- Chris Vaccarella
- Jeremy Denault
- Chris Kalifikatidis
- James Hanna
- Eduardo Malorni
- Sarah Bubenheimer
- S Shivaane Subash
- Victoria Pesce
- Desiree Blizzard
- Malcolm Asselin
- Daniel Amico
- Manuela Simo
- Margot Berner
- Holly Mark

Judicial Board

Members

- Shaina Willison
- Fawaz Halloum
- Tessa Bertucci
- Emily Zunti
- James Hedrei
- Jack Santiago Alarie

Non-Voting Chairperson

- Shai Navi Mazor

Certain aspects and parts of the case have been kept confidential as per the request of the parties involved, and their respective reputations.

Statement of Facts

On Filler V. Mazhero

The Judicial Board received a complaint on Thursday, October 1st 2020, from Councilor Tzvi Hersh Filler pertaining to the actions of the Academic and Advocacy Coordinator Sarah Mazhero.

The behavior in question related to an article published on September 26th 2020, by the Link Newspaper concerning an altercation that occurred during the discussion of a diversity seat. The complainant indicated that quotation used in the document was incorrect

recounting an instance when Filler—at the time of George Floyd’s death—said he was “a dude” who got knelt on, while referring to the incident (Refer to Annex 1) for the correct quotation).

and thus breached the following Concordia Student Union Codes of Conduct;

1.3 Act in good faith towards the Union and the Student Union Representatives.

2.1.8 Engaging in or disseminating vexatious remarks or rumours dealing with another Student Union Representative.

2.3.1 Participate in conduct that is deceitful or fraudulent.

2.3.2 Provide false information to other Student Union Representatives or the media.

2.3.4 Make false representations in the exercise of their authority, or knowingly allow others to make false representations to the Union.

Following the forwarding of the aforementioned complaint; the Respondent, Academic and Advocacy Coordinator Sarah Mazhero responded with a complaint on October 7th, 2020, pertaining to the demeanor of Councilor Tzvi Hersh Filler

that was categorized as *racist and discriminatory* towards the BIPOC community. Within the dispute two prime examples of prejudiced conduct were met to support the above-mentioned claims;

On September 2nd 2020, the Councilor in question denied funding to an Indigenous External Group, under the name *The Eastern Door*. Through an External Committee vote, the organization was ultimately refused a 2000\$ grant from the Concordia Student Union. The reference to this repudiation was reinforced with;

Standing Regulations Article 16 subsection (g)

External and Campaigns Committee: The External and Campaigns Committee is responsible for overseeing the Student Union's relationship with organizations outside of the University and assisting with the planning of campaigns to be undertaken each year, in accordance with the positions book. The Campaigns Coordinator (or subsequent denominations, as per the Collective Agreement with CUPE 4512) shall be an ex-officio non-voting-member of the committee, and shall not count towards quorum.

CSU Positions Book Article 1

*·The CSU work with the Concordia University administration towards integrating sustainability and indigenous studies courses in all undergraduate programs.
[Enacted March 2017 | Expiry March 2021]*

On June 11th, 2020, the Councilor in question entered a dispute on the installment of a diversity seat. In the process of this argument, Councilor Filler referenced the murder of George Floyd by referring to him as a *dude* (Refer to Annex 1). The counselor was denounced for the comment made and had immediately apologized for his crudeness. These actions were claimed to be in breach of the following Codes of Conduct;

1.1 Adopt a professional and respectful standard of language when engaging with other Student Union Representatives, members of the Concordia staff and student body, as well as third parties, while in performance of their union duties.

1.2 Act reasonably and with due care so as not to disrupt, interfere with or unduly delay Union Activities or union related activities.

1.3 Act in good faith towards the Union and the Student Union Representatives.

1.4 Understand the scope of the mandate they are responsible for and not infringe on other Representatives' roles.

Subsequent to the forwarding of the aforementioned complaint to the Interested parties, the Judicial Board received a dispute claim from General Coordinator Isaiah Joyner on Saturday, October 17th 2020, pertaining the actions of Councilor Tzvi Hersh Filler.

On July 7th 2020, Councilor Tzvi Hersh Filler motioned the removal of the External Coordinator Victoria Pesce as acting chair due to *inappropriate behavior*. The committee voted for the removal of the External Coordinator and the appointment of the Councilor in question as committee chair, in accordance with the Standing Regulations. Furthermore, Councilor Tzvi Hersh Filler proceeded to motion the appointment of himself as temporary minute keeper (Refer to Annex 2). On August 7th 2020, the Councilor in question, Tzvi Hersh Filler, called a meeting outside the hours of the campaign coordinator to discuss the details of the funding for *The Easter Door*. The organization was ultimately denied under the grounds that they do not provide student value.

During the appointment of the student at large position on the External Committee, the Councilor in question, Tzvi Hersh Filler, discredited an applicant Hanna Jamet Lange due to the belief that *she faked her trauma she experienced with Patrick Quinn*. Jamet-Lange was denied an interview and the position was filled by ex-Councilor Sean Howard.

These allegations were in conjunction with the following Codes of Conduct;

1.1 Adopt a professional and respectful standard of language when engaging with other Student Union Representatives, members of the Concordia staff and student body, as well as third parties, while in performance of their union duties.

1.2 Act reasonably and with due care so as not to disrupt, interfere with or unduly delay Union Activities or union related activities.

1.3 Act in good faith towards the Union and the Student Union Representatives.

1.4 Understand the scope of the mandate they are responsible for and not infringe on other Representatives' roles.

1.5 Maintain professional and respectful relationships with other Student Union Representatives and Student Union Members.

2.1.3 Harassing, intimidating, or bullying another person, whether physically or verbally

2.1.7 Participating in or encouraging any form of Cyber Bullying towards another person.

2.1.8 Engaging in or disseminating vexatious remarks or rumors dealing with another Student Union Representative.

On Benzrihem v. Joyner

Councillor Benzrihem filed a complaint against General Coordinator Isaiah Joyner on October 23rd 2020, pertaining to an incident that occurred during an anti-oppression training. The complainant claimed that the General Coordinator had lied to the Judicial Board in his complaint against Tzvi Hersh Filler, and furthermore accused the respondent of insensitivity to antisemitism, as well as of making the work environment feel unsafe and hostile for the Jewish councillors. The incident in question took place on August 2nd 2020, and involved the facilitator of the anti-oppression training, Vincent Mousseau.

According to the complainant, during the training Mousseau and Benzrihem argued about a matter, and Mousseau got frustrated which led him to ask the General Coordinator for permission to kick Benzrihem out of the training. The General Coordinator agreed. The respondent claims that he never gave Mousseau permission to kick out the Counselor. In either case, Mousseau proceeded to kick Benzrihem out of the training held over Zoom, and then derogatorily referred to the aforementioned Councilor as “Ben Shapiro”. This comment was perceived as demeaning and antisemitic by the attendees of the training, as well as by Benzrihem. In response to Mousseau kicking out Benzrihem, the General Coordinator stated *you did what you had to do* (Refer to Hearing Minutes).

The complainant proceeded to submit a complaint to the External Committee, given that the incident was pertaining to an external contract and as such was not under the mandate of the Judicial Board. In this original complaint, Benzrihem included both the allegation of antisemitism against Mousseau, as well as a complaint against the General Coordinator for enabling Mousseau’s inappropriate behaviour. However, Benzrihem and Joyner participated in a mediation with the Dean of Students as mediator, which resulted in the complainant removing Joyner from the original complaint. Councilor Benzrihem claims that the General Coordinator lied about several things during the mediation, and that the evidence of this lies in Joyner’s complaint against Tzvi Hersh Filler. As such, after reading the complaint filed by the General Coordinator, Benzrihem felt that Joyner had lied to him during the mediation and submitted the current complaint to the Judicial Board.

The complainant did not reference any Codes of Conduct or Standing Regulations that he felt were breached. The following are the articles and codes that the Judicial Board deems relevant to this case:

1.3 Act in good faith towards the Union and the Student Union Representatives

2.1.7 Participating in or encouraging any form of Cyber Bullying towards another person.

2.1.8 Engaging in or disseminating vexatious remarks or rumours dealing with another Student Union Representative.

2.1.9 Discriminating against or making discriminatory comments or remarks on the basis of race, colour, sex, gender identity or expression, pregnancy, sexual orientation, civil status or age in accordance with the Quebec Charter of Human Rights and Freedoms.

215. Each member of the University community is responsible for helping to create an environment that is free from harassment, discrimination and violence. Those actively engaged in the governance of the Union and in student activities on campus it supports have the legal, social and moral obligation to contribute to the prevention of, intervention in, and effective response to, sexual violence. All members of the community can play a role in building a just social and educational environment by:

(a) Learning about sexual assault and sexual violence and participating in educational programs

(b) Modeling healthy and respectful behavior and practice in personal and professional relationships;

(c) Speaking out against behaviour and practice that encourages the perpetuation of sexual violence including sexism, ableism, racism, homophobia and transphobia;

(d) Speaking out against behaviour and practice which perpetuates rape culture such as racism and sexism, the perpetuation of rape myths and blaming of the survivor, and joking about gender inequality or sexual assault;

(e) Intervening in situations that could lead to situations of assault when it is safe to do so;

(f) Interrupting misconduct or assault when it is safe to do so;

[REDACTED]

Mischaracterization and False Information

[Redacted text block]

Discrimination

[Redacted text block]

[Redacted]

Procedure VS Bad Faith

[Redacted text block]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Union Disrepute and Safer Spaces

[Redacted]

[Redacted]

[REDACTED]

[REDACTED]

[REDACTED]

Conclusion

In conclusion, the Majority decision, one that serves the dismantling of discrimination and the ongoing disrepute within the Concordia Student Union, finds Councilor Tzvi Hersh Filler and General Coordinator Isaiah Joyner in breach of the Code of Conduct and Standing Regulations.

The Student Representatives, respectfully, failed to fulfill their positions in an honorable and ethical manner that abided by the Regulations that make up this Union. Furthermore, this comportment is in direct breach with the Safer Spaces Policy, a regulation that the Judicial Board does not take lightly. The association suffered from disrepute and disrespect at the hands of Councilor Tzvi Hersh Filler and General Coordinator Isaiah Joyner.

For the aforementioned reasons, this membership pool has taken a Majority decision of applying the following sanctions for;

The General Coordinator of the Concordia Student Union;

1. The General Coordinator in question will be **subject to a written public statement and apology** pertaining to the unprofessional and disrespectful management of the Antisemitic remarks made by Vincent Mousseau, as well as, a public promise to **dismantle antisemitism** within the Concordia Student Union as per *Article 6.3.2* of the Codes of Conduct

*A written or verbal apology on behalf of Respondent to
Complainant and or **the Student Union***

2. The General Coordinator in question will be subject to a **written apology to Councilor Matthew Benzrihem** for the conduct demonstrated during the Judicial Board hearing of November 1st 2020. As per the aforementioned Code of Conduct;

*A written or verbal apology on behalf of **Respondent to Complainant** and or the Student Union*

3. The Executive in question, Isaiah Joyner, will refrain from any form of behavior that does not adhere to the following Codes of Conduct;

1.1 Adopt a professional and respectful standard of language when engaging with other Student Union Representatives, members of the Concordia staff and student body, as well as third parties, while in performance of their union duties.

1.2 Act reasonably and with due care so as not to disrupt, interfere with or unduly delay Union Activities or union related activities.

1.3 Act in good faith towards the Union and the Student Union Representatives

1.5 Maintain professional and respectful relationships with other Student Union Representatives and Student Union Members.

1.6 In the capacity as a Student Representative, indicate when opinions expressed are personal opinions and not the official position of the Student Union.

[REDACTED]

[REDACTED] Thus, as per our *Codes of Conduct Article 6.3.3*, the disregard to the warning of the contravention of the above articles and/or the statement above mentioned will lead to the application of *Article 6.3.6*; temporary suspension from the Concordia Student Union;

Temporary Suspension: The Student Union Representative will temporarily be suspended from all entitlements and functions and may not participate in any union activities or union related activities for a specified period of time.

As well as *Article 6.3.7* depending on the severity of the issue;

Automatic Resignation: In the most serious of cases where the violation brings the Union into disrepute the Judicial Board or Third Party Ombudsperson may deem such an action an automatic resignation on the behalf of the Representative .

This is a final warning to Executive Isaiah Joyner by the Judicial Board;

A formal and recorded written warning: This warning may indicate the action which may be taken if there is a further breach of the Code. A copy of

this warning shall be given to the concerned representative and another retained by the Judicial Board.

Councilor Tzvi Hersh Filler

1. The Councilor in Question, Tzvi Hersh Filler, will be subject to a written apology pertaining to the behavior and demeanor that was conducted toward Academic and Advocacy Coordinator Sarah Mazhero during the Judicial Board Hearing as per Article 6.3.2 of the Codes of Conduct

*A written or verbal apology on behalf of **Respondent to Complainant** and or the Student Union.*

2. The Councilor in question, Tzvi Hersh Filler, will refrain from any form of behavior that causes disrepute within the association and/or does not adhere to the following Codes of Conduct;

1.1 Adopt a professional and respectful standard of language when engaging with other Student Union Representatives, members of the Concordia staff and student body, as well as third parties, while in performance of their union duties.

1.2 Act reasonably and with due care so as not to disrupt, interfere with or unduly delay Union Activities or union related activities.

1.3 Act in good faith towards the Union and the Student Union

Representatives

1.5 Maintain professional and respectful relationships with other Student Union Representatives and Student Union Members.

1.6 In the capacity as a Student Representative, indicate when opinions expressed are personal opinions and not the official position of the Student Union.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thus, as per our

Codes of Conduct Article 6.3.3, the disregard to the warning of the contravention of the above articles and/or the statement above mentioned will lead to the application of *Article 6.3.6*; temporary suspension from the Concordia Student Union;

Temporary Suspension: The Student Union Representative will temporarily be suspended from all entitlements and functions and may not participate in any union activities or union related activities for a specified period of time.

As well as *Article 6.3.7* depending on the severity of the issue;

Automatic Resignation: In the most serious of cases where the violation brings the Union into disrepute the Judicial Board or Third Party Ombudsperson may deem such an action an automatic resignation on the behalf of the Representative .

This is a final warning to Councilor Hersh Filler by the Judicial Board;

A formal and recorded written warning: This warning may indicate the action which may be taken if there is a further breach of the Code. A copy of this warning shall be given to the concerned representative and another retained by the Judicial Board.

[REDACTED]

Recommendations

On Harmony

The Judicial Board **strongly recommends** that the CSU revisit its stance on antisemitism to create a more holistic approach to combating antisemitism and holocaust denial. This holistic approach includes a **training program** for councillors executives and all CSU employees joined with an approach to widespread antisemitism within the concordia community. The CSU is recommended to take a stronger, more elaborate and increasingly publicised stance on antisemitism in comparison to the one it currently holds.

The CSU Judicial Board recommends that the Union adopt the following definition of antisemitism provided by the IHRA:

Anti semitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities

The Judicial Board also recommends that the CSU revisit the protocol for diversity and sensitivity training to ensure that Jewish people and their diverse outlooks are included in conversations about diversity and inclusivity.

On Teamwork

The CSU Judicial Board recommends that the CSU put in place teamwork training for all councillors and executives to facilitate an efficient execution of tasks for a harmonious completion of the CSU mandate.

The CSU Judicial Board recommends the expansion of the union's efforts to increase knowledge of the CSU bylaws and regulations as well as standard protocol within

The CSU Judicial Board recommends that in the case councilors and executives characterise and quote other individuals and their opinions to media outlets be wary to avoid mischaracterisation that can be weaponized against their colleagues. When asked to quote another individual, the CSU Judicial Board recommends they point them to recordings and official public minutes that are made available to the community.

2.3.4 Make false representations in the exercise of their authority, or knowingly allow others to make false representations to the Union

3.3 Not disclose details of decisions, investigations or policy changes that have yet to be finalized and or made public.

3.4 Not use confidential information in order to obtain a Personal Advantage of any kind.

The CSU Judicial Board recommends the CSU council reinstate the ban on Vincent Mousseau from being a training facilitator for CSU and the Judicial Board recommends expanding the ban to all CSU activities and offices.

Back it by racism clause un quebec charter and safe space policy

The CSU Judicial Board recommends that Vincent Mousseau and their actions be officially denounced by the CSU.

Backed by safe space policy

The CSU Judicial Board recommends that the CSU, when informed of false reporting and bad journalism from the student media, take a stance against the claims with intent of setting and keeping a higher standard of journalism within the Concordia community. The CSU Judicial Board recommends that this only be done when the claims made by student media are false or misleading and not in a way to discredit valid criticism the student media is bringing against the CSU and its actions.

On the Unions Method of Speech

Recommends the CSU build a lexicon of terms to not be used in official CSU meetings and functions. The Judicial Board recommends that this lexicon be taken as a soft regulation and should be followed. However, the Judicial Board does not recommend this lexicon to be a hard restriction on speech. This lexicon is to be used as a driving guideline and not a tool for control of speech.

The CSU Judicial Board recommends that when constructing a curriculum for anti-oppression training that the contents of the training and the individuals that conduct the training be screened by a committee before the training take place and the trainer be selected to ensure the content and actions of the trainer do not create issues within the CSU management community. All changes to training staff and curriculum should be in line with this

Annex

Annex 1

Meeting of 06/11/2020

<https://drive.google.com/file/d/1l8CmGJyXOzXydpXTlzb-59BP9dIeNyMg/view?usp=sharing>

- **Timestamp 3:15 - “Dude” Reference by Councilor Filler**
- **Timestamp 12:30 - Executive Joyner’s comment**

Annex 2:

Meeting of 07/07/2020

https://drive.google.com/file/d/1zR3OU-G13SRq1XL4uuMqfLGy8mngov_j/view?usp=sharing

- **Timestamp 1:50 - Motion for Councilor Filler as Chair of External**
- **Timestamp 21:50 - “If you want something killed, you kill it yourself”**
- **Timestamp 39:10 - Eastern Door Discussion**
- **Timestamp 44:50 - Executive Joyner’s comment on direction of the committee**
- **Timestamp 46:00 ~ 47:00 - Heated conversation on the committee**

Annex 3:

Link “Dude” Reference

Mazhero echoes Berner in suggesting Filler’s comments point to a larger trend of general insensitivity in the CSU, recounting an instance when Filler—at the time of George Floyd’s death—said he was “a dude” who got knelt on, while referring to the incident. Mazhero found it disrespectful that Floyd was referred to as “a dude” rather than having his name used.

<https://thelinknewspaper.ca/article/csu-councillor-against-motion-for-more-representation-on-committees>

Annex 4:

Minutes of September 2nd Meeting

1. Eastern Door

BE IT RESOLVED that the External Committee meeting minutes of July 20th be deferred back to External Committee for review;

BE IT FURTHER RESOLVED that External Committee be mandated to reach out to **Eastern** Door applicant for more information

Lauren Perozek motions to amend the motion to the following.

BE IT RESOLVED that the External Committee meeting minutes of July 20th be deferred back to External Committee for review;

BE IT FURTHER RESOLVED that External Committee be mandated to reach out to the **Eastern** Door organization before its applicant for more information

Lauren Perozek motions to amend the motion to the following. Seconded. Motion passes.

BE IT RESOLVED that the External Committee meeting minutes of July 20th be deferred back to External Committee for review;

BE IT FURTHER RESOLVED that External Committee be mandated to reach out to the **Eastern** Door's applicant;

BE IT FURTHER RESOLVED that if sufficient information is not gathered from the applicant than the External Committee be mandated to reach out to the organization

2. Vincent Mousseau hiring and apology

Lauren Perozek motions to rescind the following motion, *previously adopted*. Seconded by **Margot Berner**. Motion passes.

BE IT RESOLVED that Vincent Mousseau not be rehired by the CSU to run training in the future unless he issues an apology to Matthew Benzrihem.

VOTE:

8 YES

7 NO

1 ABSTAIN

Lauren Perozek presents the following motion. Seconded by **Margot Berner**. Opposed by **Matthew Benzrihem**. Motion passes.

BE IT RESOLVED THAT Vincent Mousseau be asked to apologize to Matthew Benzrihem for the Anti Semetic remark, but not make the apology contingent on their rehiring.

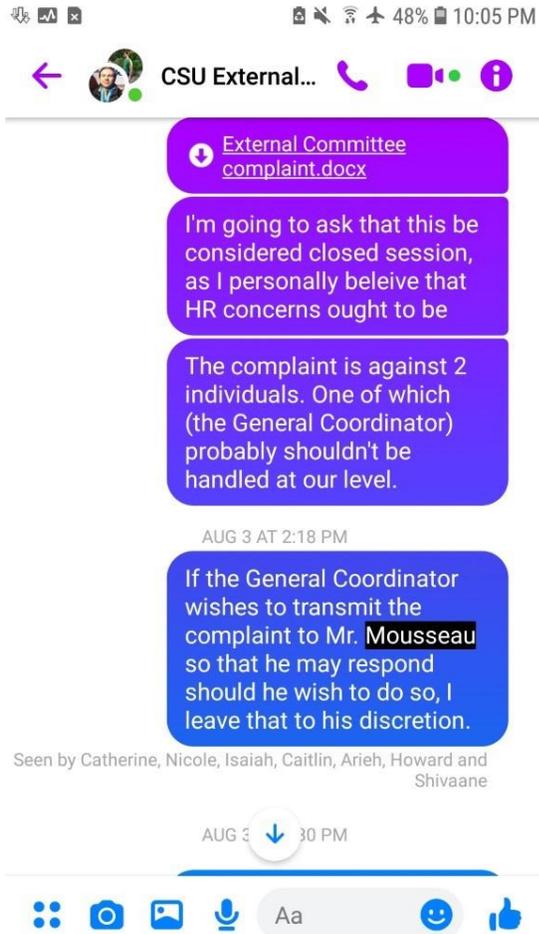
VOTE:

14 YES

1 NO

1 ABSTAIN

Annex 5: Councilor Hersh Correspondence about Vincent Mousseau



Annex 6: Amico and Kaminski

 **Mathew Kaminski**
50 mutual friends including Caitlin Robinson and Sarah Mazhero
Treasurer - NDG-Westmont at Conservative Party of Canada - Parti conservateur du Canada,
Magician/Mentalist at Magician and Staff Accountant at EY Campus Montreal
Studies Chartered Professional Accountant at Concordia University
Lives in Montreal, Quebec

AUG 2, 2020, 9:55 AM

Hey Daniel! I hope you are well. I just wanted to give you a heads up that I heard about the training that occurred yesterday and the events that transpired. If at any point, the trainer says/does anything that creates a space where councillors feel that is intolerant, unsafe or discriminating, I will not hesitate to leave and recommend that others follow to do so.

Hey! I actually didn't! What happened?

A Jewish councillor was removed on the basis of him correcting the trainer from an academic standpoint. He was then removed from the training and Vincent made a comment that he, "Doesn't debate Ben Shapiros" while swearing as he did so. For every Jewish councillor in that training yesterday, those statements came across very clearly. There was a clear disregard for tolerance and respect. Councillors should have a right to question training material as they see fit and any consequences of being removed should not be based on their religion, political identity or national background. That is the concrete definition of discrimination and those who feel uncomfortable will take no part in it.

Oh wow, I'm sorry that it turned sour like that. I was helping my sister move all day yesterday so I wasn't able to catch up with anybody to see how it went. You're right nobody should be treated like that, especially when we are all trying to learn about how to respect each other and understand their perspectives. I'll try to hop on a call with Vincent to see what we can do.

Well I really appreciate your initiative in this. I didn't mean to bombard you and I just wanted an official paper trail with the executive. I still have full intention of doing the training. I just don't want anything to happen even close to yesterday!



Mathew Kaminski

Okay this wasn't bad! Idk about you but I got emotional with the videos lol but I glad there was no scrapping lol

Yeah there were concerns with some of the content but we decided to not engage any back and forth. It's a matter of perspective!



He was respectful and that was the most important for me.

Yes! And you have their email if you'd ever like to discuss those concerns. When I spoke to Vincent earlier they were very appreciative of your feedback



Okay that is good! I am happy about that! Thank you for relaying that to Vincent!

Anytime! 🙌

Annex 7: Benzrihem and Amico

Matthew Benzrihem
Active 1m ago

Hey Matthew! I gave Isaiah a brief on the meeting last Friday and he was willing to meet with you to further mediate things between you two. If you are interested in doing so, I can reach out to the Dean of Students to see if they can professionally mediate your conversation. Let me know!

Honestly, I am not actually angry at Isaiah. I think the way things were handled in the external meeting last week was professionally handled.

If Isaiah wants this, I can go to the mediation, but I don't have any grudges against him.

I'm really glad to hear that! I'll reach out to Isaiah and let you know if he'd like to go on with this 😊

Thank you. I'm glad you have been handling this. You have done an incredible job 🙌

Thank you Matthew! Just working to that goal of one day having council and executive harmony 🙌

Okay so Isaiah would like to still go to mediation so that he can explain his side of the situation. I can send an email with your csu email to DoS to set something up?

Sure

Okay cool, I'll reach out to them, see when they are available, and let you two figure things out. Do you want me there as well, or would you rather you, Isaiah and DoS?

I think it should be fine if it is just us and the Dean

okay cool! (one less zoom meeting for me 😊)

Annex 8: Amico and Filler

The screenshot shows a text message conversation. At the top, the contact is identified as "Hersh Filler" with a profile picture and the status "Active 1h ago". The conversation starts with a document titled "External Committee complaint.docx" being shared. The sender then explains the document's content and mentions an upcoming meeting. The recipient asks for clarification on the meeting day, and the sender confirms it is Friday. The recipient then asks if they can attend, and the sender asks if they would like to speak. The recipient responds that it's up to them, and the sender asks if they will be speaking. Finally, the recipient agrees to attend and thanks the sender for the invitation.

Hersh Filler
Active 1h ago

External Committee complaint.docx

Hi. The following document was sent to me as Chair of External Committee (it is a complaint against 2 parties, one of which was an external contractor).

It looks like there will be an External Committee meeting on Friday at 5pm to discuss it

This Friday?

Yes

Thanks for the heads up. Would you like me to come to the meeting?

It's up to you

I don't mind, will I be speaking?

If you want to.

Yeah sure I'll come, thanks for inviting me 😊

Annex 9: Filler calling meeting

CSU External Committee

JUN 2, 2020, 2:48 PM

Hersh named the group CSU External Committee.

Hersh Filler
Hi all, welcome to the External Committee. It looks like we're gonna be having lots of fun together this year. Looking forward to working with y'all

Roman Zelensky
Likewise, thank you

Hersh Filler
Considering the SCMs called for Wednesday & Thursday, is everyone available to call our first meeting for Sunday? Any other days that would be preferred? (Please comply with Max's Law when suggesting times. Max's Law states that any meeting called before 11am isn't gonna happen)

↗ Catherine replied to Hersh
Considering the SCMs called for Wednesday & Thursday, is everyone available to call our first meeting for Sunday? Any other days that would be preferred? (Please comply with...
Protest is sunday, we're currently working to find ways to support that, I would be open to a meeting next week I can send a when to meet in a few if you're interested (my computer just crashed)

JUN 5, 2020, 2:37 PM

Hersh Filler
So, when are calling a meeting to choose the annual campaign?

JUN 7, 2020, 5:01 PM

Roman Zelensky
Will the be a vote on the matter?

There*

Hersh Filler
Well, considering the rules state that we decide this, I don't see how we can have a vote if we haven't had a meeting

Roman Zelensky
Since this is a pressing matter, shouldn't we host an emergency meeting to talk about this? The protests are happening right now.

Hersh Filler
Well, then let's call a meeting. Tuesday at 6:30 works for y'all?

Roman Zelensky
Yop
👍 1

Arieh Barak
👍

Catherine Pesce
I should be good with that, I'll check my Schedule when I get home

JUN 7, 2020, 8:56 PM

↗ Catherine replied to Hersh
So, when are calling a meeting to choose the annual campaign?
I just read this part, this isn't a external meeting. It's a council thing!



CSU External Committee

Catherine Pesce added you to the group.

Roman Zelensky

Isaiah isn't part of the committee, why was he added?

Isaiah is a part of the committee lmao

Arieh Barak

Welcome

Roman Zelensky

You're not council, hence what is discussed here should be independant from your reach

Check the standing regs my friend

You replied to Arieh

Welcome
Thank you!

Roman Zelensky

Where Facebook groups included in the regs?

Were*

You do things, and us, the council, we decide weather it is to be approved or not. You bring here is like letting the defendant in the same room as the jury, does not make much sense does it

Being*

Alright

1) According to the standing regs Book 1 chapter 4, 18. The General Coordinator shall be an ex-officio non-voting member of all committees.

CSU External Committee

I just read this part, this isn't a external meeting. It's a council thing!

Pretty sure External Committee gets to choose the annual campaign, can you post the relevant SRs?

2) This isn't a court, it's a legislative body. So your comparison does not really fit.

Hersh Filler

We're off to a really great cooperative start

3) Council decides the annual campaign

External committee oversees it

The executives typically make a pitch then council agrees or disagrees

Hersh Filler

Considering the overseeing aspect, perhaps it would have been prudent to have some form of consultation on the subject?

Hersh Filler

Although my understanding is that the External Committee makes the decision on annual campaign, as it is the body tasked with implementing it, and that has been the past precedent, based on my conversations with previous year's members

JUN 9, 2020, 6:24 PM

Hersh Filler

Hersh Filler is inviting you to a scheduled Zoom meeting.

Topic: External Committee Meeting 0
Time: Jun 9, 2020 06:15 PM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us04web.zoom.us/j/78814399125?pwd=MnY2eTYvOWRmYVRkbm91TjQ5ZlVhOQI09>

Meeting ID: 788 1439 9125
Password: 7WvWv

 CSU External Committee

 Catherine Pesce
I thought we understood this meeting wasn't needed?

 Hersh Filler
There are a few items that I'd like to have dealt with

 Catherine Pesce
Okay! Well gonna use teams tho, it's easier to send document and it's what we will be using for the year. Did you activate your Councillor email yet? - if not I'll send the invite to your regular one

 Regularly email *

 Roman Zelensky
Catherine we are in the zoom come join us 😊 ↩️ ⋮

Use teams

 Catherine Pesce
Hey, the protocol is on teams, I said this from the day we made this group, so if i wasnt clear

it's the csu software where committee meetings take place

 Roman Zelensky
Join let's talk, we're in the zoom

 Catherine Pesce
As I just said, we made a teams
its easier, and works much better on most computers! - iPads so forth

 I'm missing some of your emails however



CSU External Committee

Hersh Filler

Looks like we're gonna have the meeting at 7:30, I'll send out the link for the meeting soon



Did you get your csu email?

To call it in teams?

Hersh Filler

Yes, though I'm thinking of calling it in Zoom, I like their interface better



In teams people have trouble finding the raise hand

Csu meetings will take place using the csu software

Catherine Pesce

Nicole took a sick day today, could we do tomorrow in the day? Or more options for the when to meet?



Hersh replied to you

Csu meetings will take place using the csu software



Council meetings take place over zoom.

Hersh replied to Catherine

Nicole took a sick day today, could we do tomorrow in the day? Or more options for the when to meet?



Based on when I'd like to have them ratified, it needs to be today



You replied to Hersh

Council meetings take place over zoom.
Because of the size of the meetings

For committee meetings we have teams which is linked to a sharepoint whsre all files should be kept

For the meeting

Including the agenda and minutes

Hersh Filler



Not everyone has the raise hand button on Teams, zoom doesn't have that issue

That's because they haven't gotten their csu emails

If they got them they would have it

Hersh Filler



Right, but currently they don't have them. I'm looking for a solution to people needing to rise their hands, not who to blame.

Not blaming anyone but the meeting is small enough that we can have people use the chat if they want to speak

Arieh replied to you



For committee meetings we have teams which is linked to a sharepoint whsre all files should be kept

I agree with Teams but for everything. But some stuff in Zoom and some in Teams doesn't make sense

Zoom for council

Teams for committees

Plus there was a motion

Passed to integrate us off using facebook

Teams does all that



CSU External Committee

Arie Barak

The problem is that the Council is in Zoom... we are not very well integrated at the end of the day...



I am very confused as to what you are saying

Arie Barak



That for council meetings we use Zoom

Exactly but for committees we use teams

Arie Barak

And my opinion is that we should use Zoom for everything or Teams for everything



It's clear you don't agree with that lol

Well I'm going on based what resources we have available and the work invested in integrating a software and creating a digital database for CSU

Arie Barak

I use Teams at work all day for all kind of meetings , from 2 people to 1 thousand like last week, but we don't change



Or switch according to the meeting



But I respect everyone's opinion

Hersh Filler

<https://concordia-ca.zoom.us/j/91617617889>



Join our Cloud HD Video Meeting

Zoom is the leader in modern enterprise video communications, with an easy, reliable cloud platform for video and audio conferencing, chat, and webinars...
concordia-ca.zoom.us

- Tonight's Agenda: 1. Appointment of the Minutekeeper
- 2. General Rules for Discussions at External Committee



Hersh Filler

External and Campaigns Committee: The External and Campaigns Committee is responsible for overseeing the Student Union's relationship with organizations outside of the University and assisting with the planning of campaigns to be undertaken each year, in accordance with the positions book.

Hersh Filler

Apparently we are not supposed to be acting as a granting body, which makes sense, as that would be redundant considering the existence of the Student Life and BIPOC Committees

AUG 2, 2020, 11:22 PM

Hersh Filler

(i) External and Campaigns Committee: The External and Campaigns Committee is responsible for overseeing the Student Union's relationship with organizations outside of the University and assisting with the planning of campaigns to be undertaken each year, in accordance with the positions book. The Campaigns Coordinator (or subsequent designations, as per the Collective Agreement with CUPE 4512) shall be an ex-officio non-voting member of the committee, and shall not count towards quorum.

Based on the above highlighted line in SR16, subsection g, the External Committee has received a complaint regarding the anti-oppression training provided by external contractor Vincent M. I will God willing forward it tomorrow, as well as a when2meet to handle it

AUG 3, 2020, 2:15 PM

Hersh Filler

Hersh forwarded a message

External Committee complaint.docx

I'm going to ask that this be considered closed session, as I personally believe that HR concerns ought to be

The complaint is against 2 individuals. One of which (the General Coordinator) probably shouldn't be handled at our level.

If the General Coordinator wishes to transmit the complaint to Mr. Mousseau so that he may respond should he wish to do so, I leave that to his discretion.

<https://www.when2meet.com/?9469331-bysqe>

External Committee Meeting - When2meet

when2meet.com

AUG 5, 2020, 8:40 PM

Shivaane replied to Hersh

The complaint is against 2 individuals. One of which (the General Coordinator) probably shouldn't be handled at our level.

I have a couple questions but my main one: I don't see how that SR links to this situation, and why a complaint was filed with External, considering this committee didn't have any part in hiring or engaging with the facilitator. I agree this isn't the appropriate place, but what would be discussed at this meeting?

Hersh Filler

Per SR16g, the External Committee's job is to oversee relationships with External organizations, which would include external contractors. The fact that the committee has not been doing so until now will be brought up as well

The complaint as it relates to the General Coordinator is indeed beyond the scope of this committee, and I have advised the person who submitted the claim as such

5 PM

Having consulted the voting members who did not fill in the when2meet, it looks like we're going to be having the meeting at 9:30 today. Does everyone have access to the Team's site yet?

Shivaane Subash

1. Is that not way beyond appropriate work hours
2. What will be discussed in relation to the complaint.

Hersh Filler

1. It is after work hours, several members of the committee work during work hours.
2. A response to the complaint, as well as a motion to send to council to help ensure such events are less likely to occur (or at least that there will be less of an accusatory tone when they occur)

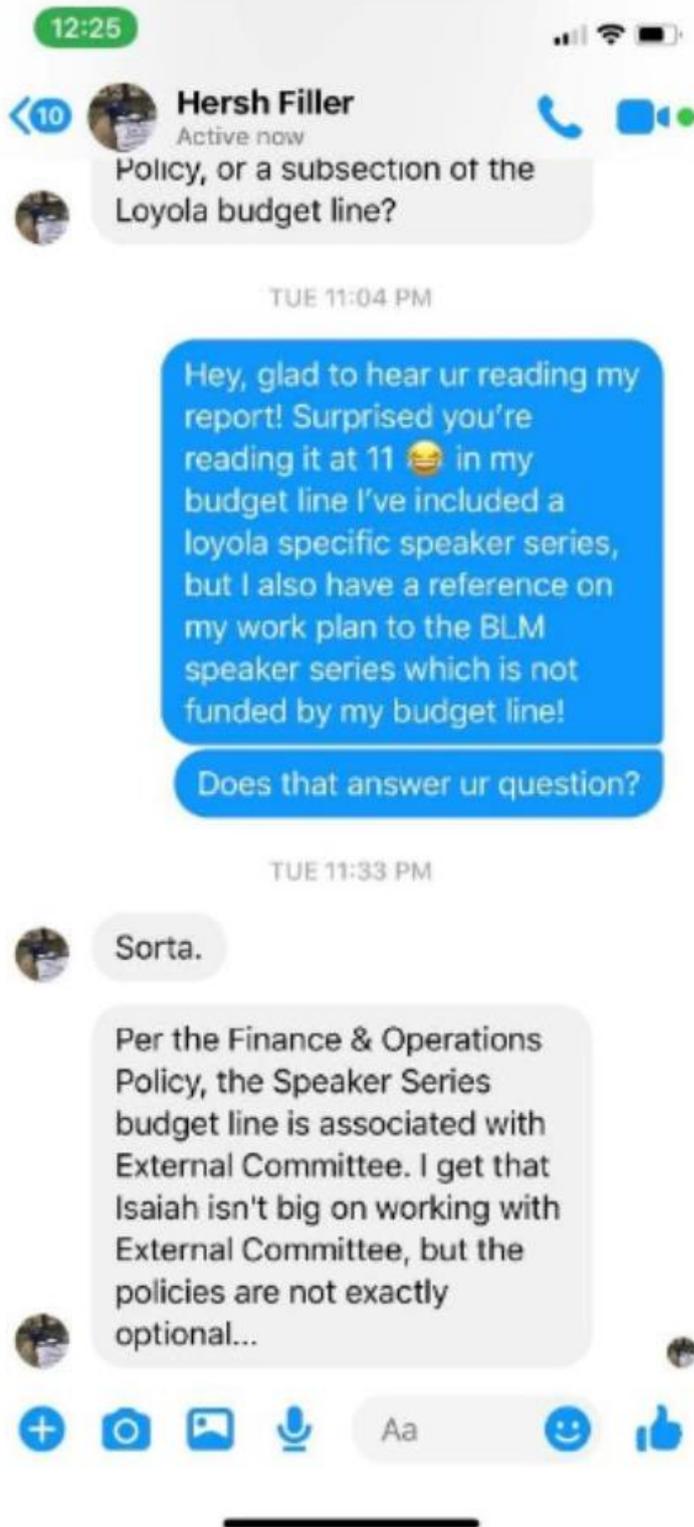
Shivaane replied to Hersh

Having consulted the voting members who did not fill in the when2meet, it looks like we're going to be having the meeting at 9:30 today. Does everyone have access to the Team's site yet?

I can understand needing to work around schedules but calling a 9.30pm meeting at 8.45pm seems very irresponsible to those who weren't prepared for it in advance. I'd be more willing if we were given > a day's notice at least

For 2. Thanks for the clarification! Should we invite Daniel since he presumably was the exec most involved in coordinating this, for a more informed motion?

Annex 10: Malcolm Asselin Interactions



Annex 11: External Minutes 07/07/20

7th August , 2020 – 5:00 PM

Chair: Tzvi Hersh Filler (Councilor)

Minutekeeper: Howard Issley (Councilor)

Members Present: Hersh Filler (Councilor), Arie Barak (Councilor), Howard Issley (Councilor), S Shivaane (Councilor), Victoria Pesce (Executive), Nicole Leblanc (Campaigns, non-voting), Daniel Amico (Executive, non-voting), Christopher Vaccarella (Councilor, non-voting), Matthew Benzrihem (Councilor, non-voting)

Members Absent: Roman Zelensky (Councilor)

Agenda:

1. Complaint Received (closed session)
2. External Contracts and Negotiations Going Forward

1. Complaint Received (closed session)

Details can be found in closed session report.

BE IT RESOLVED that Vincent Mousseau not be rehired by the CSU to run trainings in the future unless he issues an apology to Matthew Benzrihem.

Vote: 5-0-0

Passes Unanimously

2. External Contracts and Negotiations Going Forward

A conversation is had on the mandate of the External Committee, in which it is clarified the following motion is limited to the scope of the CSU entering into an agreement or contract with financial implications which is not otherwise under the mandate of a different committee. The purpose of the motion is to ensure that some arm of council, or council itself, approves a decision by an executive to enter into a binding contract with an entity outside the University Umbrella before the contract is signed. This does not apply to contracts with the University, or with the dean of Students office. It also does not affect the operations of any other committee (for example, contracts pertaining to orientation, which are part of the mandate of the Student Life Committee, would not require External Committee's involvement). It is noted that the aforementioned motion does not notwithstanding any of the CSU's Standing Regulations, and only seeks to provide additional oversight in the case of points of ambiguity.

Motion moved by Hersh: WHEREAS Standing Regulation 16(g) states “The External and Campaigns Committee is responsible for overseeing the Student Union’s relationship with organizations outside of the University ...”

WHEREAS the CSU seeks to operate in a manner which promotes the maximum transparency and accountability,

BE IT RESOLVED that henceforth any contract or negotiation negotiated with an external contractor or corporation not under the CSU umbrella, other than the CSU’s lawyers, be approved by the External Committee before the CSU commits itself to the agreement or contract, unless the agreement or contract is covered by the mandate of a different committee, or is approved directly by council.

Seconded by Howard.

Vote: 5-0-0

Passes Unanimously

3. Adjournment

Hersh motions to adjourn.

Seconded by ArieH.

Adjourned at 5:38 PM.

Annex 12: Appointments Committee 27/07/2020

Attendance:

Daniel Amico (Internal Affairs Coordinator) - Present
Sarah Bubenheimer (Councillor) - Present
Christopher Djesus Vaccarella (Councillor) - Present
Howard Issley (Councillor) - Present
Roman Golubkov (Councillor) - Absent
Hersh Filler (Councillor) - Present
(Student-at-Large) - Vacant

Facilitator: Daniel Amico

Minutetaker: Daniel Amico

Minutes

1. Call to Order

Meeting is called to order at 5:01pm by Daniel Amico.

2. Roll Call

Roman Golubkov is absent.

3. Approval of Agenda

Amico moves to approve the agenda. Sarah Bubenheimer seconds. 5-0-0

4. Approval of Previous Minutes

Amico moves to approve the previous minutes. Chris Djesus Vaccarella seconds. 5-0-0

5. Guests

6. New Business

a. Appointment of Candidates to Committees

Hersh Filler moves to appoint Alex Stodja to the Appointments Committee. Howard Issley seconds. 5-0-0

Amico moves to appoint Camelia Salehi to the Clubs & Space Committee, with Wyatt Niblett-Wilson as a backup candidate. Bubenheimer seconds. 5-0-0

Vaccarella moves to appoint Sean Howard to the External & Campaigns Committee. Filler seconds. Filler abstains. 4-0-1

Filler moves to appoint Dane Djeukam to the Fee Levy Review Committee. Bubenheimer seconds. 5-0-0

Issley moves to appoint Steven Camia to the Finance Committee. Vaccarella seconds. 5-0-0

Vaccarella moves to appoint Fiona Harrison-Roberts to the Loyola Committee. Issley seconds. 5-0-0

Vaccarella moves to appoint Camelia Salehi to the Policy Committee. Bubenheimer seconds. 5-0-0

Vaccarella moves to appoint Hershy Blackman to the Sponsorship Committee. Filler seconds. 5-0-0

Bubenheimer moves to appoint Kayla Charky to the Student Life Committee. Filler seconds. 5-0-0

Amico moves to appoint Sabrina Mruczek to the Sustainability Committee. Filler seconds. Vaccarella abstains. 4-0-1

Amico moves to appoint Tyra Brown & Marc-Antoine Proulx to the Sexual Violence & Accountability Committee. Filler seconds. 5-0-0

Amico moves to appoint Tessa Bertucci, Fawaz Halloum & James Hedrei to the Judicial Board, with Shoshana Nigri as a backup. Filler seconds. 5-0-0

Vaccarella moves to appoint Dane Djieukam, Mel Habip, Misseny Kourouma, Abdul Qadir Ali, Michèle Sandiford & Phoebe Tom to the Concordia Council on Student Life, with Alex Stodja as a backup candidate. Filler seconds. 5-0-0

Vaccarella moves to appoint Misseny Kourouma to the Examinations Committee. Filler seconds. 5-0-0

Amico moves to appoint Amir Sadeghi to the Retroactive Committee. Filler seconds. 5-0-0

Filler moves to appoint Adewunmi Ajike, Nicholas Bailey, Fiona Harrison-Roberts & Colin Long, to Senate. Vaccarella seconds. 5-0-0

Amico moves to appoint Nell Perry & Marc-Antoine Proulx to the Sexual Misconduct & Sexual Violence Committee. Issley seconds. 5-0-0

Filler moves to appoint Nicholas Bailey, Meryem Benallal, Sam Crooker, Colin Long, Shoshana Nigri, Phoebe Tom & Shaina Willison to Student Tribunal. Issley seconds. 5-0-0

Announcements

Hersh Filler, alongside councillors Sarah Bubenheimer, Chris Djesus Vaccarella and Howard Issley, will send the minutes to CSU's Council Chair and call a SCM on September 2nd at 6:30pm for their approval.

Adjournment

Meeting is adjourned by Amico. Filler seconds. 5-0-0

Annex 13: Referendum Question & Operations Budget

Question #1

The Link is one of two newspapers on campus, which all students pay into, unless they opt out. Many students are unaware that they have the ability to opt out, and many others have historically refrained from opting out as it had to be done in person. There have been several allegations that The Link has run smear campaigns against those who tried bringing the opt out system online.

Do you support removing The Link's Fee Levy?

Question #2

CJLO is attempting to sue the CSU to prevent online opt out, do you support removing CJLO's fee levy?

WHEREAS there is a demand from the CSU's members for a net reduction in tuition;

WHEREAS the CSU ought to show some form of solidarity with tuition decrease demands;

WHEREAS the Finance Committee has found that it is possible to reduce the operating fee to 2.06\$ and still maintain a surplus;

WHEREAS it is prudent to leave some leeway;

WHEREAS Bylaw 11.2 states that the Council or Representatives shall have the sole authority to propose the amount of the fee;

BE IT RESOLVED THAT the following question be sent to referendum:

"The CSU Operating Fee is a fee that all students registered in undergraduate courses at Concordia must pay.

In 2019-2020, it was 2.21\$. Do you support reducing the fee to 2.11\$, effective Winter 2021?"

BE IT FURTHER RESOLVED THAT the budgetary impact of this motion is an expected reduction of 15k of the budgetary surplus.

Annex 14: New Anti Oppression Complaint

Complaint against “anti-oppression” training

Date of Incident: August 1st, 2020

Respondent: Vincent Mousseau

Complainant: Matthew Benzrihem

Context

- On August 1st, 2020, the council was mandated to go to an “anti-oppression” training at 6pm.
- During this training, the trainer was Vincent Mousseau.
- At the beginning of the training and throughout they made it clear that if we had any questions to ask them and he would stop to answer them. They even discouraged the use of the “raise hand” feature on Zoom. They specifically used the words “interrupt me” if any of us had a question.
- About an hour into the presentation they asked if there were any political science students in the lesson. They then asked for us to interject if we wanted to add anything.
- In the presentation the topic of the government’s monopoly on violence was brought up. They then made a claim about there being widespread consensus within the Political Science community about their claim.
- Being a Political Science student, I interjected (as they previously requested) and corrected them on how this was not the general consensus and explained the basic information which is taught in all Concordia intro to Political Science classes.
- Mousseau then proceeded to yell at me and claimed they were not being paid to listen to my concerns. This is of course despite the fact that we were literally paying them as a council to train us, and this was a part of their job.
- Mousseau then proceeds to ask the General Coordinator if they are allowed to kick me. The General Coordinator said yes, and I was kicked from the training.
- While I was not present for this, I have been informed that after they kicked me from the training, Mousseau proceeded to make anti-semitic allusions towards

me. They then directly compared me to the controversial Jewish American political commentator Ben Shapiro.

Complaint

- My treatment by Mousseau was completely unprofessional and not only violated the spirit of an “anti-oppression” training but was an act of oppression in itself.
- In the presentation, Mousseau also committed minimization of genocides by implying that genocides are the sole result of “white supremacy” and Capitalism.
- Throughout their presentation, Mousseau also committed multiple micro-aggressions against people of Jewish descent that made all the Jewish councilors in the training very uncomfortable.
- In conclusion, the actions and presentation conducted by Mousseau were deeply problematic within the context of an “anti-oppression” training.

Witnesses

- The following people were present at the meeting and are willing to be witnesses Christopher Djesus Vaccarella, Howard Issley.

Date of Incident: August 1st, 2020

Respondent: Vincent Mousseau and General Coordinator

Complainant: Matthew Benzrihem

Context

On August 1st 2020 the council was mandated to go to an "anti-oppression" training at 6pm.

During this training, the trainer was Vincent Mousseau.

At the beginning of the training and throughout he made it clear that if we had any questions to ask them and he would stop to answer them. He even discouraged the use of the "raise hand" feature on Zoom. He specifically used the words "interrupt me" if any of us had a question.

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Mousseau then proceeded to yell at me and claimed he wasn't being paid to listen to my concerns. This is of course despite the fact that we were literally paying him as a council to train us, and this was a part of his job.

Mousseau then proceeds to ask the General Coordinator if he is allowed to kick me. The General Coordinator said yes and I was kicked from the training.

While I was not present for this, I have been informed that after he kicked me from the training, he proceeded to make anti-semitic allusions towards me. He

then directly compared me to the controversial Jewish American political commentator Ben Shapiro.

Complaint

- My treatment by Mousseau was completely unprofessional and not only violated the spirit of an “anti-oppression” training, but was an act of oppression in itself.
- In the presentation, Mousseau also committed minimization of genocides by implying that genocides are the sole result of “white supremacy” and Capitalism.
- Throughout his presentation, Mousseau also committed multiple micro-aggressions against people of Jewish descent that made all the Jewish councillors in the training very uncomfortable.
- The conduct of the General Coordinator in encouraging the host to kick a councillor from a training is deeply unprofessional and an abuse of power.
- In conclusion, the actions and presentation conducted by Mousseau and the General Coordinator were deeply problematic within the context of an “anti-oppression” training.

Witnesses

- The following people were present at the meeting and are willing to be witnesses: Christopher Djesus Vaccarella, Howard Issley.

Annex 16: Eastern Door External Committee Proposal

To whom it may concern,

The Eastern Door, a newspaper that covers news and events in Kahnawake, a community right outside of Montreal, has launched a GoFundMe campaign to raise money to help promote Kanien'kéha (Mohawk) - one of Canada's oldest and most threatened languages.

Sadly, in 2020, and like all Indigenous languages, Kanien'kéha is highly vulnerable. With less than 3,500 speakers worldwide, promoting Kanien'kéha is crucial, encouraging others to learn and to teach those around them to reverse the decline.

This project will be focussed on improving and developing vocabulary and language skills for anyone who is eager to participate and help our collective cause. The full page, full colour lesson was printed today (Friday, June 12), and consists of household words that people who wish to learn Mohawk can stick up around their homes and utilize repetitive learning to better grasp the language.

The idea is if you see it every day, it will eventually sink in. The cost of ad space, printing, design, and everything else that goes with it is quite high - especially during a pandemic that has hit us in harder - and we need YOUR help! Every bit is very much appreciated and together we can help promote Kanien'kéha and reverse the trend of Indigenous languages dying in Canada.

Can we count on your kind and generous donation to help us save a language in jeopardy?

Sincerely,

The Eastern Door Team

Promoting Mohawk Language

Project Budget

Cost:

\$1000 a week

Time:

30 weeks

Project includes:

Graphic design, Advertisement space and Printing costs

Project Information

Project title	Promoting Mohawk Language
Approximate date	Thursday, August 20, 2020
Where will the project take place?	It's an online fundraiser (on going)
Project description	<p>The Eastern Door, a newspaper that covers news and events in Kahnawake, a community right outside of Montreal, has launched a GoFundMe campaign to raise money to help promote Kanien'kéha (Mohawk) - one of Canada's oldest and most threatened languages.</p> <p>Sadly, in 2020, and like all Indigenous languages, Kanien'kéha is highly vulnerable. With less than 3,500 speakers worldwide, promoting Kanien'kéha is crucial, encouraging others to learn and to teach those around them to reverse the decline.</p> <p>This project will be focussed on improving and developing vocabulary and language skills for anyone who is eager to participate and help our collective cause. The full page, full colour lesson was printed today (Friday, June 12), and consists of household words that people who wish to learn Mohawk can stick up around their homes and utilize repetitive learning to better grasp the language.</p> <p>The idea is if you see it every day, it will eventually sink in. The cost of ad space, printing, design, and everything else that</p>

goes with it is quite high - especially during a pandemic that has hit us in harder - and we need YOUR help! Every bit is very much appreciated and together we can help promote Kanien'kéha and reverse the trend of Indigenous languages dying in Canada.

Please let us know if this is anything you think you could help with- or perhaps direct me to someone who could help.

Sincerely,

The Eastern Door Team

4.1.2 The CSU respects the perspectives and value the representation of women and gender non-conforming folks who are Black, Indigenous, and People of Colour;

[Adopted November 23, 2016]

4.1.6 The CSU supports that priority be given to someone who has lived experience at the intersection of different systems of oppression in roles that demand in.

[Adopted December 14, 2016]

4.1.5 The CSU recognises the importance of listening and recognising all identities and the different barriers that each face. [Adopted November 23, 2016]

4.1.3 The CSU operates in ways that add power and visibility to the voices of women and gender non-conforming folks who are Black, Indigenous, and People of

Colour; [Adopted November 23, 2016]

5.1.2 The CSU, at all future meetings of Council and executive, begin with a statement of formal recognition that Concordia University is located on Kanien'kehá:ka (Mohawk) land. [Adopted June 11, 2014]

5.1.3 That the indigenous sovereignty over their territories, and their veto power over resource extraction projects, is recognized. [Adopted October 8, 2014]

5.1.5.2 Reviewing the Truth and Reconciliation Commission's calls to action, and discussing how the University can respond to those directed at educational institutions; [Adopted May 11, 2016]

5.1.5.3 Establishing a First Peoples House to serve as a highly visible and productive center of Indigenous culture, teaching, research and student life at Concordia; [Adopted May 11, 2016]

5.1.5.4 Expanding Concordia's ability to support Indigenous research grounded in the community. [Adopted May 11, 2016]

As a teacher at Concordia- many of my students and coworkers follow The Eastern Door on social media, and we will be promoting the Mohawk Language page, not only in our newspaper but online which will reach a lot of different students, teachers, and others in general!

2000

30000

Annex 17: The Link Article about Ahmadou Sakho

<https://thelinknewspaper.ca/article/councillor-ahmadou-sakho-resigns-from-csu>